

After any period of leave greater than fourteen (14) days, a pilot will not normally be rostered for a line check or simulator check within seven (7) days or ten (10) sectors (whichever is less) since returning from leave, unless otherwise agreed. This does not apply to pilots returning from leave that need to be checked prior to being capable of returning to flight duty.

19 AFTER PUBLICATION OF ROSTERS

19.1 Intention

- a) The parties agree that roster changes after roster publication may be necessary to meet the operational requirements of Airnorth. However, Airnorth recognises the importance and value of roster stability to pilots. Accordingly, changes to rosters after roster publication that have an adverse on effect on a pilot will be minimised as far as possible.
- b) Any changes to a roster once it has been published will be made in accordance with this section and will comply with any applicable duty and flight time limitations as applied by CASA or this agreement.

19.2 Changes to Rostered Duty

Change to a pilot's rostered duty generally is driven by operational requirements such as disruption to services due to unserviceability, weather, air traffic services, slots, client requirements, training and checking, cancelled or rescheduled flights, diversions, flight and duty time limitations, regulatory requirements or crew illness and fatigue.

Any changes to a published roster may be made in accordance with this clause or as otherwise agreed between the Airnorth and the pilot.

- a) Changes to the roster outside a fourteen (14) day period can be made by Airnorth without pilot discretion with the protection of RDO as defined in Clause 18.9 (c), (d) and (e).
- b) Roster changes inside fourteen (14) days - All changes within fourteen (14) days shall be wholly contained within the two (2) hours buffer period of the last notified duty unless the pilot does not consent, and consent will not be unreasonably withheld.
- c) Roster changes inside seven (7) days - should a pilots rostered duty be extended outside the two (2) hours buffer period, a duty extension allowance detailed in Schedule B shall be applicable.
- d) For the purpose of a rostered tour of duty away from home base. A Pilots' duty can change anytime within a two (2) hours buffer period before or after a tour of duty.
- e) The work to be performed by a pilot within a duty period may be changed at any time by Airnorth without agreement from the pilot within the hours of the original duty period.

19.3 Extensions to Duty

- a) After an assigned FDP commences and Airnorth requests the pilot to perform extra duty that extends more than two hours beyond the sign-off time pertaining at sign-on, unless the pilot does not consent (and consent will not be unreasonably withheld), the pilot shall be paid the applicable extension to duty extension allowance as detailed in Schedule B.
- b) Notwithstanding the above, a FDP that is delayed due to weather, mechanical malfunction, or crewing a pilot shall complete the flight(s) on their assigned roster, duty extension allowance is not applicable, even if the duty extends beyond the two (2) hour Buffer Period.
- c) In all circumstances the Pilot's FDP shall comply with the maximum allowable FDP defined in the GPPM. However, a Pilot may exercise their discretion to extend a FDP.

19.4 Delayed Sign-On for a Flight Duty Period

Airnorth may become aware of circumstances that necessitate a delay to a pilot's sign-on time prior to the commencement of the flight duty period. Refer to the GPPM.

19.5 Reserve

- a) A home or airport reserve contactability period will be preceded by at least ten (10) hours free of duty, or the relevant regulatory minimum, whichever is greater.
- b) A home reserve period completed without callout will be followed by at least ten (10) hours free of duty.
- c) A reserve may be rostered in a crew base or any other location that meets the requirements of resting accommodation.
- d) A pilot may be assigned duty or time free of duty at any time on a reserve day where notification is provided at least ten (10) hours prior to the commencement of the reserve period.

19.6 Airport reserve (Standby like arrangement)

- a) Airport reserve may be rostered at an airport location or any resting accommodation and is considered duty time.
- b) A pilot must remain immediately contactable and available from sign on.
- c) The maximum time without callout is eight (8) hours.
- d) Airport reserve may be rostered immediately prior to or after another duty as it counts as duty time.

19.7 Home Reserve

- a) A pilot may be assigned a duty in accordance with any applicable duty and flight times as applied by CASA.
- b) A pilot must sign on at the assigned reporting time, which will be at least one (1) hour after being contacted unless agreed with the pilot.

