



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

AIR PILOTS AWARD 2020
[MA000046]

Airline operations

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the example appearing in clause 10.5 and inserting the following:

Example – Casual hourly rate for casual airlines/general aviation employees

Emma is a casual pilot paid an hourly rate derived from the minimum salaries in Schedule A of the award. Emma flies a piston engine aircraft with a maximum take-off weight of 3810kg on commuter operations and is required to carry out flying using a Command instrument rating.

The annual salary for a full-time pilot under the classification of Captain, Multi engine 3360 kg UTBNI 5660 kg is \$55,277.

Emma is entitled to additions to salary under clause A.1.3(a) of \$1606.74 per annum and clause A.1.4 of \$6426.96.

The formula to calculate her hourly casual rate under clauses 10.2 and 10.3 of the award is:

The rate for First Officers Single engine UTBNI 1360 kg and Single engine 1360 kg–3359 kg in item A.9 on page 3 has been amended on 24 June 2020 from \$39,196 to \$39,198.

(Annual salary + annual applicable additions to salary) divided by 800 = hourly rate

Hourly rate x casual loading = casual hourly rate

Calculating Emma’s casual hourly rate:

Step 1: (annual salary + annual applicable additions to salary) = \$63,310.70

Step 2: \$63,310.70 / 800 = \$79.14 per hour (hourly rate)

Step 3: \$79.14 x 1.25 = \$98.93* per hour (casual hourly rate)

Emma’s casual hourly rate of pay is \$98.93* per hour.

*Emma’s actual rate of pay may differ based on other allowances that may be payable under the Air Pilots Award.

2. By deleting the amount “\$107.00” appearing in clause 15.8(f)(ii) and inserting “\$108.87”.
3. By deleting the amount “\$85.43” appearing in clause 20.2(a)(ii) and inserting “\$86.92”.
4. By deleting the amount “\$43.15” appearing in clause 20.2(a)(iii) and inserting “\$43.90”.
5. By deleting the amount “\$103.55” appearing in clause 20.2(a)(iv) and inserting “\$105.36”.
6. By deleting the amount “\$15.53” appearing in clause 20.2(b)(ii) and inserting “\$15.80”.
7. By deleting the table appearing in clause 20.2(c)(ii) and inserting the following:

	\$ per annum
Single pilot command	8741.02
Multi pilot command	5825.18
Co-pilot	4366.56

8. By deleting the amount “\$33.65” appearing in clause 20.2(d)(i) and inserting “\$34.24”.

9. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Minimum salary per annum	
	Captain	First Officers Second Pilots
	\$	\$
Single engine UTBNI 1360 kg	45,656	39,198
Single engine 1360 kg–3359 kg	47,597	39,198
Single engine 3360 kg & above	55,277	43,149
Multi engine UTBNI 3360 kg	53,160	41,470
Multi engine 3360 kg UTBNI 5660 kg	55,277	43,149
Multi engine 5660 kg UTBNI 8500 kg	58,301	44,999
Multi engine 8500 kg UTBNI 12000 kg	62,717	47,794
Multi engine 12000 kg UTBNI 15000 kg	67,409	50,891
Multi engine 15000 kg UTBNI 19000 kg	73,458	54,591
Multi engine 19000 kg & above— unless otherwise listed	78,594	57,522
Dash 8 100–15650 kg MTOW	73,458	54,591
Dash 8 200–16466 kg MTOW	73,458	54,591
Dash 8 300–19505 kg MTOW	73,458	54,591
Dash 8 400–28998 kg MTOW	78,473	57,522

10. By deleting the table appearing in clause A.1.2 and inserting the following:

Classification	Minimum salary per annum (full-time employee)		
	Captain	First Officer	Second Officer
	\$	\$	\$
Fokker 28	126,312	83,728	
CRJ-50	126,312	83,728	
BAe-146	136,743	90,300	
Fokker 100	136,743	90,300	

