

AFAP's Quick Reference overview of the proposed changes:

Legend:

	Major concession by the pilots (give) to the company.
	Minor concession or possibility of slight advantages or disadvantages, dependent on specific groups within the pilot body.
	Concession by the company - a win for pilots.
	Offset with varying outcomes dependent on career path.
	Neutral item with minimal effect, often clarifying grey errors within EA10.

Changes to the original document following the release of the final EA11 proposal are highlighted for ease of reference.

Change	Explanation
Revised Pay Structure	Complex. Disparities between various categories and career trajectories. Large pay-rises for many. Punitive for fleet/promotion changes on A380 and to a lesser degree A330 due to "snap back effect" (relative to existing structure). Significant B and C scale increases.
Blank Lines (Carer's lines)	Carer's with a personal divisor greater than 80% are not automatically excluded to the allocation of a blank line (RM16.8.4) or standbys. This clause is vague and creates confusion, as EA11 does not clearly outline who qualifies for Carer's Lines or how carers can be excluded from blank lines. It does not sufficiently reduce the frequency of BLH rotation.
Training Away From Base allowance (TAFB)	Currently, if a pilot lives greater than 200kms but within the same state as their home base and they undertake training at their home base, they are eligible for flights, accommodation and allowances (Option 1) or they may elect for only allowances to cover their own flights, accommodation and incidentals (Option 2a/2b).

	<p>This concession will see the removal of the 200km boundary rule, meaning the above pilot will no longer qualify for any training away from base allowance. They will have to pay for their accommodation, transport and will not be provided with allowances.</p>
<p>Sim support from Standby Callout</p>	<p>Ability to allocate sim support from standby callout with 5 hours notice. This will include EBT Cyclics/Renewals. (Not applicable for CM test/check, TR test/check, ATPL test/check, SIR test/check, FER test/check).</p>
<p>Duty Travel - foreign carriers</p>	<p>Removal of first class requirement for foreign carriers. Pilots can be paxed in confirmed J class travel on the following foreign carriers - SQ, AA, EY, EK, LH, BA, QR, CX, AF, NH and LA. Lie flat seat requirement for sectors ≥ 6 hours. Otherwise booked in P-class on foreign carriers (where P class exists).</p> <p>Paxing on other airlines in business class (where P class exists) is subject to agreement between the Company and Association. The Company and Association can agree to amend the foreign carrier list.</p>
<p>Duty Travel - maximum deadhead duty limit of 26.5 hours</p>	<p>Change the FDTL deadhead table limit of 26 hours to 26.5 hours. This also includes the removal of first class requirement for paxing > 24 hours.</p>
<p>SO lounge access < 5 years service</p>	<p>S/Os < 5 years of service do not have access to lounges on their own. They must be accompanied by eligible crew members.</p>
<p>Return of Service Limitation</p>	<p>Currently, a pilot must be able to supply the company with 2 years return of service when moving to a higher rated aircraft. This now includes promotion also, not just to a higher rated aircraft.</p>
<p>Freeze Period on LWOP Return</p>	<p>Entire 4 year freeze period when returning from LWOP into a higher category or 18 months if assigned to a lower category.</p>

	<p>Caution, QF has been unable to confirm if previous years on type/rank prior to LWOP count towards the 4 year freeze, or if it resets entirely upon return from LWOP. Until further clarification, this is viewed as a restriction on pilot's movement and therefore reduces QF's training costs beyond a typical 4 year freeze period.</p>
<p>AFDP for Divisor +5 over projection from awarded standby</p> <p>Application of SH EBA T&Cs for backbid only</p>	<p>If you bid for a SBY and are awarded (not assigned) and you end up over projecting from a call out, you are not eligible for Divisor +5 AFDP. Assignment of SBY still attracts the payment.</p> <p>When using a back-bid from LH to SH (same or lower rank movement from LH to SH), after the agreed training path period, Pilot to be paid in accordance with cl. 28.6 of the SHEA based on average of the actual divisors over previous six bid periods of the category for which the pilot is training for.</p>
<p>SOT to FOT</p>	<p>Pilots can be employed as SOTs on day 1, then move to shorthaul and continue to be paid SOT wages during their SH training, despite the FOT pay function existing for direct hires.</p>
<p>Classroom List</p>	<p>Removal of prescriptive requirements in RM22.4.2. A limit of 8 hours per day will remain, with reasonable breaks. Specifics around 'classroom' and 'chalk and talk' limits removed.</p> <p>The drafted clause excludes breaks and does not define 'classroom' training. This means Qantas could exclude breaks, equipment training, doors and any practical training from the 8 hour limit. In theory Qantas could roster pilots for training days well in excess of 8 hours with no other limit. Qantas has not addressed these concerns.</p>
<p>Bulk Vacancy Process</p>	<p>To give the company flexibility when BPs fall outside of vacancy allocation dates, the Bidding timeline for advertising vacancies is to be changed from 'by 15 April' to 'by 30 April'.</p>
<p>Change Pattern Limited PP to Calendar Day PP</p>	<p>Replace Pattern Limited PP with Calendar Day PP. Gives the company more flexibility to crew flights within the same calendar day.</p>

Removal of AIPA veto for medical termination

Removal of AIPA veto on decision not to rehire after medical termination.

