



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] 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 \$56,659.

Emma is entitled to additions to salary under clause A.1.3(a) of \$1646.89 per annum and clause A.1.4 of \$6587.56.

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

Amended several co-pilot rates in item A.37 due to rounding error.

(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) = \$64,893.45

Step 2: \$64,893.45 / 800 = \$81.12 per hour (hourly rate)

Step 3: \$81.12 x 1.25 = \$101.40* per hour (casual hourly rate)

Emma’s casual hourly rate of pay is \$101.40* 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 “\$108.87” appearing in clause 15.8(f)(ii) and inserting “\$111.59”.
3. By deleting the amount “\$86.92” appearing in clause 20.2(a)(ii) and inserting “\$89.09”.
4. By deleting the amount “\$43.90” appearing in clause 20.2(a)(iii) and inserting “\$45.00”.
5. By deleting the amount “\$105.36” appearing in clause 20.2(a)(iv) and inserting “\$107.99”.
6. By deleting the amount “\$15.80” appearing in clause 20.2(b)(ii) and inserting “\$16.20”.
7. By deleting the table appearing in clause 20.2(c)(ii) and inserting the following:

	\$ per annum
Single pilot command	8959.44
Multi pilot command	5970.74
Co-pilot	4475.67

8. By deleting the amount “\$34.24” appearing in clause 20.2(d)(i) and inserting “\$35.10”.

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	46,797	40,178
Single engine 1360 kg–3359 kg	48,787	40,178
Single engine 3360 kg & above	56,659	44,228
Multi engine UTBNI 3360 kg	54,489	42,507
Multi engine 3360 kg UTBNI 5660 kg	56,659	44,228
Multi engine 5660 kg UTBNI 8500 kg	59,759	46,124
Multi engine 8500 kg UTBNI 12000 kg	64,285	48,989
Multi engine 12000 kg UTBNI 15000 kg	69,094	52,163
Multi engine 15000 kg UTBNI 19000 kg	75,294	55,956
Multi engine 19000 kg & above— unless otherwise listed	80,559	58,960
Dash 8 100–15650 kg MTOW	75,294	55,956
Dash 8 200–16466 kg MTOW	75,294	55,956
Dash 8 300–19505 kg MTOW	75,294	55,956
Dash 8 400–28998 kg MTOW	80,435	58,960

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	129,470	85,821	
CRJ-50	129,470	85,821	
BAe-146	140,162	92,558	
Fokker 100	140,162	92,558	

Classification	Minimum salary per annum (full-time employee)		
	Captain	First Officer	Second Officer
	\$	\$	\$
Boeing 717	140,162	92,558	
Narrow body aircraft	146,942	96,774	
Wide body aircraft–single deck	168,706	111,015	67,343
Wide body aircraft–double deck	190,472	125,256	75,887

11. By deleting the amount “\$1606.74” appearing in clause A.1.3(a) and inserting “\$1646.89”.
12. By deleting the amount “\$5303.12” appearing in clause A.1.3(b) and inserting “\$5435.64”.
13. By deleting the amount “\$6997.66” appearing in clause A.1.3(c) and inserting “\$7172.52”.
14. By deleting the amount “\$11,238.40” appearing in clause A.1.3(d) and inserting “\$11,519.23”.
15. By deleting the table appearing in clause A.1.4 and inserting the following:

Instrument flying rating	\$ per annum
Command or Class 1	6587.56
Co-pilot or Class 2	4283.71
Night VFR or Class 4	1646.89

16. By deleting the amounts “\$3661.26” and “\$7322.52” and appearing in clause A.1.7(a)(i) and inserting “\$3752.75” and “\$7505.50” respectively.
17. By deleting the amounts “\$3661.26” and “\$7322.52” appearing in clause A.1.7(a)(ii) and inserting “\$3752.75” and “\$7505.50” respectively.
18. By deleting the amount “\$930.68” appearing in clause A.1.7(c) and inserting “\$953.94”.