Classification	Minimum salary per annum (full-time employee)		
	Captain	First Officer	Second Officer
	\$	\$	\$
Boeing 717	136,743	90,300	
Narrow body aircraft	143,358	94,414	
Wide body aircraft–single deck	164,591	108,307	65,700
Wide body aircraft–double deck	185,826	122,201	74,036

11. By deleting the amount “\$1579.11” appearing in clause A.1.3(a) and inserting “\$1606.74”.
12. By deleting the amount “\$5211.92” appearing in clause A.1.3(b) and inserting “\$5303.12”.
13. By deleting the amount “\$6877.31” appearing in clause A.1.3(c) and inserting “\$6997.66”.
14. By deleting the amount “\$11,045.12” appearing in clause A.1.3(d) and inserting “\$11,238.40”.
15. By deleting the table appearing in clause A.1.4 and inserting the following:

Instrument flying rating	\$ per annum
Command or Class 1	6426.96
Co-pilot or Class 2	4179.28
Night VFR or Class 4	1606.74

16. By deleting the amounts “\$3598.29” and “\$7196.59” appearing in clause A.1.7(a)(i) and inserting “\$3661.26” and “\$7322.52” respectively.
17. By deleting the amounts “\$3598.29” and “\$7196.59” appearing in clause A.1.7(a)(ii) and inserting “\$3661.26” and “\$7322.52” respectively.
18. By deleting the amount “\$914.67” appearing in clause A.1.7(c) and inserting “\$930.68”.

19. By deleting the table appearing in clause A.1.8 and inserting the following:

Instrument flying rating	\$ per annum
Command or Class 1	6426.96
Co-pilot or Class 2	4179.28
Night VFR or Class 4	1606.74

20. By deleting the table appearing in clause B.1.1 and inserting the following:

	Minimum salary per annum	
	Captain	Co-pilot
	\$	\$
Group 1		
Cessna 206	52,000	
Cessna 207	52,000	
Cessna 210	52,000	
Group 2		
Aero Commander 500	57,618	
Beechcraft 55	57,618	
Beechcraft 58	57,618	
Britten Norman BN2	57,618	
Cessna 310	57,618	
Cessna 337	57,618	
Cessna 402	57,618	
Cessna 414	57,618	
Partenavia P68	57,618	
Piper PA23	57,618	
Piper PA30	57,618	
Piper PA31	57,618	
Piper PA34	57,618	
Piper PA60 Aerostar	57,618	
Group 3		
Beechcraft 65	59,577	
Cessna 404	59,577	
Cessna 421	59,577	

	Minimum salary per annum	
	Captain	Co-pilot
	\$	\$
Aero Commander 680	59,577	
Group 4		
Cessna 441	63,802	
Nomad N22	63,802	
Nomad N24	63,802	
Aero Commander 690	63,802	
Group 5		
Beechcraft 200	72,369	52,404
Swearingen 226	72,369	52,404
Swearingen 227	72,369	52,404
De Havilland 6-100	72,369	52,404
De Havilland 6-200	72,369	52,404
De Havilland 6-300	72,369	52,404
Casa 212	72,369	52,404
Embraer 110	72,369	52,404
Group 6		
Jetstream 31	74,328	53,051
Beach 1900	74,328	53,051
Metro 23	74,328	53,051
Group 7		
Cessna 550	77,283	53,912
McDonnell Douglas	77,283	53,912
DC3	77,283	53,912
Shorts SD-330	77,283	53,912
Shorts SD-360	77,283	53,912
Mohawk	77,283	53,912
Group 8		
Saab-Fairchild	82,503	56,542
340 A	82,503	56,542
Group 9		

