

**Virgin Australia
Narrow Body Aircraft Pilots'
Enterprise Agreement 2024**



GAINS

1. Fatigue Credit Protection (Operational Fatigue - work related removals)
2. FT: 31.89% increase in base salary on commencement, 39.92% over life of Agreement
3. PT50: 36.86% increase in base salary on commencement, 45.2% over life of Agreement
4. PT75: 33.55% increase in base salary on commencement, 41.68% over life of Agreement
5. Training Pilot: 10% / Senior Training Captain 13% / Check Captain 16% Allowance
6. 12.67% increase to effective base hourly rate on commencement
7. Productivity Rate reintroduced: 23.81% increase
8. Rostered Credit Protection as a term of the EA
9. Annual Retention Payment for each year the EA is in operation
10. DTA now paid on day trips (\$7.77 per hour, 3% increases annually)
11. 9.3% increase to tax free overnight allowances on commencement for both ranks (ODTA)
12. IDTA payment for international layover
13. Loss of Licence 6.1% increase from May 2025 – then 3% annually
14. Standby minimum 4 hour (including when not used) Credits as a term of the EA
15. Standby 18 opt-in
16. Enhanced positioning Credits from 2021 EA as a term of the EA
17. Sim Instructor 5.5 Credits extended to all ranks and ground training (excluding NTS/SEP)
18. Cancelled Accommodation Allowance 3% increase and annual increases
19. Ad Hoc Training Allowance 9.3% increase and 3% annual increases
20. PDO doubled from 4 to 8 per year
21. PDO Christmas Day rotating allocation commencing in 2025

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22. Opt-in 5/6 day trips formalised in EA with Trip RIG (1:4)
23. Enhanced PT provisions including a Transition to Retirement Scheme for Pilots 55+
24. Introduction of a Flexi Line arrangement (fixed days off — limited overnights)
25. Charter only work rules to ensure access to increased flying opportunities

INDUSTRY LEADING FATIGUE & LIFESTYLE PROTECTIONS

1. DDO buffers
2. 15 hours home base rest
3. FDP table
4. 150 DDOs annually
5. Back of the Clock protections

OFFSETS

1. DDO Infringement payments
2. 6 DDOs less annually from all pilots
3. Early Start reduced by 1 minute and 1500 rule on day 4 & 5
4. Min. annual leave slots reduced from 10% to 7.5% (subject to new multi-ballot system)
5. 900 to 1000 flight hours annually — opt-in only
6. 95 to 100 duty hours in 14 consecutive days
7. Removal of Duty RIG (except for Charter Flying)