Requirement to accept revised report time within 15/9 window of 15/4 call.

15-4 call remains. Between 15 and 9 hours prior to departure, a passive contact (sms and email) can be made for delays greater than 15mins. Within 9 hours prior to departure the sign on time is fixed and you are no longer contactable.

Any delays are to be notified by passive contact incl. post 9 hours. Pilot may elect to accept delay post 9 hours as current practice if they wish.

Pilot must make positive contact via Webcis acceptance or phone call.

The sign on time cannot be rolled after it has been accepted and you are inside the 9 hour window, unless you make yourself contactable.

Concerns remain as the company has yet to define if the 9 hour passive contact window is anchored to the original departure time, i.e. not allow it to be a continual rolling contact time with every updated departure time.

RIN Provisions

32.5.6 remains for pilots RIN'ed to the 787 and starting at the highest pay scale.

Introduction of A380 pilots RIN'ed to a lower category start at the highest pay scale.

There are no protections for pilots who are subsequently RIN'ed to the A330 or the A350 in their current rank, or any pilots RIN'ed to any fleet other than the 787 in a lower rank.

Duty Travel - J confirmed upgradeable to P (for all paxing after BP roster build)

Post roster build, if a P class (First Class) seat is available at the time of pattern creation, a pilot will be booked in P class (confirmed) subject to there being no pax displacement and subject to being equal to or greater than 7 days from commencement of the pattern.

Otherwise - Duty travel - J confirmed upgradable to P class (F0) for aircraft configured 6 P class seats or less (Sunrise A350).

P-Class Entitlement for an aircraft with more than six P class seats only at pattern/pairing construction (i.e. when patterns are made available for bidding). This is typically week-four of the week prior, in the bid-line allocation process.

Where P class confirmed entitlement existed at pattern/pairing construction, this will be maintained if pattern subsequently changed (eg X or Y pattern or crew change/illness etc).

F0 order to prioritise in the same order as leisure travel priority eg. CPT-->FO-->SO (via letter confirming agreed change to duty travel policy). Tech crew are processed prior to cabin crew for upgrade priority.

Caution, this is only facilitated via a side letter and therefore will not be included in the EA. There are no protections to stop QF from assigning priorities to any other workgroup that may have a higher upgrade category in the future, for e.g. an F-1.

Duty Travel - removal of 14hr J class limit

Can now pax longer than 14hrs in J class due to removal of certain first class entitlements.

Reduction in min. rest when pax prior to >16 hour duty period	Reduction in rest only applicable if paxing ToD <7hours (intent to capture BNE-PER). Align the 4 Pilot FDTL table to FRMS table (following pax up to 7 hours - 22 hours min rest preceding a duty>16hr) eg. PER/AKL prior to LHR/JFK. Practically aligning with pilot preference for short paxing duties.
Duty Travel - upgrade priority of F0 (CPT, FO, SO>5yrs)	<p>F0 order to prioritise in the same order as leisure travel priority eg. CPT-->FO-->SO (via letter confirming agreed change to duty travel policy). Tech crew are processed prior to cabin crew for upgrade priority.</p> <p>Caution, this is only facilitated via a side letter and therefore will not be included in the EA. There are no protections to stop QF from assigning priorities to any other workgroup that may have a higher upgrade category in the future, for e.g. an F-1.</p>
Duty Travel - lie flat J seat entitlement	<p>Sector length ≥ 6 hours. Where aircraft configured with lie flat seat is available on same day, same city pair and credit hours for pattern are not increased, lie flat seat is required. Apart from in the case of operational disruptions - with clause to be defined in drafting including what constitutes an operational disruption. Lie flat seat entitlement excluded for domestic flying as defined in the LHEA (not including PER-AKL, AKL-PER).</p> <p>"Operational disruptions" have not been defined, therefore caution must be taken when considering this as a positive addition.</p>
Commuter	Removal of cap for x4 25% discount tickets - Caution, via a side letter (staff travel policy variation), not included in this EA. This letter has still not been provided from Qantas.
Alt pax Transport for patterns of one	Transport provided to/from airport/hotel/sim centre if alt pax and on a pattern of one (no additional transport cost). Can use cab charge.

