



BRIEFINGS //

Jetstar Pilot Federation

Key Improvements

1. Base Salary Structure

The new multi-level base salary structure agreed as part of the in-principle agreement is reflected in the Base Salary tables below:

Narrowbody CP					Narrowbody FO			
LEVEL	1	2	3	4	1	2	3	4
Years in Rank	0 to < 2	2 to < 4	4 to < 6	6 +	0 to < 2	2 to < 4	4 to < 6	6 +
1-Jul-25	\$246,765				\$135,721	\$148,059	\$160,398	
Commence	\$256,636	\$264,335	\$272,265	\$272,265	\$142,946	\$153,981	\$166,814	\$166,814
1-Jul-26	\$264,335	\$272,265	\$280,433	\$280,433	\$147,234	\$158,601	\$171,818	\$171,818
1-Jul-27	\$272,265	\$280,433	\$288,846	\$288,846	\$151,651	\$163,359	\$176,973	\$185,140
1-Jul-28	\$280,433	\$288,846	\$297,511	\$306,436	\$156,201	\$168,260	\$182,282	\$190,694
1-Jul-29	\$288,846	\$297,511	\$306,436	\$315,629	\$160,887	\$173,307	\$187,751	\$196,415

Widebody CP					Widebody FO			SO
LEVEL	1	2	3	4	2	3	4	
Years in Rank	0 to < 2	2 to < 4	4 to < 6	6 +	2 to < 4	4 to < 6	6 +	
1-Jul-25	\$281,312				\$168,787	\$182,854		\$101,273
Commence	\$292,564	\$301,341	\$310,382	\$310,382	\$175,539	\$190,167	\$190,167	\$106,552
1-Jul-26	\$301,341	\$310,382	\$319,693	\$319,693	\$180,805	\$195,872	\$195,872	\$109,749
1-Jul-27	\$310,382	\$319,693	\$329,284	\$329,284	\$186,229	\$201,748	\$211,060	\$113,041
1-Jul-28	\$319,693	\$329,284	\$339,162	\$349,337	\$191,816	\$207,801	\$217,391	\$116,432
1-Jul-29	\$329,284	\$339,162	\$349,337	\$359,817	\$197,570	\$214,035	\$223,913	\$119,925

You will note from the Base Salary Tables above that the Level 4 Captain salary across both fleets remain aligned with Level 3, with the intended differentiation in base salary not taking effect until the Level 4 uplift applies from **1 July 2028**. Similarly, Level 4 First Officer salaries across both Narrow Body and Wide Body operations remain aligned with Level 3, with the increase in base salary not taking effect until **1 July 2027**.

This formed part of the overall compromise required to secure Jetstar's agreement to the salary table rates, which exceed the rates previously offered by Jetstar for all classifications other than Wide Body First Officers, which we address further below.



Salary Transitions

The details of how existing pilots will transition to the new base salary structure, the initial base salary uplift on commencement, and the total base salary increase over the life of the agreement, assuming a pilot remains in their current rank and progresses through the levels, are set out in the table below.

