



JETSTAR AIRWAYS PILOTS' ENTERPRISE AGREEMENT 2025

AFAP LOG OF CLAIMS

1. Remuneration

See Benchmarking

2. Improving pilots' work/life balance

i) Increased DDOs and Enhanced DDO Protections

- a) Increased Days Off per year (commensurate with Virgin)
- b) No reduction in time free of duty around days off (delete RP 6.3)
- c) Standby following DDO(s) – no call prior to 0500LT
- d) Star Days - ability to bid for 3 consecutive in a RP
- e) No sign on before 0800 LT following a STR day
- f) Minimum of 1 weekend off per month (notwithstanding clause 46.7)

ii) Greater Roster Flexibility

- a) Roster Adjustment Days (RAD) (as per AFAP Proposal)
- b) Open Time System (as per AFAP Proposal)
- c) 10-hour roster build window (+5/-5)
- d) Option for pilots to bid for high density flying available in the PBS.

iii) Increased Part Time Availability – min 20%

- a) PT50
- b) Leave Purchase (as per AFAP Proposal)
- c) Transition to Retirement Part Time Arrangement

iv) Improved Carer's Provisions

- a) General
 - Definition of Limited Overnights (no more than 4 nights out of base per roster including STB callout)
 - Day of Ops Disruption Clause for Primary Caregivers – no unscheduled overnights where possible
 - Ability to nominate non-consecutive FDOs
- b) CFL
 - Increased availability (%) and access to CFL (all school aged children)
 - Access for carer's returning from parental leave/transitioning to CFL (3 months' notice)

- Roster pattern option with no overnights apart from training
 - Ability to nominate 1 weekend FDO in CFL pattern
 - Ability to stay on CFL on until child/children finish primary school
- c) FTCL
- Ability to opt into no STB (for pilots who don't opt into Limited Overnights)
- v) Improvements to Annual Leave
- a) Increased minimum slot availability above 3.5% of resource group.
 - b) Sign off no later than 2000 prior to annual leave and sign on earlier than 0800 after annual leave (minimum one week of leave)
 - c) Excessive leave accruals to be treated in accordance with Air Pilots Award
- vi) Personal / URTI Leave
- a) Remove double dipping (i.e., pilot can't lose EFA and personal leave entitlements for the same duty)
 - b) Miscarriage leave – 5 days
 - c) Reproductive Leave – 10 days per year

3. Roster stability

- i) Roster Credit Protection (see AFAP proposal)
 - a) Fatigue Credit Protection (see AFAP proposal)
- ii) Standby protections
 - a) STB cannot displace subsequent rostered duty unless by pilot agreement
 - b) No assignment of a multi-day trip off single standby day unless by pilot agreement
 - c) Credit for STB, AVAIL and RAS periods
- iii) Roster disruption completion payment (see AFAP proposal)

4. Equal Recognition in Qantas Group

- a) Duty travel (as per AFAP proposal)
- b) Access to Business Class Lounge for all pilots
- c) Two-way transport provisions (as per AFAP Proposal)
- d) Staff travel high priority ticket per year

5. Miscellaneous

- a) Review PCC composition and responsibilities
- e) Standard of Accommodation (as per AFAP Proposal)
- b) Clause 40.4.3 (a) - formal oversight mechanism of scheduled flight times
- c) Clause protecting a minimum of two pilots in the flight deck
- d) FOFMWG – 2 x AFAP JPF appointed representatives.
- e) Clause 27.2.2 (b) - Reduction of type freeze for second officers to 2 years
- f) Improved alternate deadhead travel provisions and formalised as a term of the EA (see AFAP Proposal)
- g) Greater transparency of VFL/PT Waitlist and Pilot's standing preferences.
- h) Jetstar Australia and New Zealand Seniority List (Y integration)

6. Clarification of existing clauses

- a) Define Rostered (as per AFAP Proposal)
- b) Define 'Assigned' for the purposes of 40.6.4 (DDO Allowance)
- c) Clause 22.1.1 – clarify 1.5% loss of licence reimbursement calculated on pilot's base salary payable in relevant cover year (1 May – 30 April).
- d) Clause 30 - clarify workers compensation make-up pay to a pilot's annual salary
- e) Clause 42 – clarify superannuation will be paid on all earnings above the SGL cap
- f) Clause 46.10.2 – clarify 50% time free of duty applies in day of operations not just roster build
- g) Clause in 46.13 – clarify Jetstar are required to build Rosters in accordance with the roster build section of the Roster Protocol
- h) Personal leave clarifications
 - o Mid duty personal leave deductions
 - o Positioning home on a day off following mid-duty sick / FTG
- i) Voluntary Temporary Base Transfer/Swap – formalise agreed Base Swap proposal in the EA (FSO 041/24)
- j) Clause 61.2 - Allowances to be paid where block time 30 minutes or more falls within a duty period (not FDP)
- k) Clause 62.13 – Update clause to include Uber Business
- l) Clause A3.5 - clarify 12 month transition doesn't apply where JQ has reached the 10% floor and is simply maintaining it (alternatively delete)
- m) Clarify Western Sydney airport (WSI) as a stand-alone base (separate base to SYD)
- n) ACALS – compress bidding timeline (as per AFAP Proposal)
- o) FTCL Pilots being able to bid for a single star day within 2 days of a FDO
- p) New Hire Base Allocation (addressing current unfairness of base allocations)
- q) Clause 27.2.6 – clarify standing preferences apply indefinitely.
- r) Rules around releasing pilots from type freezes (limits on JQ discretion)
- s) Clarification around the rostering of TVL (as per AFAP Proposal)
- t) Requirement for Jetstar to advertise all vacancies to eligible Qantas pilots under the MOU (regardless of whether Qantas can release such pilots).