

NJS Pilot Enterprise Agreement

FINANCIAL BENEFITS

SALARY

CAPTAIN

	1/7/17	1/2/18	1/7/18	1/7/19	1/7/20
Increase	3%	-	2.5% or CPI	2.5% or CPI	2.5% or CPI
Total	172,834	183,414	188,000	192,700	197,517

FIRST OFFICER

Increase	3%	-	2.5% or CPI	2.5% or CPI	2.5% or CPI
Total Yr 5+	112,342	119,219	122,200	125,255	128,386
Total Yr 1-4	103,700	110,048	112,800	115,620	118,510
Trainee	103,700	110,048	112,800	115,620	118,510

Backpay from 1/7/17 as shown.
The increase (2.5% or CPI) will be the higher of the two.

ALLOWANCES



All allowances to be increased by 2.5% or CPI on 1 July each year.

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WAITING TIME BETWEEN FLIGHTS



Where time exceeds 90 minutes waiting time, \$50 per occasion paid.

Where time exceeds 180 minutes waiting time, \$100 per occasion paid.

FLIGHT TIME AND OVERTIME/CALL OUT

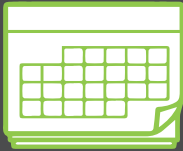
Flight Time Reduced		Rate for Excess Flight Hours (% wage increase to apply thereafter)		Call Out Min 4 hours (% wage increase to apply thereafter)
For calendar month	For 28 day roster period			
71 hours	65 hours	Captain	205	1152
		FO Yr 5+	133	749
		FO Yr 1-4	123	691
Greater than 85 hours	Greater than 78 hours	Captain	305	1152
		FO Yr 5+	183	749
		FO Yr 1-4	198	691

INSURANCE

New \$1500 p.a. allowance for all pilots to be used for loss of licence, life insurance or income protection.

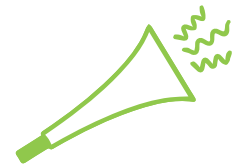
LIFESTYLE BENEFITS

NEW IMPROVED ROSTER PROTOCOL



- RDO Protection: 1 RDO = 36 hours, 2 RDO = 60 hours, 3 RDO = 84 hours.
- Increased rest periods (Home & Away from base).
- Increase to 14 hours rest before simulator Duty.
- No more than 2 sectors for sign on before 0500.
- No starts before 0600 following an RDO.

RDOs



RDOs rostered as **3*2 & 1*3** per roster period

LEAVE BENEFITS

MATERNITY LEAVE



Increase to **8 weeks** paid leave

SICK LEAVE



There is a new pool system that allows a pilot to donate 1 day of their personal leave to the pool, so that a pilot who runs out of sick leave may access the pool under certain conditions.

ANNUAL LEAVE



- Roster and maintain leave lines at each base to address each pilot's 42-day accrual.
- Pilots entitled to have recreational leave converted to SDOs.

ADDITIONAL BENEFITS

Flight time OT Credit

50% credit for non flying time (i.e. admin, training and ALL paxing)

Duty Change Allowance

A duty change allowance of \$500 for Captains and \$325 for First Officers will be paid for roster changes, as per proposed criteria.

IPads

NJS will provide IPads by 1/7/19, if not an allowance of \$500 p.a. will be paid from 1/7/19 until such time they are provided.

EA Renegotiation

New obligations to ensure that renegotiation process cannot be delayed or frustrated.