Current Classification	Transition Criteria	New Classification (2025 EA)	Agreed Pay Increase (%)	Agreed Total Increase (%)	Base Salary July 2026	Base Salary July 2026 Increase (\$)
WB CP	All cohort	WB CP L4	14%	28%	\$319,693	\$38,381
WB FO L3	Current Level 3 WB FO > 2 years	WB FO L4	7%	22%	\$195,872	\$13,018
WB FO L3	Current Level 3 WB FO < 2 years, remain Level 3 for two years	WB FO L3	7%	22%	\$195,872	\$13,018
WB FO L2	All cohort	WB FO L3	16%	33%	\$195,872	\$27,085
WB SO		WB SO L1	8%	18%	\$109,749	\$8,476
NB CP	6 years since Command Upgrade CTL	NB CP L4	14%	28%	\$280,433	\$33,668
NB CP	< 6 years since Command Upgrade CTL	NB CP L3	14%	28%	\$280,433	\$33,668
NB CP	< 4 years since Command Upgrade CTL	NB CP L2	10%	24%	\$272,265	\$25,500
NB CP	< 2 years since Command Upgrade CTL	NB CP L2	10%	24%	\$272,265	\$25,500
NB FO L3	All Cohort	NB FO L4	7%	22%	\$171,818	\$11,420
NB FO L2	All Cohort	NB FO L4	16%	33%	\$171,818	\$23,759
NB FO L1	NB FO Level 1 > 2.5 yrs	NB FO L3	27%	45%	\$171,818	\$36,097
NB FO L1	NB FO Level 1 > 1 yr < 2.5 yrs	NB FO L2	17%	38%	\$158,601	\$22,880
NB FO L1	NB FO Level 1 < 1 yr (former WB SO)	NB FO L2	17%	38%	\$158,601	\$22,880
NB FO L1	NB FO Level 1 < 1 yr (not former WB SO)	NB FO L1	8%	28%	\$147,234	\$11,513

As part of the agreed Base Salary table, the unions adopted Jetstar's transition arrangements as reflected in the Company's revised package communicated to pilots on 20th February, rather than retaining the transition model contained in the Joint Union Proposal, under which most pilots would have transitioned based on their actual time in rank.

This was done for two key reasons:

- the lower upfront increase on commencement of the EA meant the unions were prepared to accept the Company's transition model on the basis that the higher pay levels were brought forward earlier in the life of the agreement compared with the unions' previous proposal; and
- some more junior First Officers and Captains needed to transition to a pay level they would not otherwise have reached at that point, in order to ensure that, over the life of the agreement, they would be better off under the agreed salary table than they would have been under Jetstar's previous offer.

While the unions had initially, and deliberately, proposed a structure where higher pay levels would take effect later in the agreement, resulting in many pilots commencing on lower salaries than under Jetstar's offer, this was a strategic approach aimed at achieving materially higher base rates at the back end of the agreement.

However, the longer-term cost implications of those elevated back-end rates beyond 2030 became a key issue for Jetstar, and one that ultimately needed to be addressed in order to reach an in-principle agreement.

The final compromise involved bringing the higher pay levels forward, while accepting an approximate 2% reduction in base salary rates from those most recently proposed jointly by the unions. Importantly, this outcome preserves the overall structure of the union position and continues to deliver a salary table that is superior to Jetstar's previous offer, as demonstrated in the table below:

Current Classification	Transition Criteria	New Classification (2025 EA)	Agreed Pay Increase (%)	JQ Pay Increase (%)	Agreed Increase (%) LOA	JQ Increase (%) LOA	Difference Agreed to JQ (%) LOA
WB CP	All cohort	WB CP L4	13.6%	12.6%	27.9%	26.7%	1.2%
WB FO L3	Current Level 3 WB FO > 2 years	WB FO L4	7.1%	12.2%	22.5%	22.6%	-0.1%
WB FO L3	Current Level 3 WB FO < 2 years, remain Level 3 for two years	WB FO L3	7.1%	5.8%	22.5%	22.6%	-0.1%
WB FO L2	All cohort	WB FO L3	16.0%	14.6%	32.7%	32.8%	-0.1%
WB SO		WB SO L1	8.4%	6.1%	18.4%	15.9%	2.5%
NB CP	6 years since Command Upgrade CTL	NB CP L4	13.6%	12.6%	27.9%	26.7%	1.2%
NB CP	< 6 years since Command Upgrade CTL	NB CP L3	13.6%	12.6%	27.9%	26.7%	1.2%
NB CP	< 4 years since Command Upgrade CTL	NB CP L2	10.3%	9.3%	24.2%	23.0%	1.2%
NB CP	< 2 years since Command Upgrade CTL	NB CP L2	10.3%	9.3%	24.2%	23.0%	1.2%
NB FO L3	All Cohort	NB FO L4	7.1%	9.0%	22.5%	19.1%	3.4%
NB FO L2	All Cohort	NB FO L4	16.0%	18.1%	32.7%	29.0%	3.6%
NB FO L1	NB FO Level 1 > 2.5 yrs	NB FO L3	26.6%	24.2%	44.7%	40.8%	4.0%
NB FO L1	NB FO Level 1 > 1 yr < 2.5 yrs	NB FO L2	16.9%	14.6%	38.3%	35.7%	2.7%
NB FO L1	NB FO Level 1 < 1 yr (former WB SO)	NB FO L2	16.9%	14.6%	38.3%	35.7%	2.7%
NB FO L1	NB FO Level 1 < 1 yr (not former WB SO)	NB FO L1	8.5%	8.1%	27.7%	25.3%	2.4%

