



2 July 2025

Richard Hardonin  
Head of Flying Operations  
Chief Pilot  
Express Freighters Australia  
**Via email:** [richard.hardonin@qantas.com.au](mailto:richard.hardonin@qantas.com.au)

Dear Richard,

**Re: Incorrect Communications from EFA**

I am writing to request that you immediately correct the communications that you sent to EFA pilots late yesterday (Enterprise Agreement Bargaining | Update No. 17 | 01 July 2025).

Specifically, the following statement in the EFA update (repeated below) is incorrect (underlining added):

**What does the ban on being contactable by EFA unless on a rostered duty or reserve period mean?**

You need to be contactable from the time you sign-on in your EFA base to the time you sign-off in your EFA base. Pilots implementing this ban also need to be contactable when on reserve.

As per my letter of 30 June 2025, the relevant ban is as follows:

*A ban on being contactable by EFA unless on a rostered duty or during a reserve period. This includes that a pilot will not answer phone calls, acknowledge texts, acknowledge updates to their roster, acknowledge emails or respond to any other form of communication unless they are on a rostered duty or in a designated reserve period.*

A rostered duty period occurs between a sign-on and sign-off regardless of whether that sign-on and sign-off occurs in the pilot's EFA base or outside their EFA base.

EFA has incorrectly and misleadingly stated that pilots need to be contactable between "sign-on in your EFA base to the time you sign-off in your EFA base".

Please correct this misleading statement immediately. Regardless, the AFAP intends to clarify the matter to our members – i.e. that they only need to be contactable between the sign-on and sign-off of a rostered duty wherever that duty commences and ends (or during a reserve period).

Should EFA not immediately correct the update of 1 July 2025, we reserve our rights to pursue relevant legal action.

I can be contacted on ph. 0419 482 582 or email [simon@afap.org.au](mailto:simon@afap.org.au).

Yours sincerely,

Simon Lutton  
Executive Director  
Australian Federation of Air Pilots