

IN THE FAIR WORK COMMISSION

MATTER NO.: AG2025/2996

PARTIES: EXPRESS FREIGHTERS AUSTRALIA OPERATIONS PTY LTD
AUSTRALIAN AND INTERNATIONAL PILOTS ASSOCIATION

WITNESS STATEMENT OF SIMON JON LUTTON

I, Simon Jon Lutton of Level 4, 132-136 Albert Road, South Melbourne in the State of Victoria, state the following:

My Role at the AFAP

1. I am the Executive Director of the Australian Federation of Air Pilots (**AFAP**). The AFAP is a registered organisation under the *Fair Work (Registered Organisations) Act 2009*.
2. I commenced employment with the AFAP in late 1999, originally as an industrial officer and then senior industrial officer. I left the AFAP in 2008 to take up a position as Principal Industrial Relations Consultant for the Victorian State Government in the health sector. I returned to the AFAP in 2010 in the newly created role of General Manager. I was appointed Executive Director in 2012.
3. As Executive Director I am the most senior employee of the AFAP with oversight and responsibility for the industrial, financial, administrative and regulatory management of the AFAP.
4. The AFAP has approximately 5700 pilot members. The AFAP employs 19 staff, approximately 10 of which maintain an industrial workload. The AFAP negotiates and maintains approximately 50 enterprise agreements across all sectors of the industry.
5. I make this statement from my own knowledge, after conducting research and inquiries. Where I refer to matters on the basis of information provided to me, I believe that information to be true.

My involvement at EFA

6. In addition to my role as Executive Director, I also maintain an individual industrial workload (i.e. I am the primary contact point at the AFAP for industrial matters at certain

workplaces/employers). This includes Express Freighters Australia (**EFA or Company**). I was also directly involved in the negotiation of the *Express Freighters Australia Operations Pty Ltd Enterprise Agreement 2021 (the Agreement)* and have been directly involved in the bargaining for a replacement agreement.

7. I am advised that EFA employs approximately 130 pilots. The AFAP currently has 85 members at EFA and I understand that the TWU and AIPA also have members at EFA.

Background to the Agreement

8. EFA is a wholly owned subsidiary of Qantas Airways Pty Ltd (Qantas). It is fully owned and controlled by Qantas and operates under the Qantas Freight brand.
9. Prior to the current 2021 Agreement, EFA operated under a 2014 non-union Agreement which expired on 31 December 2018. The 2014 EFA Agreement provided salaries well above the Air Pilots Award (**Award**) salary for pilots employed in specific classifications under the 2014 Agreement depending on years of service. Anyone who was employed after the commencement date of 11 February 2015 of the 2014 EFA Agreement or who changes classification was locked into the first increment of the Agreement (essentially a “B-scale”). This classification structure was carried over to the current 2021 Agreement and means that 99% of EFA pilots are locked into the first increment or B-scale (i.e. the higher increments have no work to do).
10. At the time the 2014 EA commenced, an experienced Narrow Body Captain was paid significantly above the Award salary.
11. Negotiations for a replacement agreement to the 2014 Agreement (which expired on 31 December 2018) commenced 3 months before its expiry when the Company distributed its Notice of Employee Representational Rights (NERR). Shortly after this, the AFAP and AIPA wrote a joint letter to the then Chief Pilot (dated 17 September 2018) requesting joint meetings and other logistical arrangements.
12. EFA subsequently rejected joint union meetings and negotiations continued slowly over 2019. One of the key sticking points included that at this time EFA announced plans to transition from a fleet of older B737-400 to much larger A321 aircraft and to replace the 1 x B767 with 2 x A330 aircraft. As witnessed in other negotiations taking place in the Qantas Group at this time, Qantas was not prepared to recognise these newer, larger and more efficient aircraft with salary increases. The A321 is approximately 30% larger than the B737 it has replaced and is far more efficient, technologically advanced and with a greater range. Similarly, the

A330 is conservatively 20% larger, far more efficient and with a greater range than the single B767 it has replaced.

13. While these negotiations were continuing, including the AFAP presenting EFA with a full draft proposed agreement, in early 2020 the Covid pandemic hit.
14. Like other negotiations in the Group, Qantas essentially refused to negotiate over the pandemic and changed its 3% wages policy to a two-year wage freeze followed by 2% increases (this was subsequently adjusted back to 3% wage increases but the 2 year wage freeze remains). As time went on, more and more EFA pilots started to receive less remuneration than they would be entitled to under the Award. Initially it was only one or two classifications by a small amount but this increased with each year after its nominal expiry (noting the last salary increase to the 2014 EFA EA was January 2018). By November 2021 most EFA pilots were receiving a salary under the now long expired 2014 Agreement which was below the Award salary.
15. At that time, the AFAP made a s240 application which was allocated to Commissioner Lee. The first conference occurred on 2 December 2021. Another occurred in January 2022.
16. Negotiations continued but on 9 March 2022, sensing a possible opportunity, the Company put a proposed agreement out to vote without the support of the AFAP or AIPA or our pilot representatives. This proposal was voted down.
17. A third and final s240 conference was held before Commissioner Lee on 6 May 2022.
18. By this time the Company proposal, which was still only barely above the Award, created the situation that many EFA pilots would be entitled to significant amounts of backpay. The Company then put out a second agreement proposal for vote with only very minor improvements to the first offer. This time the company was more explicit that it would not improve the offer and any backpay would not be guaranteed in any future offers. Having also witnessed what had transpired with other negotiations within the Qantas Group, the EFA pilot group voted up the second proposal and it was approved on 30 August 2022.
19. Prior to the Agreement being released (and again in the approval process), the AFAP sought a clause providing that the salaries contained in the Agreement would always be “topped up” the minimum Award salary (inclusive of additions to salary) however this was rejected by EFA.
20. In summary, Qantas bought EFA and took over a 2014 Agreement which paid pilots flying older B737-400 aircraft and one B767 aircraft significantly above the Award. In the lead-up to, during and in the initial aftermath of Covid, Qantas/EFA took the opportunity to fully exploit

the situation and push through the current Agreement. During the negotiation of the current Agreement this included paying below the Award salary, re-fleeting and threatening backpay.

21. The Agreement, approved on 30 August 2022, nominally expired on 31 December 2024.

The Agreement and Recent Bargaining

22. Prior to the expiry of the Agreement, the salaries paid under the Agreement again fell below the Award salary. It should be noted that the definition of “salary” in the Award at clause 2 provides that:

“**salary** means minimum salaries and additions to minimum salaries as prescribed by this award.”

23. On 24 June 2024, I wrote to EFA identifying this and requesting bargaining for a new agreement commence as soon as possible (and before the nominal expiry date of the Agreement). A copy of this letter is attached and marked “**SL-1**”.

24. EFA refused to top up the salaries to the Award salaries and refused to commence bargaining before the nominal expiry date. This led to two separate Fair Work Commission applications from the AFAP (supported by the other bargaining representatives, AIPA and TWU), being

- B2024/1459 – Application for a Bargaining Order; and
- C2024/8047 – Application for the FWC to deal with a Dispute – regarding whether by virtue of s206 of the Fair Work Act, EFA is required to increase the salaries under the Agreement to the Award salary (including the additions to salary).

25. B2024/1459 was discontinued when EFA agreed to commence bargaining and C2024/8047 is subject to appeal under Matter No. C2025/2370 and is currently awaiting a decision.

26. On 4 June 2025 the AFAP lodged a Form F34 – Application for a protected action ballot order (B2025/891) and a protected action ballot has been conducted. Protected industrial action has been taken and is ongoing.

Reason for the application to terminate the Agreement

27. The reason the application to terminate the Agreement has been made by the AFAP is that, on balance, the AFAP believes that for the majority of employees would be better off under

the Award. The AFAP believes it would be unfair for the majority of EFA pilots to remain on the existing Agreement and it would assist bargaining to terminate the existing Agreement.

28. The Agreement does not contain a range of Award allowances and other benefits, such as:

- Provision for days off only to be changed by agreement (Cl 15.8(f));
- Night operations allowance (cl 20.2(b));
- Overseas duty allowance (cl 20.2(d));
- Loss of Licence reimbursement (cl 20.3(c)); and
- 17.5% leave loading (cl 23.5).

29. Effective 1 July 2025, a further Award adjustment has increased the difference between the salaries paid under the existing agreement and the Award salary as follows:

30. The minimum Award salaries are currently:

Award salary - 1 July 2025

Captain	Narrow-Body	Wide Body
Total	\$202,500	\$228,351

First Officer	Narrow-Body	Wide Body
Total	\$131,666	\$155,038

31. The current Agreement salaries for the majority of EFA pilots are currently:

Agreement salary - 1 January 2024:

Captain	Narrow-Body	Wide Body
Total	\$193,157	\$ 217,595

First Officer	Narrow-Body	Wide Body
Total	\$127,071	\$146,645

Pilot Views and Surveys

32. Having previously experienced a prolonged period of receiving salaries below the Award and then having the threat of the removal of backpay used against them, the pilot group has been very keen to address these issues early in bargaining.

33. I have received multiple representations from EFA pilot members and representatives that the Agreement should be terminated as soon as possible because most EFA pilots would be better off under the Award.

34. This sentiment is reflected in the results of surveys of EFA members conducted in late 2024 which demonstrated that over 80% of the EFA pilots surveyed wanted to both commence PIA and terminate the Agreement. A full copy of the survey results is attached and mark “**SL-2**”.

A rectangular box containing a handwritten signature in black ink. The signature is written in a cursive style and appears to read "Simon Lutton".

Simon Jon Lutton

7 October 2025



24 June 2024

Richard Hardonin
Head of Flying Operations
Chief Pilot

Via email: richard.hardonin@qantas.com.au

Dear Richard,

Express Freighters Australia (EFA) Enterprise Agreement

I am writing to request that bargaining for a new agreement commence at Express Freighters Australia (EFA) as soon as possible. Our pilot reps at EFA have also met with the AIPA pilot reps at EFA and we request that the bargaining be conducted together with both the AFAP and AIPA representatives present.

As you would be aware, the *Express Freighters Australia Operations Pty Ltd Agreement 2021* expires at the end of the year.

Under the current agreement the majority of EFA pilots receive the following salaries:

	Narrow-Body	Wide-Body
Captain	\$193,157	\$217,595
First Officer	\$127,071	\$146,645

As we feared when the current agreement was unilaterally put out for vote by the company, increases to the *Air Pilots Award 2020* (the Award) have been significantly higher than the increases provided under the Qantas wages policy. With the latest Award increase of 3.75% set to take effect on 1 July 2024 we calculate the minimum rates under the Award to soon be:

	Narrow-Body	Wide-Body
Captain	\$195,653	\$220,629
First Officer	\$127,213	\$149,795

This means that once again, the majority of EFA pilots will be receiving a salary below the minimum Award rate. From the pilots' perspective, this is a highly unsatisfactory situation which places great urgency on the commencement of bargaining. Accordingly, please advise when EFA is willing to commence bargaining for a new agreement and nominate a meeting date.

Please do not hesitate to contact me on ph. 0419 482 582 or email simon@afap.org.au to discuss the above and/or confirm a date for our next meeting.

Yours sincerely,

Simon Lutton
Executive Director
Australian Federation of Air Pilots



AUSTRALIAN FEDERATION OF AIR PILOTS

EFA Pilots Survey - November 2024

163

Viewed

71

Total Responses

71

Completed

100%

Completion Rate

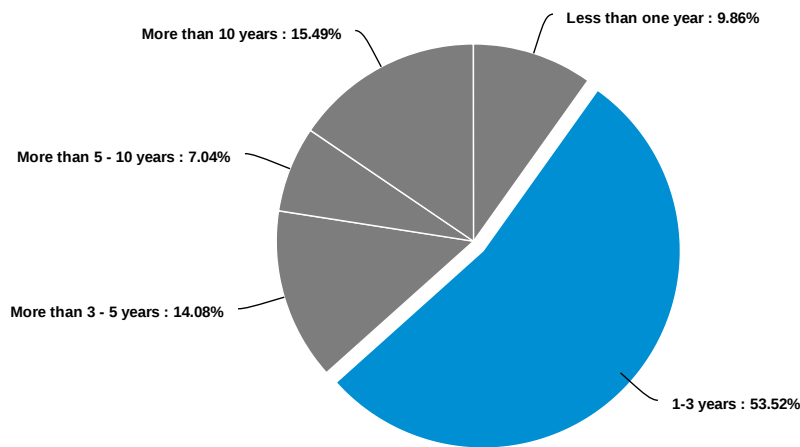
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Dropouts

19 min

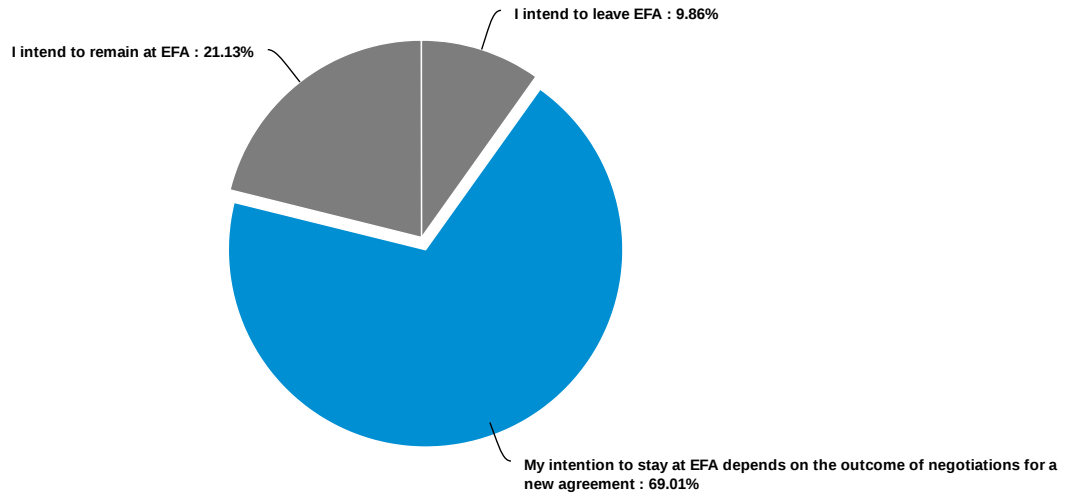
Average Time

How long have you worked at Express Freighters Australia (EFA)?



Answer	Count	Percent	20%	40%	60%	80%	100%
Less than one year	7	9.86%					
1-3 years	38	53.52%					
More than 3 - 5 years	10	14.08%					
More than 5 - 10 years	5	7.04%					
More than 10 years	11	15.49%					
Total	71	100%					

Which statement best reflects your intention to stay at EFA?



Answer	Count	Percent	20%	40%	60%	80%	100%
I intend to leave EFA	7	9.86%					
My intention to stay at EFA depends on the outcome of negotiations for a new agreement	49	69.01%					
I intend to remain at EFA	15	21.13%					
Total	71	100 %					

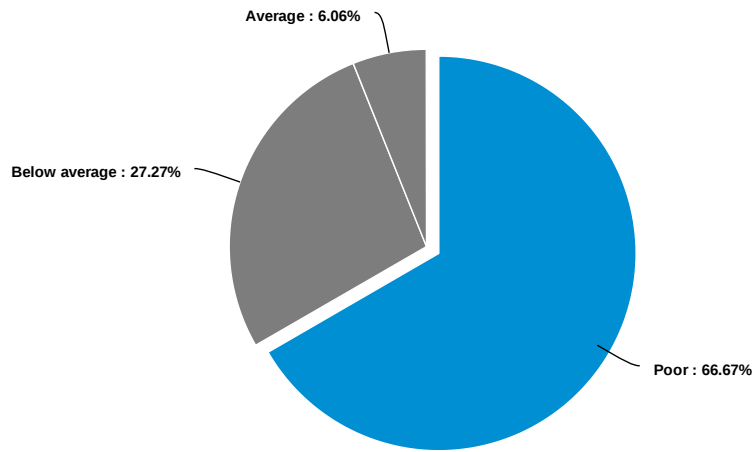
How do you rate the current Express Freighters Australia Operations Pty Ltd Enterprise Agreement 2021?