It should be noted that some pilots may receive a higher total percentage increase over the life of the EA, depending on their time in classification. For example, a Narrow Body Captain with more than three years, but less than four years, in rank since CTL at the commencement of the EA would progress to Level 4 Narrow Body Captain by the end of the agreement and would therefore receive a total base pay increase of 27.9%.

We acknowledge that current Level 2 and Level 3 Narrow Body First Officers will receive a smaller uplift on commencement than they would have under Jetstar's previous offer, as a consequence of the Level 4 First Officer pay increment not taking effect until 2027. However, both classifications will be materially better off over the life of the agreement than they would have been under Jetstar's previous offer.

We also acknowledge that Level 3 Wide Body First Officers with more than two years on Level 3 will receive a smaller uplift on commencement than they would have under Jetstar's previous offer, also as a consequence of the Level 4 First Officer pay increment not taking effect until 2027, and that Level 2 and Level 3 Wide Body First Officers will be marginally worse off over the life of the agreement than under that offer, by approximately 0.1%. This outcome flows from the agreed salary table preserving the longstanding 14% relativity between Narrow Body and Wide Body rates across the board.

Under Jetstar's previous proposal, the Company sought to increase that differential to 17% for certain Wide Body First Officer classifications, without any clear justification. This was not something the unions could responsibly accept. Allowing Jetstar to apply arbitrary differentials to selected classifications would have undermined the integrity of the existing pay structure and weakened the credibility of the salary framework going forward. Maintaining a consistent and defensible structure was therefore an important part of the overall outcome.

Progressing Through the Pay Levels

Progression through the pay levels for existing pilots, following their initial transition to the new pay level/classification, will occur as follows:

- Captains will progress to the next applicable pay level on the anniversary of their CTL as a Captain
- First Officers will progress to the next pay level after completing two years on the pay level to which they transition on commencement of the new EA
- Second Officers awarded a Narrow Body First Officer vacancy will transition to FO Level 1 on CTL as a Narrow Body First Officer, and will then progress to Level 2 after two years on Level 1.

Relativities

All existing relativities between classifications have been maintained, including the 14% differential between Narrow Body and Wide Body positions referred to above, with two minor exceptions:

- Level 1 Narrow Body First Officer: Increased to 55.7% of a Level 1 Narrow Body Captain (previously 55%)
- Second Officer: Increased to 60.7% of the Wide Body First Officer Level 2 rate (previously 60%)

These adjustments have been made to ensure the agreement passes the Better Off Overall Test (BOOT). Under the BOOT, the Fair Work Commission must be satisfied that every employee covered by the agreement is better off overall compared to the relevant modern award. In practice, this means particular attention is given to the lowest-paid classifications, where small increases can be necessary to meet the test.

Importantly, by making targeted adjustments to these two relativities, additional value was able to be unlocked within the overall funding envelope compared to Jetstar's previous base salary offer, allowing improvements to be distributed more broadly and fairly across the pilot group without altering the established structure of relativities.

Benchmarking

As members would be aware, the AFAP has consistently approached bargaining on the basis that Jetstar pilot salaries need to move closer to relevant industry benchmarks, particularly Virgin Australia, which we regard as the most appropriate comparator having regard to network, fleet size, operational complexity, and customer market.

