# Pay Guide - Air Pilots Award

# [MA000046]

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Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 July 2024.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

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## Rates of pay

### Adult

### Airlines/general aviation - Captain - Full-time & part-time

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Single engine UTBNI 1360 kg | $27.18 | $27.18 per hour plus $128.07 per day |
| Single engine 1360 kg - 3359 kg | $28.33 | $28.33 per hour plus $128.07 per day |
| Single engine 3360 kg & above | $32.91 | $32.91 per hour plus $128.07 per day |
| Multi engine UTBNI 3360 kg | $31.65 | $31.65 per hour plus $128.07 per day |
| Multi engine 3360 kg UTBNI 5660 kg | $32.91 | $32.91 per hour plus $128.07 per day |
| Multi engine 5660 kg UTBNI 8500 kg | $34.71 | $34.71 per hour plus $128.07 per day |
| Multi engine 8500 kg UTBNI 12000 kg | $37.34 | $37.34 per hour plus $128.07 per day |
| Multi engine 12000 kg UTBNI 15000 kg | $40.13 | $40.13 per hour plus $128.07 per day |
| Multi engine 15000 kg UTBNI 19000 kg | $43.73 | $43.73 per hour plus $128.07 per day |
| Multi engine 19000 kg & above | $46.79 | $46.79 per hour plus $128.07 per day |
| Dash 8 100 - 15650 kg MTOW | $43.73 | $43.73 per hour plus $128.07 per day |
| Dash 8 200 - 16466 kg MTOW | $43.73 | $43.73 per hour plus $128.07 per day |
| Dash 8 300 - 19505 kg MTOW | $43.73 | $43.73 per hour plus $128.07 per day |
| Dash 8 400 - 28998 kg MTOW | $46.72 | $46.72 per hour plus $128.07 per day |
| Fokker 28 | $75.19 | $75.19 per hour plus $128.07 per day |
| CRJ-50 | $75.19 | $75.19 per hour plus $128.07 per day |
| BAe-146 | $81.40 | $81.40 per hour plus $128.07 per day |
| Fokker 100 | $81.40 | $81.40 per hour plus $128.07 per day |
| Boeing 717 | $81.40 | $81.40 per hour plus $128.07 per day |
| Narrow body aircraft | $85.34 | $85.34 per hour plus $128.07 per day |
| Wide body aircraft - single deck | $97.98 | $97.98 per hour plus $128.07 per day |
| Wide body aircraft - double deck | $110.62 | $110.62 per hour plus $128.07 per day |

### Airlines/general aviation - First officer/Second pilot - Full-time & part-time

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Single engine UTBNI 1360 kg | $23.46 | $23.46 per hour plus $128.07 per day |
| Single engine 1360 kg - 3359 kg | $23.46 | $23.46 per hour plus $128.07 per day |
| Single engine 3360 kg & above | $25.71 | $25.71 per hour plus $128.07 per day |
| Multi engine UTBNI 3360 kg | $24.76 | $24.76 per hour plus $128.07 per day |
| Multi engine 3360 kg UTBNI 5660 kg | $25.71 | $25.71 per hour plus $128.07 per day |
| Multi engine 5660 kg UTBNI 8500 kg | $26.79 | $26.79 per hour plus $128.07 per day |
| Multi engine 8500 kg UTBNI 12000 kg | $28.45 | $28.45 per hour plus $128.07 per day |
| Multi engine 12000 kg UTBNI 15000 kg | $30.30 | $30.30 per hour plus $128.07 per day |
| Multi engine 15000 kg UTBNI 19000 kg | $32.50 | $32.50 per hour plus $128.07 per day |
| Multi engine 19000 kg & above | $34.24 | $34.24 per hour plus $128.07 per day |
| Dash 8 100 - 15650 kg MTOW | $32.50 | $32.50 per hour plus $128.07 per day |
| Dash 8 200 - 16466 kg MTOW | $32.50 | $32.50 per hour plus $128.07 per day |
| Dash 8 300 - 19505 kg MTOW | $32.50 | $32.50 per hour plus $128.07 per day |
| Dash 8 400 - 28998 kg MTOW | $34.24 | $34.24 per hour plus $128.07 per day |

### Airlines/general aviation - First officer (larger aircraft) - Full-time & part-time

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Fokker 28 | $49.84 | $49.84 per hour plus $128.07 per day |
| CRJ-50 | $49.84 | $49.84 per hour plus $128.07 per day |
| BAe-146 | $53.76 | $53.76 per hour plus $128.07 per day |
| Fokker 100 | $53.76 | $53.76 per hour plus $128.07 per day |
| Boeing 717 | $53.76 | $53.76 per hour plus $128.07 per day |
| Narrow body aircraft | $56.20 | $56.20 per hour plus $128.07 per day |
| Wide body aircraft - single deck | $64.48 | $64.48 per hour plus $128.07 per day |
| Wide body aircraft - double deck | $72.75 | $72.75 per hour plus $128.07 per day |

### Airlines/general aviation - Second officer - Full-time & part-time

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Wide body aircraft - single deck | $39.11 | $39.11 per hour plus $128.07 per day |
| Wide body aircraft - double deck | $44.07 | $44.07 per hour plus $128.07 per day |