Statement	Poor	Below average	Average	Good	Excellent	Overall
Rating of current EA	44 66.67%	18 27.27%	4 6.06%	0 0%	0 0%	66 100%



Question	Count	Score	Poor	Below average	Average	Good	Excellent
Rating of current EA	66	1.39					
Average		1.39					

Rating of current EA



Answer	Count	Percent	20%	40%	60%	80%	100%
Poor	44	66.67%					
Below average	18	27.27%					
Average	4	6.06%					
Good	0	0%					
Excellent	0	0%					
Total	66	100 %					

Comments/Suggestions:

12/10/2024	131822943	There is no facet of it which is not embarrassingly terrible and open to the company's "interpretation "
12/09/2024	131779681	It is literally the worst in the country.
12/09/2024	131776190	The conditions on this EBA are dismal The conditions are outdated and definitely sub par.
12/09/2024	131774068	I feel the job at EFA has historically had some lifestyle advantages, that are slowly being diminished, and my hope is we can get some lifestyle protections/benefits and or remuneration included in the new EA.
12/09/2024	131773219	It needs a 35% + increase in remuneration, AND a massive improvement in terms and conditions just to get at a baseline.
12/09/2024	131772562	No roster stability, no protected days off, now working weekends
12/09/2024	131772531	Roster protections are a must for me. I have a young family and the 48 hour roster changes are terrible. Also a salary that is inline with all the other Australian airlines flying similar aircraft is required.
12/08/2024	131753343	Let's start a scratch and rework the entire document. That's why we are here today. This is an agreement that was made for a company of its past and carried through. Changing it for the better is in everyone's interest.
12/08/2024	131746690	Needs more protections against roster changes. If you do get changed a financial incentive is offered.
12/06/2024	131672661	Many informations are presented in the EBA
12/06/2024	131670809	The Agreement is well below industry standards in virtually every aspect. From pay to rostering. Negotiating this up may be difficult and the threat, if advantageous, to terminate the agreement and start afresh maybe the best option. We have nothing to give in negotiations.
12/05/2024	131637449	Pay is poor. No rostering protections.
12/05/2024	131630717	Very Poor.
12/04/2024	131571960	DO and contactibility clarification is important. Roster stability is the main issue. We require roster reassignment clause. Pay is the other obvious issue - we have a lot of good people who will leave if this doesn't improve.
12/04/2024	131571562	- company to issue a respectful and adequate contract and stop treating the pilots with contempt by adopting an industry low EBA. - no days off protection - low number of days off - low pay - low day off work payment The entire agreement needs to be scrapped and re-written and the company needs to start respecting the pilot group.
12/03/2024	131511044	This eba completely benefits the company with no benefit to the employees. The "lifestyle" that this job used to provide, weekends off public holidays off has ceased with the increased flying with no benefit or remuneration to staff for working more
12/03/2024	131505138	1. Needs allowances for being called off reserve/bigger day off payments. 2. Sign on/off times that are more accurate especially when having to go through international customs. 3. Allowances when getting to a destination and no transport or accommodation is arranged. 4. Overtime based per month. 5. Limit on how many weekends can be rostered to work per bid period. Allowances if this is exceeded and the pilot agrees to work. 6. Confirmed business class duty travel. 7. RDO'S can't change once they're published and AX's can be cleared 2 days out instead of 1 to help with sufficient rest, especially for commuters. More RDO's per roster. 8. Being able to apply for leave dates that we want rather than 1 block Mon-Sun
12/03/2024	131505000	48 lockout period needs to be extended
12/02/2024	131457734	Low income, basic staff travel agreement, unprotected days off, economy travel while on duty.
12/02/2024	131457301	It is literally on par with the award. May have a little more cash, but the conditions are not there.
12/02/2024	131455348	It's well below industry standard
12/02/2024	131452633	Current Agreement is so far below other Qantas group agreements and an embarrassment
12/01/2024	131442353	Our current Enterprise Agreement does not reflect the size or employee dynamic of the current workforce. Better protections against changes to rosters is required, as well as appropriate compensation for the degradation in lifestyle. Narrow body pilots historically worked Monday-Friday, with remuneration reflective of this lifestyle benefit. Tasman flying on the narrow body fleet has put an end to this without any corresponding change to pilot's remuneration. Can increased pay rates for patterns, reserves or call-outs over the weekend period be investigated as a cost effective way of reflecting this change?
12/01/2024	131439298	It is an extremely poor document. Items in it, such as Day Off payments which were written into the document which originated in 2014, have been reinterpreted by current management and used to take advantage of the pilots and erode good will.
12/01/2024	131436305	Increase in pay, and protection of DO needed.
11/30/2024	131416411	It's unfortunate that colleagues (Qantas IR) wish to treat other colleagues as poorly as possible rather than support them in the best possible outcome. I've not come across a workplace before here that treats their own staff as an enemy to try and force into the worst conditions possible. It's such a disappointing attitude to take and frankly, incredibly immature and unhelpful so I support AFAP and unions in taking a stand against this treatment.

11/30/2024	131415681	Well below other operators doing the same job on same aircraft. May have been appropriate 4 years ago on a smaller fleet (fleet size/aircraft size) but not now with more and larger aircraft, weekend work, international routes etc
11/30/2024	131413818	Lifestyle has diminished, worked harder, lost weekends,, called out all the time and many roster changes
11/29/2024	131383219	Totally slanted in management's favour
11/29/2024	131382027	Worst pay and conditions of any airline in Australia
11/29/2024	131380431	Our current EBA is outdated and fails to meet modern standards. The EBA is basic at best. Pay scales and allowances are not keeping pace with the cost of living. Our aircraft and now heavier and more technical to operate and the pays should reflect this. It is crucial that we update the EBA to reflect contemporary practices and better support employees within EFA.
11/29/2024	131380259	Bare minimum pay with extremely unachievable overtime provision supplemented by worse than award conditions.
11/29/2024	131380002	Roster stability, able to reject shift changes Days off unable to change from roster publish Loss of licence contribution Paid in line current a321 Australian pilots
11/29/2024	131379787	Poor rates of lag and allowances, poor conditions and isn't comprehensive
11/29/2024	131379446	Rostering protections absent. Used to rely on the fact we didn't work Sat/Sun as a compromise, now we do weekend Auckland patterns that no longer is the case and we need stronger rostering protections around D/O protection and AX day clearance.
11/29/2024	131379442	We have no roster protections, we are essentially available 365 days a year as DOs are not protected. Our rosters mean nothing as they can constantly change with next to no notice. Crewing are amalgamating patterns that are designed to be separated by rest under the FRMS - we need protection from this. Very low pay. No company assistance/funding of Loss of License Insurance. Overtime policy outdated and should be calculated monthly. Standby callout needs to be 2 hours in line with industry standards.
11/29/2024	131379123	I was making more working on building sites as an unskilled labourer. I'm hopeful the a new EBA will acknowledge the qualifications and skills needed to perform required work.
11/29/2024	131378766	The salary reflects turboprop wages. Also, the morale on the line is poor as crew do not feel valued. Poor remuneration and the feeling of perpetual standby (constant roster changes). Drastic changes need to be implemented.
11/29/2024	131378658	NO Roster protection, including the right for operations to withdraw RDO'S, with no financial recompense prior to 48 hours, ax days turning into 3 day patterns with 24 hours notice, minimum of 8 rostered rdo's a month which is minimal for a night freight worker. Relatively poor base salary in reference to industry standard. EFA is no longer a lifestyle job. The base pay and overtime rates should be increased accordingly.
11/29/2024	131378579	I feel like I'm on call 24/7 I've also been training for a new type. I've had 4 months with no published RDO.

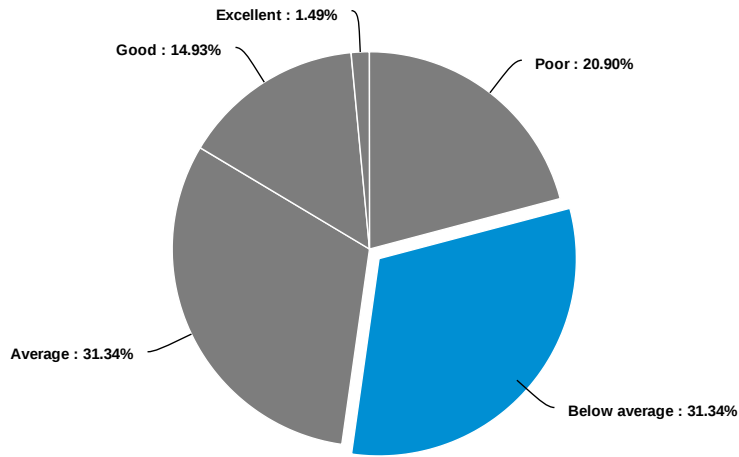
How do you rate the performance of operational support at EFA?

Statement	Poor	Below average	Average	Good	Excellent	Overall
Operational Support	14 20.9%	21 31.34%	21 31.34%	10 14.93%	1 1.49%	67 100%



Question	Count	Score	Poor	Below average	Average	Good	Excellent
Operational Support	67	2.45					
Average		2.45					

Operational Support



Answer	Count	Percent	20%	40%	60%	80%	100%
Poor	14	20.9%					
Below average	21	31.34%					
Average	21	31.34%					
Good	10	14.93%					
Excellent	1	1.49%					
Total	67	100 %					

Comments/Suggestions:

12/10/2024	131822943	Very helpful in most regards except rostering changes.
12/09/2024	131776190	What support? Some managers are simply there for the paycheck. Most managers just don't care.
12/09/2024	131774068	nil
12/09/2024	131773219	EFA is done on the cheap and it shows. This indirectly costs them millions each year.
12/09/2024	131773013	Unsure as I am very new to the company
12/08/2024	131753343	As it stands, the operational support and resilience of this company is led by a very small team of individuals. From our nightly ops controller and the constant changes they impose, to the endorsement of the company that this is the normal and presumption that operational flexibility is the way forward. Ensuring our EBA has the limitations and rigidity to ensure these constant changes can't impact the pilot groups lives is what we are all after. Whilst we are all understanding changes are necessary to manage issues that arise in the week, be in reserves being added to cover sickness/machine swaps being upgraded from one machine to another, there is a limit to how far this can go.
12/08/2024	131746690	Having someone overseeing day to day ops, rostering and changes.
12/06/2024	131672661	Many aspects or problems of the operation are up to flight crew to solve.
12/04/2024	131571960	N/A
12/04/2024	131571562	- Poor to below poor. - Allowances and day off payments frequently missed - Significant personal time having to be allocated to reconcile allowances due to the systemic failures
12/03/2024	131511044	Missed meal claims nearly every roster. On the employee to send a email to recheck meal claims missed is just ridiculous, meals should be payed every fortnight so it's easier for us to keep track.
12/03/2024	131505000	N/A
12/02/2024	131457301	Never in the office, don't know who to talk to and often thrown back onto us.
12/02/2024	131452633	They are unable to effectively manage or make change
12/01/2024	131439298	Disorganised and unreliable are just two words that come to mind. Pilots are quite often required to chase up basic operational support issues such as transport. Allowance payments require checking always as are regularly wrong or unpaid. These are two, however there are many more examples.
11/30/2024	131416411	Ops support doesn't even exist at EFA. It's quite astounding that they even think there is ops support.
11/30/2024	131415681	Nil comments
11/29/2024	131383219	Non existent
11/29/2024	131382027	Gross incompetence. Missing in action on the most part. Slow to respond to enquiries and then they stuff up whatever they touch. Pay and allowances always wrong and it can take months to get resolved
11/29/2024	131380431	EFA has always had minimal operational support and it fails to be satisfactory in numerous areas for day to day operations. Crew are quite often left to sort issues out that isn't their responsibility just to keep the "show on the road"
11/29/2024	131379446	Nil
11/29/2024	131379123	I am nervous to call fatigued as I feel it might damage future prospects at the company. I don't want to be that guy that gets a flight cancelled.
11/29/2024	131378856	EFA does not have dedicated (ie non-pilot manager) day-of operations manager role. It is often left to crew to 'plug the gaps' when it comes to tasks such as crew transport, catering and disruptions. There is also no training recovery role nor a training compliance role.
11/29/2024	131378658	Ops are usually good to deal with. It is only the holes in the current EBA that is in deficit.
11/29/2024	131378579	N/A

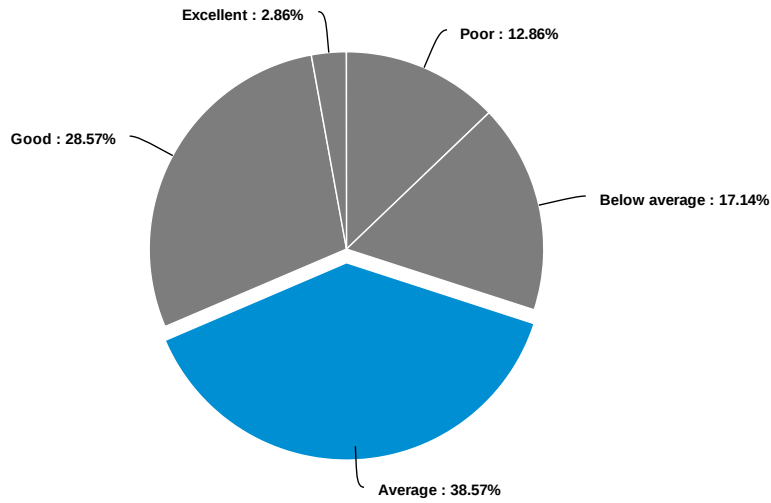
How do you rate the performance of the managers at EFA?

Statement	Poor	Below average	Average	Good	Excellent	Overall
Work group managers	9 12.86%	12 17.14%	27 38.57%	20 28.57%	2 2.86%	70 100%



Question	Count	Score	Poor	Below average	Average	Good	Excellent
Work group managers	70	2.91					
Average		2.91					

Work group managers



Answer	Count	Percent	20%	40%	60%	80%	100%
Poor	9	12.86%					
Below average	12	17.14%					
Average	27	38.57%					
Good	20	28.57%					
Excellent	2	2.86%					
Total	70	100%					


Comments/Suggestions:

12/10/2024	131822943	Contactable and supportive except for the higher ranks which are blatantly manipulative to do whatever is best for the bottom line which they can because our eba supports it.
12/09/2024	131776190	Management style is we will fix it by the 48 hour rule and endless roster changes to the crew.
12/09/2024	131774068	I have has the opportunity to work with a number of the managers, particularly the training managers, and have found them to be very good. They have good knowledge and are very supportive.
12/09/2024	131773219	They may appear to do their best, but we get all the failures from other QF groups. They underperformed previously and continue to underperform here. Stop hiring failures from within the group.
12/09/2024	131773013	Unsure as I am very new to the company
12/09/2024	131772562	There's an increasing disconnect between management and the line pilots
12/08/2024	131753343	Whilst I am not here to defend the managers at EFA, I believe they only operate to within the premises of the company/QF group culture and the framework they have handy to them within the EBA. Whilst their intention can often be of best interest, the outcomes they deliver are often ones of 'whilst I want to do this, I am permitted to do X' instead and if that's in the companies interest, so be it. They are limited by the crew at their resources and if that means they have to be more cut throat in order to achieve the companies best outcome, as frustrating as it may be, we have no choice to accept.
12/08/2024	131746690	I think they are ok with the resources they are given and the constraints they work with from mainline.
12/06/2024	131672661	No and too hard to change.
12/05/2024	131630717	An example of this is that rosters are constantly changing and there is no protection on days off. Management seems to not truly care for the work life balance of pilots and their families.
12/04/2024	131571960	N/A
12/04/2024	131571562	Some good. Most just trying to make their little mark at EFA.
12/03/2024	131505000	N/A
12/02/2024	131457301	They try but don't have the tools to do the job well.
12/02/2024	131452633	With the introduction of the latest manager from Jetstar things have never been worse, he doesn't appreciate the nature of our flying, routes or time of night and thinks we can work as hard as Jetstar but without the terms or conditions they have.
11/30/2024	131416411	Some managers I find quite helpful when they're allowed to operate freely and I can see they want to help. When they are hindered by restrictions from decisions in offices and EBAs then it doesn't help
11/29/2024	131383309	Resulting from poor support from upper management
11/29/2024	131383219	No opinion
11/29/2024	131382027	When you raise issues with management their first reaction is to tell you why they can't help. Not look for a solution but how they cant help. Very obvious nepotism evident especially around leave allocation. Openly hostile, mixed with arrogance and incompetence. I have only been a pilot for a little over 30 years and they are by far the worst group of individuals
11/29/2024	131380431	There appears to be an abundance of managers at EFA all for eight aircraft. I'd rather see that number significantly reduced and that money spent on the business where it's more needed. The old EFA had basically the same number of aircraft and only two managers with employees a lot happier. I'm not implying we go back to that but we seem to be at the other extreme.
11/29/2024	131380002	No meaningful support given. On the line it's more felt they are working against you to fill flights with no understanding of lifestyle/home pressures
11/29/2024	131379783	Very little management visibility, especially from deputy HOFO
11/29/2024	131379446	Managers are inflexiblne on leave policies and will not even give you the time of day and discuss it with you. They just hide behind, thats not how we do it, too bad so sad. They are often uncooperative when it comes to anything beyond their bare responsibilities.
11/29/2024	131379442	Excluding a new addition that appears set on disrupting the status quo and doesn't care about pilot welfare. Our operation has been relatively safe with management attitudes, but should we have a shift in management (as is a huge risk with our latest Deputy CP appointment) we are extremely vulnerable.
11/29/2024	131379123	Only issues with management is the training scheduling is horrible.
11/29/2024	131378856	Managers at EFA manage as best they can given the limited resources and ineffective give corporate structure that they are left to deal with.
11/29/2024	131378658	No issues with EFA management