Under the Joint Union Proposal, we were not seeking immediate parity for all levels. We recognised that achieving that outcome for all pilots in a single agreement was unrealistic. Instead, we sought to maintain a multi-level pay scale and structured progression framework that provided a realistic pathway toward closer alignment over the life of the agreement.

While we were not quite able to achieve that benchmarking objective for more junior Captains and First Officers on base salary and highline alone, we are satisfied that, when average DTA is also taken into account, (600 hours per pilot per year based on data provided by Jetstar and an allowance Virgin pilots do not receive) the agreed outcome delivers reasonable alignment for the most experienced Captains from 2026 and First Officers from 2027. On that basis, we consider the inclusion of DTA to be a reasonable and legitimate metric for assessing whether the unions have substantially met their benchmarking objective.

2. Highline

The Highline allowance for Captains and Second Officers will remain as a single rate under the proposed new EA and the rate will be increased by 3%, effective from the 2019 EA baseline.

There is however a more significant reform applying to First Officers. Currently, Highline operates across three separate First Officer levels - Level 3, Level 2 for Wide Body & Narrow Body, and Level 1 for Narrow Body only. Under the proposed new EA all First Officers will be paid at the Level 3 Highline rate, removing the lower Highline tiers.

As a result, Level 2 First Officers (both Wide Body and Narrow Body) will receive an additional 8.4% increase to their Highline rate and Level 1 First Officers on Narrow Body aircraft will receive an additional 18% increase to their Highline rate.

The updated rates are outlined below:

	Narrow Body		Wide Body			
	CPT	FO		CPT	FO	SO
2025	\$12.58	\$8.17	2025	\$14.34	\$9.32	\$5.16
2026	\$12.96	\$8.42	2026	\$14.77	\$9.60	\$5.31
2027	\$13.35	\$8.67	2027	\$15.21	\$9.89	\$5.47
2028	\$13.75	\$8.93	2028	\$15.67	\$10.18	\$5.64
2029	\$14.16	\$9.20	2029	\$16.14	\$10.49	\$5.81

3. ATO Allowances

One of the AFAP's key remuneration claims, and an important component of our broader benchmarking objectives, was to move international layover allowances to the ATO's industry-standard "reasonable amounts". Specifically, this involves adopting ATO Tax Determination Table 8 (Reasonable Amount – Total Daily Rate) and Table 9 (Country-Specific Amounts), as published annually by the ATO, currently TD 2025/04.

Pleasingly, this claim has been achieved under the proposed new EA and will deliver a substantive improvement in tax-free income for pilots laying over in overseas ports. Jetstar's own analysis indicates that moving to ATO Table 8 would result in an average increase of approximately 37% to international allowances / ODTA. The tables below show the difference between the current Mercer rates and the amounts that will be payable to Jetstar pilots under ATO Table 8 for the relevant overseas ports.

NB	Mercer Rates	ODTA Rates	Cost Group	ATO Table 8	New ODTA Rates	Difference
Cook Islands	\$279.65	\$11.65	4	\$340.00	\$14.17	21.58%
Fiji	\$213.59	\$8.90	3	\$275.00	\$11.46	28.75%
Indonesia	\$187.17	\$7.80	3	\$275.00	\$11.46	46.93%
New Zealand	\$224.60	\$9.36	4	\$340.00	\$14.17	51.38%
Philippines	\$198.18	\$8.26	4	\$340.00	\$14.17	71.56%
Singapore	\$308.28	\$12.85	6	\$475.00	\$19.79	54.08%
Thailand	\$264.24	\$11.01	4	\$340.00	\$14.17	28.67%
Vanuatu	-	-	4	\$340.00	\$14.17	-

WB	Mercer Rates	Cost Group	ATO Table 8	Difference
China	\$246.62	5	\$425.00	72.33%
Japan	\$244.42	5	\$425.00	73.88%
Singapore	\$308.28	6	\$475.00	54.08%
South Korea	\$244.42	5	\$425.00	73.88%
Sri Lanka	-	4	\$340.00	-
Thailand	\$264.24	4	\$340.00	28.67%
USA	\$323.69	6	\$475.00	46.75%
Vietnam	\$198.18	3	\$275.00	38.76%

We note that no changes have been discussed or agreed in relation to how Wide Body allowances will be calculated for Wide Body pilots. The only agreed position relates to the quantum of those allowances, which will be in accordance with ATO Table 8.