### Regional airlines - Captain - Full-time & part-time

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Cessna 206 | $30.96 | $30.96 per hour plus $128.07 per day |
| Cessna 207 | $30.96 | $30.96 per hour plus $128.07 per day |
| Cessna 210 | $30.96 | $30.96 per hour plus $128.07 per day |
| Aero Commander 500 | $34.30 | $34.30 per hour plus $128.07 per day |
| Beechcraft 55 | $34.30 | $34.30 per hour plus $128.07 per day |
| Beechcraft 58 | $34.30 | $34.30 per hour plus $128.07 per day |
| Britten Norman BN2 | $34.30 | $34.30 per hour plus $128.07 per day |
| Cessna 310 | $34.30 | $34.30 per hour plus $128.07 per day |
| Cessna 337 | $34.30 | $34.30 per hour plus $128.07 per day |
| Cessna 402 | $34.30 | $34.30 per hour plus $128.07 per day |
| Cessna 414 | $34.30 | $34.30 per hour plus $128.07 per day |
| Partenavia P68 | $34.30 | $34.30 per hour plus $128.07 per day |
| Piper PA23 | $34.30 | $34.30 per hour plus $128.07 per day |
| Piper PA30 | $34.30 | $34.30 per hour plus $128.07 per day |
| Piper PA31 | $34.30 | $34.30 per hour plus $128.07 per day |
| Piper PA34 | $34.30 | $34.30 per hour plus $128.07 per day |
| Piper PA60 Aerostar | $34.30 | $34.30 per hour plus $128.07 per day |
| Beechcraft 65 | $35.47 | $35.47 per hour plus $128.07 per day |
| Cessna 404 | $35.47 | $35.47 per hour plus $128.07 per day |
| Cessna 421 | $35.47 | $35.47 per hour plus $128.07 per day |
| Aero Commander 680 | $35.47 | $35.47 per hour plus $128.07 per day |
| Cessna 441 | $37.98 | $37.98 per hour plus $128.07 per day |
| Nomad N22 | $37.98 | $37.98 per hour plus $128.07 per day |
| Nomad N24 | $37.98 | $37.98 per hour plus $128.07 per day |
| Aero Commander 690 | $37.98 | $37.98 per hour plus $128.07 per day |
| Beechcraft 200 | $43.08 | $43.08 per hour plus $128.07 per day |
| Swearingen 226 | $43.08 | $43.08 per hour plus $128.07 per day |
| Swearingen 227 | $43.08 | $43.08 per hour plus $128.07 per day |
| De Havilland 6-100 | $43.08 | $43.08 per hour plus $128.07 per day |
| De Havilland 6-200 | $43.08 | $43.08 per hour plus $128.07 per day |
| De Havilland 6-300 | $43.08 | $43.08 per hour plus $128.07 per day |
| Casa 212 | $43.08 | $43.08 per hour plus $128.07 per day |
| Embraer 110 | $43.08 | $43.08 per hour plus $128.07 per day |
| Jetstream 31 | $44.25 | $44.25 per hour plus $128.07 per day |
| Beech 1900 | $44.25 | $44.25 per hour plus $128.07 per day |
| Metro 23 | $44.25 | $44.25 per hour plus $128.07 per day |
| Cessna 550 | $46.01 | $46.01 per hour plus $128.07 per day |
| McDonnell Douglas | $46.01 | $46.01 per hour plus $128.07 per day |
| DC3 | $46.01 | $46.01 per hour plus $128.07 per day |
| Shorts SD-330 | $46.01 | $46.01 per hour plus $128.07 per day |
| Shorts SD-360 | $46.01 | $46.01 per hour plus $128.07 per day |
| Mohawk | $46.01 | $46.01 per hour plus $128.07 per day |
| Saab-Fairchild | $49.11 | $49.11 per hour plus $128.07 per day |
| 340 A | $49.11 | $49.11 per hour plus $128.07 per day |
| De Havilland | $53.02 | $53.02 per hour plus $128.07 per day |
| Dash 8-100, 102, 200 and 300 | $53.02 | $53.02 per hour plus $128.07 per day |
| ATR 42-300 | $53.02 | $53.02 per hour plus $128.07 per day |
| Fokker 50 | $53.02 | $53.02 per hour plus $128.07 per day |
| Dash 8-400 | $56.66 | $56.66 per hour plus $128.07 per day |
| **Group 10 (turbo jet aircraft) - these rates include the Turbo jet aircraft allowance** |  |  |
| Fokker 70 and Fokker 100 | $88.09 | $88.09 per hour plus $128.07 per day |
| Bae-146 | $88.09 | $88.09 per hour plus $128.07 per day |
| Embraer 190/195 | $88.09 | $88.09 per hour plus $128.07 per day |
| Airbus A319 | $92.03 | $92.03 per hour plus $128.07 per day |
| Airbus A320 | $92.03 | $92.03 per hour plus $128.07 per day |
| Boeing 737-300 | $92.03 | $92.03 per hour plus $128.07 per day |
| Boeing 737-400 | $92.03 | $92.03 per hour plus $128.07 per day |

### Regional airlines - Co-pilot - Full-time & part-time

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Beechcraft 200 | $31.20 | $31.20 per hour plus $128.07 per day |
| Swearingen 226 | $31.20 | $31.20 per hour plus $128.07 per day |
| Swearingen 227 | $31.20 | $31.20 per hour plus $128.07 per day |
| De Havilland 6-100 | $31.20 | $31.20 per hour plus $128.07 per day |
| De Havilland 6-200 | $31.20 | $31.20 per hour plus $128.07 per day |
| De Havilland 6-300 | $31.20 | $31.20 per hour plus $128.07 per day |
| Casa 212 | $31.20 | $31.20 per hour plus $128.07 per day |
| Embraer 110 | $31.20 | $31.20 per hour plus $128.07 per day |
| Jetstream 31 | $31.58 | $31.58 per hour plus $128.07 per day |
| Beech 1900 | $31.58 | $31.58 per hour plus $128.07 per day |
| Metro 23 | $31.58 | $31.58 per hour plus $128.07 per day |
| Cessna 550 | $32.09 | $32.09 per hour plus $128.07 per day |
| McDonnell Douglas | $32.09 | $32.09 per hour plus $128.07 per day |
| DC3 | $32.09 | $32.09 per hour plus $128.07 per day |
| Shorts SD-330 | $32.09 | $32.09 per hour plus $128.07 per day |
| Shorts SD-360 | $32.09 | $32.09 per hour plus $128.07 per day |
| Mohawk | $32.09 | $32.09 per hour plus $128.07 per day |
| Saab-Fairchild | $33.66 | $33.66 per hour plus $128.07 per day |
| 340 A | $33.66 | $33.66 per hour plus $128.07 per day |
| De Havilland | $35.66 | $35.66 per hour plus $128.07 per day |
| Dash 8-100, 102, 200 and 300 | $35.66 | $35.66 per hour plus $128.07 per day |
| ATR 42-300 | $35.66 | $35.66 per hour plus $128.07 per day |
| Fokker 50 | $35.66 | $35.66 per hour plus $128.07 per day |
| Dash 8-400 | $38.08 | $38.08 per hour plus $128.07 per day |
| **Group 10 (turbo jet aircraft) - these rates include the Turbo jet aircraft allowance** |  |  |
| Fokker 70 and Fokker 100 | $58.10 | $58.10 per hour plus $128.07 per day |
| Bae-146 | $58.10 | $58.10 per hour plus $128.07 per day |
| Embraer 190/195 | $58.10 | $58.10 per hour plus $128.07 per day |
| Airbus A319 | $60.55 | $60.55 per hour plus $128.07 per day |
| Airbus A320 | $60.55 | $60.55 per hour plus $128.07 per day |
| Boeing 737-300 | $60.55 | $60.55 per hour plus $128.07 per day |
| Boeing 737-400 | $60.55 | $60.55 per hour plus $128.07 per day |