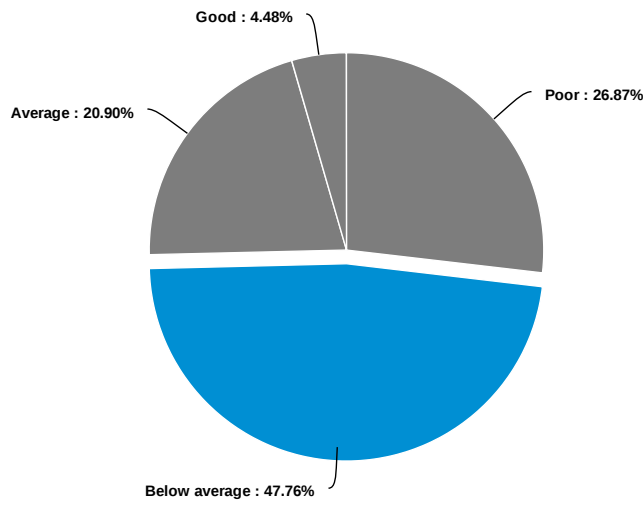
How do you rate the performance of Qantas Group management (e.g. GLT, executive management, etc.)?






Statement	Poor	Below average	Average	Good	Excellent	Overall
Qantas Group management	18 26.87%	32 47.76%	14 20.9%	3 4.48%	0 0%	67 100%



Question	Count	Score	Poor	Below average	Average	Good	Excellent
Qantas Group management	67	2.03					
Average		2.03					

Qantas Group management



Answer	Count	Percent	20%	40%	60%	80%	100%
Poor	18	26.87%					
Below average	32	47.76%					
Average	14	20.9%					
Good	3	4.48%					
Excellent	0	0%					
Total	67	100 %					

Comments/Suggestions:

12/10/2024 131822943 See last comment

12/09/2024 131776190 The executive team lacks any empathy for their staff and just don't have the experience or foresight to see future issues. They are only worried about cutting costs, squeezing the operation to increase the share price and in turn, their paycheck. All this happens at the detriment of the customers and staff. This outdated, overworked fleet is going to hurt the group tremendously.

12/09/2024 131774068 nil

12/09/2024 131773219 They may appear to do their best, but we get all the failures from other QF groups. They underperformed previously and continue to underperform here. Stop hiring failures from within the group. Needs a complete restructure.

12/09/2024 131773013 Unsure as I am very new to the company

12/08/2024 131753343 They have outcomes/targets/KPI's set from Qantas to achieve and they will set what ever they want (be it at no consideration to the consequences) in order to achieve so.

12/08/2024 131746690 They have forgotten that their staff are the most important asset and put profits above all else

12/05/2024 131637449 Little real care for employees as shown by the multiple industrial relations disputes in progress right now.

12/05/2024 131630717 Record profits are constantly presented to the media and public, but then the contracts and work life balance of employees are ignored.

12/04/2024 131571960 Reward the people who are doing the actual hard work on the line.

12/04/2024 131571562 - Little to no idea of how to actually invest in their people. - Hyper-focused on how to cut costs and increase management pay and bonuses. - The Q Group records a profit and we get a \$500 staff travel gift card. Real airlines will give several months of bonus pay. It's a joke.

12/03/2024 131511044 Freight picking up new contracts and more flying than ever before has filtered down to pilots working more hours than ever before with more roster changes that you can keep up with. Pay for all this extra work has not changed not to mention that we can now take more freight on the 321 and 330 than the 737 767 which means more profit.

12/03/2024 131505000 N/A

12/02/2024 131457301 They don't have growth and long term health of their employees as a priority. It is all about the now and getting that bonus.

12/01/2024 131436305 The way that Qantas has treated its employees in the last 5-10 years is appalling.

11/30/2024 131416411 Poor as clearly we are being treated as an adversary and what is written in emails saying how much they want to improve everything is unfortunately just talk.

11/29/2024 131383219 Totally focused on shareholders

11/29/2024 131382027 MIA. Lip service to issues and no respect for staff

11/29/2024 131380431 Qantas needs to do better not just for the employee, but for the customer.

11/29/2024 131379787 Tech crew are seen as a cost centre rather than an asset

11/29/2024 131379446 Poor performance, unwilling to negotiate, makes most of us think we would be better off at other carriers.

11/29/2024 131379123 I feel we are not really apart of Qantas group as we are express freighters on the payslip and not Qantas freight.

11/29/2024 131378658 No issues

11/29/2024 131378579 M/a

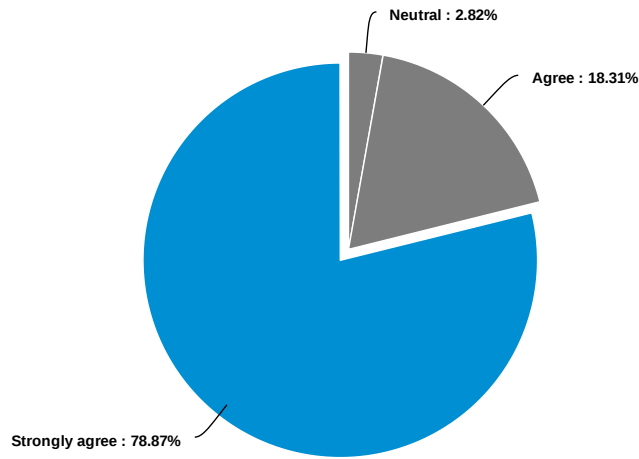
The Current EFA Agreement needs to be completely rewritten and reformatted.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Current EA	0 0%	0 0%	2 2.82%	13 18.31%	56 78.87%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Current EA	71	4.76					
Average		4.76					

Current EA



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	2	2.82%					
Agree	13	18.31%					
Strongly agree	56	78.87%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024	131822943	It's almost a blank page
12/09/2024	131779681	The current EBA was written in good will encompassing largely a gentlemen's agreement at the time which saw EFA as a lifestyle job. Many factors have changed and EFA is unequivocally no longer a lifestyle job, hence, working conditions have to change in a big way in the new EBA.
12/09/2024	131776190	As a senior EFA manager once said to me...an EBA is a give and take thing. you have to give up things to get something else in return... I told him he has his head in the sand. The current agreement is shorter than the award, and takes away from the pilots without giving anything back in return.
12/09/2024	131774068	Whether it is completely rewritten or just amended is not a question I am qualified to answer. I do agree that some changes will need to happen.
12/09/2024	131773219	It's well below industry standards, in both remuneration and terms/conditions. QF needs to stop playing games and do what's right. They are tarnishing their own name and it's bad for business.
12/08/2024	131753343	Completely. From nose to tail. From the base pay, transport, fatigue management, protections, a new beginning.
12/08/2024	131746690	More detail needs to be included
12/06/2024	131672661	Too outdated, are not well written.
12/06/2024	131670809	It's basically a tear up and start again, we cannot negotiate the current EBA up.
12/05/2024	131630717	The EA lacks detail in the areas such as: -Rostering -Days off protection -Definitions of rostered duties such as 'PROBLEM days' -The reduction in days off during months when leave is taken.
12/04/2024	131571960	More detail will aid both management AND crew to know where they stand. Too many grey areas currently.
12/04/2024	131571562	Per above.
12/02/2024	131452633	Cancel the current one and start from scratch
12/01/2024	131442353	Suggest increased pay rates for weekend work on the narrow body fleet as well as better protections against roster changes and more strict rules around rostering either side of a rostered day off.
12/01/2024	131439298	Start from scratch. Use other EBA's for a basis to work from.
12/01/2024	131436305	The need for roster protection
11/30/2024	131416411	Everything needs to be documented and written out and not left to just 4 or 5 pages of glossing over things.
11/30/2024	131415681	Needs to reflect the work we are doing (international/weekends), busier schedule and the aircraft we fly
11/29/2024	131385745	Current EA is embarrassing for both parties. A fresh start would be beneficial for all involved.
11/29/2024	131383219	Current agreement is not good
11/29/2024	131382027	It isn't worth wiping your arse with. Throw it away and start again
11/29/2024	131380431	This needed to be done at the last EBA
11/29/2024	131380259	Current EA needs to be cancelled and a completely new agreement written without any reference to the current one.
11/29/2024	131380002	As a Qantas subsidy the EBA should reflect that
11/29/2024	131379787	Perhaps start with the Sunnies or Eastern one and go from there
11/29/2024	131379446	Outdated and poorly bargained EBA. It's no longer suitable to both the current climate at EFA and in Worldwide Aviation as a whole
11/29/2024	131379123	Hard to find what positive things that have been negotiated
11/29/2024	131378766	If an agreement can't be reached, application to go onto the Award should be lodged in a timely manner.
11/29/2024	131378658	The current EFA EBA is a literal joke. I have many friends in the industry who abstain from coming to EFA because the EBA is so poor.
11/29/2024	131378579	It's terrible. I probably used to work well when there was 4-5 737 and 1 767 Monday to Friday and national public holidays off. It's now a circus

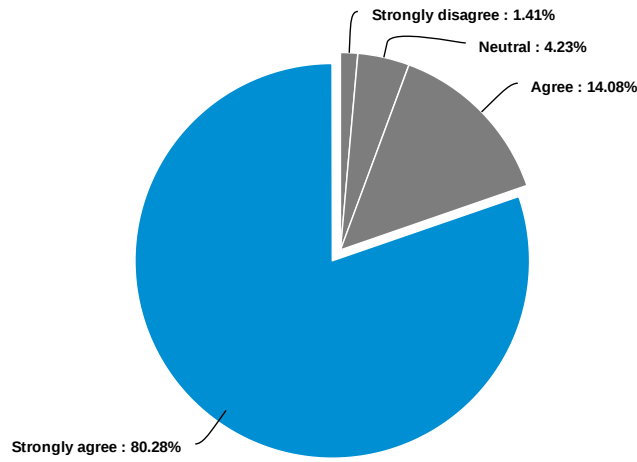
I would like all rostering rules such as how to clear AX days contained within the next EFA Agreement.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Rostering rules in next EA	1 1.41%	0 0%	3 4.23%	10 14.08%	57 80.28%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Rostering rules in next EA	71	4.72					
Average		4.72					

Rostering rules in next EA



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	1	1.41%					
Disagree	0	0%					
Neutral	3	4.23%					
Agree	10	14.08%					
Strongly agree	57	80.28%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024	131822943	Allows less perception of rules
12/09/2024	131779681	This is a grey area where no clear rules were written in the EBA and hence is/are being abused.
12/09/2024	131776190	The rostering manual is mentioned in the agreement multiple times, yet it doesn't exist at all in the current document library?
12/09/2024	131774068	All rostering and staff policies should be black and white.
12/09/2024	131773219	All the grey areas (which the company intentionally keep grey), need to be written in black and white for clarity and transparency.
12/09/2024	131772562	How Ax days are cleared, and not starting before 5am after a day off needs to be in the agreement
12/09/2024	131771992	AX days should be cleared prior to the conclusion of the previous shift. The current system involves calling in the day before an AX even if that is an RDO. Totally unacceptable.
12/08/2024	131746690	Clarity would be invaluable
12/06/2024	131670809	Rostered duty's cannot be changed after roster publication. This maybe difficult based on the operational size and crew numbers. However penalties then need to apply as a deterrent to prevent the company making the current excessive changes to rosters.
12/05/2024	131630717	There is no full list published of duties able to be rostered, or a full definition of these days. This allows interpretation by the company to suit their needs, rather than both employee and employer following a pre-agreed set of roster/ work rules.
12/04/2024	131571960	At the very least in a documented rostering manual which is made available to crewing and pilots.
12/04/2024	131571562	They should be auto-cleared.
12/03/2024	131511044	This is written in the quick reference guide which has been changed a few times as issues have come up to benefit the company. There should be a limit on how many they can roster. Also the call times should be changed, if I finish a duty at 6am I'm unable to clear the AX depending on who answers the phone at crewing. But then is disadvantaged as I got to call in the afternoon session for them to give me a duty starting at 1am how am I to prepare for this duty.
12/02/2024	131457301	A clear expectation of what is required of me. No more grey and being ready to argue what is reasonable.
12/02/2024	131452633	Non-negotiable it has to be and is only fair for employees to know what they can do and not do
11/30/2024	131416411	Completely agree. If we are all Qantas pilots then treat us the same way
11/30/2024	131413818	Auto AX cleared like Qantas. Rules outlines in EVA not only in reference guides and emails
11/29/2024	131382027	They don't adhere to what is written down now and constantly need to be held to account. There is no room for hand shake deals and pay and conditions not enshrined in a legally binding agreement
11/29/2024	131380431	Everything needs to be made clear with no unambiguity. Currently there seems to be quite a few items that are open to interpretation from the company.
11/29/2024	131380259	If the AX day is to remain, the definitions of how those are "cleared" needs to be documented in the next EA such that no misinterpretation can occur. They also need to be "clearable" in a way that respects our usual working hours and subsequent rest requirements.
11/29/2024	131380002	No clear rules are known and crewing/management take advantage of that
11/29/2024	131379787	And removal of the day off buy back, and a better bidding system
11/29/2024	131379446	AX Should be auto cleared. D/O protections need to be clearly defined and more than just 48 hours
11/29/2024	131379123	Still don't know if it's a 24 hour on call period
11/29/2024	131378658	This all needs to be written and set out unequivocally clear so it cannot be interpreted differently between operations and the pilot cohort. Many of the current items set out in the EBA are equivocal and hence interpreted by operations in poor faith
11/29/2024	131378579	Self cleared like mainline have

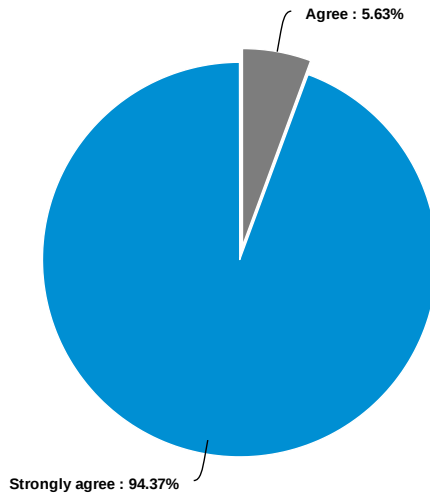
The next EFA Agreement needs to ensure rostered days off can only be changed by mutual agreement.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
RDOs	0 0%	0 0%	0 0%	4 5.63%	67 94.37%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
RDOs	71	4.94					
Average		4.94					