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

Instrument flying rating	\$ per annum
Command or Class 1	6587.56
Co-pilot or Class 2	4283.71
Night VFR or Class 4	1646.89

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	53,300	
Cessna 207	53,300	
Cessna 210	53,300	
Group 2		
Aero Commander 500	59,058	
Beechcraft 55	59,058	
Beechcraft 58	59,058	
Britten Norman BN2	59,058	
Cessna 310	59,058	
Cessna 337	59,058	
Cessna 402	59,058	
Cessna 414	59,058	
Partenavia P68	59,058	
Piper PA23	59,058	
Piper PA30	59,058	
Piper PA31	59,058	
Piper PA34	59,058	
Piper PA60 Aerostar	59,058	
Group 3		
Beechcraft 65	61,066	
Cessna 404	61,066	
Cessna 421	61,066	

	Minimum salary per annum	
	Captain	Co-pilot
	\$	\$
Aero Commander 680	61,066	
Group 4		
Cessna 441	65,397	
Nomad N22	65,397	
Nomad N24	65,397	
Aero Commander 690	65,397	
Group 5		
Beechcraft 200	74,178	53,714
Swearingen 226	74,178	53,714
Swearingen 227	74,178	53,714
De Havilland 6-100	74,178	53,714
De Havilland 6-200	74,178	53,714
De Havilland 6-300	74,178	53,714
Casa 212	74,178	53,714
Embraer 110	74,178	53,714
Group 6		
Jetstream 31	76,186	54,377
Beach 1900	76,186	54,377
Metro 23	76,186	54,377
Group 7		
Cessna 550	79,215	55,260
McDonnell Douglas	79,215	55,260
DC3	79,215	55,260
Shorts SD-330	79,215	55,260
Shorts SD-360	79,215	55,260
Mohawk	79,215	55,260
Group 8		
Saab-Fairchild	84,566	57,956
340 A	84,566	57,956
Group 9		

	Minimum salary per annum	
	Captain	Co-pilot
	\$	\$
De Havilland	91,293	61,396
Dash 8-100, 102, 200 and 300	91,293	61,396
ATR 42-300	91,293	61,396
Fokker 50	91,293	61,396
Dash 8-400	97,553	65,567
Group 10 (turbo jet aircraft)		
Fokker 70 and Fokker 100	140,162	92,558
Bae-146	140,162	92,558
Embraer 190/195	140,162	92,558
Airbus A319	146,942	96,774
Airbus A320	146,942	96,774
Boeing 737-300	146,942	96,774
Boeing 737-400	146,942	96,774

- 21. By deleting the amount “\$136.97” appearing in clause B.3.1 and inserting “\$140.39”.
- 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	772.60
1001–2000	797.80
2001–3000	830.80
Over 3000	897.60

- 23. By deleting the amount “\$236.06” appearing in clause C.9.2 and inserting “\$241.96”.
- 24. By deleting the amount “\$26.34” appearing in clause C.9.6 and inserting “\$27.00”.
- 25. By deleting the amount “\$4521.70” appearing in clause D.4.1(a) and inserting “\$4634.69”.

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

Instrument flying rate	\$ per annum
Command	5624.63
Co-pilot	3653.76
Night LVMC	1403.91

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	57,856
2nd year of service	59,211
3rd year of service	60,509
4th year of service	61,782
5th year of service	63,137
6th year of service	64,491
7th year of service	65,849
8th year of service	67,205
9th year of service	68,558
<i>Twin 0–9000 lbs</i>	
1st year of service	61,782
2nd year of service	63,137
3rd year of service	64,491
4th year of service	65,849
5th year of service	67,205
6th year of service	68,558
7th year of service	69,915
8th year of service	71,270
9th year of service	72,625
<i>Twin over 9000 lbs</i>	
1st year of service	64,491
2nd year of service	65,849