Given the significant volume of overnight international flying undertaken by the Wide Body fleet, Wide Body pilots would see an immediate and meaningful benefit from this move to ATO rates.

While international flying currently represents approximately 20% of Narrow Body operations, Jetstar's forward fleet planning indicates that short-haul international exposure is projected to increase to more than 40% by 2029. This means the claim delivers some immediate benefit to Narrow Body pilots, but

more importantly, it future-proofs the Narrow Body operation as international exposure continues to grow over the life of the agreement.

4. Duty Ratio In Guarantee (RIG)

The proposed new EA includes a Duty RIG of 50%. In practice, this provides pilots with a minimum pay credit toward their EFA threshold equal to 50% of their rostered Flight Duty Period (FDP), regardless of the total flight time ultimately operated. Duty RIG will also apply to a positioning sector in the same duty period as an FDP.

A Duty RIG serves two important purposes:

1. it incentivises more efficient rostering by the Company; and
2. it protects pilots' credit hours in circumstances where flying is reduced or materially altered on the day of operations, for example where sectors are removed, converted to pax sectors during a lengthy FDP, or where a pilot extends to complete their rostered flying.

Duty RIG is an important pay protection mechanism because it recognises the time a pilot spends at work, not just the block time flown. It also provides an important safeguard if the nature of flying changes over time, duty periods become longer relative to block time, or significant day-of-operations disruption reduces the sectors originally planned.

5. Company Performance Bonus (CPB)

The proposed new EA will expand the CPB eligibility so that any pilot who has completed a full financial year of service qualifies (provided they remain employed at the date of payment), removing the current three-year service requirement. This represents a meaningful improvement for newer pilots.

This expanded CPB eligibility is conditional on a new EA being voted up by 30 June 2026.

6. Additional Days Off

The proposed new EA will increase annual DDO's from 132 to 144, with the 12 additional days off to be phased on over a four-year period as follows:

- 2027 – 135 DDOs
- 2028 – 138 DDOs
- 2029 – 141 DDOs
- 2030 – 144 DDOs

While we acknowledge pilots would prefer the 12 additional days off to be available immediately, we have previously outlined the additional headcount requirement to accommodate these additional days off, over and above existing recruitment forecasts, within current simulator capacity and training resources.

The AFAP supports the phased approach because it delivers on the primary objective consistently identified by members throughout this bargaining process - securing additional days off. Once fully implemented, this agreement will establish an industry-leading standard for days off, matched only by Virgin.

7. Roster Stability Payment (RSP)

The proposed new EA includes a new hard payment which will apply where a pilot is displaced from a rostered duty as a result of a standby callout, as follows:

- Captain: \$600
- First Officer: \$375
- Second Officer: \$200

These payments will be indexed annually by 3% and are aimed at addressing, and discouraging, roster instability caused by standby callouts that displace subsequent rostered duties.

While the unions would have preferred pilots to have the ability to veto any standby callout that resulted in a subsequent duty being displaced, Jetstar would not agree to pilots having such a right, maintaining that it would be operationally unsustainable.

The RSP therefore serves two purposes:

- First, it provides some compensation to pilots for the inconvenience and disruption caused when a standby callout displaces a subsequent rostered duty.
- Second, it creates a financial disincentive for Jetstar to utilise standby in a way that generates avoidable downstream roster disruption. In that respect, it is intended to encourage more stable and strategic rostering outcomes, for example by grouping standby duties together or bookending them with DDOs, thereby reducing the disruption that often follows a standby callout.

