EA11 End State Hourly Rate Comparison

AUSTRALIAN FEDERATION OF AIR PILOTS

Category	EA10 (2023)	July 2030 rate				Cumulative			
		Rollover	April	April +3%	Proposed EA 11	Rollover	April	April +3%	Proposed EA 11
A380 Cpt Yr 12	$378.00	$464.89	$467.37	$481.39	$478.30	22.99%	23.64%	27.35%	26.53%
A380 FO Yr 12	$249.45	$306.79	$308.46	$317.71	$315.64	22.99%	23.66%	27.37%	26.53%
A380 L SO Yr 12	$194.13	$238.76	$230.79	$237.71	$245.64	22.99%	18.88%	22.45%	26.53%
A380 C SO Yr 6	$122.95	$151.21	$156.23	$160.92	$167.40	22.99%	27.07%	30.88%	36.15%
A350 Cpt Yr 12	$360.01	$442.77	$449.38	$462.86	$517.85	22.99%	24.82%	28.57%	43.84%
A350 FO Yr 12	$237.57	$292.18	$296.59	$305.49	$341.77	22.99%	24.84%	28.59%	43.86%
A350 SO Yr 6	$122.95	$151.21	$156.23	$160.92	$181.23	22.99%	27.07%	30.88%	47.40%
B787 Cpt Yr 4	$409.26	$503.34	$460.62	$474.44	$517.85	22.99%	12.55%	15.93%	26.53%
B787 FO Yr 4	$270.10	$332.19	$304.01	$313.13	$341.77	22.99%	12.55%	15.93%	26.53%
B787 SO Yr 4	$143.23	$176.15	$165.82	$170.79	$181.23	22.99%	15.77%	19.24%	26.53%
A330 Cpt Yr 12	$342.87	$421.69	$427.73	$440.56	$433.85	22.99%	24.75%	28.49%	26.53%
A330 FO Yr 12	$226.23	$278.23	$282.30	$290.77	$286.26	22.99%	24.78%	28.53%	26.53%
A330 L SO Yr 12	$176.06	$216.53	$209.18	$215.46	$222.78	22.99%	18.81%	22.38%	26.54%
A330 C SO Yr 6	$122.95	$151.21	$156.23	$160.92	$167.40	22.99%	27.07%	30.88%	36.15%

Notes

A380 / A330 – April had the "snap back" (reversion to level 1) for category changes whereas August retains existing years of service structure.

A350 – Please note in reviewing the headline hourly rate increases comparing April and August pilots need to consider the differences in divisor/ AFDPs. Further detail and modelling is provided by the AFAP in our the Total Remuneration Outcomes in QPC Briefing No. 42 2026

Column definitions

EA10 – 3% per annum starting from July 2024, 12 months after the previous pay rise in EA10.

April – the actual final hourly rate from the rejected April offer which had an expiry of June 2030.

April +3% - the April offer assuming an additional 3% increase in July 2030.

Proposed EA 11 - the proposed EA11 hourly rate.

Highlighted columns are the Proposed EA 11 outcome