RDOs



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	0	0%					
Agree	4	5.63%					
Strongly agree	67	94.37%					
Total	71	100%					

Comments/Suggestions:

12/10/2024	131822943	Why even have rdo if it can be changed.however flexibility from both parties can help operationally
12/09/2024	131779681	I can't believe how this isn't even in force already.
12/09/2024	131776190	Get a lawyer to read 3.4 of the current EBA. The Full stop between between "The company will provide an Employee with 48 hours notice of any change in the Employees designated days off." (Full stop, new sentence, not comma) for each occasion... will be paid. And importantly, "However, the employee will not be entitled to a substituted day off". Nothing relating to this last sentence stipulates outside 48 hours a day off can be substituted. I think a lawyer to confirm this and the threat of under payment at fair work will be a good argument for this case.
12/09/2024	131774068	100%. And day off payments should be applicable even if mutually agreed upon.
12/09/2024	131773380	if a time frame is still required, 2 +weeks. RDO payment should be given even if outside of the time frame (should a time frame still be required)
12/09/2024	131773219	No other airline interferes in people's lives like this. This MUST change. No negotiation.
12/09/2024	131772562	Crazy that day offs aren't safe until 48 hours before I've lost 3 requested days off in 3 rosters
12/08/2024	131753343	Whilst as much as a, to put it simply, cluster REX was, the RDO protections and ways they would entice you to change day off's in order to work for them, was something they were very good at. RDO's here should be protected/set in stone from the minute the roster is issued. But, when a change is required by the company, a payment/negotiation option should be implemented in order for that crew member, to solve the companies problem.
12/08/2024	131746690	This is none negotiable
12/06/2024	131670809	Along with this the number of rostered days off needs to increase to 11 or 12 per industry standard.
12/05/2024	131630717	Presently there is only mutual agreement within 48hrs (and this is not properly defined either). No one can reasonably organise anything outside of flying with any certainty. Work life balance is almost non existent as pilots can never make any plans for the future. The present days off system is not a modern 'first world airline' approach to their pilot's wellbeing.
12/04/2024	131571960	
12/03/2024	131511044	This is a right not a privilege no other airline has this rule days off are days off with no exception. The payment should be a lot more and increase with inflation every year.
12/02/2024	131457301	I can't believe we are talking about this. This isn't a part time hospitality job.
12/02/2024	131452633	non-negotiable
11/30/2024	131416411	Completely agree. I don't live to work
11/30/2024	131415681	Hard to call them days off if we can't make plans on them prior to 48 hours
11/30/2024	131413818	Once days off assigned they can't be changed unless a day off payment is agreed
11/29/2024	131383309	It is impossible to organize one's life on 48 hours notice
11/29/2024	131382027	As above
11/29/2024	131380431	This should be a basic right for an employee.
11/29/2024	131380259	Days off are an absolute basic level entitlement that allow us to carry out normal home life activities. They should not be able to be changed unless mutually agreed by the employee. This is a non-negotiable item.
11/29/2024	131380002	100% agree
11/29/2024	131379446	Absolutley, see above
11/29/2024	131379123	.
11/29/2024	131378658	This is the main contention of the next eba.
11/29/2024	131378579	I'm not owned by EFA

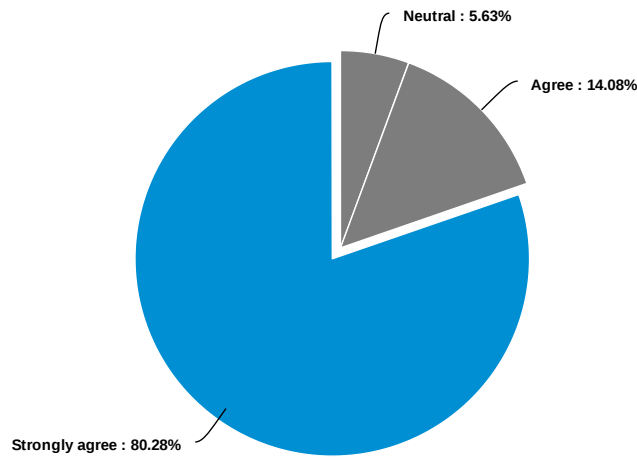
The next EFA Agreement needs to provide a higher payment (at least equivalent to that paid at other airlines) where a pilot agrees to work on a rostered day off.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
RDO payment	0 0%	0 0%	4 5.63%	10 14.08%	57 80.28%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
RDO payment	71	4.75					
Average		4.75					

RDO payment



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	4	5.63%					
Agree	10	14.08%					
Strongly agree	57	80.28%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024 131822943 Na

12/09/2024 131779681 As it stands, our wide pilots are paid approximately 40% less than those relative other wide body pilots within the group.

12/09/2024 131776190 Same job same pay is not far off what we should be going for. Every time we go to work is automatically 2 days. that essentially means that the credit hours that we do are actually halved. Not our fault, its the nature of night freight. The fact that crews can stay overseas for 3+ days without extra payment is unacceptable. Crews are doing a time away from base (TAFB) of over 280 hours in 28 days. That equates to over 10 hours work a day for a 28 day roster. I have also heard a manager say..."think of the allowances!" Allowances aren't something that the company graciously gives us, its an ATO requirement . They regularly under pay crew members (accidentally of course) and set the policy time as not a window as per the ATO or other EBAs/Awards but leave it as 0900,1300,1800. Meaning if your not in the hotel at these times, you don't get the payment. Precedence to argue for a more flexible meal windows is already in the EFA Quick reference guide- meal allowance form where the windows are 600-900, 1100-1400,1800-2100.

12/09/2024 131774401 Thre is not enough opportunity to make extra money. Our flight hours are low, with minimum allowances allocated and not enough work to request more.

12/09/2024 131774068 Days off are extremely important especially for pilots who may spend a lot of time away as it is, or commute. Changing days off must come with a substation pay off for the crew.

12/09/2024 131773219 We work very difficult hours, and a day off payment needs to be higher than the average of other airlines. EFA can't retain staff, can't plan and can't organise the schedule and crew numbers. This is their problem. Maybe, if they did this no one would get called on days off. Therefore, make the payment very high.

12/08/2024 131746690 True

12/06/2024 131670809 Current payments, especially after tax on a Capt salary with a 10hour duty amounts to less than \$75 an hour. I'd rather have my time off at home then help out.

12/04/2024 131571960

12/04/2024 131571562 JQ offers a base payment just to go to work then an hourly rate. EFA is isn't worth turning up.

12/03/2024 131511044 We work night shift so there should be a huge benefit for us to come in on our day off and disrupt our regular sleep schedule. Also a monthly credit hours for flying should be introduced, this is pretty standard in the industry currently around 55 at mainline should be like 30hours for freight flying. This helps spread the flying around and also give an incentive to work extra should pilots want this.

12/01/2024 131437266 Having overtime pay would also encourage flight crew to pick up trips on RDO's

11/30/2024 131416411 Agreed

11/30/2024 131415681 Strong agree

11/29/2024 131382027 Well below industry standard

11/29/2024 131380431 It needs to be an amount worthwhile for the employee. Bearing in mind most of us will lose in a significant amount in tax.

11/29/2024 131380002 The amount paid is not an issue for me personally. If an airline is crewed correctly a day off payment should be offered rarely. Correct crew complement is paramount, ie more reserve coverage therefore they need more crew

11/29/2024 131379446 Yes

11/29/2024 131379123 .

11/29/2024 131378766 Even though the Jetstar EA is poor, maybe something similar to that would be sustainable going forward.. (220ish for a widebody Captain is not even close to the ball park). 245-250k base for a Narrow body Captain 270-280k base for a Widebody Captain would be a reasonable start (however still low)

11/29/2024 131378658 Again, we fall well behind where the industry standard is.

11/29/2024 131378579 We are now 24/7 x 365 days Needs to change

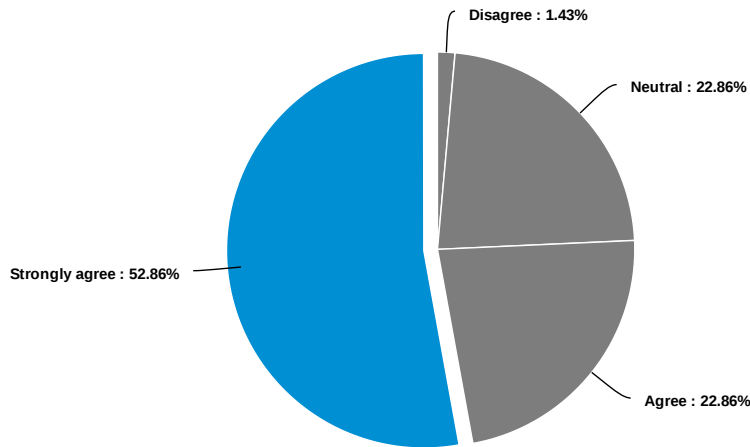
The next EFA Agreement needs to have more rostered days off in each 28-day roster.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
RDOs per roster	0 0%	1 1.43%	16 22.86%	16 22.86%	37 52.86%	70 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
RDOs per roster	70	4.27					
Average		4.27					

RDOs per roster



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	1	1.43%					
Neutral	16	22.86%					
Agree	16	22.86%					
Strongly agree	37	52.86%					
Total	70	100%					

Comments/Suggestions:

12/10/2024	131822943	More in line with other airlines
12/09/2024	131779681	Personally, I think 8 is Ok. Provided they don't get taken off you and at least a few ax days eventuate to being cleared.
12/09/2024	131776190	8 days off is low by industry standards. Attention must be given to the possible expansion of the international business where ports such as ANC, JFK, HNL, PVG, BKK, LAX as per the current Atlas contract, which QF may take back in house as initially planned. These flights will be fatiguing with minimum rest...I'm already thinking of the allowances(not)... Im sure the AFAP will know what other entities receive.
12/09/2024	131774401	More RDOs mean nothing if there is no protection for the RDOs out side of 2 days notice.
12/09/2024	131774068	I believe we have 8 days off per roster now, which maybe enough, more would be good, but for me it would be more important to have some choice over when those were, and also having consecutive days off on definite occasions
12/09/2024	131773380	MINIMUM 10 days off
12/09/2024	131773219	Again, we work very difficult hours which has proven to be bad for our health. The standard RDO's can not be compared to mainline or normal airlines as they are not exclusively red-eye like us. Any fatigue study will prove this. Virgin EBA has 11 RDO in 6 peak period months and 12 RDO for the other 7 months. And if they split 2 consecutive DDOs together you get an additional day.
12/09/2024	131772562	Now we are working weekends, number of days off and rules need to be looked at
12/08/2024	131746690	If we are to work longer hours then I agree to more RDOs
12/06/2024	131670809	10 or 11 per industry standard. New ruling re Standby being work hours and AX days taken into consideration. The company may wish to withdraw AX days and place us on stby. This will have a financial penalty in the agreement as a whole.
12/05/2024	131637449	Night shift work needs more days for recovery and recuperation
12/05/2024	131630717	Due to the back of the clock and highly fatiguing flying, a minimum of 10 days off need to be rostered per 28 days. These days off also need to have rules around grouping multiple days together to allow for proper rest and recovery times, plus rules around sign off/sign on times before/after these days off. The essential element of the days off system, is that a system of reasonable protection for these days off needs to be developed. It is impossible for a pilot to meaningfully achieve anything on a day off, it is only confirmed 48 hours out.
12/04/2024	131571960	
12/04/2024	131571562	Minimum 11
12/03/2024	131511044	Well I agree with this I think this should only be chased if the company do not give us a fair increase in pay. I would rather see a limit on how many reserve and ax days they can roster. Right now there is nothing stopping the company with issuing a roster with 8 days off and the rest ax days
12/02/2024	131457301	We are now working five days a week, every day of the week. It is no longer a lifestyle job and it is nights. We need protections for work life balance.
12/01/2024	131437266	8 days off in a roster period is insuffiecent to rest and recover when the roster is busy. A clause for a minimum number of weekends off in a roster period should would be good, considering the company is still advertising positions with the line "Our Australian domestic network operates weekday night flights only, allowing our pilots a great work-life balance."
11/30/2024	131413818	10 days
11/29/2024	131385745	There's no requirement that aligns with the FRMS or reasonable expectation for pilots to work 20 in 28 therefore an increase in rostered days off would benefit the pilot group without negative effect to the company.
11/29/2024	131383309	I am happy with two days a week off given the majority pilots end up with additional days off anyway
11/29/2024	131382027	Virgin pilots get 46 days a year more off than we do. That is greater than the entire leave allowance for the year, not like you can get leave anyway
11/29/2024	131380431	Most airlines have 10 days off a month and now that we're a seven day operation I think that would now be more appropriate.
11/29/2024	131380002	9 days off should be standard. 10 desired
11/29/2024	131379446	Either more days or more protection for the days we have. They should also honour the 2 days per bid period request as currently they have denied all of mine despite the reasoning for needing them so instead I just use sick days (which I think needs reqorking, sick days being used for fatigue is rubbish)
11/29/2024	131379442	It's necessary as we no longer have weekends off.
11/29/2024	131379123	The same as other EBAs
11/29/2024	131378766	10 days off a bid period. We work much more and at 70-80 hours a bid period, we are no longer a "lifestyle job" especially with back of the clock duties which makes it more tiring on your days off to manage long term fatigue levels.

11/29/2024 131378658 At least 9 confirmed days off. Or more WITH an RDO buy back scheme.

11/29/2024 131378579 At least 2 per week is fair.

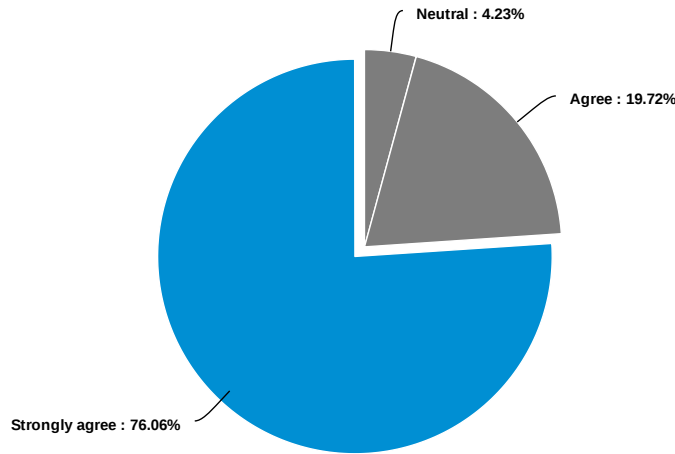
The next EFA Agreement needs to have a definition of a day off as incorporating the hours 10:00pm before the day(s) off and 6:00am the day after the day(s) off.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Day off defined	0 0%	0 0%	3 4.23%	14 19.72%	54 76.06%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Day off defined	71	4.72					
Average		4.72					

Day off defined

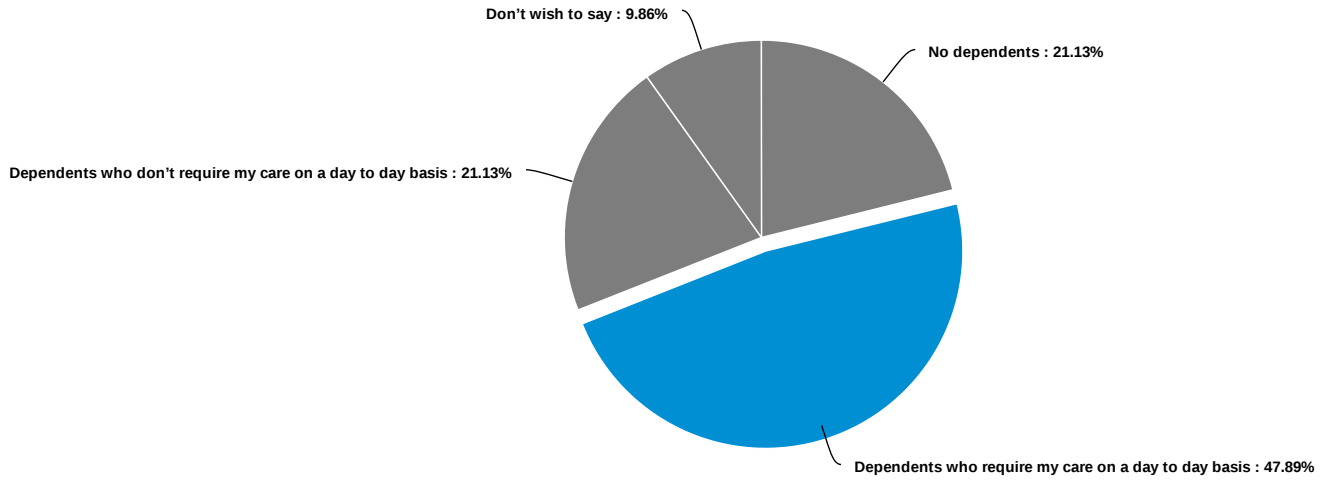


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	3	4.23%					
Agree	14	19.72%					
Strongly agree	54	76.06%					
Total	71	100%					