### Aerial application operations - Full-time & part-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** |
| --- | --- | --- |
| 0 to 1000 flying hours experience in the industry | $891.50 | $23.46 |
| 1001 to 2000 flying hours experience in the industry | $919.20 | $24.19 |
| 2001 to 3000 flying hours experience in the industry | $955.40 | $25.14 |
| over 3000 flying hours experience in the industry | $1,030.10 | $27.11 |

### On-shore helicopter operations - pilot - single engine - Full-time & part-time

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $33.60 | $33.60 per hour plus $128.07 per day |
| 2nd year of service | $34.39 | $34.39 per hour plus $128.07 per day |
| 3rd year of service | $35.14 | $35.14 per hour plus $128.07 per day |
| 4th year of service | $35.88 | $35.88 per hour plus $128.07 per day |
| 5th year of service | $36.67 | $36.67 per hour plus $128.07 per day |
| 6th year of service | $37.46 | $37.46 per hour plus $128.07 per day |
| 7th year of service | $38.24 | $38.24 per hour plus $128.07 per day |
| 8th year of service | $39.03 | $39.03 per hour plus $128.07 per day |
| 9th year of service | $39.82 | $39.82 per hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $23.52 | $23.52 per hour plus $128.07 per day |
| 2nd year of service | $24.07 | $24.07 per hour plus $128.07 per day |
| 3rd year of service | $24.60 | $24.60 per hour plus $128.07 per day |
| 4th year of service | $25.12 | $25.12 per hour plus $128.07 per day |
| 5th year of service | $25.67 | $25.67 per hour plus $128.07 per day |
| 6th year of service | $26.22 | $26.22 per hour plus $128.07 per day |
| 7th year of service | $26.77 | $26.77 per hour plus $128.07 per day |
| 8th year of service | $27.32 | $27.32 per hour plus $128.07 per day |
| 9th year of service | $27.87 | $27.87 per hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $33.60 | $33.60 per hour plus $128.07 per day |
| 2nd year of service | $34.39 | $34.39 per hour plus $128.07 per day |
| 3rd year of service | $35.14 | $35.14 per hour plus $128.07 per day |
| 4th year of service | $35.88 | $35.88 per hour plus $128.07 per day |
| 5th year of service | $36.67 | $36.67 per hour plus $128.07 per day |
| 6th year of service | $37.46 | $37.46 per hour plus $128.07 per day |
| 7th year of service | $38.24 | $38.24 per hour plus $128.07 per day |
| 8th year of service | $39.03 | $39.03 per hour plus $128.07 per day |
| 9th year of service | $39.82 | $39.82 per hour plus $128.07 per day |

### On-shore helicopter operations - pilot - twin 0-9000 lbs - Full-time & part-time

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $35.88 | $35.88 per hour plus $128.07 per day |
| 2nd year of service | $36.67 | $36.67 per hour plus $128.07 per day |
| 3rd year of service | $37.46 | $37.46 per hour plus $128.07 per day |
| 4th year of service | $38.24 | $38.24 per hour plus $128.07 per day |
| 5th year of service | $39.03 | $39.03 per hour plus $128.07 per day |
| 6th year of service | $39.82 | $39.82 per hour plus $128.07 per day |
| 7th year of service | $40.61 | $40.61 per hour plus $128.07 per day |
| 8th year of service | $41.39 | $41.39 per hour plus $128.07 per day |
| 9th year of service | $42.18 | $42.18 per hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $25.12 | $25.12 per hour plus $128.07 per day |
| 2nd year of service | $25.67 | $25.67 per hour plus $128.07 per day |
| 3rd year of service | $26.22 | $26.22 per hour plus $128.07 per day |
| 4th year of service | $26.77 | $26.77 per hour plus $128.07 per day |
| 5th year of service | $27.32 | $27.32 per hour plus $128.07 per day |
| 6th year of service | $27.87 | $27.87 per hour plus $128.07 per day |
| 7th year of service | $28.42 | $28.42 per hour plus $128.07 per day |
| 8th year of service | $28.97 | $28.97 per hour plus $128.07 per day |
| 9th year of service | $29.53 | $29.53 per hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $35.88 | $35.88 per hour plus $128.07 per day |
| 2nd year of service | $36.67 | $36.67 per hour plus $128.07 per day |
| 3rd year of service | $37.46 | $37.46 per hour plus $128.07 per day |
| 4th year of service | $38.24 | $38.24 per hour plus $128.07 per day |
| 5th year of service | $39.03 | $39.03 per hour plus $128.07 per day |
| 6th year of service | $39.82 | $39.82 per hour plus $128.07 per day |
| 7th year of service | $40.61 | $40.61 per hour plus $128.07 per day |
| 8th year of service | $41.39 | $41.39 per hour plus $128.07 per day |
| 9th year of service | $42.18 | $42.18 per hour plus $128.07 per day |