	Minimum salary per annum	
	Captain	Co-pilot
	\$	\$
De Havilland	89,066	59,899
Dash 8-102, 200 and 300	89,066	59,899
ATR 42-300	89,066	59,899
Fokker 50	89,066	59,899
Dash 8-400	95,174	63,968
Group 10 (turbo jet aircraft)		
Fokker 70 and Fokker 100	136,743	90,300
Bae-146	136,743	90,300
Embraer 190/195	136,743	90,300
Airbus A319	143,358	94,414
Airbus A320	143,358	94,414
Boeing 737-300	143,358	94,414
Boeing 737-400	143,358	94,414

21. By deleting the amount “\$134.61” appearing in clause B.3.1 and inserting “\$136.97”.
22. By deleting the table appearing in clause C.9.1 and inserting the following:

Aerial application flying hours experience in the industry	Minimum salary per week (full-time employee)
	\$
0–1000	753.80
1001–2000	778.30
2001–3000	810.50
Over 3000	875.70

23. By deleting the amount “\$232.00” appearing in clause C.9.2 and inserting “\$236.06”.
24. By deleting the amount “\$25.89” appearing in clause C.9.6 and inserting “\$26.34”.
25. By deleting the amount “\$4443.94” appearing in clause D.4.1(a) and inserting “\$4521.70”.

26. By deleting the table appearing in clause D.4.1(b) and inserting the following:

Instrument flying rate	\$ per annum
Command	5487.50
Co-pilot	3564.68
Night LVMC	1369.68

27. By deleting the table appearing in clause D.5.1 and inserting the following:

	Minimum salary per annum (full-time employee)
	\$
<i>Single engine</i>	
1st year of service	56,445
2nd year of service	57,767
3rd year of service	59,033
4th year of service	60,275
5th year of service	61,597
6th year of service	62,918
7th year of service	64,243
8th year of service	65,566
9th year of service	66,886
<i>Twin 0-9000 lbs</i>	
1st year of service	60,275
2nd year of service	61,597
3rd year of service	62,918
4th year of service	64,243
5th year of service	65,566
6th year of service	66,886
7th year of service	68,210
8th year of service	69,532
9th year of service	70,854

	Minimum salary per annum (full-time employee)
	\$
<i>Twin over 9000 lbs</i>	
1st year of service	62,918
2nd year of service	64,243
3rd year of service	65,566
4th year of service	66,886
5th year of service	68,210
6th year of service	69,532
7th year of service	70,854
8th year of service	72,029
9th year of service	73,499

- 28. By deleting the amount “\$21.57” appearing in clause D.5.3(a) and inserting “\$21.95”.
- 29. By deleting the amounts “\$9017.31” and “\$6126.59” appearing in clause D.5.3(b) and inserting “\$9175.10” and “\$6233.80” respectively.
- 30. By deleting the table appearing in clause D.5.4 and inserting the following:

	\$ per night
Australia and dependencies	21.95
Overseas	21.95

- 31. By deleting the table appearing in clause D.6.1 and inserting the following:

Single engine command	Minimum salary per annum¹
	\$
<i>UTBNI 9000 lbs</i>	
1st year of service	58,952
2nd year of service	60,275
3rd year of service	61,597
4th year of service	62,918
5th year of service	64,243
6th year of service	65,566
7th year of service	66,886

Single engine command	Minimum salary per annum¹
	\$
8th year of service	68,208
9th year of service	69,532
10th year of service	70,854
11th year of service	72,175
12th year of service	73,499
13th year of service	74,821
14th year of service	76,145
15th year of service	77,468
<i>All other operations command</i>	
1st year of service	65,566
2nd year of service	66,886
3rd year of service	68,208
4th year of service	69,532
5th year of service	70,854
6th year of service	72,175
7th year of service	73,499
8th year of service	74,821
9th year of service	76,145
10th year of service	77,468
11th year of service	78,788
12th year of service	80,111
13th year of service	81,434
14th year of service	82,754
15th year of service	84,078

