



AFAP Qantas Pilot Council Long Haul Log of Claims (LoC)

*LoC is based on the Company's claim of a two-year wage freeze in line with Company wages policy.

The AFAP do not endorse or agree to the Qantas Wages Policy however we will endorse a wages policy compliant agreement if it meets our members objectives.

Pay

- 3% pay increments following wage freeze as per Company wages policy
- Wage freeze offsets (complete mitigation of wage freeze and wages policy)
 - Additional pay table increments
 - Long range flying incentives
 - S/O B and C scale mitigations

Fatigue and crew health:

- Fatigue credit introduced for all operations across all fleets (functionality identical to, and in lieu of A330/A380 night credits)
- Long Range flying incentives (overtime) (i.e. current A350 overtime clauses applied with 787 rates, or A330 overtime clauses applied to A350)
- FSAG to include an AFAP rep (in addition to AIPA reps)
- FSAG pilot representatives to have veto rights on ruleset changes
- MBTT extended when traversing a significant number of time-zones
- MBTT extended after overnight 2 and 3 pilot duties (i.e. back of clock Asia flying)
- Fatigue data sharing with stakeholders (AFAP and AIPA)
- 8 dedicated fatigue days per annum (similar to URTI, no accruing)
- Flexible work arrangements: Flexi-line cap increase to 15%

330/350SFF and 330 fleet conditions:

- 330/350SFF and 330 remain separate categories for training, allocation and rostering.
- 330/350SFF moves to 330 seniority flying.
- Addition of 2 increments to pay table at 3%.

787 Changes:

- Planning divisor moves to 160 hours in conjunction with fatigue credit introduction.
- Addition of 2 increments to pay table at 3%.

A380 Changes:

- Addition of 2 increments to pay table at 3%.



S/O B and C scale mitigation:

- S/O pay table to contain the following changes across all fleets: SOs above year 2 move to a fixed percentage of captain's hourly rate in-line with current A330 and A380.

BLH rotation mitigations:

- Cap of 15% of category on BLH and Low line holders.
- Exceeding cap results in element 3 applied to all pilots.

PSN and Seniority flying:

- 787 to remain on PSN
- 330/350 introduced using seniority flying
- S/Os currently in SFF category to return to seniority flying
- Choice for pilots across twins reflecting the data

Other claims:

- LSL bidding changes: 6 bidding windows with 12 month lead-in.
- Open-time priority visibility for crew, similar to staff travel system.
- Commuting flexibility: Car park access, home transport provisions.
- Address trainer concerns.
- Sign-on increase to 75 minutes.
- Increased Online Training allowance of 5:30 hours per annum.
- Online training trigger: any further mandatory online training requires additional remuneration.
- Inclusion of AFAP in EA document in line with other agreements across the Group.
- Confirmed J class staff tickets for long service leave.
- Profit share scheme similar to SH.