### On-shore helicopter operations - pilot - over 9000 lbs - Full-time & part-time

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $37.46 | $37.46 per hour plus $128.07 per day |
| 2nd year of service | $38.24 | $38.24 per hour plus $128.07 per day |
| 3rd year of service | $39.03 | $39.03 per hour plus $128.07 per day |
| 4th year of service | $39.82 | $39.82 per hour plus $128.07 per day |
| 5th year of service | $40.61 | $40.61 per hour plus $128.07 per day |
| 6th year of service | $41.39 | $41.39 per hour plus $128.07 per day |
| 7th year of service | $42.18 | $42.18 per hour plus $128.07 per day |
| 8th year of service | $42.88 | $42.88 per hour plus $128.07 per day |
| 9th year of service | $43.75 | $43.75 per hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $26.22 | $26.22 per hour plus $128.07 per day |
| 2nd year of service | $26.77 | $26.77 per hour plus $128.07 per day |
| 3rd year of service | $27.32 | $27.32 per hour plus $128.07 per day |
| 4th year of service | $27.87 | $27.87 per hour plus $128.07 per day |
| 5th year of service | $28.42 | $28.42 per hour plus $128.07 per day |
| 6th year of service | $28.97 | $28.97 per hour plus $128.07 per day |
| 7th year of service | $29.53 | $29.53 per hour plus $128.07 per day |
| 8th year of service | $30.01 | $30.01 per hour plus $128.07 per day |
| 9th year of service | $30.63 | $30.63 per hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $37.46 | $37.46 per hour plus $128.07 per day |
| 2nd year of service | $38.24 | $38.24 per hour plus $128.07 per day |
| 3rd year of service | $39.03 | $39.03 per hour plus $128.07 per day |
| 4th year of service | $39.82 | $39.82 per hour plus $128.07 per day |
| 5th year of service | $40.61 | $40.61 per hour plus $128.07 per day |
| 6th year of service | $41.39 | $41.39 per hour plus $128.07 per day |
| 7th year of service | $42.18 | $42.18 per hour plus $128.07 per day |
| 8th year of service | $42.88 | $42.88 per hour plus $128.07 per day |
| 9th year of service | $43.75 | $43.75 per hour plus $128.07 per day |

### Off-shore helicopter operations - pilot - single engine command - UTBNI 9000lbs - Full-time & part-time

The rates of pay below include the Special duties allowance for off-shore helicopter operations, but no other additions to minimum salary. Please see the allowances table for these amounts. Penalty rates can be calculated using the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $39.15 | $39.15 per hour plus $128.07 per day |
| 2nd year of service | $39.93 | $39.93 per hour plus $128.07 per day |
| 3rd year of service | $40.72 | $40.72 per hour plus $128.07 per day |
| 4th year of service | $41.51 | $41.51 per hour plus $128.07 per day |
| 5th year of service | $42.29 | $42.29 per hour plus $128.07 per day |
| 6th year of service | $43.08 | $43.08 per hour plus $128.07 per day |
| 7th year of service | $43.87 | $43.87 per hour plus $128.07 per day |
| 8th year of service | $44.66 | $44.66 per hour plus $128.07 per day |
| 9th year of service | $45.44 | $45.44 per hour plus $128.07 per day |
| 10th year of service | $46.23 | $46.23 per hour plus $128.07 per day |
| 11th year of service | $47.02 | $47.02 per hour plus $128.07 per day |
| 12th year of service | $47.80 | $47.80 per hour plus $128.07 per day |
| 13th year of service | $48.59 | $48.59 per hour plus $128.07 per day |
| 14th year of service | $49.38 | $49.38 per hour plus $128.07 per day |
| 15th year of service | $50.17 | $50.17 per hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $28.62 | $28.62 per hour plus $128.07 per day |
| 2nd year of service | $29.17 | $29.17 per hour plus $128.07 per day |
| 3rd year of service | $29.72 | $29.72 per hour plus $128.07 per day |
| 4th year of service | $30.27 | $30.27 per hour plus $128.07 per day |
| 5th year of service | $30.82 | $30.82 per hour plus $128.07 per day |
| 6th year of service | $31.37 | $31.37 per hour plus $128.07 per day |
| 7th year of service | $31.92 | $31.92 per hour plus $128.07 per day |
| 8th year of service | $32.47 | $32.47 per hour plus $128.07 per day |
| 9th year of service | $33.03 | $33.03 per hour plus $128.07 per day |
| 10th year of service | $33.58 | $33.58 per hour plus $128.07 per day |
| 11th year of service | $34.13 | $34.13 per hour plus $128.07 per day |
| 12th year of service | $34.68 | $34.68 per hour plus $128.07 per day |
| 13th year of service | $35.23 | $35.23 per hour plus $128.07 per day |
| 14th year of service | $35.78 | $35.78 per hour plus $128.07 per day |
| 15th year of service | $36.33 | $36.33 per hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $39.15 | $39.15 per hour plus $128.07 per day |
| 2nd year of service | $39.93 | $39.93 per hour plus $128.07 per day |
| 3rd year of service | $40.72 | $40.72 per hour plus $128.07 per day |
| 4th year of service | $41.51 | $41.51 per hour plus $128.07 per day |
| 5th year of service | $42.29 | $42.29 per hour plus $128.07 per day |
| 6th year of service | $43.08 | $43.08 per hour plus $128.07 per day |
| 7th year of service | $43.87 | $43.87 per hour plus $128.07 per day |
| 8th year of service | $44.66 | $44.66 per hour plus $128.07 per day |
| 9th year of service | $45.44 | $45.44 per hour plus $128.07 per day |
| 10th year of service | $46.23 | $46.23 per hour plus $128.07 per day |
| 11th year of service | $47.02 | $47.02 per hour plus $128.07 per day |
| 12th year of service | $47.80 | $47.80 per hour plus $128.07 per day |
| 13th year of service | $48.59 | $48.59 per hour plus $128.07 per day |
| 14th year of service | $49.38 | $49.38 per hour plus $128.07 per day |
| 15th year of service | $50.17 | $50.17 per hour plus $128.07 per day |

### Off-shore helicopter operations - pilot - single engine command - all other operations command - Full-time & part-time

The rates of pay below include the Special duties allowance for off-shore helicopter operations, but no other additions to minimum salary. Please see the allowances table for these amounts. Penalty rates can be calculated using the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/)