Comments/Suggestions:

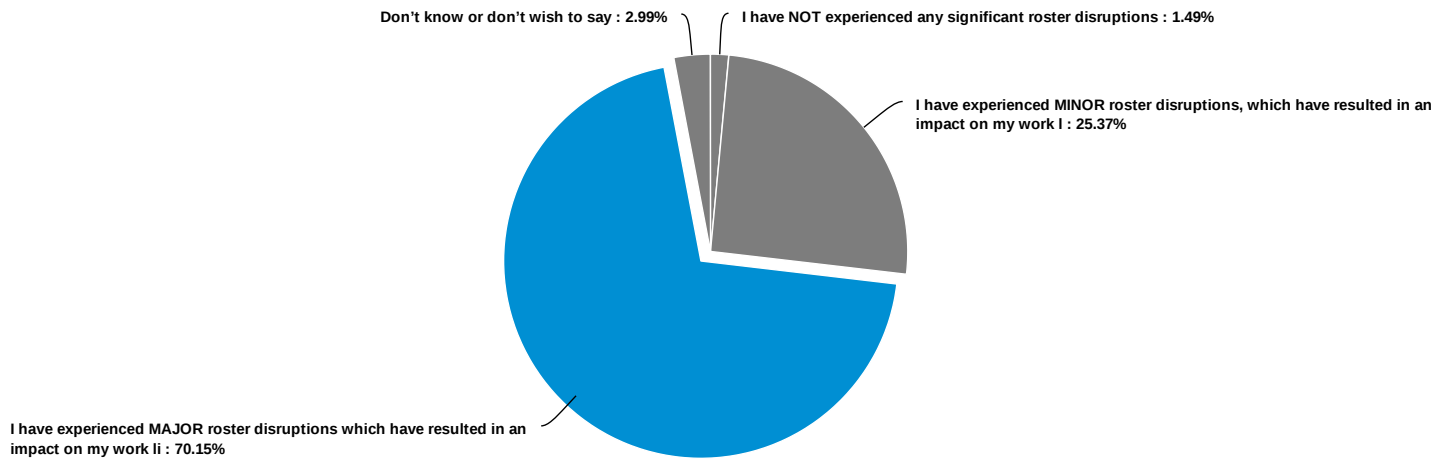
12/10/2024	131822943	Similar to roster rules
12/09/2024	131776190	Industry standard.
12/09/2024	131773380	just like the award. times may differ slightly, as currently have a 5am rule in the FAM to sign on after an RDO
12/08/2024	131746690	This is to give more chance of complete rest
12/06/2024	131670809	On many occasions days off are used up having to try and sleep early for duties starting early the next day. As such they are not really days off as they are spent preparing for the next duty day in the early morning. This takes away precious family time.
12/04/2024	131571562	Nil
12/03/2024	131511044	This is also a basic right that goes back to the old cao requirements. The no starting before 5am after a day off was only introduced a few months ago and is in the quick reference guide which can be removed at any time
12/02/2024	131457301	100%. No more duties starting or finishing around midnight.
11/30/2024	131416411	Very strongly agree. I'm sick of them fostering me as late as possible before a day off. I shouldn't be returning home on a day off. Finishing and signing off close to midnight means I'm then driving home on a day off, that should become a rest day on the roster as it doesn't meet a day off requirement.
11/29/2024	131385745	Industry standard.
11/29/2024	131382027	Yes
11/29/2024	131380431	I'd be happy with whatever the industry-standard is.
11/29/2024	131380259	For a day off to be useful to the employee to conduct personal activities, suitable rest before and after should be mandatory to even be able to consider such a day a "day off".
11/29/2024	131379787	At least 36 hours off for 1 day off, 60 for 2 days etc
11/29/2024	131379446	Agreed, 00:01 reserves after a day off should be banned
11/29/2024	131379442	I am happy with 2300 with live delay up to 2330.
11/29/2024	131379123	.
11/29/2024	131378658	This personally doesn't really bother me that much.
11/29/2024	131378579	Yes

Which best describes your family/carer responsibilities? I have:



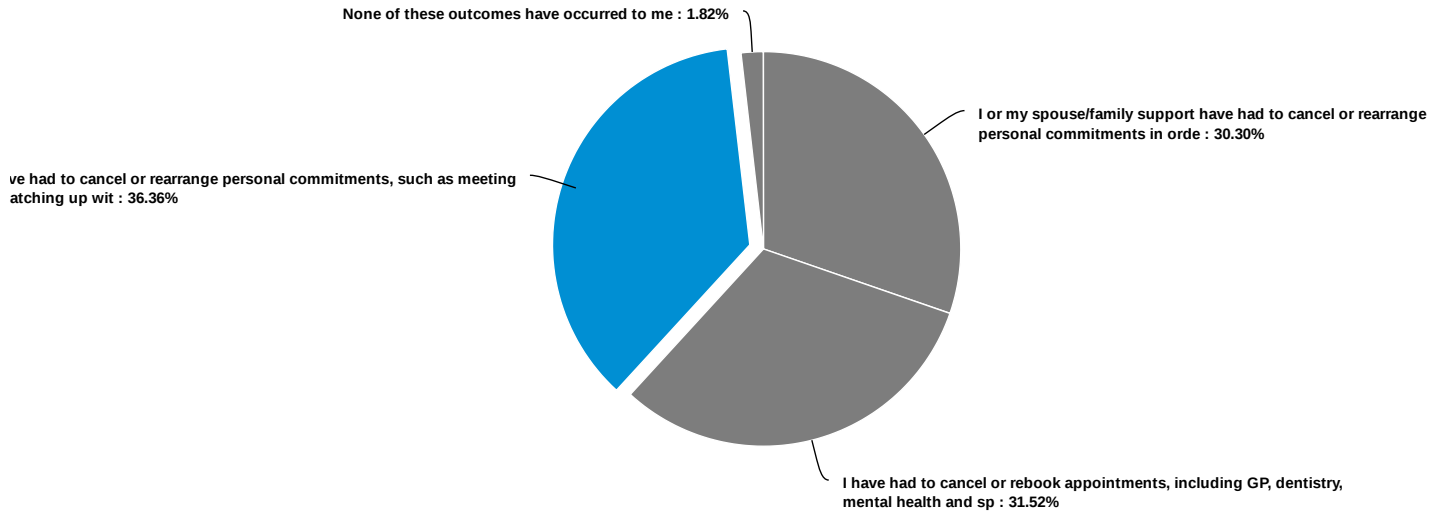
Answer	Count	Percent	20%	40%	60%	80%	100%
No dependents	15	21.13%	<div style="width: 21.13%;"></div>				
Dependents who require my care on a day to day basis	34	47.89%	<div style="width: 47.89%;"></div>				
Dependents who don't require my care on a day to day basis	15	21.13%	<div style="width: 21.13%;"></div>				
Don't wish to say	7	9.86%	<div style="width: 9.86%;"></div>				
Total	71	100 %					

In the past 6 months, in my opinion:



Answer	Count	Percent	20%	40%	60%	80%	100%
I have NOT experienced any significant roster disruptions	1	1.49%					
I have experienced MINOR roster disruptions, which have resulted in an impact on my work life balance	17	25.37%					
I have experienced MAJOR roster disruptions which have resulted in an impact on my work life balance	47	70.15%					
Don't know or don't wish to say	2	2.99%					
Total	67	100 %					

As a result of roster disruptions or days off being moved, the following outcomes have occurred to me (you can select more than one option as appropriate):



Answer	Count	Percent	20%	40%	60%	80%	100%
I or my spouse/family support have had to cancel or rearrange personal commitments in order to ensure I have care for my dependents.	50	30.3%	<div style="width: 30.3%;"></div>				
I have had to cancel or rebook appointments, including GP, dentistry, mental health and specialist appointments, as well as other non-healthcare specific appointments.	52	31.52%	<div style="width: 31.52%;"></div>				
I have had to cancel or rearrange personal commitments, such as meeting or catching up with friends/family (i.e. work life balance)	60	36.36%	<div style="width: 36.36%;"></div>				
None of these outcomes have occurred to me	3	1.82%	<div style="width: 1.82%;"></div>				
Total	165	100 %					

Comments/Suggestions:

12/10/2024	131822943	Although I dont have dependents I have had to cancel many family obligations and concerts, trips with friends are almost not worth booking due to the high chance of cancellation. Not in the past 6 months, in the past few weeks and almost monthly.
12/09/2024	131779681	There is no stability at all. We cannot plan to have rdo's, we cannot plan to have ax days off.
12/09/2024	131776190	The flexibility that the company believes it has must be challenged. It more than likely goes against NES. What other company has these flexible conditions.
12/09/2024	131772562	I've lost 2 nights of accommodation, due to roster changes
12/08/2024	131746690	Less roster changes
12/06/2024	131670809	This is a completely unacceptable practice. And makes the job unsustainable.
12/05/2024	131630717	The constant cancelling of appointments and inability of being able to properly plan anything on days off brings great disruption and stress to ones family and personal life.
12/04/2024	131571960	
12/04/2024	131571562	Nil
12/03/2024	131511044	The lifestyle that this job used to offer no longer exists. The constant stream of pilots leaving shows that this is not sustainable in the long term
12/02/2024	131457301	Duty changes totally change my week and impact me, my wife and my kids. A small short term hole plug results in my kids crying for their dad as a single day turns into 3.
11/29/2024	131385745	All of the above to include financial cost burden associated with changes.
11/29/2024	131382027	The current management are literally laughing and deriding the pilots. In turn, the pilots openly detest the company and management. People are leaving and the replacements are coming in with lower experience and qualifications. The place is going downhill and safety is now being compromised
11/29/2024	131380259	A completely fresh EA is required to address the work/life balance short falls. Each employee should be provided days where they can schedule events such that there is no risk that rescheduling need occur. Mutual agreement to accept work on such a day as well as appropriate remuneration should be available. This is consistent with every other airline in this country.
11/29/2024	131380002	To maintain a family life EFA in its current form is not a workplace I can stay at. If they wish to retain or employ anyone over 30 this needs to change
11/29/2024	131379446	Where I haven't been able to reschedule I have been forced to take sick days to make myself avialable, thus wasting my sick days for later
11/29/2024	131379123	.
11/29/2024	131378766	EFA's roster changes is like a box of chocolates "you never know what you're going to get" - less the chocolate.
11/29/2024	131378658	We can only plan our life around RDOS, extremely difficult to live a work life balance when our rdo's can be revoked at any time. Extremely infuriating.
11/29/2024	131378579	24-7 on call is a joke

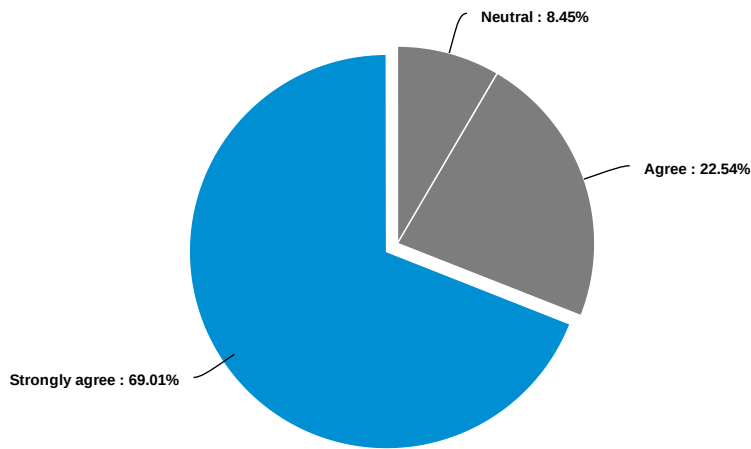
The next EFA Agreement needs to apply buffers of 2 hours before and after rostered duties such that any changes to rostered duties outside of these buffers are only by mutual agreement and attract an extension/change of duty allowance.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Rostered duties buffers	0 0%	0 0%	6 8.45%	16 22.54%	49 69.01%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Rostered duties buffers	71	4.61					
Average		4.61					

Rostered duties buffers



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	6	8.45%					
Agree	16	22.54%					
Strongly agree	49	69.01%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024 131822943 Would be nice but not as important.

12/09/2024 131776190 Industry standard. They will likely fight this as the 2.5 QF contracted 747s are delayed until a minimum amount of freight is loaded to ensure a profit. This flexibility will mean extended roster changes whilst on duty on the current contract.

12/09/2024 131772562 It's a fatigue issue. We need protections around duties

12/08/2024 131753343 Rex had this implemented and if they can do it, and that says something, then no reason why EFA can't.

12/08/2024 131746690 This will cover out of pocket expenses incurred due to the change.

12/05/2024 131630717 The use of 'LIVE ROSTER' extensions as defined in the FRMS and FAM needs to be by mutual agreement. Rostered sign on times before international duties (1 hour) is completely unreasonable for the actual time required to clear customs and immigration, flight plan, get transport to the aircraft and depart (especially during Sydney evening curfew times). This needs to increase to at least 1.5 hours. Stand by call out times need to dramatically increase to match industry standards or greater.

12/04/2024 131571960 This would greatly improve roster stability.

12/04/2024 131571562 Nil

12/03/2024 131511044 This is a basic clause written into all pilot agreements and ours should be no different. As a bargaining tool we could have a rolling 2 week window can not be changed without this applying outside of 2 weeks duties could change, any time a bigger duty period gets added should attract an extension payment. If a 5hr duty is taken off me I am put on a 12 hour reserve but I should only be put on a 5hr reserve in the hours of the original rostered time.

12/02/2024 131457301 The trust has been broken. Protections are needed to ensure I can maintain a health worklife balance.

11/30/2024 131416411 Fantastic idea

11/30/2024 131413818 Minimum call out should follow industry standard of 2hrs

11/29/2024 131382027 Yes

11/29/2024 131379446 ..

11/29/2024 131379442 And no amalgamating of patterns

11/29/2024 131379123 .

