



12 May 2025

Richard Hardonin  
Head of Flying Operations  
Chief Pilot

**Via email:** [richard.hardonin@qantas.com.au](mailto:richard.hardonin@qantas.com.au)

*WITHOUT PREJUDICE*

Dear Richard,

**Express Freighters Australia (EFA) Enterprise Agreement - Proposal**

We are writing to provide Express Freighters Australia (EFA) with a *without prejudice* proposal in relation to the current enterprise agreement (EA) bargaining. This proposal is made on the basis that “nothing is agreed unless everything is agreed”. Accordingly, we reserve the right to withdraw the proposal and/or add or amend elements if it is not accepted in its entirety. The proposal remains open until COB Tuesday 20 May 2025 after which time it lapses and is withdrawn.

Subject to the finalisation of agreed drafting the proposal is:

Conditions

- Incorporation of seniority as a primary consideration for all employment matters such as promotion, transfer and redundancy;
- Commitment to the creation of a new roster bidding system within the first 6 months of the commencement of the replacement EA;
- Clear contactability guidelines including how and when AX days can be cleared;
- Payment/Reimbursement of Aviation medical costs and passport/visas;
- Amended indemnity clause (as previously provided);
- Inclusion of FDAP protocol which appoints an FDAP gatekeeper and outlines a process for the management of FDAP occurrences.
- Guaranteed business class travel for all positioning flights (i) attached to a late-night operational duty; (ii) attached to a simulator session; or (iii) over 2 hours;
- Inclusion of a hotel standard clause reflecting same standard as provided to Qantas pilots as stated within the SH EA;
- ATO dinner allowance payment for all flight duties on the narrow-body in lieu of a meal being provided;
- NES redundancy severance payments but not reducing after 10 years (as previously provided);
- Protections for existing pilots from forced transfer to Western Sydney Airport.

Hours of Work

- Joint development of a rostering manual for rostering processes with key entitlements specified in the EA, including a maximum of 2 x AX days per roster and 14 day roster publication deadline;

- Requirement that all changes to any rostered duty outside a buffer of 2 hours either side of scheduled can be made only via mutual agreement and payment of a roster variation allowance (\$220/\$143);
- Minimum of 10 rostered days off per roster, paired unless requested otherwise, incorporating the period 2200 the day before to 0600 the day after with a minimum of 2 weekends per roster period unless requested otherwise;
- Working on a rostered day off via mutual agreement only;
- Specification of agreed sign-on and sign-off times in the EA;
- Minimum 15 hours free of duty after any flight duty;
- Maximum 12 hour planned duty for any non-operational duties;
- No more than 2 reserve duties per bid-period. 2 hour call in off reserve for domestic duties and 3 hour call in off reserve for international duties;
- 2200 and 0600 buffers around annual or long service leave;
- Maximum trip length of 6 calendar days (excluding trips including overseas simulator duties);
- Displaced reserve for any cancelled duties to be contained within the original duty and any subsequent duty to be wholly contained within this displaced reserve period unless agreed otherwise in which case a roster variation allowance is payable (\$220/\$143);
- Prescriptive scheduling limits for duty travel to/from simulator sessions specifying minimum buffers for travel to jeopardy simulator sessions.

### Remuneration

- 1 January 2025 Narrow body Captain Rate of \$250,000. Wide Body Captain 15% higher (\$287,500). First Officers 65% of the relevant Captain Rate;
- Years of service increments of 1.5% for each year of service over a 10 year scale;
- 3% salary increases on 1 January 2026, 1 January 2027, 1 January 2028 (expiry 31 December 2028);
- Working on a Day Off Payment or Day of Annual or Long Service Leave of annual salary divided by 110 (for example, \$250,000/110 = \$2273);
- Trainer Allowance as previously provided (level 1 = \$35k, level 2 = \$40k, level 3 = \$50k and level 4 = \$55k) adjusted by 3% each year;
- Choice of Loss of Licence reimbursement allowance as per Air Pilot Award or current Company scheme;
- Duty Hour Allowance as per QLink Dash 8 EAs – (currently \$17.00 for Captains and \$11.06 for F/Os);
- Duty Variation Allowance of Captain \$220 and First Officer \$143 paid per hour up to 4 hours (increased by 3% each year);
- Meal Allowances in accordance with Table 3 of the relevant Tax Determination (currently TD2024/03);

### Leave

- Provision for 6 weeks annual leave for each pilot each year and requirement to take a minimum of 4 weeks annual leave each year;
- Minimum Parental Leave as per current QF policy;

### Flexible Work

- Eligibility of minimum 20% of workforce to elect part-time arrangements;

### Consultation and Dispute Resolution

- Formation of an EFA Pilot Council Committee and quarterly meetings with management which deals with hours of work or any other key matters of employment as agreed;
- Dispute Resolution Procedure in line with the Fair Work Act and Model Clause.

We look forward to discussing the above proposal at our next joint union all day bargaining meeting scheduled for Wednesday 14 May in Sydney and the Company's formal position in response to the above proposal before 20 May 2025.

I can be contacted on ph. 0419 482 582 or email [simon@afap.org.au](mailto:simon@afap.org.au).

Yours sincerely,

*Simon Lutton, Jane Cleary and Ed Nell*

AFAP, AIPA and TWU on behalf of EFA pilot members