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $43.08 | $43.08 per hour plus $128.07 per day |
| 2nd year of service | $43.87 | $43.87 per hour plus $128.07 per day |
| 3rd year of service | $44.66 | $44.66 per hour plus $128.07 per day |
| 4th year of service | $45.44 | $45.44 per hour plus $128.07 per day |
| 5th year of service | $46.23 | $46.23 per hour plus $128.07 per day |
| 6th year of service | $47.02 | $47.02 per hour plus $128.07 per day |
| 7th year of service | $47.80 | $47.80 per hour plus $128.07 per day |
| 8th year of service | $48.59 | $48.59 per hour plus $128.07 per day |
| 9th year of service | $49.38 | $49.38 per hour plus $128.07 per day |
| 10th year of service | $50.17 | $50.17 per hour plus $128.07 per day |
| 11th year of service | $50.95 | $50.95 per hour plus $128.07 per day |
| 12th year of service | $51.74 | $51.74 per hour plus $128.07 per day |
| 13th year of service | $52.53 | $52.53 per hour plus $128.07 per day |
| 14th year of service | $53.31 | $53.31 per hour plus $128.07 per day |
| 15th year of service | $54.10 | $54.10 per hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $31.37 | $31.37 per hour plus $128.07 per day |
| 2nd year of service | $31.92 | $31.92 per hour plus $128.07 per day |
| 3rd year of service | $32.47 | $32.47 per hour plus $128.07 per day |
| 4th year of service | $33.03 | $33.03 per hour plus $128.07 per day |
| 5th year of service | $33.58 | $33.58 per hour plus $128.07 per day |
| 6th year of service | $34.13 | $34.13 per hour plus $128.07 per day |
| 7th year of service | $34.68 | $34.68 per hour plus $128.07 per day |
| 8th year of service | $35.23 | $35.23 per hour plus $128.07 per day |
| 9th year of service | $35.78 | $35.78 per hour plus $128.07 per day |
| 10th year of service | $36.33 | $36.33 per hour plus $128.07 per day |
| 11th year of service | $36.88 | $36.88 per hour plus $128.07 per day |
| 12th year of service | $37.43 | $37.43 per hour plus $128.07 per day |
| 13th year of service | $37.99 | $37.99 per hour plus $128.07 per day |
| 14th year of service | $38.54 | $38.54 per hour plus $128.07 per day |
| 15th year of service | $39.09 | $39.09 per hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $43.08 | $43.08 per hour plus $128.07 per day |
| 2nd year of service | $43.87 | $43.87 per hour plus $128.07 per day |
| 3rd year of service | $44.66 | $44.66 per hour plus $128.07 per day |
| 4th year of service | $45.44 | $45.44 per hour plus $128.07 per day |
| 5th year of service | $46.23 | $46.23 per hour plus $128.07 per day |
| 6th year of service | $47.02 | $47.02 per hour plus $128.07 per day |
| 7th year of service | $47.80 | $47.80 per hour plus $128.07 per day |
| 8th year of service | $48.59 | $48.59 per hour plus $128.07 per day |
| 9th year of service | $49.38 | $49.38 per hour plus $128.07 per day |
| 10th year of service | $50.17 | $50.17 per hour plus $128.07 per day |
| 11th year of service | $50.95 | $50.95 per hour plus $128.07 per day |
| 12th year of service | $51.74 | $51.74 per hour plus $128.07 per day |
| 13th year of service | $52.53 | $52.53 per hour plus $128.07 per day |
| 14th year of service | $53.31 | $53.31 per hour plus $128.07 per day |
| 15th year of service | $54.10 | $54.10 per hour plus $128.07 per day |

### Helicopter operations - aircrew - Full-time & part-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** |
| --- | --- | --- | --- | --- |
| surveillance aircrewperson | $1,091.20 | $28.72 | $43.08 | $57.44 |
| rescue aircrewperson | $1,091.20 | $28.72 | $43.08 | $57.44 |
| surveillance mission coordinator | $1,154.50 | $30.38 | $45.57 | $60.76 |
| aircrewperson | $1,154.50 | $30.38 | $45.57 | $60.76 |

### Airlines/general aviation - Captain - Casual

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Single engine UTBNI 1360 kg | $83.91 | $83.91 per flying hour plus $128.07 per day |
| Single engine 1360 kg - 3359 kg | $87.49 | $87.49 per flying hour plus $128.07 per day |
| Single engine 3360 kg & above | $101.60 | $101.60 per flying hour plus $128.07 per day |
| Multi engine UTBNI 3360 kg | $97.71 | $97.71 per flying hour plus $128.07 per day |
| Multi engine 3360 kg UTBNI 5660 kg | $101.60 | $101.60 per flying hour plus $128.07 per day |
| Multi engine 5660 kg UTBNI 8500 kg | $107.16 | $107.16 per flying hour plus $128.07 per day |
| Multi engine 8500 kg UTBNI 12000 kg | $115.28 | $115.28 per flying hour plus $128.07 per day |
| Multi engine 12000 kg UTBNI 15000 kg | $123.90 | $123.90 per flying hour plus $128.07 per day |
| Multi engine 15000 kg UTBNI 19000 kg | $135.01 | $135.01 per flying hour plus $128.07 per day |
| Multi engine 19000 kg & above | $144.46 | $144.46 per flying hour plus $128.07 per day |
| Dash 8 100 - 15650 kg MTOW | $135.01 | $135.01 per flying hour plus $128.07 per day |
| Dash 8 200 - 16466 kg MTOW | $135.01 | $135.01 per flying hour plus $128.07 per day |
| Dash 8 300 - 19505 kg MTOW | $135.01 | $135.01 per flying hour plus $128.07 per day |
| Dash 8 400 - 28998 kg MTOW | $144.24 | $144.24 per flying hour plus $128.07 per day |
| Fokker 28 | $232.16 | $232.16 per flying hour plus $128.07 per day |
| CRJ-50 | $232.16 | $232.16 per flying hour plus $128.07 per day |
| BAe-146 | $251.34 | $251.34 per flying hour plus $128.07 per day |
| Fokker 100 | $251.34 | $251.34 per flying hour plus $128.07 per day |
| Boeing 717 | $251.34 | $251.34 per flying hour plus $128.07 per day |
| Narrow body aircraft | $263.49 | $263.49 per flying hour plus $128.07 per day |
| Wide body aircraft - single deck | $302.51 | $302.51 per flying hour plus $128.07 per day |
| Wide body aircraft - double deck | $341.55 | $341.55 per flying hour plus $128.07 per day |