11/29/2024 131378658 Agree

11/29/2024 131378579 2 hours is standard

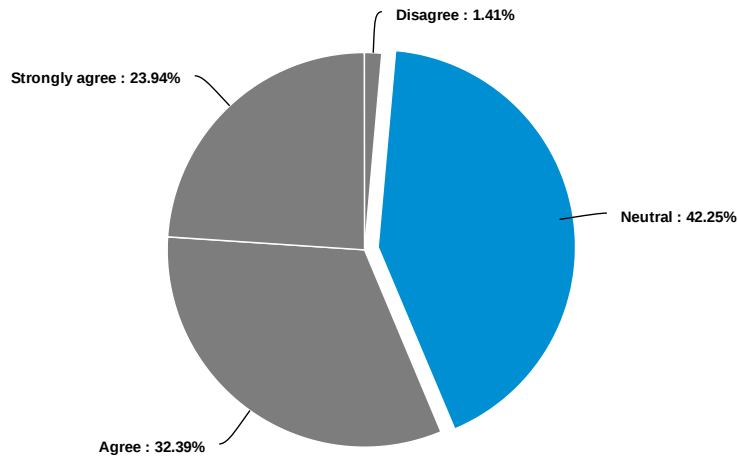
The next EFA Agreement needs to limit the number of times a pilot is required to sign on per week.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Sign ons per week	0 0%	1 1.41%	30 42.25%	23 32.39%	17 23.94%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Sign ons per week	71	3.79					
Average		3.79					

Sign ons per week



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	1	1.41%					
Neutral	30	42.25%					
Agree	23	32.39%					
Strongly agree	17	23.94%					
Total	71	100%					

Comments/Suggestions:

12/10/2024	131822943	Depends on how long trips are
12/09/2024	131779681	Doesn't particularly apply to 330 fleet.
12/09/2024	131776190	Every time we go to work is for 2+ days/nights.
12/09/2024	131774401	At the current salary I'd like more work if possible and the option to make more money by working more.
12/08/2024	131746690	True
12/06/2024	131670809	Work life balance, taking into account the hours we work and often spend recovering afterwards or before duties.
12/05/2024	131630717	With the workforce of EFA having a very high number of commuters (due to the rapidly rising cost of living in Australia and the inability to realistically relocate with families in Australia now) the rostering needs to fairly take this into account. Trips and duties need to be grouped to allow pilots to go to work for blocks, but then return home for blocks. Similar to the rostering practices at Tiger Airlines Australia or Ryan Air in Europe. A block of days on and off would be incredibly supportive to the commuting lifestyle many pilots in Australia now face. Non commuters may also possibly like the block system as it groups work and non work periods of a 28 day period.
12/04/2024	131571960	Roster stability is more important than amount of sign ons
12/04/2024	131571562	Nil
12/03/2024	131511044	What also should be added is time off at home base. 12hours after a night duty is just not enough. Should increase to 16hours. This would be another way to stop working twice on one day. How the firms thinks 12hours off at home base after a duty is enough time off is just crazy. Pilots can't just flick a switch and sleep during the whole day. I would say most pilots would only get a few hours of sleep when they get home before other commitments take priority.
12/02/2024	131457301	I want the option of either bidding for lots of days at home, with more drives to work or longer trips and fewer trips to work. However, I certainly want less of these 5 or 6 day weeks. It gets old real quick
11/29/2024	131385745	This should be preferential bid and would be dependant on the individual and may vary from time to time. Limiting the amount of sign ons would lead to extended trip based rosters and more time away from base which is already very high. Last few rosters well in excess of 200hrs time away from base.
11/29/2024	131382027	No comment
11/29/2024	131380431	Now that we are a seven day operation, there should be some restrictions with this.
11/29/2024	131380002	Not felt strongly by me personally however sim instructors etc have unmanageable rosters
11/29/2024	131379446	most of us dont anyway
11/29/2024	131379123	.
11/29/2024	131378658	This isn't really an issue for me being in intl ops, but I agree
11/29/2024	131378579	Up to 5 duties is fine 2-3 with longer trips preferred

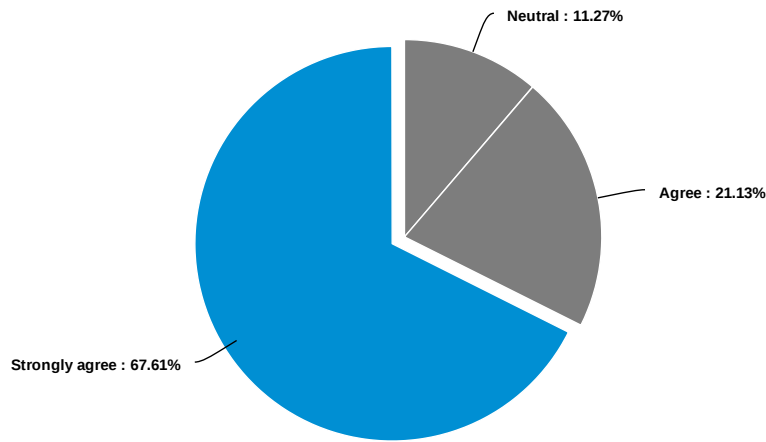
The next EFA Agreement needs to provide a loss of licence reimbursement amount for additional cover above the company provided scheme.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
LOL reimbursement	0 0%	0 0%	8 11.27%	15 21.13%	48 67.61%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
LOL reimbursement	71	4.56					
Average		4.56					

LOL reimbursement



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	8	11.27%					
Agree	15	21.13%					
Strongly agree	48	67.61%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024	131822943	Standard in the industry
12/09/2024	131776190	What does the Loss of licence even cover? Where is the policy?
12/09/2024	131774068	I am currently grounded due to medical reasons, and hopefully will be regaining my medical shortly, but when I looked into LOL insurance that EFA provides, it is no where near enough.
12/09/2024	131773380	whether this includes a set amount all the whole amount, every bit helps!
12/08/2024	131746690	As most other airlines do.
12/06/2024	131670809	We also need actual details regarding the company scheme. What it covers and what the payout is. This will Enable us to plan our insurance needs.
12/05/2024	131630717	The present loss of licence scheme provided by EFA is extremely sub standard and well bellow the realistic financial obligations of a pilot in the year 2024. Many EFA pilots have sort their own insurance due to the inadequacy of the provided coverage. It seems false economies, for the company, to not simply pay the pilots an allowance that allows them the flexibility to pay for their own premiums, with their chosen company.
12/04/2024	131571960	Very important. It cost several thousand dollars a year to cover ourselves.
12/04/2024	131571562	Nil
12/03/2024	131511044	This is written into the award and most Eba's in this country
12/02/2024	131457301	Industry standard. We shouldn't have to be asking for this.
11/30/2024	131415681	Should be standard and in line with other Qantas group EBAs
11/30/2024	131413818	Needs to follow and keep up with other airlines and industry standard
11/29/2024	131385745	Should be industry standard. It's in the award.
11/29/2024	131382027	Self selected fund and not the piss poor shitty fund and amount they currently use and hide details aboyt
11/29/2024	131380431	Most airlines do this
11/29/2024	131380259	Standard award entitlement
11/29/2024	131380002	Qantas loss of licence does not cover temporary loss of licence. Having a 6month medical issue could mean no financial cover if you only relied on Qantas. With mortgages to pay etc it is reasonable to get reimbursement for cover purchased. Especially if they want to remain competitive with the market
11/29/2024	131379787	Reimbursement matching the award level
11/29/2024	131379446	100%, every other company I have worked for does
11/29/2024	131379123	The company's one is horrible
11/29/2024	131378579	That's industry standard Even in the award

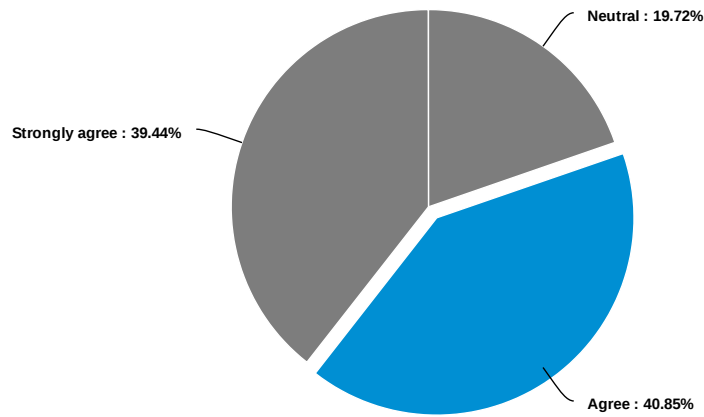
The next EFA Agreement needs to provide for a formal pilot consultative committee which is elected by the pilots and meets regularly with the company management.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Pilot consultative committee	0 0%	0 0%	14 19.72%	29 40.85%	28 39.44%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Pilot consultative committee	71	4.2					
Average		4.2					

Pilot consultative committee



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	14	19.72%					
Agree	29	40.85%					
Strongly agree	28	39.44%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024 131822943 Good idea

12/09/2024 131779681 More communication from management needs to be offered. The pilot group is always in the dark in regards to planned routes, other projections, etc. it just leads to wild rumours.

12/09/2024 131776190 This works great in foreign companies and is absolutely necessary with so many bases siloed from each other.

12/08/2024 131746690 To communicate a grievance to a body and then that body meets with management. This will reduce the amount of individuals ring management and gives a more even account of what's going on in the pilot group.

12/05/2024 131630717 This is absolutely essential. EFA pilots need to have a formal legally binding committee that can represent them when questions of the EA with the company arise.

12/04/2024 131571960

12/04/2024 131571562 Mandatory

12/02/2024 131457301 Yes. We have no right of reply or accountability for actions taken by management.

11/30/2024 131413818 Helps bring issues and ideas to the pilot group

11/29/2024 131382027 Yes

11/29/2024 131380431 This could help

11/29/2024 131379446 Agreed

11/29/2024 131379123 .

11/29/2024 131378579 N/a

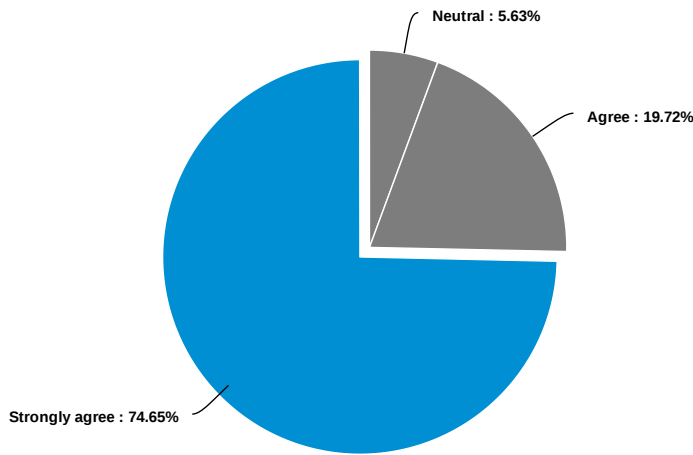
The next EFA Agreement needs to recognise the efficiencies provided by the change of fleet from B737 to A321 aircraft and B767 to A330 aircraft and this needs to be recognised in salaries significantly above the Award rate for all EFA pilots.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Change of fleet	0 0%	0 0%	4 5.63%	14 19.72%	53 74.65%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Change of fleet	71	4.69					
Average		4.69					

Change of fleet



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	4	5.63%					
Agree	14	19.72%					
Strongly agree	53	74.65%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024	131822943	Type should be more in line with industry average. Forced to undergo a type rating with no means of holidays or recompense for time away from family felt like a form of punishment.
12/09/2024	131779681	I can't agree enough. EFA is NO LONGER a lifestyle job, if we are to be worked like that of our Jetstar counterparts, the conditions/ pay need to be increased accordingly.
12/09/2024	131776190	Same fleet as mainline in the next 2 years. Why should we be paid less. Keep in mind that mainline would send a 330 around the Tasman on wednesday/saturdays nights. What is the pay difference between mainline crew and EFA crew. With the EFA crew carrying more freight.
12/09/2024	131774102	This is a major point of contention. The dramatic increase in services and crew required now on the A330 vs the B767 operation have significantly increased hours worked. Suggest a minimum hour threshold per month and overtime rates paid above.
12/08/2024	131746690	Agree
12/06/2024	131670809	This is standard industry practice. Pilots need to be paid according to industry rates for pilots in those categories. Ie Industry rate for an A321 is xxx Not nearly paying the Award rate. This is irrelevant. It's an industry pilot salary.
12/05/2024	131630717	There have been massive cost efficiencies gained. This includes the ability to move pilots between the 321 and 330 very easily (and for much lower costs) now using the CCQ pathway. Mixed fleet flying in the future is also a possible option open to the company.
12/04/2024	131571562	the industry low wages are an embarrassment
12/03/2024	131511044	The current pay rates are for the 737 and 767 both new aircraft are carrying more freight and have heavier take off weights we have not been compensated for this.
12/01/2024	131442353	Would accept a base pay rate close to the award if provisions were made for additional pay for flying, reserve or call-out duties on the weekend. Allowing some ability for pilots to bid for higher paying duties.
11/30/2024	131413818	Safe flying routes as mainline with BOC operations and follow the same path as Neworks negotiations
11/29/2024	131382027	Worst pay in Australia. For the a330 probably the first world
11/29/2024	131380431	Pilot retention is a big issue in EFA and the only way to attract people is through salaries and conditions.
11/29/2024	131379446	Larger fleet, more pay
11/29/2024	131379123	.
11/29/2024	131378579	Won't be another fleet change now so doesn't matter

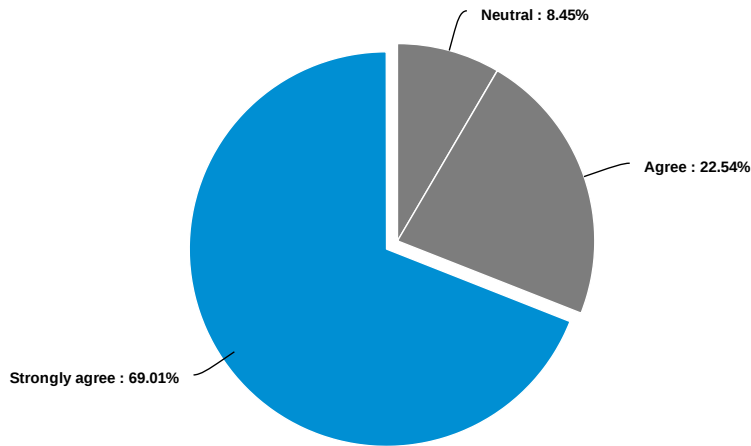
The next EFA Agreement needs to provide a reasonable overtime allowance that recognises the unique nature of night freight operations.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Overtime allowance	0 0%	0 0%	6 8.45%	16 22.54%	49 69.01%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Overtime allowance	71	4.61					
Average		4.61					

Overtime allowance



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	6	8.45%					
Agree	16	22.54%					
Strongly agree	49	69.01%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024 131822943 Night hours are mu chmore difficult ,olkoa tht eresg

12/09/2024 131779681 As it stands we have no overtime allowance at all other than beyond 750 hours per calendar. This is unacceptable and needs to be a monthly o/t period threshold.

12/09/2024 131776190 Industry standard. We need a good base with the potential for earning more for working more. Might get the managers out flying more too.

12/08/2024 131746690 It's not a normal job

12/06/2024 131670809 Flying night freight is significantly more taxing in both health and family and we are not compensated accordingly.

12/04/2024 131571960 This may also help the lack of respect in terms of personal lives and roster stability.

12/04/2024 131571562 Nil

12/03/2024 131511044 The overtime rate should be looked at qantas and virgin ours should be half of there's since we work nights. The hourly rate over the credit should be around what other eba's pay

12/02/2024 131457301 It is a nighttime job. A 10 hour shift from 8 AM is 100% to a 10 hour shift at 8 PM. My health will suffer in the long term if the company thinks it is the same and I certainly won't stay in an airline that is happy to disregard my health and safety.

12/02/2024 131452633 if the base salary is high enough then the overtime allowance can be lower

12/01/2024 131439298 Absolutely agree

12/01/2024 131437266 A sector allowance could also be added to reflect the fact a 3 sector duty is much more taxing than a 1 sector duty. A flight hour allowance starting at hour zero could also be considered to reflect the fact that historically in times of high training load C&T pilots work significantly more than line pilots.

11/30/2024 131413818 Overtime starting at 40hrs or increase salary to compensate for late night operations and working harder

11/29/2024 131385745 Minimum guarantee should be aligned with current/previous rostered averages.

11/29/2024 131382027 Current data indicates back of the clock work strips years off your life, approx 15. Where is the compensation for that?

11/29/2024 131380431 I feel that overtime is not really a thing in EFA as we're mostly working back of the clock anyway. We're always working outside normal work hours. So maybe some sort of hourly rate to reflect this instead of overtime.

11/29/2024 131380259 Unachievable overtime provisions are redundant and irrelevant. Relevant and specific tailored provisions to the type and hours of work conducted is required which will help reduce the recrewing of flights and increase overall productivity.