- 32. By deleting the amount “\$6687.48” appearing in clause D.6.3 and inserting “\$6804.50”.
- 33. By deleting the table appearing in clause E.1.1 and inserting the following:

Flying hours experience in the industry	Minimum hourly rate
	\$
0–1000	19.84
1001–2000	20.48

Flying hours experience in the industry	Minimum hourly rate
	\$
2001–3000	21.33
Over 3000	23.04

34. By deleting the table appearing in clause E.1.2 and inserting the following:

	Minimum daily rate
All employees	\$
All employees	236.06

35. By deleting the table appearing in clause E.2.1 and inserting the following:

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Single engine aircraft	
UTBNI 1360 kg	
Captain	71.34
First Officer/Second Pilot	61.25
1360 kg – 3359 kg	
Captain	74.38
First Officer/Second Pilot	61.25
3360 kg & above	
Captain	86.38
First Officer/Second Pilot	67.43
Multi engine aircraft	
UTBNI 3360 kg	
Captain	83.06
First Officer/Second Pilot	64.80
3360 kg UTBNI 5660 kg	
Captain	86.38
First Officer/Second Pilot	67.43
5660 kg UTBNI 8500 kg	

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Captain	91.10
First Officer/Second Pilot	70.31
8500 kg UTBNI 12000 kg	
Captain	98.00
First Officer/Second Pilot	74.68
12000 kg UTBNI 15000 kg	
Captain	105.33
First Officer/Second Pilot	79.51
15000 kg UTBNI 19000 kg	
Captain	114.78
First Officer/Second Pilot	85.30
19000 kg & above – unless otherwise listed	
Captain	122.80
First Officer/Second Pilot	89.88
Dash 8 aircraft	
Dash 8 100 – 15650 kg MTOW; Dash 8 200 – 16466 kg MTOW; and Dash 8 300 – 19505 kg MTOW	
Captain	114.78
First Officer/Second Pilot	85.30
Dash 8 400 – 28998 kg MTOW	
Captain	122.61
First Officer/Second Pilot	89.88
Larger aircraft	
Fokker 28 and CRJ-50	
Captain	197.36
First Officer	130.83
BAe-146; Fokker 100B; and Boeing 717	
Captain	213.66

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
First Officer	141.10
Narrow body aircraft	
Captain	224.00
First Officer	147.53
Wide body aircraft - single deck	
Captain	257.18
First Officer	169.23
Second Officer	102.66
Wide body aircraft - double deck	
Captain	290.35
First Officer	190.94
Second Officer	115.69

36. By deleting the table appearing in clause E.2.2 and inserting the following:

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Group 1	Cessna 206; Cessna 207 and Cessna 210
Captain	81.25
Group 2	Aero Commander 500; Beechcraft 55; Beechcraft 58; Britten Norman BN2; Cessna 310; Cessna 337; Cessna 402; Cessna 414; Partenavia P68; Piper PA23; Piper PA30; Piper PA31; Piper PA34 and Piper PA60 Aerostar
Captain	90.03
Group 3	Beechcraft 65; Cessna 404 and Cessna 421
Captain	93.09
Group 4	Cessna 441; Nomad N22 and Nomad N24
Captain	99.69
Group 5	Beechcraft 200; Swearingen 226; Swearingen 227; De Havilland 6-100; De

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
	Havilland 6-200; De Havilland 6-300; Casa 212 and Embraer 110
Captain	113.08
Co-pilot	81.89
Group 6	Jetstream 31; Beach 1900 and Metro 23
Captain	116.14
Co-pilot	82.89
Group 7	Cessna 550; McDonnell Douglas; DC3; Shorts SD-330; Shorts SD-360 and Mohawk
Captain	120.75
Co-pilot	84.24
Group 8	Saab-Fairchild and 340 A
Captain	128.91
Co-pilot	88.35
Group 9	De Havilland; and Dash 8-102, 200 and 30
Captain	139.16
Co-pilot	93.59
Dash 8-400	
Captain	148.71
Co-pilot	99.95