### Airlines/general aviation - First officer/Second pilot - Casual

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Single engine UTBNI 1360 kg | $72.45 | $72.45 per flying hour plus $128.07 per day |
| Single engine 1360 kg - 3359 kg | $72.45 | $72.45 per flying hour plus $128.07 per day |
| Single engine 3360 kg & above | $79.39 | $79.39 per flying hour plus $128.07 per day |
| Multi engine UTBNI 3360 kg | $76.44 | $76.44 per flying hour plus $128.07 per day |
| Multi engine 3360 kg UTBNI 5660 kg | $79.39 | $79.39 per flying hour plus $128.07 per day |
| Multi engine 5660 kg UTBNI 8500 kg | $82.71 | $82.71 per flying hour plus $128.07 per day |
| Multi engine 8500 kg UTBNI 12000 kg | $87.85 | $87.85 per flying hour plus $128.07 per day |
| Multi engine 12000 kg UTBNI 15000 kg | $93.54 | $93.54 per flying hour plus $128.07 per day |
| Multi engine 15000 kg UTBNI 19000 kg | $100.34 | $100.34 per flying hour plus $128.07 per day |
| Multi engine 19000 kg & above | $105.73 | $105.73 per flying hour plus $128.07 per day |
| Dash 8 100 - 15650 kg MTOW | $100.34 | $100.34 per flying hour plus $128.07 per day |
| Dash 8 200 - 16466 kg MTOW | $100.34 | $100.34 per flying hour plus $128.07 per day |
| Dash 8 300 - 19505 kg MTOW | $100.34 | $100.34 per flying hour plus $128.07 per day |
| Dash 8 400 - 28998 kg MTOW | $105.73 | $105.73 per flying hour plus $128.07 per day |

### Airlines/general aviation - First officer (larger aircraft) - Casual

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Fokker 28 | $153.89 | $153.89 per flying hour plus $128.07 per day |
| CRJ-50 | $153.89 | $153.89 per flying hour plus $128.07 per day |
| BAe-146 | $165.98 | $165.98 per flying hour plus $128.07 per day |
| Fokker 100 | $165.98 | $165.98 per flying hour plus $128.07 per day |
| Boeing 717 | $165.98 | $165.98 per flying hour plus $128.07 per day |
| Narrow body aircraft | $173.54 | $173.54 per flying hour plus $128.07 per day |
| Wide body aircraft - single deck | $199.08 | $199.08 per flying hour plus $128.07 per day |
| Wide body aircraft - double deck | $224.61 | $224.61 per flying hour plus $128.07 per day |

### Airlines/general aviation - Second officer - Casual

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Wide body aircraft - single deck | $120.76 | $120.76 per flying hour plus $128.07 per day |
| Wide body aircraft - double deck | $136.08 | $136.08 per flying hour plus $128.07 per day |

### Regional airlines - Captain - Casual

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Cessna 206 | $95.58 | $95.58 per flying hour plus $128.07 per day |
| Cessna 207 | $95.58 | $95.58 per flying hour plus $128.07 per day |
| Cessna 210 | $95.58 | $95.58 per flying hour plus $128.07 per day |
| Aero Commander 500 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Beechcraft 55 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Beechcraft 58 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Britten Norman BN2 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Cessna 310 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Cessna 337 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Cessna 402 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Cessna 414 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Partenavia P68 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Piper PA23 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Piper PA30 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Piper PA31 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Piper PA34 | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Piper PA60 Aerostar | $105.90 | $105.90 per flying hour plus $128.07 per day |
| Beechcraft 65 | $109.50 | $109.50 per flying hour plus $128.07 per day |
| Cessna 404 | $109.50 | $109.50 per flying hour plus $128.07 per day |
| Cessna 421 | $109.50 | $109.50 per flying hour plus $128.07 per day |
| Aero Commander 680 | $109.50 | $109.50 per flying hour plus $128.07 per day |
| Cessna 441 | $117.26 | $117.26 per flying hour plus $128.07 per day |
| Nomad N22 | $117.26 | $117.26 per flying hour plus $128.07 per day |
| Nomad N24 | $117.26 | $117.26 per flying hour plus $128.07 per day |
| Aero Commander 690 | $117.26 | $117.26 per flying hour plus $128.07 per day |
| Beechcraft 200 | $133.01 | $133.01 per flying hour plus $128.07 per day |
| Swearingen 226 | $133.01 | $133.01 per flying hour plus $128.07 per day |
| Swearingen 227 | $133.01 | $133.01 per flying hour plus $128.07 per day |
| De Havilland 6-100 | $133.01 | $133.01 per flying hour plus $128.07 per day |
| De Havilland 6-200 | $133.01 | $133.01 per flying hour plus $128.07 per day |
| De Havilland 6-300 | $133.01 | $133.01 per flying hour plus $128.07 per day |
| Casa 212 | $133.01 | $133.01 per flying hour plus $128.07 per day |
| Embraer 110 | $133.01 | $133.01 per flying hour plus $128.07 per day |
| Jetstream 31 | $136.61 | $136.61 per flying hour plus $128.07 per day |
| Beech 1900 | $136.61 | $136.61 per flying hour plus $128.07 per day |
| Metro 23 | $136.61 | $136.61 per flying hour plus $128.07 per day |
| Cessna 550 | $142.05 | $142.05 per flying hour plus $128.07 per day |
| McDonnell Douglas | $142.05 | $142.05 per flying hour plus $128.07 per day |
| DC3 | $142.05 | $142.05 per flying hour plus $128.07 per day |
| Shorts SD-330 | $142.05 | $142.05 per flying hour plus $128.07 per day |
| Shorts SD-360 | $142.05 | $142.05 per flying hour plus $128.07 per day |
| Mohawk | $142.05 | $142.05 per flying hour plus $128.07 per day |
| Saab-Fairchild | $151.64 | $151.64 per flying hour plus $128.07 per day |
| 340 A | $151.64 | $151.64 per flying hour plus $128.07 per day |
| De Havilland | $163.70 | $163.70 per flying hour plus $128.07 per day |
| Dash 8-100, 102, 200 and 300 | $163.70 | $163.70 per flying hour plus $128.07 per day |
| ATR 42-300 | $163.70 | $163.70 per flying hour plus $128.07 per day |
| Fokker 50 | $163.70 | $163.70 per flying hour plus $128.07 per day |
| Dash 8-400 | $174.93 | $174.93 per flying hour plus $128.07 per day |
| **Group 10 (turbo jet aircraft) - these rates include the Turbo jet aircraft allowance** |  |  |
| Fokker 70 and Fokker 100 | $271.99 | $271.99 per flying hour plus $128.07 per day |
| Bae-146 | $271.99 | $271.99 per flying hour plus $128.07 per day |
| Embraer 190/195 | $271.99 | $271.99 per flying hour plus $128.07 per day |
| Airbus A319 | $284.15 | $284.15 per flying hour plus $128.07 per day |
| Airbus A320 | $284.15 | $284.15 per flying hour plus $128.07 per day |
| Boeing 737-300 | $284.15 | $284.15 per flying hour plus $128.07 per day |
| Boeing 737-400 | $284.15 | $284.15 per flying hour plus $128.07 per day |

