



BRIEFINGS //

QANTAS Pilot Council

TO // Qantas Short Haul and Long Haul Pilots

FROM // AFAP Qantas Pilot Council

DATE // 30 September 2026

RE // QPC Briefing No 50

QPC Briefing No. 50 2026 Qantas LHEA11 - AFAP Pay Widget

As the AFAP work through the final stages of the drafting EA11, it is important to bring the AskAFAP app to front of mind and let you know of some improvements that will assist with considering the proposed EA11.

The major update in the latest AskAFAP release is the **newly developed EA11 pay widget for Long Haul pilots**. Ava will only be able to provide information based on the agreement that is attached to your profile so a Short Haul pilot will not be able to access the pay widget. See the information below on how to update your profile if you change Haul.

The widget will allow LH pilots to input information based on your current role or potential future moves in order to see the salary you would receive under the proposed EA11 and makes a comparison against EA10 (assuming CPI increases). The EA10 comparison uses the known CPI outcomes based on actual (for previous years) and forecast RBA and Treasury rates.

To be able to access the widget, you will need to update to the latest version, or if you are yet to become a user, download and get started (see further below).

The widget will be available to Long Haul users by selecting EA11 Pay Changes at the bottom of a new Ava chat. It will also display automatically when you ask a relevant EA11 pay question within a chat.

The widget will pre-populate the fields based on the information within your profile, including fleet, rank and anniversary date.

There are some pre-set assumptions and considerations you should be aware of prior to using the widget:

- Despite pre-filling based on your profile, you should check that these are correct. If you need to update your details with the AFAP, see the instructions further below in this email.
- If you leave the pay band on automatic, it will calculate your pay band based on your anniversary date. You can choose to manually adjust the pay band to test hypothetical scenarios for your future promotions or fleet changes.
- Blank lines have been entered as a yearly frequency - FY27 includes both the current and future arrangements under the proposed EA11, with each Blank Line treated according to when it falls relative to the first full bid period following EA11 commencement. This means changing the Blank Line frequency can also change when individual Blank Lines fall and how they are treated (with or without passive payment and Standby credits negotiated under EA11)



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- The calculator does not model a future promotion or fleet transfer within the same scenario. If you are wanting to examine another rank or fleet, you should run it as a separate scenario and select the appropriate pay band.
- The widget uses default AFDP assumptions for EA11 (that can be adjusted by the user) as follows:

Fleet	CPT	FO	SO
A380	42 hours	43 hours	44 hours
A330	4 hours	4 hours	6 hours
A350	6 hours	6 hours	6 hours
B787	0 hours	0 hours	0 hours

- For the EA10 AFDP comparison, for the fleets (other than for the A350) the widget uses the same default AFDP assumptions as above. These will automatically adjust in line with user AFDP inputs for EA11 to provide a direct comparison of equivalent work.
- For the A350 EA10 comparison, the widget uses a fixed AFDP assumption of 20 hours. As outlined in our comms a direct comparison of work between EA10 and EA11 requires consideration of a number of factors. Please review the AFAP A350 comms [here](#).
- The figures provided are indicative gross pay estimates based on the above assumptions intended to compare the two structures and will not necessarily match an actual outcome given the assumptions required.

Overall, it is important to emphasise that the pay widget is one tool to assist pilots in assessing the package on offer. Pilots should consider a range of variables that may affect their individual remuneration outcomes, including both best and worst-case outcomes.

Pilots should not rely solely on the figures generated by the widget and should carefully review the terms of the proposed agreement when released and independently verify details.

Pilots can raise any concerns or questions by contacting the AFAP on the details below.

EA11 Concessions Information

The Ava database has also been updated to include information in the previously released QPC Briefings, including the information on concessions and the traffic light document. As the drafting process remains ongoing, this does not cover the entirety of the proposed EA11, however Ava will be able to answer any EA11 based questions in relation to these topics.

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Getting the Best Results from the AskAFAP App

To maximise your use of Ava, please also find some further tips [here](#) for getting the best results from the AskAFAP App.

AskAFAP App – AI Powered Member Scheduling Support

For any AFAP members who have not yet downloaded and registered for the AskAFAP app, it is available on the Apple App Store or Google Play Store by searching 'AskAFAP'.

To learn more, watch the promo video [here](#) and read the AskAFAP App e-Guide [here](#).

If you have any questions or further feedback, please contact your AFAP Qantas Pilot Council representatives at gpc@afap.org.au, or the AFAP Legal and Industrial team, Executive Director Simon Lutton – simon@afap.org.au, Senior Legal/Industrial Officer Patrick Larkins – patrick@afap.org.au and Senior Legal/Industrial Officer Deanna Cain – deanna@afap.org.au.

Regards,

AFAP Qantas Pilot Council

Michael Egan – Chair

Mark Gilmour – Vice-Chair

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Michael Armessen – Committee Member

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