We acknowledge that the rank-based flat payments above, which apply regardless of fleet or pay classification, are lower than the payments previously offered by Jetstar. This formed part of the compromise ultimately reached as part of the in-principle agreement and was one of the final matters resolved at conciliation. The alternative at that point involved movement on the higher Captain level differentials to below 3% annually, which was not something the unions were prepared to concede.

While we would have preferred a higher payment, the priority at conciliation was to preserve the integrity of the agreed salary structure while still securing the introduction of RSP into the agreement. That is an important step forward. It delivers a new and enforceable recognition of roster disruption and creates a foundation the unions can seek to strengthen in future agreements.

8. Increased Star Days

Under the proposed new EA, Star Days will increase from 13 to 16 per year, together with a new protection preventing any rostered standby duty or sign-on earlier than 0500 following a Star Day. This addresses a consistently raised concern from pilots, namely the rostering of 0300 standby duties immediately following a Star Day, which has long been seen as undermining the value of the day off.

In addition, pilots will have the ability to bid for three consecutive Star Days within a roster period. This is intended to assist pilots in securing extended weekends or more meaningful blocks of time off without needing to utilise ad hoc leave.

9. Increased Annual Leave Availability

Under the proposed new EA, the minimum leave slot availability to 5% (increased from 3.5%) across each week of the Ballot Year, including peak periods.

This represents an incremental but tangible improvement in leave access and flexibility.

10. Increased Part-Time Availability

The proposed new EA contains significant reform to the current part-time framework, moving away from the existing Voluntary Flexi Line (VFL) model in favour of a more traditional part-time system.

As a result, part-time availability will increase from the current effective cap of approximately 12% to 25% of pilots, phased in over the life of the agreement. The proposed new structure includes:

- 5% Carer's Flexi Line (CFL) arrangements (currently 2%);
- 5% Transition to Retirement (TTR) arrangements (currently no equivalent); and
- 15% general part-time positions (currently 10% VFL), comprising:
 - 5% prioritised for pilots eligible under a Flexible Work Arrangement (FWA); and
 - 10% available for pilots seeking part-time for lifestyle reasons.

While the availability of part-time positions under the proposed structure will be resource-group specific, this still represents a material increase in part-time access across the pilot group.

Under the proposed model:

- Temporary Part-Time will operate at PT75, with pilots rostered a maximum 14 days' work per month, (reduced from 15 days under VFL) per roster period based on 144 DDOs per annum. Temporary part-time pilots will be rostered standby on a pro-rata basis, consistent with their overall rostering obligations.
- Pilots on Carer's Line and Transition to Retirement arrangements will be able to submit preferences for either PT75 or PT50, with PT50 available only to Narrow Body pilots due to operational constraints on Wide Body flying. Importantly, pilots on Carer's Line and TTR arrangements will be able to opt out of being rostered standby duties, maintaining up to 10% of pilots not being rostered standby, which has been one of the primary attractions of the current VFL system.
- Leave entitlements will be pro-rated consistent with standard part-time arrangements, however we note part-time pilots will still accrue and be able to take 6 weeks of leave per year, but it will be paid at their equivalent PT salary.

We recognise that moving away from the highly valued VFL model will be unpopular with some pilots. However, this reform delivers a substantial increase in overall part-time access across the pilot group and was a significant priority and funding claim for Jetstar. Its inclusion in the package helped secure meaningful remuneration improvements and broader gains in pay and conditions elsewhere in the agreement.

11. Duty Travel

Under the proposed new EA, the duty travel seating requirements in the current EA will be retained, with the added protection that pilots will not be booked into a middle seat on Jetstar-operated aircraft.

It has also been agreed, as part of the in-principle agreement reached at the conciliation conference, that Jetstar will formally request that Jetstar pilots not be booked into a middle seat on other Qantas Group aircraft. While that commitment will sit in a side letter rather than in the EA, because Jetstar cannot ultimately control seating allocation on other Qantas Group aircraft, it nevertheless represents a practical and worthwhile improvement secured through the conciliation process.

While we were unable to secure the 100% pax credits pursued by the unions, the introduction of Duty RIG will likely deliver a more favourable overall credit outcome while paxing.