	<p>Caution, QF have been unable to confirm if crew become a "pattern of one" when only one crew member remains due to other crew forgoing their entitlements or alt paxing earlier.</p>
SO Seniority	<p>Clause 16.6.2 to also include Second Officer under Training (SOT) in 18 month freeze for movement of type. Currently the wording of the freeze period applies to SOs, and doesn't specify SOTs. The intent is to apply the freeze also to SOTs (SOs still completing their endorsement).</p> <p>16.6.2 b) has discretion to allocate the pilot to any aircraft type. The company has not responded to clarification requests to outline if a SOT can be assigned to SH prior being checked to line. This must be seen as a risk that pilots could be assigned to the 737 or 321 at any point prior to CTL.</p>
A330/A350 SFF - aircraft type only	<p>Removal of A330/A350 SFF as an aircraft type. Will return to A330 and A350. Subject to agreement on rostering arrangements to be included in RM.</p>
Blank Lines	<p>Passive payment of 8 hours if a pilot bids and is awarded a BL (when they were not projected for one). Passive payment of 5 hours if a pilot is assigned a BL.</p> <p>This brings a financial penalty in for the company if they do not have the correct establishment numbers for each specific rank, type, base etc.</p> <p>The BLH payment will be based on the projected lines after the final run, not preliminary. This means that pilots must bid for Blank Lines before knowing what they will be paid. This removes any ability to make an informed decision, as a pilot must bid for a blank line before the final projected lines are released. This will require pilots to chase this entitlement up after the fact.</p>

<p>Localised Lines for Trainees</p>	<p>This clause was introduced during drafting of the document and did not form part of the in principle agreement. Currently there are no proper provisions for offshore training. This opens the door for dispute under the current EA regarding how the Company schedule and pay for offshore training. The changes introduced in the drafting document formalise the current practice.</p> <p>The inclusion of trainee localised lines represents a relatively minor drafting addition, and concession, that did not form part of the in principle agreement.</p>
<p>Paired Flying</p>	<p>Paired flying with Training Captain can now take place for all promotional training outside of official training pathway. Removal of transitional training pay for FO and SO.</p>
<p>Short Line PP</p>	<p>No ATA within bidding window even below MGH</p> <ul style="list-style-type: none"> * Personal divisor = allocated hours except when they are below MGH & below the bottom of the standard window * Min Personal divisor from roster build = MGH minus 5 (155) * Allocated hours between personal divisor and bottom of standard window are fixed * RM6 to be amended as required or removed * Max divisor plus 5 as upper limit * Non std window of +5 to -5 available * Minimum credit hours is MGH even if personal divisor is below MGH. * Any ATA below the standard window and below MGH remain
<p>PP applicable when stick limit(s) exceeded</p>	<p>Clarification of current practice: When a pilot's stick hours are exceeded, the Pattern Protection is offsetable. This is currently not spelt out in RM40.3.1, and as such is viewed as an increase in contactability.</p>

Night Credits and divisors on B787 (implications)

Implications for DIV 3 super: Pay increases on 787 mainly achieved through increased credit hours for a given amount of stick hours moving closer to fleet pay. Impact on div 3 super relative to a rollover EA is a consideration for those pilots.

Minimum Daily Credit (MDC) trips and standbys unaffected by credit hour increase (still remain at 5:30). 787 will be aligned with legacy fleets on divisors. Given there is an increase in planning divisor, there would need to be an increase in the amount of SBYs and MDC trips for pilots to achieve planning divisor.

Bulk of pay increase delivered upfront for 787 pilots. Other fleets have pay increases delivered over multiple years.

Night Credits and divisors on B787

For 4 crew ops, for each flight hour of the agreed sector times scheduled between 2000 (LST) and 0800 (LST) at the initial point of departure of each flight duty period, a pilot of an operating crew will, in addition, receive a credit of one third of an hour pro-rated for time less than one (1) hour.

For 3 crew ops, night credits will change from one quarter to one third additional credits.

MGH increases from 145 - 160. Planning divisor increases from 155 - 173. This is to facilitate night credit introduction for 4 crew ops on the B787 and change to existing night credits for 3 crew ops. Designed to protect from fatiguing duties encompassing back of the clock operations.

Public Transport increase

When outside a port with a home transport boundary, the approved public transport allowance has increased from \$55 to \$75.

