# Duty RIG & Roster Stability Payment — Worked Examples //

## OVERVIEW //

Below are practical examples of how the Duty Ratio in Guarantee (Duty RIG) and Roster Stability Payment (RSP) operate under the proposed Enterprise Agreement. Each example reflects a real-world scenario and is designed to clearly illustrate when these provisions apply and how Duty RIG and RSP are activated.

The examples are intended to assist members in understanding the practical application of the provisions and the circumstances in which additional credit or payment may arise.

## PART A

### Duty Ratio in Guarantee (Duty RIG)

*Duty RIG guarantees a minimum credit based on your total duty period. You are always **credited** the greater of your actual flying credit or 50% of your total duty time associated with an FDP.*

#### **Example 1 -** Engineering Delay Increasing Duty Period

A pilot is rostered MEL–LST–MEL with 2.3 hours block credit and a planned 4.5 hour duty. Following arrival in LST, an engineering issue results in a 5 hour delay while an engineer is flown in, extending the total duty period to 9.5 hours.

| Component | Credit |
|---|---|
| Actual flying credit | 2.3 hours |
| Duty RIG (9.5 hrs × 50%) | 4.75 hours |
| **Credit accrued (greater of the two)** | **4.75 hours** |

**Outcome:** The Duty RIG applies. The pilot receives 4.75 hours - reflecting the extended duty caused by the engineering delay.

***Note:*** *Duty RIG recognises time spent on duty beyond what is reflected in block credit alone, ensuring pilots are not disadvantaged by delays outside their control.*

#### **Example 2 -** Where Duty RIG Does Not Increase Credit

A pilot is rostered PER–DPS–PER with approximately 7.4 hours block credit and a planned 10.5 hour duty period. The duty operates as planned with no disruption.

| Component | Credit |
|---|---|
| Actual flying credit | 7.4 hours |
| Duty RIG (10.5 hrs × 50%) | 5.25 hours |
| **Credit accrued (greater of the two)** | **7.4 hours** |

**Outcome:** Duty RIG does not apply. The pilot's actual flying credit already exceeds the minimum, so they receive their standard 7.4 hours.

***Note:*** *Duty RIG acts as a floor, not a bonus. It only provides additional benefit where duty time would otherwise result in a lower credit outcome.*

### **Example 3 -** Mixed Flying and Paxing

A pilot operates BNE–SYD (as crew), then paxes SYD–PER. An extended wait in SYD results in a total duty period of 12 hours.

| Component | Credit |
|---|---|
| BNE–SYD operating credit | 1.5 hours |
| SYD–PER paxing credit (50%) | 2.5 hours |
| Total actual credit | 4.0 hours |
| Duty RIG (12 hrs × 50%) | 6.0 hours |
| **Credit accrued (greater of the two)** | **6.0 hours** |

**Outcome:** The Duty RIG applies. The pilot receives 6.0 hours - significantly more than the 4.0 hours that would otherwise apply.

***Note:*** *Duty RIG provides meaningful protection on mixed flying and paxing duties where extended ground time or delays increase the overall duty period.*

### **Example 4 -** Cancelled Sectors on a Four-Sector Day

A pilot is rostered ADL–MEL–ADL–MEL–ADL with approximately 5.5 hours block credit and a planned 9.5-hour duty. After operating ADL–MEL, the middle two sectors are cancelled due to operational disruption. The pilot waits in MEL before operating the final MEL–ADL sector. Total duty period remains 9.5 hours.

| Component | Credit |
|---|---|
| Actual credit (sectors flown) | 2.75 hours |
| Duty RIG (9.5 hrs × 50%) | 4.75 hours |
| **Credit accrued (greater of the two)** | **4.75 hours** |

**Outcome:** The Duty RIG applies. Despite only two sectors being flown, the pilot receives 4.75 hours - recognising the full duty period spent at work.

***Note:*** *This example shows how Duty RIG protects pilots when sector cancellations mid-duty would otherwise result in a disproportionately low credit outcome.*

### **Example 5 -** Inefficient Four-Sector Day

A pilot is rostered MEL–CBR–MEL–HBA–MEL with approximately 4.9 hours block credit and a planned 11.5-hour duty, driven by an extended rostered 3 hour turn-around between the third and fourth sectors.

| Component | Credit |
|---|---|
| Actual flying credit | 4.9 hours |
| Duty RIG (11.5 hrs × 50%) | 5.75 hours |
| **Credit accrued (greater of the two)** | **5.75 hours** |

**Outcome:** The Duty RIG applies. The Duty RIG (5.75 hours) exceeds the actual flying credit (4.9 hours), so the pilot is credited 5.75 hours.

***Note:*** *Where pilots are rostered and perform an inefficient duty, Duty RIG ensures pilots are recognised for time spent on duty, not just time spent flying.*

### **Example 6 -** Earlier Return Sector Reduces Duty RIG

A pilot is rostered BNE–SYD–BNE with a rostered 3.5-hour wait in SYD, resulting in a planned duty of 9.0 hours. On the day of operations, the pilot is asked to operate an earlier SYD–BNE sector, reducing the overall duty length to 6.0 hours.

| Component | Credit |
|---|---|
| Actual flying credit: BNE–SYD–BNE | 3.3 hours |
| Duty RIG (6.0 hrs × 50%) | 3.0 hours |
| **Credit accrued (greater of the two)** | **3.3 hours** |

**Outcome:** Although the duty was originally rostered at 9.0 hours, Duty RIG is calculated on the duty performed. The earlier return reduces the Duty RIG to 3.0 hours. The actual flying credit (3.3 hours) exceeds the Duty RIG, so the pilot is credited 3.3 hours.

