



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

### AIRCRAFT CABIN CREW AWARD 2020

[MA000047]

Airline operations

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT MILLHOUSE  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 14.2 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Cabin crew member	1047.60	27.57
Cabin crew supervisor (narrow-bodied aircraft, 4 or more crew)	1222.30	32.17
Cabin crew manager (wide-bodied aircraft)	1427.70	37.57

2. By deleting the amount “\$17.00” appearing in clause A.1.7(a) and inserting “\$17.60”.
3. By deleting the amounts “\$1530.00” and “\$17.00” appearing in clause A.1.7(b) and inserting “\$1584.00” and “\$17.60” respectively.

4. By deleting the amount “\$141.20” appearing in clause B.2.9(a)(ii) and inserting “\$146.14”.

5. By deleting the table appearing in clause D.1.1 and inserting the following:

Employee classification	Ordinary hours	Overtime—domestic flying and international flying employees
		For all time worked in excess of 1872 hours in a year or in excess of the employee’s roster cycle maximum
	% of minimum hourly rate	
	100%	200%
	\$	\$
Cabin crew member	27.57	55.14
Cabin crew supervisor (narrow-bodied aircraft, 4 or more crew)	32.17	64.34
Cabin crew manager (wide-bodied aircraft)	37.57	75.14

6. By deleting the table appearing in clause D.2.1 and inserting the following:

Employee classification	Ordinary hours
	% of minimum hourly rate
	125%
	\$
Cabin crew member	34.46
Cabin crew supervisor (narrow-bodied aircraft, 4 or more crew)	40.21
Cabin crew manager (wide-bodied aircraft)	46.96

7. By deleting the amount “\$1012.20” appearing in clause E.1.1 and inserting “\$1047.60”.

8. By deleting the table appearing in clause E.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>Domestic Flying</b>				
Flying allowance	A.1.7(a)	1.68	17.60	per hour
<b>Regional Flying</b>				
Working on a designated day off	B.2.9(a)(ii)	13.95	146.14	per day

- B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2025.

PRESIDENT