Bid Line Construction - Wider Std Window	Increased Standard Window (-5 to +10). Floor of 155, ceiling = max divisor +5. Personal Divisor applicable to all pilots (as above). Alternative window option (-5 to +5).
Freeze period for promotion on type	If promoting on type, the freeze period is now 2 years, reduced from 4 years as it is in LH EA10.
Online Training	Passive payment 5.5 hours each FY for online training. Online training up to 8 hours per year based on SHEA weighted average calculation. Pro-rated payment upon commencement of EA (period of commencement through to 30 June 2026). Then paid in first full pay period after 1 July each year.
LSL Allocation	LSL year 01 Jan - 31 Dec. Current bidding timeline remains. Leave may overlap the period i.e. not required to be contained to calendar year.
A330<-->A350 Two training block freeze period	Reduction from 4 training years to 2 training years.
X Days before Sim	X Day immediately preceding a recurrent simulator on return from AL/LSL, unless otherwise agreed (i.e. pilot requests not to be allocated X day).
2 x HL Days pre-allocated for Medicals	Aviation medical appointments - pre-allocated Holding Leave day(s). Notification week 1 of BP prior. Up to '2 days'. Pilot may elect to infringe MBTT through Carmen bidding (tick the box).
Increased MBTT/MPG	MBTT -> for international patterns that currently attract 1 local night, increase to 2 local nights if night hours are greater than or equal to 6 hours (i.e. 3 day international patterns). No change to MPG.
Flexi line cap increase	Increased to flexi line minimum from 4% to 8%. Add ability for 50% flexi line to be taken as 'MOMO' (4 weeks on, 4 weeks off).
SO lounge access	Highest category of lounge while on duty travel for S/Os >5 years of service, TRI-SOs and TSOs.

	<p>S/Os < 5 years of service may be accompanied by any eligible tech crew, but cannot enter on their own.</p>
42Y FOC ticket upgradable	<p>Annual 42Y FOC ticket upgradable from calendar year 2026, non-cumulative.</p> <p>Caution, this is only facilitated via side letter and therefore will not be included in the EA.</p>
Implementation payment	<p>15 credit hours allowance per bp paid (pro rated) from the first full pay period after commencement of EA until first pay increase on 13 July 2026 (the allowance for the BP finishing on the 12 July 2026 will be 17 hours). Pay rises as per pay tables on or after 1 July 2026 for nominal life of EA.</p>
Base Transfers	<p>Temporary One Way Base Transfers. 2 BP limit. Award only. Based on datal seniority (similar to SHEA).</p>
Offsetable PP for Travel docs	<p>Offsetable PP applicable if passport/visa is awaiting approval (submitted and no fault of pilot). Currently there is no pattern protection for not having required documents valid.</p>
Duty Travel - removal of cl. 31.5.2 and replaced with pattern built on an aircraft fitted with first class	<p>When 2 aircraft departing within 6h on same city pair direct service, the pattern will be built on an aircraft fitted with first class as long as no impact to trip length, pattern or pax displacement (exc. A350 aircraft).</p>
A350 and A330	<ol style="list-style-type: none"> 1. Insertion of clauses in RM to enable A330/A350 pilots (that are qualified on both A330 and A350) to be allocated A330 flying. 2. PSN for A330/A350 allocation. 3. Wording to clarify that a A330/A350 pilot may be qualified on A330 and/or A350 and allocated A330 and/or A350 flying.

	<p>4. A consultative clause to be inserted when A330 flying available to A330/A350 pilots is projected to reduce to a level that will require pilots to only operate the A350.</p> <p>5. A330/A350 pilots who are only qualified on the A330 (and new pilots joining the category) will be trained to the A350 in seniority order subject to bases and operational requirements.</p>
Admin Supervisory Pilots	Priority 2C for Open Time where pilot has dropped flying below 1/3 of a line or flying not allocated.
Admin Supervisory Pilots (representative test)	Representative test for admin SVY pilots (allocation of flying is representative of total flying mix) - representative of pilots category not pool. Once the representative flying is taken out it can be distributed to admin supervisories at QAL discretion.
Removal of Appendix F	Refers to SYD-LAX-SYD direct flights. Currently, a pilot should have an A day scheduled immediately after this pattern rather than an RX day. It also outlines maximum scheduled flight deck duty time and tour of duty time. These times are covered in the FRMS now.
Alt pax	For the purposes of alternate pax arrangements, UTC arrival time in layover port will be used to determine if a flight is later or earlier than the original planned flight.
Transport boundaries	Correct the EBA Melbourne boundary (in line with the FAM) and add Adelaide boundary - mirror SHEA.
A320/1	Inserted as a Company Aircraft type for cl. 20 and cl.31.
Delegates Rights' Clause	As per SH EA.
DSP	Updated Disp. Res. Clause (Including QF right to legal representation) - aligned with SHEA.
SO duty travel to incl. SOTs	Update Duty Travel to inc. SOTs (same as Second Officers <5 years).

Rostering protocol for
AIPA reps

MDC applicable to hotel inspections.