



29 October 2024

Jill Hignett  
Managing Partner  
HR Law  
[j.hignett@hrlaw.com.au](mailto:j.hignett@hrlaw.com.au)

**Re: Alliance & Bravo Queensland Pilots' Enterprise Agreement**

“Without Prejudice”

Dear Ms Hignett

Thank you for your email dated 21 October 2024 seeking an understanding into the 97% ‘No’ vote for the proposed Alliance Group QLD Pilots' Enterprise Agreement 2024 (**proposed EA**).

Based on the considerable feedback received from members of both the TWU and the AFAP since the ballot, it is clear that the opinion of the broad Pilot group matches closely the feedback that the Pilot bargaining team has consistently provided you throughout the course of the negotiations to date.

To assist the parties moving forward to reach agreement on a proposed EA, that will then be supported by Queensland Alliance Group pilots in any future ballot, we have listed (below) the major outstanding issues based on member feedback since the unsuccessful ballot.

**1. Scope** – A single Enterprise Agreement covering all Alliance Group Pilots in Australia.

**2. Remuneration Position:**

**a.**

	QLD CAPT	QLD FO
<b>Base</b>	\$228,360	\$150,500
<b>Allowance</b>	Rolled into base	Rolled into base
<b>Prod Threshold</b>	55	55
<b>Overtime Rate</b>	\$344.77	\$218.14

<b>Loss of RDO</b> (minimum 4hrs at the OT rate)	\$1379.08	\$872.56
<b>Minimum RDO</b>	10	10
<b>TC</b>	11%	
<b>LCC</b>	18%	
<b>Sim Check</b>	20%	
<b>Sim Check TRI*</b>	23%	
<b>Sim Check TRE</b>	25%	
<b>GND Training</b>	3hrs credit	3hrs credit
<b>Standby Credit</b>	2 hours	2 hours
<b>Paxing credit</b>	75% of block time	75% of block time
<b>Travel Allowance (cents/KM)</b>	1.06	1.06
<b>Overnight Allowance (Per Day)</b>	\$196.35	\$196.35
<b>Breakfast Allowance (Per Day)</b>	\$33.81	\$37.89
<b>Lunch Allowance (Per Day)</b>	\$37.89	\$37.89
<b>Dinners Allowance (Per Day)</b>	\$65.16	\$65.16
<b>Phone and Email Allowance (Per Mth)</b>	\$69.60	\$69.60
<b>Overseas Allowance</b>	As per ATO table 7	As per ATO table 7
<b>Duty Extension Allowance</b>	\$400	\$265
<b>Sim Duty Own Cyclic Credit Hours</b>	3.0	3.0
<b>Sim Duty Crew Up Credit Hours</b>	3.0	3.0

Sim Duty CC / TRE Credit Hours	4.0	4.0
-----------------------------------	-----	-----

- b. Base salary and Productivity Allowance to increase annually by 3% or CPI whichever is greater.
- c. Check and Training Pilots base salary to increase annually by 3% or CPI whichever is greater.

**3. Rostered Days Off:**

Based on feedback re the “Grey Day” proposal, it is clear the position of a minimum of 10 Rostered Days Off per roster period is sought.

Further, it is sought that where a Pilot works on a rostered day off, they will receive a Substitute Day Off (SDO), to be arranged at a mutually agreed time, unless the SDO must be rostered to maintain regulatory compliance.

**4. Roster Protections**

- a. Clause 145 - Removal of *“use all reasonable endeavours to”*.
- b. Clause 146 – Delete 146.
- c. Clause 191 – Removal of *“and day of operations delay and/or disruption”*.

5. **Parental Leave** - 12 weeks paid leave for the primary care giver and 2 weeks paid leave for secondary care giver.

6. **Standby Duties** – 12 hours rest post STBY duty (increased from 10 hours).

The above list of major issues is provided to Alliance with the aim to assist in continued bargaining on the proposed EA. It however, is not provided as an exhaustive list of issues raised by our members and/or their concerns with the proposed EA.

For completeness, it is important to note that the documents sent to Alliance on 10 September 2024 and 3 October 2024, contains a comprehensive position on the multitude of deficiencies contained in the proposed EA.

Accordingly, we have attached both documents but have removed the previous position contained in Schedule A (of the 24 September letter), noting our updated remuneration position above.

Yours sincerely



Edward Nell  
TWU Industrial Officer



James Mattner  
AFAP Senior Industrial Officer