37. By deleting the table appearing in clause E.2.3 and inserting the following:

	Pilot	Co-pilot
	1/800th of annual rate + 25% loading	1/800th of annual rate + 25% loading
	\$ per flying hour	
On-Shore Operations		
Single Engine		
1st year of service	88.20	61.74
2nd year of service	90.26	63.19
3rd year of service	92.24	64.56

	Pilot	Co-pilot
	1/800th of annual rate + 25% loading	1/800th of annual rate + 25% loading
	\$ per flying hour	
4th year of service	94.18	65.93
5th year of service	96.25	67.38
6th year of service	98.31	68.81
7th year of service	100.38	70.26
8th year of service	102.45	71.71
9th year of service	104.51	73.16
Twin 0-9000 lbs		
1st year of service	94.18	65.93
2nd year of service	96.25	67.38
3rd year of service	98.31	68.81
4th year of service	100.38	70.26
5th year of service	102.45	71.71
6th year of service	104.51	73.16
7th year of service	106.58	74.60
8th year of service	108.65	76.05
9th year of service	110.71	77.50
Twin over 9000 lbs		
1st year of service	98.31	68.81
2nd year of service	100.38	70.26
3rd year of service	102.45	71.71
4th year of service	104.51	73.16
5th year of service	106.58	74.60
6th year of service	108.65	76.05
7th year of service	110.71	77.50
8th year of service	112.55	78.79
9th year of service	114.84	80.39

38. By deleting the table appearing in clause E.2.4 and inserting the following:

	Pilot	Co-pilot
	1/800th of annual rate + special duties addition + 25% loading¹	1/800th of annual rate + special duties addition + 25% loading¹
	\$ per flying hour	
Single engine command		
UTBNI 9000 lbs		
1st year of service	102.75	75.11
2nd year of service	104.81	76.56
3rd year of service	106.88	78.00
4th year of service	108.94	79.45
5th year of service	111.01	80.90
6th year of service	113.08	82.35
7th year of service	115.14	83.79
8th year of service	117.21	85.24
9th year of service	119.28	86.69
10th year of service	121.34	88.13
11th year of service	123.40	89.58
12th year of service	125.48	91.03
13th year of service	127.54	92.46
14th year of service	129.61	93.91
15th year of service	131.68	95.36
All other operations command		
1st year of service	113.08	82.35
2nd year of service	115.14	83.79
3rd year of service	117.21	85.24
4th year of service	119.28	86.69
5th year of service	121.34	88.13
6th year of service	123.40	89.58
7th year of service	125.48	91.03
8th year of service	127.54	92.46
9th year of service	129.61	93.91

	Pilot	Co-pilot
	1/800th of annual rate + special duties addition + 25% loading¹	1/800th of annual rate + special duties addition + 25% loading¹
	\$ per flying hour	
10th year of service	131.68	95.36
11th year of service	133.74	96.81
12th year of service	135.80	98.25
13th year of service	137.88	99.70
14th year of service	139.94	101.15
15th year of service	142.00	102.59

39. By deleting the amount “\$862.90” appearing in clause F.1 and inserting “\$878.00”.
40. By deleting the table appearing in clause F.1 and inserting the following:

	Clause	% of standard rate	\$	Payable
Work on a rostered duty-free day	15.8(f)(ii)	12.4	108.87	per day worked
Engineering and other duties—50 hourly inspection	20.2(a)(ii)	9.9	86.92	per inspection
Engineering and other duties—Licensed Aircraft Maintenance Engineer qualification	20.2(a)(iii)	5.0	43.90	per hour or part thereof
Engineering and other duties—excessive freight weight—pilot required to load/unload aircraft	20.2(a)(iv)	12.0	105.36	per tour of duty
Night operations—personal inconvenience allowance	20.2(b)(ii)	1.8	15.80	per night operation flown
Night vision goggles:	20.2(c)(ii)			
Single pilot command		995.56	8741.02	per annum
Multi pilot command		663.46	5825.18	per annum
Co-pilot		497.33	4366.56	per annum
Overseas duty allowance	20.2(d)(i)	3.9	34.24	per occasion
Airlines/General Aviation				
Piston engine aircraft—commuter operations	A.1.3(a)	183.0	1606.74	per annum