### Regional airlines - Co-pilot - Casual

| **Aircraft** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| Beechcraft 200 | $96.33 | $96.33 per flying hour plus $128.07 per day |
| Swearingen 226 | $96.33 | $96.33 per flying hour plus $128.07 per day |
| Swearingen 227 | $96.33 | $96.33 per flying hour plus $128.07 per day |
| De Havilland 6-100 | $96.33 | $96.33 per flying hour plus $128.07 per day |
| De Havilland 6-200 | $96.33 | $96.33 per flying hour plus $128.07 per day |
| De Havilland 6-300 | $96.33 | $96.33 per flying hour plus $128.07 per day |
| Casa 212 | $96.33 | $96.33 per flying hour plus $128.07 per day |
| Embraer 110 | $96.33 | $96.33 per flying hour plus $128.07 per day |
| Jetstream 31 | $97.51 | $97.51 per flying hour plus $128.07 per day |
| Beech 1900 | $97.51 | $97.51 per flying hour plus $128.07 per day |
| Metro 23 | $97.51 | $97.51 per flying hour plus $128.07 per day |
| Cessna 550 | $99.09 | $99.09 per flying hour plus $128.07 per day |
| McDonnell Douglas | $99.09 | $99.09 per flying hour plus $128.07 per day |
| DC3 | $99.09 | $99.09 per flying hour plus $128.07 per day |
| Shorts SD-330 | $99.09 | $99.09 per flying hour plus $128.07 per day |
| Shorts SD-360 | $99.09 | $99.09 per flying hour plus $128.07 per day |
| Mohawk | $99.09 | $99.09 per flying hour plus $128.07 per day |
| Saab-Fairchild | $103.93 | $103.93 per flying hour plus $128.07 per day |
| 340 A | $103.93 | $103.93 per flying hour plus $128.07 per day |
| De Havilland | $110.10 | $110.10 per flying hour plus $128.07 per day |
| Dash 8-100, 102, 200 and 300 | $110.10 | $110.10 per flying hour plus $128.07 per day |
| ATR 42-300 | $110.10 | $110.10 per flying hour plus $128.07 per day |
| Fokker 50 | $110.10 | $110.10 per flying hour plus $128.07 per day |
| Dash 8-400 | $117.58 | $117.58 per flying hour plus $128.07 per day |
| **Group 10 (turbo jet aircraft) - these rates include the Turbo jet aircraft allowance** |  |  |
| Fokker 70 and Fokker 100 | $179.40 | $179.40 per flying hour plus $128.07 per day |
| Bae-146 | $179.40 | $179.40 per flying hour plus $128.07 per day |
| Embraer 190/195 | $179.40 | $179.40 per flying hour plus $128.07 per day |
| Airbus A319 | $186.96 | $186.96 per flying hour plus $128.07 per day |
| Airbus A320 | $186.96 | $186.96 per flying hour plus $128.07 per day |
| Boeing 737-300 | $186.96 | $186.96 per flying hour plus $128.07 per day |
| Boeing 737-400 | $186.96 | $186.96 per flying hour plus $128.07 per day |

### Aerial application operations - Casual

| **Classification** | **Daily pay rate** |
| --- | --- |
| 0 to 1000 flying hours experience in the industry | $277.68 |
| 1001 to 2000 flying hours experience in the industry | $277.68 |
| 2001 to 3000 flying hours experience in the industry | $277.68 |
| over 3000 flying hours experience in the industry | $277.68 |

### On-shore helicopter operations - pilot - single engine - Casual

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $103.75 | $103.75 per flying hour plus $128.07 per day |
| 2nd year of service | $106.18 | $106.18 per flying hour plus $128.07 per day |
| 3rd year of service | $108.50 | $108.50 per flying hour plus $128.07 per day |
| 4th year of service | $110.79 | $110.79 per flying hour plus $128.07 per day |
| 5th year of service | $113.21 | $113.21 per flying hour plus $128.07 per day |
| 6th year of service | $115.65 | $115.65 per flying hour plus $128.07 per day |
| 7th year of service | $118.08 | $118.08 per flying hour plus $128.07 per day |
| 8th year of service | $120.51 | $120.51 per flying hour plus $128.07 per day |
| 9th year of service | $122.94 | $122.94 per flying hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $72.63 | $72.63 per flying hour plus $128.07 per day |
| 2nd year of service | $74.33 | $74.33 per flying hour plus $128.07 per day |
| 3rd year of service | $75.95 | $75.95 per flying hour plus $128.07 per day |
| 4th year of service | $77.55 | $77.55 per flying hour plus $128.07 per day |
| 5th year of service | $79.25 | $79.25 per flying hour plus $128.07 per day |
| 6th year of service | $80.95 | $80.95 per flying hour plus $128.07 per day |
| 7th year of service | $82.65 | $82.65 per flying hour plus $128.07 per day |
| 8th year of service | $84.36 | $84.36 per flying hour plus $128.07 per day |
| 9th year of service | $86.05 | $86.05 per flying hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $103.75 | $103.75 per flying hour plus $128.07 per day |
| 2nd year of service | $106.18 | $106.18 per flying hour plus $128.07 per day |
| 3rd year of service | $108.50 | $108.50 per flying hour plus $128.07 per day |
| 4th year of service | $110.79 | $110.79 per flying hour plus $128.07 per day |
| 5th year of service | $113.21 | $113.21 per flying hour plus $128.07 per day |
| 6th year of service | $115.65 | $115.65 per flying hour plus $128.07 per day |
| 7th year of service | $118.08 | $118.08 per flying hour plus $128.07 per day |
| 8th year of service | $120.51 | $120.51 per flying hour plus $128.07 per day |
| 9th year of service | $122.94 | $122.94 per flying hour plus $128.07 per day |