11/29/2024 131379446 Agreed

11/29/2024 131379123

11/29/2024 131378579 It's not easy flying around 2-5am We typically worked less Now we work more and paid less

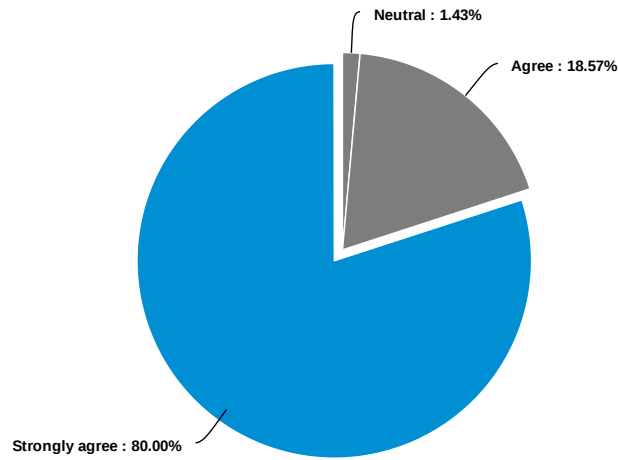
The next EFA Agreement needs to provide confirmed business class travel for duty travel flights.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Duty travel flights	0 0%	0 0%	1 1.43%	13 18.57%	56 80%	70 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Duty travel flights	70	4.79					
Average		4.79					

Duty travel flights



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	1	1.43%					
Agree	13	18.57%					
Strongly agree	56	80%					
Total	70	100 %					

Comments/Suggestions:

12/10/2024 131822943 Already there internationally

12/09/2024 131779681 I cannot emphasize enough, it is extremely important to recognize the rest benefits associated with business class travel and also the better quality food. I have paxed on flights (under DUTY travel) before starting a shift to be relegated to row 50G of the aircraft (or 30E in a 737) with screaming babies and the poorer quality economy food, before a 10 duty hour nightshift. This has potential safety implications as far as a rest point of view given the hours we work and needs to be greatly reviewed as a matter of safety. Qantaslink pilots get confirmed business and their operating hours are 6am-8pm for the most part.

12/09/2024 131776190 I think we can negotiate this for flights greater than a 2.5hour? threshold. This should be easy as the managers will want this too, don't let this be a small point that gets the agreement through.

12/09/2024 131774102 Or at least emergency row seat allocation.

12/09/2024 131773219 100% no negotiation

12/08/2024 131753343 If a Q Link FO who has done a 6am Orange-Sydney, then hop on a flight to get back to Melbourne/Brissy can have 1A, see no reason why a pilot who has just done the back of the clock NZ pattern should be forced to sit in 30B

12/08/2024 131746690 Especially for the work we do

12/06/2024 131672661 Due to level of fatigue, and safety of following duty ie. operate an aircraft or travelling home

12/06/2024 131670809 This is standard. Paxing both before and after duties in economy. Especially when downgraded to Jetstar is not acceptable.

12/05/2024 131637449 We are on duty travel a lot more now. Business would at least allow pilots to be fed rather than having to rely on us turning up to the airport earlier to utilise the lounges.

12/04/2024 131571960 We arguably do even more fatiguing shifts than mainline yet do not get rewarded with seemingly essential comfort whilst paxing. Also, the paxing in the network has significantly improved since the last EA was released so this is even more of an issue. Mainline flights are consistently oversold and EFA crew are mostly seated in rows 28-30 in a middle seat.

12/04/2024 131571562 Mandatory given our night shift work

12/03/2024 131511044 We are doing more paxing then ever before so I agree with this. At a bare minimum if you are paxing after a night shift it should be confirmed business.

12/02/2024 131457734 Lots of positioning flights lately.

12/02/2024 131457301 I can't see management paxing back home after a 10 hour shift in the middle seat, waiting for a baggage claim because the lockers are full and then driving home.

12/02/2024 131452633 just like others in the group

12/01/2024 131436305 At least over 1.5 hrs flight time

11/30/2024 131416411 Constantly being given a middle seat in economy is incredibly insulting to the work pilots are doing for the company.

11/30/2024 131415681 Especially for flights greater than 2 hours, with the option to take economy if a business class seat would require a later flight on a go-home day flight

11/30/2024 131413818 EFA is the most fatigued in the QF group and should be provided confirmed business class on domestic and first class on international where available

11/29/2024 131385745 Other group - not mainline entities receive firm business. Not sure why we should be treated differently especially when paxing on active duty following a night worth of flying or prior to a nights flying.

11/29/2024 131382027 Yes

11/29/2024 131380906 For any duty travel over 2 hours. Under 2 hours economy travel is acceptable (but not preferred).

11/29/2024 131380431 This would definitely help combat fatigue maybe not so much on the short sectors, but definitely on long sectors.

11/29/2024 131380002 I agree. However at what point is all of business filled with paxing pilots. Thinking of the longevity of the business - I would suggest paxing flights attached to a duty must be in business. If economy then at least being able to select seats on booking to avoid a middle seat

11/29/2024 131379787 If the company needs us to duty travel the middle seat of economy is not good enough

11/29/2024 131379446 All the other group operators get it as far as I am aware, so should we. Especially for comfort when paxing to fly back of the clock

11/29/2024 131379123 Yes this is big for me as rostering has included a lot of duty travel

- 11/29/2024 131378954 This is a fatigue issue. A positioning flight prior to an operational flight could involve sitting in the middle seat at the back of a full aircraft. Suggest this be impressed upon FSAG as well.
- 11/29/2024 131378658 Agree, an economy ticket prior to a 12 hour intl duty is not adequate.
- 11/29/2024 131378579 Absolute joke we sit down the back. Jammed in with no leg room Normally 2 bags etc etc
- 11/29/2024 131378502 Even if it's just on flights longer than 90 min. Can survive Mel/syd but across to Perth is ridiculous

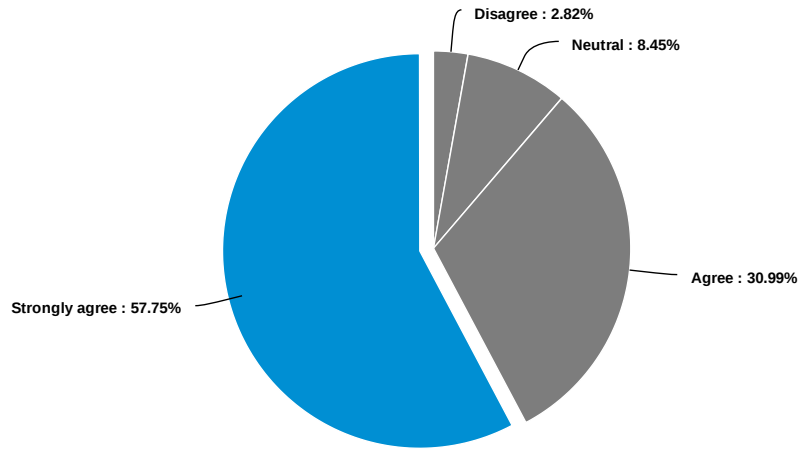
The next EFA Agreement needs to specify the same accommodation standard as provided to Qantas pilots.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Accommodation	0 0%	2 2.82%	6 8.45%	22 30.99%	41 57.75%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Accommodation	71	4.44					
Average		4.44					

Accommodation



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	2	2.82%					
Neutral	6	8.45%					
Agree	22	30.99%					
Strongly agree	41	57.75%					
Total	71	100%					

Comments/Suggestions:

12/10/2024 131822943 Already happens but can be taken away

12/09/2024 131779681 This has been consolidated.

12/09/2024 131776190 I'm surprised this does not happen already with the benefits of scale.

12/09/2024 131774102

12/08/2024 131753343 The common theme for us all moving forward should be the 'same job same pay' framework. Whilst we are doing a different job on some levels, aligning accommodation to the QF mainline standard can only be seen as an efficiency for the group

12/08/2024 131746690 It seems to be that now.

12/04/2024 131571960 Potentially not, as our rest requirements are unique.

12/04/2024 131571562 If it looks like a duck, quacks like a duck and wears the same white cap, then the same provisions should apply.

12/03/2024 131511044 Accommodation should be suitable for sleeping during the day with good blinds and blackout ability.

12/02/2024 131457734 Isn't what management would call EQUALITY ?

12/02/2024 131452633 its not hard, we use the same system,,,

11/29/2024 131385745 I believe the majority of ports are Qantas accommodation however it would be good to see a standard outlined. This may however have different requirements to mainline that better suit EFA operations?

11/29/2024 131382027 Why doesn't it? Are we sub human or something?

11/29/2024 131380431 In my opinion, I think the standard should be higher given the times we are at work and our rest periods aren't as normal as a Qantas pilots.

11/29/2024 131379787 Formalisation of all employment standards needs to be a part of a properly comprehensive agreement

11/29/2024 131379446 High quality accommodation, special mention should be made regarding the requirement for low noise, blackout curtains etc to facilitate day time sleeping.

11/29/2024 131379442 I wasn't aware it was different.

11/29/2024 131379123 .

11/29/2024 131378579 Need good places for rest

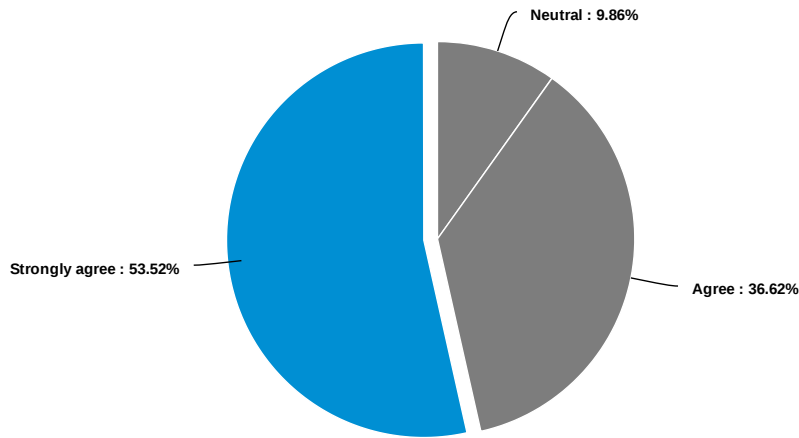
The next EFA Agreement needs to ensure pilots are provided with a bonus structure as per other pilot agreements in the Qantas Group.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Bonus structure	0 0%	0 0%	7 9.86%	26 36.62%	38 53.52%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Bonus structure	71	4.44					
Average		4.44					

Bonus structure



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	7	9.86%					
Agree	26	36.62%					
Strongly agree	38	53.52%					
Total	71	100 %					

Comments/Suggestions:

12/10/2024 131822943 Would be nice

12/09/2024 131776190 10 hours at work per 28 day or 14 hours per 20 (with 8 days off)...whats the hourly rate then?

12/09/2024 131774401 If our fatigue management doesn't allow the same hours to be reached as other group members it needs to be scaled to make it possible to exceed any minimum requirement to earn overtime.

12/09/2024 131773380 i doubt we would ever meet the bonus structure that would be implemented due to the nature of work and lack of flying hours in a 12months period.

12/08/2024 131746690 Yes

12/05/2024 131630717 Whilst this sounds appealing, a higher base salary would be a better outcome.

12/04/2024 131571562 If it looks like a duck, quacks like a duck and wears the same white cap, then the same provisions should apply.

12/02/2024 131457734 Same as above, it's called equality.

11/29/2024 131382027 Yes

11/29/2024 131380431 I'd rather it all be incorporated into our salary

11/29/2024 131379787 I'd see this as secondary to a incremental pay structure where years of service are rewarded

11/29/2024 131379446 Incorporating our bonuses into base pay should be illegal

11/29/2024 131379123 .

11/29/2024 131378954 I think this is pointless pursuing unless the operational nature becomes more like the other group airlines. Freight as it stands is unique in comparison to other group entities. Because of the total number of annual hours is significantly less than other entities, it may not benefit us at all. A bit like the annual productivity payment, nobody is eligible for it. Spend more energy on other issues.

11/29/2024 131378579 Regards is always good. Stuff travel credit is enough for me to be honest

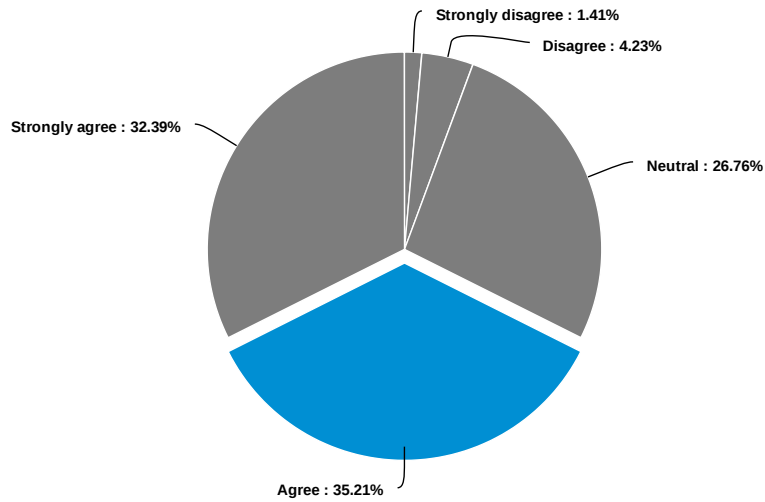
The next EFA Agreement needs to consider seniority for bidding and promotion.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Seniority clause	1 1.41%	3 4.23%	19 26.76%	25 35.21%	23 32.39%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Seniority clause	71	3.93					
Average		3.93					

Seniority clause



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	1	1.41%					
Disagree	3	4.23%					
Neutral	19	26.76%					
Agree	25	35.21%					
Strongly agree	23	32.39%					
Total	71	100 %					

Comments/Suggestions:

12/09/2024	131779681	Again, EFA is no Longer a lifestyle gentlemen agreement job. If we are going to be working this hard, we need the structure of a proper airline.
12/09/2024	131776190	This would stop astronaut mates from ansett coming home to command jobs, effectively making EFA NASA for australian aviation.
12/09/2024	131773380	if this includes leave (and RDOs): this would lead to the same people getting the same leave blocks every year and would not give newer employees the chance to get desired leave blocks (needs to be fair) but if it's just promotions then agree
12/08/2024	131753343	whilst the nil seniority has it's benefits for those coming externally. the company has changed and time to move forward and align with the rest of the group
12/08/2024	131746690	To align with other airlines
12/04/2024	131571562	nil
12/02/2024	131457734	I agree for biding, bit promotion. It should be based on performance.
12/02/2024	131457301	Loyalty isn't respected at EFA. I have been questioning my life choices and am beginning to see all the empty promises.
11/30/2024	131413818	Mainline seniority numbers too
11/29/2024	131385745	Must have seniority.
11/29/2024	131382027	Currently management decide who gets promoted and if they do or don't need too undertake documented assessment processes. It is clearly nepotism
11/29/2024	131380431	Employees need to know where they stand and be given an equal chance for promotion when it's their time
11/29/2024	131379446	Seniority should be honoured over jobs for mates
11/29/2024	131379442	I would be wary of forcing the golden handcuffs.
11/29/2024	131379123	.
11/29/2024	131378766	A date of join list needs to be released and appointments to be allocated via seniority which will reduce the nepotism.
11/29/2024	131378579	Based on start date

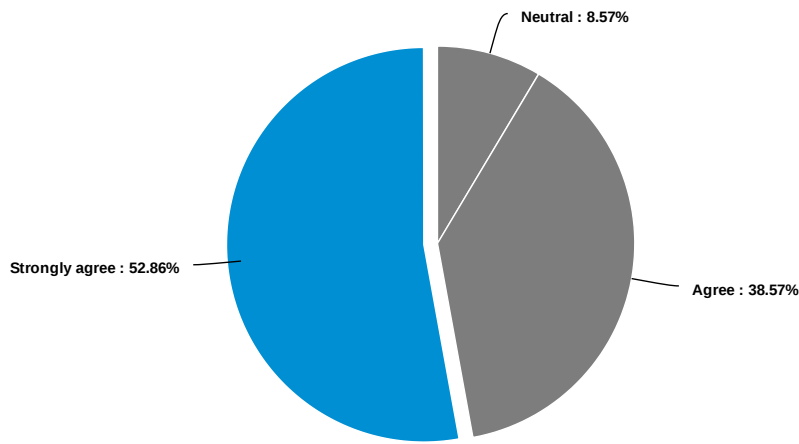
The next EFA Agreement needs to provide a formalised process for bidding for trips, days off, and leave, as well as bidding provisions to protect trainers from excessive training and simulator activities.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Bidding	0 0%	0 0%	6 8.57%	27 38.57%	37 52.86%	70 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Bidding	70	4.44					
Average		4.44					

Bidding



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	6	8.57%					
Agree	27	38.57%					
Strongly agree	37	52.86%					
Total	70	100%					

Comments/Suggestions:

12/10/2024 131822943 Can make more people happy

12/09/2024 131779681 Ansett mastered this in the 80s. We still don't utilize such thing here.