***Note:*** *Duty RIG is always assessed against what actually occurs on the day - not what was planned at roster publication. A reduction in duty length will reduce the Duty RIG accordingly.*

### **Example 7 -** Paxing Followed by Ground Duty - No Duty RIG

A pilot is rostered to pax BNE–MEL to attend Emergency Procedures (EPs), with a planned duty period of 14 hours. There is no operating sector (FDP) associated with this duty.

| Component | Credit |
|---|---|
| EP training credit | 5.5 hours |
| BNE–MEL paxing credit | 1.1 hours |
| Total actual credit | 6.6 hours |
| Duty RIG applicable? | No - no FDP/operating sector |
| **Credit paid** | **6.6 hours** |

**Outcome:** Duty RIG does not apply as there is no Flight Duty Period (FDP) or operating sector associated with this duty. The pilot receives 6.6 hours of actual credit.

***Note:*** *Duty RIG only applies to duties that include an operating sector or FDP. Paxing-only or ground duties are excluded, regardless of the duty length.*

### **Example 8 -** Own Way Travel

A pilot is rostered to operate BNE–SYD and then pax BNE- SYD with a rostered 3.5 hour wait in SYD, resulting in a planned duty of 9.0 hours. On the day of operations, the pilot OWT back to SYD and arrived home 2 hours earlier than scheduled duty.

| Component | Credit |
|---|---|
| Flying credit: BNE–SYD | 1.7 hours |
| Pax credit : SYD - BNE | 0.9 hours |

| | |
|---|---|
| Total actual credit | 2.6 hours |
| Duty RIG based on original duty (9.0 hrs × 50%) | 4.5 hours |
| **Credit accrued (greater of the two)** | 4.5 hours |

**Outcome:** Where a pilot OWT, Duty RIG is a calculated based on a pilot's original rostered duty, irrespective of whether a pilot OWT earlier or later than the positioning sector as part of their original duty.

# PART B

## Roster Stability Payment (RSP)

*RSP compensates pilots when a standby callout or AVD activation causes a rostered Tour of Duty (TOD) to be displaced. It is paid per displacement **event**, not per individual duty day of a TOD affected.*

### PAYMENT AMOUNTS //

*Indexed 3% annually.*

| Rank | Payment |
|---|---|
| Captain | $600 per event |
| First Officer | $375 per event |
| Second Officer | $200 per event |

**Example 1 -** Standby Callout displacing one day of a TOD

| **Original Roster** | |
|---|---|
| **Day 1** | STBY 05:00 – 15:00 |
| **Day 2** | 06:00 sign on — MEL–LST–MEL–SYD–MEL, sign off 16:00 |
| **Day 3** | 07:00 sign on — MEL–BNE–MEL, sign off 15:00 |
| **Revised Roster** | |
| **Day 1** | STBY Callout: sign on 11:00 — MEL–CNS–MEL, sign off 23:00 |
| **Day 2** | Displaced: MEL–LST–MEL removed; now MEL–SYD–MEL only |
| **Day 3** | 07:00 sign on — MEL–BNE–MEL, sign off 15:00 (unchanged) |

**Outcome:** Day 2 is displaced as a result of the standby callout. A single RSP payment is triggered.

**Example 2 -** AVD Callout displacing multiple days of a TOD

| **Original Roster** | |
|---|---|
| **Day 1** | AVD |
| **Day 2** | 11:35 sign on — SYD–HKT, sign off 22:55 |
| **Day 3** | 23:55 sign on — HKT–SYD |
| **Day 4** | Sign off 09:20 |
| **Revised Roster** | |
| **Day 1** | AVD activated — pulled forward: 11:35 sign on — SYD–HKT, sign off 22:55 |
| **Day 2** | 23:55 sign on — HKT–SYD |
| **Day 3** | Sign off 09:20 |
| **Day 4** | RAS — not used past original sign off + 1 hour |

**Outcome:** The AVD activation displaces Days 2, 3, and 4. Despite multiple days of the TOD being affected, a single RSP payment is triggered. One RSP applies per TOD that is impacted by a displacement.

***Note:*** *RSP is not multiplied by the number of days in a TOD that are displaced.*

### **Example 3 -** Standby Callout - No RSP

| **Original Roster** | |
|---|---|
| **Day 1** | STBY 09:00 – 17:00 |
| **Day 2** | STBY 05:00 – 15:00 |
| **Day 3** | STBY 03:00 – 13:00 |
| **Day 4** | STBY 03:00 – 13:00 |
| **Revised Roster** | |
| **Day 1** | STBY Callout: sign on 11:50 — BNE–CEB, sign off 19:50 |
| **Day 2** | HTL |
| **Day 3** | 21:05 sign on — CEB–BNE |
| **Day 4** | Sign off 05:35 |

**Outcome:** No RSP is triggered. No rostered flights were displaced - the callout replaced standby days, not planned flying duties.

***Note:*** *RSP is designed to compensate for disruption to a rostered TOD. Where a callout only displaces standby periods, no RSP is payable.*

## CONTACT YOUR REPRESENTATIVES //

If you have any questions, your pilot representatives and AFAP industrial officers are available to assist:

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