	Minimum salary per annum (full-time employee)
	\$
3rd year of service	67,205
4th year of service	68,558
5th year of service	69,915
6th year of service	71,270
7th year of service	72,625
8th year of service	73,830
9th year of service	75,336

- 28. By deleting the amount “\$21.95” appearing in clause D.5.3(a) and inserting “\$22.50”.
- 29. By deleting the amounts “\$9175.10” and “\$6233.80” appearing in clause D.5.3(b) and inserting “\$9404.37” and “\$6389.57” respectively.
- 30. By deleting the table appearing in clause D.5.4 and inserting the following:

	\$ per night
Australia and dependencies	22.50
Overseas	22.50

- 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	60,426
2nd year of service	61,782
3rd year of service	63,137
4th year of service	64,491
5th year of service	65,849
6th year of service	67,205
7th year of service	68,558
8th year of service	69,913
9th year of service	71,270
10th year of service	72,625

Single engine command	Minimum salary per annum¹
	\$
11th year of service	73,979
12th year of service	75,336
13th year of service	76,692
14th year of service	78,049
15th year of service	79,405
<i>All other operations command</i>	
1st year of service	67,205
2nd year of service	68,558
3rd year of service	69,913
4th year of service	71,270
5th year of service	72,625
6th year of service	73,979
7th year of service	75,336
8th year of service	76,692
9th year of service	78,049
10th year of service	79,405
11th year of service	80,758
12th year of service	82,114
13th year of service	83,470
14th year of service	84,823
15th year of service	86,180

32. By deleting the amount “\$6804.50” appearing in clause D.6.3 and inserting “\$6974.54”.

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	20.33
1001–2000	20.99
2001–3000	21.86
Over 3000	23.62

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

	Minimum daily rate
All employees	\$
All employees	241.96

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	73.13
First Officer/Second Pilot	62.78
1360 kg – 3359 kg	
Captain	76.23
First Officer/Second Pilot	62.78
3360 kg & above	
Captain	88.53
First Officer/Second Pilot	69.11
Multi engine aircraft	
UTBNI 3360 kg	
Captain	85.14
First Officer/Second Pilot	66.41
3360 kg UTBNI 5660 kg	
Captain	88.53
First Officer/Second Pilot	69.11
5660 kg UTBNI 8500 kg	
Captain	93.38
First Officer/Second Pilot	72.08
8500 kg UTBNI 12000 kg	
Captain	100.45
First Officer/Second Pilot	76.55

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
12000 kg UTBNI 15000 kg	
Captain	107.96
First Officer/Second Pilot	81.50
15000 kg UTBNI 19000 kg	
Captain	117.65
First Officer/Second Pilot	87.44
19000 kg & above – unless otherwise listed	
Captain	125.88
First Officer/Second Pilot	92.13
Dash 8 aircraft	
Dash 8 100 – 15650 kg MTOW; Dash 8 200 – 16466 kg MTOW; and Dash 8 300 – 19505 kg MTOW	
Captain	117.65
First Officer/Second Pilot	87.44
Dash 8 400 – 28998 kg MTOW	
Captain	125.68
First Officer/Second Pilot	92.13
Larger aircraft	
Fokker 28 and CRJ-50	
Captain	202.30
First Officer	134.10
BAe-146; Fokker 100; and Boeing 717	
Captain	219.00
First Officer	144.63
Narrow body aircraft	
Captain	229.60
First Officer	151.21
Wide body aircraft - single deck	

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Captain	263.60
First Officer	173.46
Second Officer	105.23
Wide body aircraft - double deck	
Captain	297.61
First Officer	195.71
Second Officer	118.58