12/09/2024 131776190 This would reduce sick/carers and disruptions dramatically.

12/09/2024 131773380 preferences for roster building is a big one. some people like doing trips, where as others like to be out and back in a shift. to be able to put in preferences for these would create better morale within the crew and allow for people to work rosters they actually prefer and can work them around family requirements etc... also needs to provide the ability to see available weeks after leave has been allocated to apply for Adhoc leave.

12/08/2024 131746690 We need to protect or trainers from burn out

12/06/2024 131670809 Again Days off after bidding need to be unchangable by the company. Also leave requests after annual leave is awarded need to allow for single day requests. Forcing crew to use or request a full weeks leave when only one day is required is not acceptable. It's also more unlikely a full week off will be entertained when a single day is more likely to be approved.

12/05/2024 131630717 A trip swap system needs to be developed. If rostering was in blocks (as mentioned in a question above- Tiger Airlines Australia/ Ryan Air style) trip swapping would be a simple process for pilots and crewing.

12/04/2024 131571562 nil

12/02/2024 131457301 It is sold as a lifestyle job - time to show it is.

12/02/2024 131452633 Also we need to add to ensure that no DECs are hired until full list of FOs have been exhausted

11/30/2024 131416411 There is no reason why a roster bidding system doesn't exist, it is down to pure laziness from people in charge of implementation that it doesn't exist for us.

11/30/2024 131413818 Leave process needs to improve and allow more leave lines, ADHOC leave should be made visible for easy access and bidding for ADHOC leave

11/29/2024 131385745 System should already be in place so I'm not sure why this would be a significant issue to put in place using the mainline systems.

11/29/2024 131382027 They will stuff it up. They can't do anything properly

11/29/2024 131380431 For now I'd rather see a more robust roster for employees.

11/29/2024 131379446 Agreed

11/29/2024 131379442 The trainers definitely need more stability and protections. There needs to be a max no. Hours allowed for training each roster.

11/29/2024 131379123 .

11/29/2024 131378954 Trainers are constantly being smashed.

11/29/2024 131378579 Not a big deal but would be nice sometime

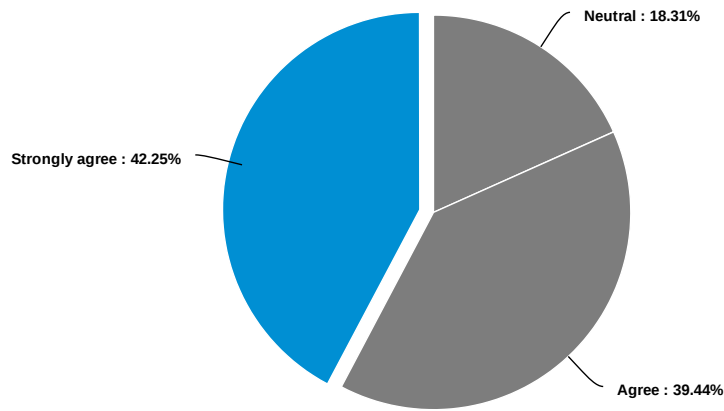
The next EFA Agreement needs to provide the same rights to re-training and re-checks, including the ability to elect a different Check Captain, as per other pilot agreements in the Qantas Group.

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Overall
Retraining/Rechecks	0 0%	0 0%	13 18.31%	28 39.44%	30 42.25%	71 100%



Question	Count	Score	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Retraining/Rechecks	71	4.24					
Average		4.24					

Retraining/Rechecks



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly disagree	0	0%					
Disagree	0	0%					
Neutral	13	18.31%					
Agree	28	39.44%					
Strongly agree	30	42.25%					
Total	71	100 %					

Comments/Suggestions:

12/09/2024 131776190 This should be formalised, I feel that it is informally already available.

12/08/2024 131746690 Yes

12/04/2024 131571562 nil

11/29/2024 131382027 Again, are we a sub species?

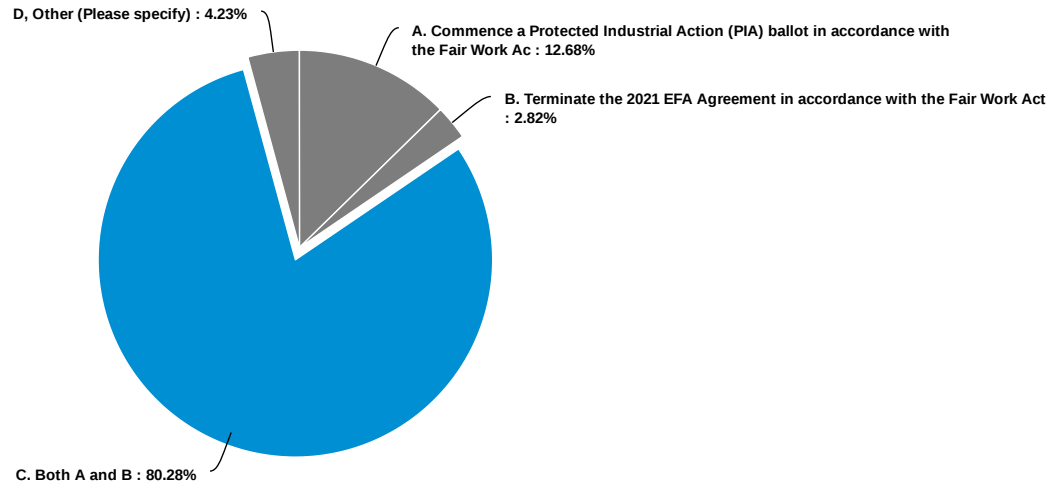
11/29/2024 131380431 This would be a nice option.

11/29/2024 131379446 Agreed

11/29/2024 131379123 .

11/29/2024 131378579 Hasn't been a problem but fair

Even though you may have answered this question in a previous survey please confirm your current position. If the company does not commence bargaining in good faith prior to the nominal expiry of the Express Freighters Australia Operations Pty Ltd Enterprise Agreement 2021 (2021 EFA Agreement) on 31 December 2024 then I would like the AFAP to make application as soon as possible after the nominal expiry date to:



Answer	Count	Percent	20%	40%	60%	80%	100%
A. Commence a Protected Industrial Action (PIA) ballot in accordance with the Fair Work Act	9	12.68%					
B. Terminate the 2021 EFA Agreement in accordance with the Fair Work Act	2	2.82%					
C. Both A and B	57	80.28%					
D. Other (Please specify)	3	4.23%					
Total	71	100 %					

Even though you may have answered this question in a previous survey please confirm your current position. If the company does not commence bargaining in good faith prior to the nominal expiry of the Express Freighters Australia Operations Pty Ltd Enterprise Agreement 2021 (2021 EFA Agreement) on 31 December 2024 then I would like the AFAP to make application as soon as possible after the nominal expiry date to: - Dynamic Text / Comments

12/09/2024 131773013 [D, Other (Please specify)]
 Unsure as I am very new to the company

12/04/2024 131571960 [D, Other (Please specify)]
 NA

11/29/2024 131378954 [D, Other (Please specify)]
 Time has moved on. Don't waste effort on this anymore. Just enforce hard bargaining ASAP in the new year. If they stall the bargaining, then pursue C in February. I think the weakness in this position is the fact that the 5% all purpose allowance covers for the BOOT test. I know there are a few other things that would marginally put us worse off under the EBA eg the loss of licence allowance, but it may not be significant enough of a difference.

Do you have any further comments, suggestions or ideas for your pilot representatives to consider in relation to the negotiation of the next EFA Agreement?

12/10/2024	131822943	Longer callout times off of sby would help. Keep up the good work. This is out chance to make a big improvement but it will not be easy!
12/09/2024	131779681	Nothing that you gentlemen don't already know, but if we are going to be worked like that of a Jetstar operation, conditions need to be lifted and greatly at that!
12/09/2024	131776190	Stick with it Champs!!! We got the numbers, lets not make this a steeping job any longer.
12/09/2024	131774401	Own accommodation allowance. Mutually beneficial to the company and pilot group.
12/09/2024	131774102	The EBA needs to reflect remuneration expenses required to live in Sydney else support commuters which it has been workable on the 767. Which is not the case any more. Maximum number of reserve days per year should be considered as well as blocks to avoid sporadic spreading throughout the month
12/09/2024	131774068	I would like to see as much effort in gaining some lifestyle protections/benefits as increasing the base wage. A trade off between the two.
12/09/2024	131771992	It's not mentioned above, but the current EBA annualises overtime at 750 hours per year rather than monthly as is industry standard. I would strongly prefer overtime to be calculated monthly. Also not mentioned above - a single reserve day can mean being called out for any trip, covering any length of time (including multiple overnights). I would strongly prefer a reserve call out to be wholly contained within a reserve period or a limit to the duration you can be away from home after a call out.
12/08/2024	131753343	my main concerns in short and like to see addressed; -protections in the rostering -inclusion of a transport option as permanent for all shifts (whilst it may be at big cost to the company, in compared to what mainline currently get, be minor for the size of our workforce) -inclusion of DTA into the roster -I believe in the long haul EBA negotiations, there is consideration that for those who commute, if they can't get on the first 3 services, they will get a confirmed seat when travelling to their base from their 'domicile' -confirmed business on all domestic flights -increased base pay Thank you for all your work moving ahead.
12/06/2024	131670809	PIA needs to be on the table. I doubt the company will negotiate in good faith. I doubt the company will raise the current EBA up to standard without it being completely re-written.
12/05/2024	131630717	I am very comfortable with moving to the pilot award if constructive bargaining does not commence with QANTAS IR in January. A situation where bargaining is dragged out over months and months (like in 2022) is not in anyway a positive outcome for anyone involved in the process.
12/04/2024	131571562	Zero latitude for this. A & B is the only option.
12/03/2024	131511044	This will be a tough time for the pilots and the company. If the company want to retain pilots they need to come to the table to make this job more suitable for the work we do. I don't think many pilots came to efa for the money it was for the lifestyle but now the lifestyle has been taken away more money is what most people are seeking. Or lifestyle provisions added in that helps us deal with the night work.
12/02/2024	131457734	The inefficiencies of EFA should not be an excuse not to pay us below the award. Management has been quite outspoken about "equality, inclusion.....etc".....but when it comes to income and work conditions that's not applicable. They have no issues with having different EBA between the companies they own as long as it reduces their costs.
12/02/2024	131457301	The pendulum is on both sides. You can't say it is a lifestyle job and work us this much (specifically time away), but then say we can't pay you more because you don't fly. You can't eat your cake and have it too. I want this job to be about time at home with my kids. I want this job to respect my loyalty to the organisation and the time in service. I want this job to value my health and safety. I can't see it happening. I still hold a small slithy of hope.
12/02/2024	131455348	CAT Captains should be paid appropriately for all CAT duties. Unlike now. Checking only gets a pittance. D/O should be a day off. Not a reserve outside of 48 hours. Reserve should attract some sort of payment What about same job same pay. As with mainline. An aeroplane is an aeroplane. Same requirements to operate it.
12/01/2024	131439298	Limit the number of rostered Reserve Duties per bid period. Increase the call-out time off reserve to greater than 2 hours. Clarity written into the eba regarding changes when Badgerys Creek Airport opened.
11/30/2024	131416411	Maximum fdp periods and a restriction on paxing at the end of a duty. At the moment paxing at the end of a duty does not count towards max fdp so they can roster you as late as they like. This needs a hard cap limit
11/30/2024	131413818	Same priority numbers as Mainline for duty and staff travel Max finish time 2300 prior to a day off Paxing counts for 100% not 50% of duty Salary increase as like Network 321 and 330 pay the same Increase staff travel priority Rewrite redundancy package When international flying on any sector transport supplied to and from home Max duty 12hrs when on a standby and called out Paxing back counts as duty period not only rest 2 weekends confirmed off Max standby's prescribed When Crewing remove a duty and change to reserve the original duty time period remains Once roster is published no changes in days unless mutually agreed
11/29/2024	131385745	Freedom to move within group airlines if no bond or other agreement in place. No more being locked in, it's unbecoming business conduct.
11/29/2024	131384437	Formalise alt pax and bank paxes in new EA as I believe no other group company has access to this benefit other than mainline and I would hate to lose it.
11/29/2024	131382027	The company is openly boasting that they have this in the bag. They have no respect for staff. We need to start with pia day one
11/29/2024	131380431	I wish us all good luck and I hope we get a satisfactory outcome.

11/29/2024	131379898	Industry standard 2 hour reserve call in. A formal leave request system, not limited to one request per year.
11/29/2024	131379787	The company has shown they want a fight. We have to work on formalisation and expansion of a comprehensive agreement that ensures conditions are protected
11/29/2024	131379783	In periods of normal demand, without network expansion, the job is enjoyable. There seems to have been considerable mismanagement with not only hiring sufficient pilots to cover network expansion/fleet transition/career progression to mainline, but also expanding the freighter network without sufficient airframes to adequately cover the increased flying. This has led to a barely sustainable operation in terms of fatigue management and pilot work/life balance. Any "formal pilot consultative committee" would need to be able to require the commercial side of the business to demonstrate that business expansion is not made at the cost of increased pilot fatigue risk and disruptions to pilot work life balance. The committee would need to be adequately satisfied that both the current business and any future business plans contain sufficient buffers and safeguards to ensure that work/life and fatigue issues are not negatively impacted. This may not be achievable from a manpower perspective from within the current EFA pilot cohort and external union consultative and/or legal frameworks may be required for the committee to be able to effectively operate.
11/29/2024	131379446	In addition to better pay. We need all round better protections, mainly the things listed above. Keep up the good fight!
11/29/2024	131379442	My concern about cancelling the agreement (while I understand the pros in doing so) is that QF IRs response will likely be punitive and we could lose things such as paid parental leave and staff travel. But if the unions believe these things can be protected, I am willing to support such a move.
11/29/2024	131378954	Prioritize the big stuff, like base wage increases.
11/29/2024	131378766	Duty travel needs to be better and at the time of roster build, confirmed travel in emergency aisles or behind bulkheads should be awarded to EFA crew. Currently you could be given a middle seat on a Sydney - Perth for example. We operate under scheduled flights so there is no reason they could not be reserved many weeks in advance. *Thank you for the great work! *
11/29/2024	131378658	First and foremost - RDO protection, it never use to be a problem now it's just getting downright abused. Provided the amount of hours we are doing (I had 84 hours of stick time this roster) the pay needs to come up accordingly. We are no longer a lifestyle job, if they want to utilize us to near max hours like jetstar pilots, the pay / or overtime needs to increase accordingly. There needs to be better financial incentives for O/T. They should NOT be allowed to roster a 4 day pattern off 1 singular Reserve period. Assigning a 3 day pattern on an AX day with 24 hours notice is not very nice. They shouldn't be allowed to publish a roster chockers full of AX days and just plug them whenever they see fit. There needs to be limitations surrounding this.
11/29/2024	131378579	We need to be paid/days off for online training Annual leave needs to increase from 6 weeks to at least 8 (average 9-5 worker gets 4 + 10 days public holidays) we don't get to choose and often work when others aren't. We need to be compensated for this
11/29/2024	131378502	Don't let this drag out. The job is not what most of us signed up to even 12 months ago "lifestyle etc" this material change alone should force a wage rise well above the Q group 3% policy.