Key Concessions

Reaching an agreement of this scale has required genuine compromise from all parties. While the package delivers significant gains in key areas, particularly base salary, days off and overseas allowances, it has also required the unions to make a number of targeted concessions to unlock that outcome.

Importantly, these concessions have not been made lightly. Each has been carefully assessed in the context of the overall package, with a clear focus on maximising the net benefit to pilots. Where concessions have been made, we have sought to contain their scope, preserve existing protections where possible, and ensure appropriate offsets elsewhere in the agreement.

Concessions are an inherent part of any bargaining outcome - the key measure is whether the overall result represents a clear net gain for the pilot group.

1. Increased Standby below 75 hours

Under the proposed new EA, pilots rostered below 75 hours will be able to be rostered up to four standby duties.

Based on the current establishment and flying program, we expect this to equate to approximately four to five additional standby days per pilot per annum, noting that it only has the potential to affect pilots whose rosters are built below 75 hours at publication.

This was a pivotal funding element of the overall package, and this concession has enabled the unions to secure substantial value across the agreement, including, but not limited to, increases to base salary, structural reform of the salary system, and the increase in DDOs from 132 to 144.

We also note that this concession is directly linked to the introduction of the Roster Stability Payment, which is intended to mitigate the disruption that often follows a standby call-out.

2. Multi-Day Reassignment

The proposed new EA contains a concession in relation to the re-assignable span on the final day of a multi-day tour of duty in specific circumstances.

Jetstar's initial position was to replace the final day of a multi-day tour with standby, which would have represented a significant erosion of existing protections. This position was firmly rejected by the unions.

The Company subsequently proposed retaining RAS but extending the final day sign-off to the later of 1500 or the existing RAS span, applying broadly across all scenarios, including training and operational disruptions/removals.

While our preference was to retain the current RAS arrangements in full, achieving the required uplift in base salary necessitated trade-offs. The choice ultimately came down to either accepting a reduced base pay outcome (in the order of ~1%) or negotiating a more targeted and constrained variation.

Through negotiations, the unions secured a more limited and better-confined outcome:

- The provision will apply only where a pilot self-displaces due to an approved form of leave (including personal leave, URTI, bereavement leave or ad hoc leave), as well as fatigue, subject to a specific fatigue carve-out. Where a pilot has not received 36 hours free of duty, including two local nights, prior to the tour and reports fatigue due to operational factors, the final day will remain unchanged under the current RAS provisions (Clause 15.2.3).
- Operational removals — including those arising from FDP limits or a pilot not extending — will not trigger any change to the current RAS protections.
- On the final day, RAS sign-off will be the later of 1400 or the existing RAS span, rather than 1500.

While not our preferred position, this represents a material improvement on the Company's original proposal, limiting its application and preserving key protections relating to operational disruption and fatigue.

3. Voluntary Flexi Line

As outlined above, the current VFL system will be replaced by a more traditional Temporary Part-Time model, alongside increased Carer's Flexi Line (CFL) availability and the introduction of a new Transition to Retirement (TTR) arrangement.

While this represents a structural change to the existing framework, it also delivers a substantial increase in overall part-time access across the pilot group.

4. Training Appendix

The introduction of a Training Appendix under the proposed new EA will provide Jetstar with additional training flexibilities in relation to:

- new pilots commencing employment;
- incumbent pilots undertaking promotional/conversion training; and
- pilots who require return-to-work training following Long Term Sick (LTS) or Pre-Approved Sick Leave (PAS).

We note that similar training flexibilities already exist in Qantas Mainline and Virgin agreements. For incumbent Jetstar pilots, these flexibilities help unlock additional funding for the broader agreement. For future pilots, they provide the significant benefit of paid employment and placement on the seniority list from the commencement of any endorsement training.

The exact detail of the Training Appendix is still to be worked through as part of the drafting process. However, its inclusion is an important part of the overall package, delivering additional flexibility for Jetstar while also creating a clear and immediate benefit for future pilots entering the business.