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	83.29
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	92.28
Group 3	Beechcraft 65; Cessna 404; Cessna 421; and Aero Commander 680
Captain	95.41
Group 4	Cessna 441; Nomad N22; Nomad N24; and Aero Commander 690
Captain	102.19
Group 5	Beechcraft 200; Swearingen 226; Swearingen 227; De Havilland 6-100; De Havilland 6-200; De Havilland 6-300; Casa 212 and Embraer 110
Captain	115.90
Co-pilot	83.93

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Group 6	Jetstream 31; Beach 1900 and Metro 23
Captain	119.04
Co-pilot	84.96
Group 7	Cessna 550; McDonnell Douglas; DC3; Shorts SD-330; Shorts SD-360 and Mohawk
Captain	123.78
Co-pilot	86.35
Group 8	Saab-Fairchild and 340 A
Captain	132.14
Co-pilot	90.56
Group 9	De Havilland; Dash 8-100, 102, 200 and 300; ATR 42-300; and Fokker 50
Captain	142.65
Co-pilot	95.94
Group 9	Dash 8-400
Captain	152.43
Co-pilot	102.45
Group 10 (turbo jet aircraft)	Fokker 70 and Fokker 100; Bae-146 and Embraer 190/195
Captain	219.00
Co-pilot	144.63
Group 10 (turbo jet aircraft)	Airbus A319; Airbus 320; Boeing 737-300 and Boeing 737-400
Captain	229.60
Co-pilot	151.21

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		

	Pilot	Co-pilot
	1/800th of annual rate + 25% loading	1/800th of annual rate + 25% loading
	\$ per flying hour	
Single Engine		
1st year of service	90.40	63.28
2nd year of service	92.51	64.76
3rd year of service	94.55	66.19
4th year of service	96.54	67.58
5th year of service	98.65	69.05
6th year of service	100.76	70.54
7th year of service	102.89	72.03
8th year of service	105.01	73.50
9th year of service	107.13	74.99
Twin 0-9000 lbs		
1st year of service	96.54	67.58
2nd year of service	98.65	69.05
3rd year of service	100.76	70.54
4th year of service	102.89	72.03
5th year of service	105.01	73.50
6th year of service	107.13	74.99
7th year of service	109.24	76.48
8th year of service	111.36	77.95
9th year of service	113.48	79.44
Twin over 9000 lbs		
1st year of service	100.76	70.54
2nd year of service	102.89	72.03
3rd year of service	105.01	73.50
4th year of service	107.13	74.99
5th year of service	109.24	76.48
6th year of service	111.36	77.95
7th year of service	113.48	79.44
8th year of service	115.36	80.75
9th year of service	117.71	82.40

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	105.31	76.99
2nd year of service	107.44	78.48
3rd year of service	109.55	79.95
4th year of service	111.66	81.44
5th year of service	113.79	82.93
6th year of service	115.90	84.40
7th year of service	118.03	85.89
8th year of service	120.14	87.36
9th year of service	122.26	88.85
10th year of service	124.38	90.34
11th year of service	126.49	91.81
12th year of service	128.61	93.30
13th year of service	130.73	94.78
14th year of service	132.85	96.26
15th year of service	134.96	97.75
All other operations command		
1st year of service	115.90	84.40
2nd year of service	118.03	85.89
3rd year of service	120.14	87.36
4th year of service	122.26	88.85
5th year of service	124.38	90.34
6th year of service	126.49	91.81
7th year of service	128.61	93.30
8th year of service	130.73	94.78
9th year of service	132.85	96.26

	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	134.96	97.75
11th year of service	137.09	99.23
12th year of service	139.20	100.71
13th year of service	141.33	102.19
14th year of service	143.44	103.68
15th year of service	145.55	105.16

