

FLIGHT CREW INCENTIVE UPDATE

To provide additional clarification on the flight crew incentives announced on 17 November 2022 some long-term and backdated to RP8 and temporary measures that were in place for RP13 and RP1 (2023).

Congratulations again - The consistent pressure that you have applied has made VA listen.

► **Introduced in RP13, continuing and backdated to 11 July 2022 (commencement of RP8)**

IMPROVEMENT TYPE	DETAILS
<p>Standby/Reserve Duties</p>	<ul style="list-style-type: none"> • Minimum 4 hours credit when called out from a standby/reserve duty. • Minimum 4 hours credit for a displaced standby resulting from the cancellation of a pairing.
<p>Duty Rig (Ratio in guarantee) 2021 NB EA clause 28.2:</p> <p><i>A Pilot will be paid for each FDP the greater of:</i></p> <p><i>a) The actual or Scheduled Flight Time (whichever is higher) for the operating or positioning sector; or</i></p> <p><i>b) One (1) Credit for every two (2) hours (pro-rated) on duty in each duty period of a Flight Duty Period</i></p>	<ul style="list-style-type: none"> • Accrues credit at the rate of one (1) credit for each two (2) hours of actual duty for each FDP. • Guarantees that a pilot will be paid a minimum of 50% of their duty period as flight credits. • Where Rig hours are higher than credit hours Rig hours will supersede credit hours for payment terms.
<p>Paid Paxing 2021 NB EA table 27.4:</p> <p>a) Virgin Australia Aircraft:</p> <p>i. 50% of the greater of the actual or Scheduled Flight Time where positioning forms part of a Duty in which a Flying Duty or a Ground Duty is performed; or</p> <p>ii. 50% of Scheduled Flight Time where positioning is the only activity performed for duty with a minimum Credit of 2.0</p> <p>b) Other Airline Aircraft</p> <p>i. 50% of Scheduled Flight Time where positioning forms part of a Duty in which a Flight Duty or Ground Duty is performed; or</p> <p>ii. 50% of Scheduled Flight Time where positioning is the only activity performed for a Duty with a minimum credit of two (2). Example: 2.0 hours of flight time equals 1.0 credit.</p>	<ul style="list-style-type: none"> • Removal of existing (2018 NB EA) paxing conditions and guarantee crew 50% of credits while paxing, regardless of seat type. • Where positioning forms part of duty, 50% of actual or scheduled flight time, whichever is greater • Where positioning is the only activity performed for duty, a minimum of 2 credit hours.

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► Temporary Incentives Introduced for RP13 (2022) and RP1 (2023) only

TEMPORARY IMPROVEMENT TYPE	DETAILS
Protected roster credits	<ul style="list-style-type: none"> • Credits allocated at roster publish protected and guaranteed as minimum credits for the roster period with the exception of duties where a pilot self-removed for personal leave or fatigue. • Protected credit value is considered across the total roster period and not on a sector-by-sector basis. <p>How is this calculated?</p> <p>The protected credit hours are:</p> <ul style="list-style-type: none"> • Flight credits at roster publish plus the applicable credit for any approved leave, ground duties, admin, etc, and 4 hours for each rostered standby day. • If this calculation for duties at roster publish equals 75 credits then this becomes the protected credit hour for the RP with the exception of any duties where a pilot self-removed. • Total credit for the roster period will continue to be calculated as per the current process on a sector-by-sector basis (greater than actual v schedule) plus ground duties etc • Final credit (including for the roster period) will then be compared to the published roster credit. Excluding removals, as noted above, the greater of the two values will then be paid. • Credit for draft duties is not included in the final roster credit, as such is paid separately
4-hour minimum credit for reserve	4 hours credit for a standby/reserve duty where a pilot is not called out



- For further information or questions specific to your credit calculation/payroll questions please contact: Edward Nell at **0499 860 244** or email edward.nell@twu.com.au
- You can contact us via email at pilots@twu.com.au or call us at **1800 116 460**

NOW IS THE TIME TO BE UNITED AND GROW OUR UNION POWER TO MAKE THESE CHANGES PERMANENT, LEADING UP TO THE COMMENCEMENT OF EA NEGOTIATIONS.

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