- c) In Brisbane, Sydney, Melbourne, or Perth and at any other location that the APCC agrees the minimum reporting notice period will be two (2) hours.

19.8 Grey Day

- a) A grey day is a day free of rostered duty and is over and above the required number of days required for RDO's. There is no requirement for the pilot to be contactable on such a day. Should the pilot be contacted, the pilot can choose to report for duty if requested. If the pilot works on a grey day, there is no extra entitlement for remuneration for a worked RDO or RDOIL.
- b) On a tour of duty, a grey day can be converted to duty including reserve prior to the grey day.

19.9 Reassignable Period (RASS)

- a) Where a pilot has been removed from a duty and no alternative duty has yet been assigned, the pilot may be allocated a Reassignable Period (RASS). The RASS will commence and end at times no greater than if a complete duty change had been made at the time of notification in accordance with Changes to Rostered Duty clause 19.2.
- b) A RASS may be converted to any other duty within a two (2) hour buffer period of the original start time.
- c) Unless otherwise agreed with the pilot, any duty assigned from RASS must fit within the RASS.
- d) If no replacement duty has been assigned prior to the commencement of the RASS, the RASS will automatically convert to a Reserve Period, however any duty assigned from that Reserve must be completed before the end of the RASS unless otherwise agreed with the pilot.

19.10 Notification of roster changes and contactability

Airnorth will avoid contacting pilots inside the minimum Off Duty Period (ODP)

- a) A pilot is not required to be contactable in accordance with the GPPM, during an RDO, a leave day and when they are not on duty except in the two (2) hours prior to any duty period for the purpose of notifications relating directly to that duty.
- b) Where a pilot is required to be contactable, and Airnorth has unsuccessfully attempted to contact the pilot, the pilot must contact Airnorth as soon as they become aware of the attempt.

19.11 Mutual exchange of duty

Pilots may exchange duties or time off in accordance with Airnorth's policy (as amended from time to time and agreed with the APCC).

19.12 Working on an RDO or RDOIL

- a) For the purpose of this clause, all RDOIL's will be treated the same as RDO's.
- b) Where a pilot agrees to work on an RDO or RDOIL, or where a duty finishes after 2400 prior to an RDO or RDOIL (or 22.00 for the weekend free of duty described in clause 18.9 (c)), the pilot will receive:
 - i. a substitute RDO or RDOIL; and
 - ii. an allowance.
- c) The substitute RDO will be assigned by Airnorth within the current roster or next roster period, unless otherwise agreed by Airnorth and the pilot. Airnorth will attempt to assign the substitute RDO at a mutually agreeable time, however Airnorth may be required to assign the substitute RDO on any day considering operational requirements and regulatory compliance.
- d) Substitute days may be cashed out in accordance with Airnorth's policy.
- e) Rostered Days off following initial Ground school, Simulator, Type rating, or Line training interstate:
 - i. Initial Ground School, Simulator and Line Training;
 - ii. Ground School, Simulator and Line training for Command upgrade or remedial training; or
 - iii. Ground School, Simulator, and Line Training for transition to a new aircraft type.

Under these circumstances, or in agreement with Airnorth and the pilot, some or all RDOs within the Roster Period may be rostered away from Home Base

19.13 The operation of this Clause 19 will be reviewed by the APCC six (6) months after the commencement of this Agreement.

20 TRAINING AND DEVELOPMENT

20.1 Command Potential and/or Aircraft Type Change Assessment

- a) The command potential and/or suitability for aircraft type change applies to a pilot who has expressed interest in a command position or aircraft type change. This assessment will be made by Airnorth.
- b) The assessment program shall take place in accordance with criteria established and published in the General Policies and Procedures Manual and shall be based (in no particular order) on seniority, pilot suitability, qualifications, experience, skills, operational performance, and behavioural competencies.
- c) Once assessed as suitable by the Airnorth review committee, a pilot will be placed in the relevant pool(s) of pre-approved pilots for command or aircraft type change as applicable. Pilots within each pool may subsequently bid for relevant vacancies and will be awarded such vacancies in order of seniority from those eligible pilots that have bid. A pilot within any pool must continuously maintain the technical and