	Clause	% of standard rate	\$	Payable
Airline Transport Pilot's Licence (excluding Fokker-28 pilots)	A.1.3(b)	604.0	5303.12	per annum
Turbo-prop aircraft allowance	A.1.3(c)	797.0	6997.66	per annum
Turbo jet aircraft allowance (excluding Fokker-28 pilots)	A.1.3(d)	1280.0	11,238.40	per annum
Instrument flying rating (excluding Fokker-28 pilots)	A.1.4			
Command or Class 1		732.0	6426.96	per annum
Co-pilot or Class 2		476.0	4179.28	per annum
Night VFR or Class 4		183.0	1606.74	per annum
Instrument flying rating—First Officer/Second Pilot:	A.1.6			
Command or Class 1		732.0	6426.96	per annum
Co-pilot or Class 2		476.0	4179.28	per annum
Night VFR or Class 4		183.0	1606.74	per annum
Piston engine aircraft—commuter operations—additional entitlement (see A.1.3(a))		65% additional as specified in A.1.6	1044.38	per annum
Turbo-prop aircraft allowance—additional entitlement (see A.1.3(c))		65% additional as specified in A.1.6	4548.48	per annum
Turbo jet aircraft allowance—additional entitlement (see A.1.3(d))		65% additional as specified in A.1.6	7304.96	per annum
Flight instruction—single engine:	A.1.7(a)(i)			
Grade II single engine charter		417.0	3661.26	per annum on appointment
Grade I single engine charter		834.0	7322.52	per annum on appointment
Flight instruction—multi engine:	A.1.7(a)(ii)			

	Clause	% of standard rate	\$	Payable
Grade II multi engine charter		417.0	3661.26	per annum on appointment
Grade I multi engine charter		834.0	7322.52	per annum on appointment
Flight instruction—single engine (Grade I instructor)—8 years of service	A.1.7(c)	106.0	930.68	per annum of sixth, seventh and eighth year of service
Instrument flying rating—flight instruction:	A.1.8			
Command or Class 1		732.0	6426.96	per annum
Co-pilot or Class 2		476.0	4179.28	per annum
Night VFR or Class 4		183.0	1606.74	per annum
Regional Airlines				
Freight weight allowance—in excess of 500kg—pilot required to load/unload aircraft	B.3.1	15.6	136.97	per tour of duty
Aerial Application Operations				
Training and/or checking allowance	C.9.6	3.0	26.34	per hour*
Helicopter Operations				
Senior commercial pilot's licence allowance	D.4.1(a)	515.0	4521.70	per annum
Instrument flying rating:	D.4.1(b)			
Command		625.0	5487.50	per annum
Co-pilot		406.0	3564.68	per annum
Night LVMC		156.0	1369.68	per annum
Cattle mustering allowance	D.5.3(a)	2.5	21.95	per day or part thereof
Police operations:	D.5.3(b)			
Twin engine operations		1045.0	9175.10	per annum
Single engine operations		710.0	6233.80	per annum
Specific on-shore allowances—overnight allowance:	D.5.4			
Australia and dependencies		2.5	21.95	per night spent away from home base

	Clause	% of standard rate	\$	Payable
Overseas		2.5	21.95	per night spent away from home base
Specific off-shore additions—special duties	D.6.3	775.0	6804.50	per annum

B. This determination comes into operation on 1 February 2021. In accordance with s.286(5) of the *Fair Work Act 2009* 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 February 2021.

PRESIDENT