39. By deleting the amount “\$878.00” appearing in clause F.1 and inserting “\$899.94”.

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	111.59	per day worked
Engineering and other duties—50 hourly inspection	20.2(a)(ii)	9.9	89.09	per inspection
Engineering and other duties—Licensed Aircraft Maintenance Engineer qualification	20.2(a)(iii)	5.0	45.00	per hour or part thereof
Engineering and other duties—excessive freight weight—pilot required to load/unload aircraft	20.2(a)(iv)	12.0	107.99	per tour of duty
Night operations—personal inconvenience allowance	20.2(b)(ii)	1.8	16.20	per night operation flown
Night vision goggles:	20.2(c)(ii)			
Single pilot command		995.56	8959.44	per annum
Multi pilot command		663.46	5970.74	per annum
Co-pilot		497.33	4475.67	per annum
Overseas duty allowance	20.2(d)(i)	3.9	35.10	per occasion
Airlines/General Aviation				
Piston engine aircraft—commuter operations	A.1.3(a)	183.0	1646.89	per annum

	Clause	% of standard rate	\$	Payable
Airline Transport Pilots Licence (excluding Fokker-28 pilots)	A.1.3(b)	604.0	5435.64	per annum
Turbo-prop aircraft allowance	A.1.3(c)	797.0	7172.52	per annum
Turbo jet aircraft allowance (excluding Fokker-28 pilots)	A.1.3(d)	1280.0	11,519.23	per annum
Instrument flying rating (excluding Fokker-28 pilots):	A.1.4			
Command or Class 1		732.0	6587.56	per annum
Co-pilot or Class 2		476.0	4283.71	per annum
Night VFR or Class 4		183.0	1646.89	per annum
Instrument flying rating—First Officer/Second Pilot:	A.1.6			
Command or Class 1		732.0	6587.56	per annum
Co-pilot or Class 2		476.0	4283.71	per annum
Night VFR or Class 4		183.0	1646.89	per annum
Piston engine aircraft—commuter operations—additional entitlement (see A.1.3(a))		65% additional as specified in A.1.6	1070.48	per annum
Turbo-prop aircraft allowance—additional entitlement (see A.1.3(c))		65% additional as specified in A.1.6	4662.14	per annum
Turbo jet aircraft allowance—additional entitlement (see A.1.3(d))		65% additional as specified in A.1.6	7487.50	per annum
Flight instruction—single engine:	A.1.7(a)(i)			
Grade II single engine charter		417.0	3752.75	per annum on appointment
Grade I single engine charter		834.0	7505.50	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	3752.75	per annum on appointment
Grade I multi engine charter		834.0	7505.50	per annum on appointment
Flight instruction—single engine (Grade I instructor)—8 years of service	A.1.7(c)	106.0	953.94	per annum of sixth, seventh and eighth year of service
Instrument flying rating—flight instruction:	A.1.8			
Command or Class 1		732.0	6587.56	per annum
Co-pilot or Class 2		476.0	4283.71	per annum
Night VFR or Class 4		183.0	1646.89	per annum
Regional Airlines				
Freight weight allowance—in excess of 500kg—pilot required to load/unload aircraft	B.3.1	15.6	140.39	per tour of duty
Aerial Application Operations				
Training and/or checking allowance	C.9.6	3.0	27.00	per hour*
Helicopter Operations				
Senior commercial pilot's licence allowance	D.4.1(a)	515.0	4634.69	per annum
Instrument flying rating:	D.4.1(b)			
Command		625.0	5624.63	per annum
Co-pilot		406.0	3653.76	per annum
Night LVMC		156.0	1403.91	per annum
Cattle mustering allowance	D.5.3(a)	2.5	22.50	per day or part thereof
Police operations:	D.5.3(b)			
Twin engine operations		1045.0	9404.37	per annum
Single engine operations		710.0	6389.57	per annum

	Clause	% of standard rate	\$	Payable
Specific on-shore allowances—overnight allowance:	D.5.4			
Australia and dependencies		2.5	22.50	per night spent away from home base
Overseas		2.5	22.50	per night spent away from home base
Specific off-shore additions—special duties	D.6.3	775.0	6974.54	per annum

B. This determination comes into operation on 1 November 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 November 2021.

PRESIDENT