



AFAP Short Haul EA9 Implementation Summary

This document summarises the major changes to the SH EA. This document does not provide a full breakdown of all changes. Qantas has provided useful documents via QF Flight Crew -> LH/SH EA -> Short Haul Pilot Enterprise Agreement (banner on right hand side). This includes a comprehensive 'Summary of Changes Table' as well as a tracked changes version of SHEA9.

Implementation of EA9

The EA9 was approved by the Fair Work Commission on 9 May 2025 and commenced operation on 16 May 2025. That means from 16 May our employment conditions are subject to EA9.

The sign on bonus should have been paid (subject to Qantas' conditions) on 9 May 2025. Also Pilots will be able to now find the FOC ticket (commitment outside EA to provide one per year) under the available ticket options when using the staff travel website.

Some conditions are implemented in stages as follows:

Changes upon the Second Full Bid Period

The Second Full Bid Period Commences 16 June 2025 and the following changes occur on this date:

- Minimum Guarantee Hours (MGH) will increase to 60 hours per bid period. The Salary tables in clause 27 are adjusted to reflect this.
- Pilots will receive a one year bump up in their years of service in the salary table. Please note that:
 - this does not change your anniversary date for the purpose of progression to other salary levels (e.g. if you are Level 2 with an anniversary date of 1 August, you will move to Level 3 on commencement of the second bid period, and then Level 4 on 1 August).
 - Captains with 6 or more years of service as of 1 September 2025 will move to Year 6 pay on this date.
- TRE/TRI/CAT annual salary increases to 1077 hours.
- Roster Disruption Credit (RDC) is no longer available
- The Implementation Allowances (discussed below) commence

Implementation Allowance



From the commencement of the second full bid period (16 June 2025), the Company will pay 6 hours credit until the following conditions are implemented. This information (including the table reproduced below) is contained in Schedule 1 of EA9.

The Schedule specifies target implementation dates, should the Company 'become aware' that the date may not be they must consult with the Unions.

As each item listed below is implemented the allowance attached to that item is removed from the payment.

The allowance is pro-rated for pilots on flexi-lines or carer's line.

Item	Affected Clauses in EBA9	Description of Affected Clauses	Target Implementation Date	Hour value per bid period for purpose of Implementation Allowance
1	28.1.6	Minimum 4 hours when assigned on AV day or BL day	Within 3 months of commencement of the Agreement	0.3
2	28.1.8	Duty Period Credit (DPC) 60%	Within 3 months of commencement of the Agreement	0.9
3	28.1.4	Long Slip Credit	Within 3 months of commencement of the Agreement	0.3
4	28.4	Pay for Reserve Duty (no callout)	Within 3 months of commencement of the Agreement	2.8
5	28.1.7(a) 28.1.7(b)	Pay for Reserve Call Out	Within 3 months of commencement of the Agreement	The 2.8 hours payable under Item 4 shall remain payable until this Item 5 is also implemented
6	RM55	Bidding for reserve duties	Within 3 months of commencement of the Agreement	0
7	RM56	Backfilling of reserve (B737)	The second full bid period after commencement of	0



			the Agreement	
8	RM42	Sign-off contactability	The second full bid period after commencement of the Agreement	0
9	28.3 RM69 Schedule 2	PCG	Within 9 months of the commencement of this Agreement	1.7 If PCG is not implemented by the first full bid period starting 12 months after the commencement of the Agreement, the PCG component of the Implementation Allowance will double to 3.4 hours and will remain payable until PCG is implemented.
10	28.1.4	Long Slip Credit on reworked patterns	Within 9 months of the commencement of this Agreement	The 0.3 of an hour payable under Item 3 shall remain payable until this Item 10 is also implemented.
11	16.1 16.7 17.1 19.2 27.4 27.7.11	FOTs	The second full bid period after commencement of the Agreement	0
12	28.2 RM56 RM69	Removal of RDC	The second full bid period after commencement of the Agreement	0

Other Important Changes



Several other conditions changed upon the commencement of the agreement on 16 May 2025 and should be in effect now. The Qantas documents (above) provide full detail on all the changes.

In summary:

- The Dispute Settlement Procedure (cl 11) is modified by the undertaking provided by Qantas on page 3 of the agreement document. This now allows both Unions to run disputes in their own name, protecting members privacy
- Payment and assignment of X and BL days during overseas training has changed and is detailed in cl 28.6.2
- Payment for online training: On the first bid period following 1 July each year pilots will receive 4 passive credits for 8 hours of online training. For each hour that exceeds this, 1 credit will be paid. The hours per year may be averaged (ie a 1 hour course every 2 years is 0.5 hours per year)
- TRE/CAT/TRIs may now access flexi-lines subject to conditions in cl 38
- Golden Leave days increase to 5 per year. Max 2 per bid period
- Pilots now receive 5 pre-allocated X-Days per year
- Home Transport is available, within geographical boundaries of schedule 3, when operating more than 2 hours between 0100 and 0459 (LT) based on the departure point in the last duty period.
- Duty travel is now business class upgradeable to first, space available
- Changes have been made to the training away from home allowances
- Tap on the shoulder changes (detailed below)

If a roster change is made prior to 'on blocks' time, Qantas is allowed to notify the pilot of the change up until 'on blocks' time plus 15 minutes. This notification will occur via an SMS text from Qantas requiring the pilot to contact Qantas via webCIS, telephone or another method agreed between Qantas and AIPA to accept the roster change. If the pilot does not have an available mobile phone.

If a roster change is made in flight, Qantas may direct the operating pilot in flight to 'contact crewing on arrival'. However, this type of contact cannot be used by Qantas to seek volunteers for un-crewed patterns.

Under the Agreement, pilots have an obligation to be available for notification of roster changes which create an entitlement to PCG between 1500 and 2000 on any available day immediately preceding the PCG pattern or on a day free of duty and that was originally encompassed by the PCG pattern. This contact period cannot be used by Qantas to assign or alter duties that lie outside the PCG Window. If pilots are notified of a roster change they will not be required to sign on for duty until at least 15 hours after being notified.'



- Open Time will be available to bid via WebCis (RM66.6)
- Open Time Priority has been modified (RM69.1)
- Workplace Delegate's rights have been inserted to comply with changes to the *Fair Work Act* due to the 2023 'Closing the Loopholes' amendments