



BRIEFINGS

QANTAS Pilot Council

TO // Qantas Short Haul and Long Haul Pilots

FROM // AFAP Qantas Pilot Council

DATE // 23 September 2026

RE // QPC Briefing No 48

QPC Briefing No. 48 2026 Assessing the A350 Package

The A350 provisions have been a significant focus of member feedback on the proposed EA11, particularly the interaction between pay rates, divisors, night credits and AFDPs compared to other fleets.

There are varying views about what the ideal A350 pay and work-rule model should look like. However, in assessing the proposed package, it is important to distinguish between:

- the A350 conditions that **currently apply under EA10**;
- the model contained in the **rejected April proposal**; and
- the model **negotiated in the proposed EA11**.

Conflating these comparators and looking at certain elements in isolation does not provide a complete or accurate picture of the A350 outcome.

The EA10 starting point

Under EA10, the A350 already has a different work and remuneration model from the legacy A330 and A380 fleets.

In particular, the A350 does **not** currently receive the four-crew night credits that apply to the legacy fleets. Nor does it have the same legacy AFDP/overtime arrangements.

At the same time, the A350 operates with comparatively high divisor settings compared to the 787 (which introduced lower divisors along with the removal of 4 crew night credits).

This means the starting point for assessing EA11 is not the A330 or A380 model. It is the existing A350 package under EA10.

This distinction is important because some commentary has characterised the proposed EA11 as removing four-crew night credits from the A350. That is not the case, they are not an existing A350 entitlement under EA10. Any addition of 4 crew night credits would have to be bargained for.

A different remuneration structure

The proposed EA11 aligns the A350 with the B787 as the two fleets that will increasingly form the future Qantas long-haul operation.

Following the April No vote, survey feedback from B787 pilots strongly opposed delivering a significant component of their pay increase through night credits.

The AFAP was therefore provided the mandate to move as much value as possible into the underlying hourly rate while also negotiating a modest reduction in maximum divisors on the fleets without 4 crew night credits.

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While the AFAP strongly believes in the underlying merit of night credits as a fatigue mitigator, survey feedback and Qantas' strong opposition to introducing night credits on the A350 resulted in the AFAP pursuing other measures to achieve our fatigue mitigation objectives.

The proposal increases hourly rates on the A350 substantially more than the other fleets while lowering divisors. This reduces the hours of work to pay ratio while having benefits in some other areas such as superannuation (division 3).

AFDP changes – A350/B787

The proposed agreement also restructures the A350 AFDP arrangements.

The A350-specific AFDP provisions contained in clause 34.1.9 of EA10 will be removed as the fleet aligns with the B787. It is worth reiterating to pilots that the A350-specific AFDP provisions in the current EA differ materially from the legacy AFDP provisions and provide significantly reduced benefits.

In addition, the existing B787 AFDP mechanism under clause 34.1.8 of EA10 will continue and be extended to the A350 while a new long-range AFDP commencing at a 19.5-hour duty period will apply to both the A350 and B787, providing an additional overtime mechanism.

This is particularly relevant to Project Sunrise operations and ensures that the longest duty periods attract an additional payment rather than relying solely upon ordinary hourly remuneration.

Lower divisors

For both the A350 and B787, the surge divisor will also be removed, effectively reducing the maximum divisor by five hours.

Together with the lower planning divisor applying to the A350, this means A350 pilots will ultimately be rostered to fewer maximum credit hours than under EA10 and the April proposal.

The reduction is modest, but it is nevertheless an improvement in the workload and fatigue-related settings applying to the fleet.

This was an important consideration for the AFAP because the existing EA10 A350 model combines relatively high divisor settings with no four-crew night credits.

Night credits and fatigue

The AFAP had previously pursued improved night credits primarily as a fatigue-mitigation measure, rather than as a substitute for ordinary salary increases.

Night credits can help mitigate the cumulative effect of back-of-the-clock flying by reducing the amount of actual night flying required to reach a divisor.

However, once 4-crew night credits became a significant mechanism for delivering the financial value of the April proposal on the 787, they also introduced a remuneration trade-off. Importantly, 4-crew night credits were never proposed for the A350 as part of the April proposal.



Strong survey feedback from B787 pilots highlighted concerns around variable outcomes across bases and a strong preference for hourly rate increases in place of night credits. The AFAP ultimately took the feedback and placed as much value as possible into the permanent hourly rate.

This does not change the fact that the AFAP still believes that night credits are a valuable mechanism for fatigue management.

However, it is important to reiterate that those 4-crew night credits are **not an existing EA10 A350 entitlement being traded away**.

The AFAP is currently pursuing a fatigue survey with the University of New South Wales that will incorporate both short and long term effects of long range flying, night flying and regular time-zone shifting among other issues.

Considering the pay outcome

The A350 package also needs to be viewed in the context of the overall remuneration increases.

On the common assumptions used in the AFAP remuneration modelling, the proposed agreement produces a modelled total nominal remuneration uplift across the period covered by the agreement of approximately:

- **29% for A350 Captains and First Officers;** and
- **38% for A350 Second Officers.**

These are modelled outcomes on like for like flying rather than guaranteed individual increases. Actual remuneration will vary depending on roster composition, Blank Line activity and the amount of qualifying long-range flying performed.

Nevertheless, they demonstrate why assessing the A350 outcome solely by reference to whether four-crew night credits are included does not capture the full package.

The AFAP will be releasing a pay calculator widget shortly that will allow pilots to compare outcomes across user selected variables.

MGH

An important caveat when comparing EA10 provisions (rollover) with the proposed EA is that MGH comparisons on pay outcomes are based on different volumes of work. Because the current EA contains no 4-crew night credits for the A350 (and neither does the EA11 proposal), a 160 hour divisor (MGH) under the current EA is significantly more work than a 145 hour divisor (MGH) under the proposed EA. Comparing pay for the same roster is a more appropriate comparison, although MGH is still an important consideration.

Assessing the whole package

The final A350 outcome consists of the interaction between:

- substantially higher underlying hourly rates;
- lower planning, maximum and minimum divisors;
- alignment with the B787 creating a fleet pay structure;



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- a new 19.5-hour long-range AFDP; and
- other agreement-wide remuneration improvements.

Ultimately, the question is not whether every element of the proposed A350 package reflects the arrangement that each pilot would ideally design. Nor should the package be judged on any single provision in isolation.

The relevant question is what the combined A350 outcome looks like compared with the conditions pilots currently hold under EA10.

That requires consideration of the hourly rate, divisors, AFDPs, long-range payments and overall remuneration outcome together.

Members will ultimately form their own view about whether that combined package represents an acceptable outcome.

Our objective in providing this information is to ensure that assessment is made against the correct baseline and with a clear understanding of what the proposed EA11 actually changes.

Questions and Feedback

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

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