### On-shore helicopter operations - pilot - twin 0-9000 lbs - Casual

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $110.79 | $110.79 per flying hour plus $128.07 per day |
| 2nd year of service | $113.21 | $113.21 per flying hour plus $128.07 per day |
| 3rd year of service | $115.65 | $115.65 per flying hour plus $128.07 per day |
| 4th year of service | $118.08 | $118.08 per flying hour plus $128.07 per day |
| 5th year of service | $120.51 | $120.51 per flying hour plus $128.07 per day |
| 6th year of service | $122.94 | $122.94 per flying hour plus $128.07 per day |
| 7th year of service | $125.38 | $125.38 per flying hour plus $128.07 per day |
| 8th year of service | $127.80 | $127.80 per flying hour plus $128.07 per day |
| 9th year of service | $130.23 | $130.23 per flying hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $77.55 | $77.55 per flying hour plus $128.07 per day |
| 2nd year of service | $79.25 | $79.25 per flying hour plus $128.07 per day |
| 3rd year of service | $80.95 | $80.95 per flying hour plus $128.07 per day |
| 4th year of service | $82.65 | $82.65 per flying hour plus $128.07 per day |
| 5th year of service | $84.36 | $84.36 per flying hour plus $128.07 per day |
| 6th year of service | $86.05 | $86.05 per flying hour plus $128.07 per day |
| 7th year of service | $87.76 | $87.76 per flying hour plus $128.07 per day |
| 8th year of service | $89.46 | $89.46 per flying hour plus $128.07 per day |
| 9th year of service | $91.16 | $91.16 per flying hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $110.79 | $110.79 per flying hour plus $128.07 per day |
| 2nd year of service | $113.21 | $113.21 per flying hour plus $128.07 per day |
| 3rd year of service | $115.65 | $115.65 per flying hour plus $128.07 per day |
| 4th year of service | $118.08 | $118.08 per flying hour plus $128.07 per day |
| 5th year of service | $120.51 | $120.51 per flying hour plus $128.07 per day |
| 6th year of service | $122.94 | $122.94 per flying hour plus $128.07 per day |
| 7th year of service | $125.38 | $125.38 per flying hour plus $128.07 per day |
| 8th year of service | $127.80 | $127.80 per flying hour plus $128.07 per day |
| 9th year of service | $130.23 | $130.23 per flying hour plus $128.07 per day |

### On-shore helicopter operations - pilot - over 9000 lbs - Casual

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $115.65 | $115.65 per flying hour plus $128.07 per day |
| 2nd year of service | $118.08 | $118.08 per flying hour plus $128.07 per day |
| 3rd year of service | $120.51 | $120.51 per flying hour plus $128.07 per day |
| 4th year of service | $122.94 | $122.94 per flying hour plus $128.07 per day |
| 5th year of service | $125.38 | $125.38 per flying hour plus $128.07 per day |
| 6th year of service | $127.80 | $127.80 per flying hour plus $128.07 per day |
| 7th year of service | $130.23 | $130.23 per flying hour plus $128.07 per day |
| 8th year of service | $132.39 | $132.39 per flying hour plus $128.07 per day |
| 9th year of service | $135.09 | $135.09 per flying hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $80.95 | $80.95 per flying hour plus $128.07 per day |
| 2nd year of service | $82.65 | $82.65 per flying hour plus $128.07 per day |
| 3rd year of service | $84.36 | $84.36 per flying hour plus $128.07 per day |
| 4th year of service | $86.05 | $86.05 per flying hour plus $128.07 per day |
| 5th year of service | $87.76 | $87.76 per flying hour plus $128.07 per day |
| 6th year of service | $89.46 | $89.46 per flying hour plus $128.07 per day |
| 7th year of service | $91.16 | $91.16 per flying hour plus $128.07 per day |
| 8th year of service | $92.68 | $92.68 per flying hour plus $128.07 per day |
| 9th year of service | $94.56 | $94.56 per flying hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $115.65 | $115.65 per flying hour plus $128.07 per day |
| 2nd year of service | $118.08 | $118.08 per flying hour plus $128.07 per day |
| 3rd year of service | $120.51 | $120.51 per flying hour plus $128.07 per day |
| 4th year of service | $122.94 | $122.94 per flying hour plus $128.07 per day |
| 5th year of service | $125.38 | $125.38 per flying hour plus $128.07 per day |
| 6th year of service | $127.80 | $127.80 per flying hour plus $128.07 per day |
| 7th year of service | $130.23 | $130.23 per flying hour plus $128.07 per day |
| 8th year of service | $132.39 | $132.39 per flying hour plus $128.07 per day |
| 9th year of service | $135.09 | $135.09 per flying hour plus $128.07 per day |

### Off-shore helicopter operations - pilot - single engine command - UTBNI 9000lbs - Casual

The rates of pay below include the Special duties allowance for off-shore helicopter operations, but no other additions to minimum salary. Please see the allowances table for these amounts. Penalty rates can be calculated using the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $120.86 | $120.86 per flying hour plus $128.07 per day |
| 2nd year of service | $123.29 | $123.29 per flying hour plus $128.07 per day |
| 3rd year of service | $125.73 | $125.73 per flying hour plus $128.07 per day |
| 4th year of service | $128.15 | $128.15 per flying hour plus $128.07 per day |
| 5th year of service | $130.59 | $130.59 per flying hour plus $128.07 per day |
| 6th year of service | $133.01 | $133.01 per flying hour plus $128.07 per day |
| 7th year of service | $135.44 | $135.44 per flying hour plus $128.07 per day |
| 8th year of service | $137.88 | $137.88 per flying hour plus $128.07 per day |
| 9th year of service | $140.30 | $140.30 per flying hour plus $128.07 per day |
| 10th year of service | $142.74 | $142.74 per flying hour plus $128.07 per day |
| 11th year of service | $145.16 | $145.16 per flying hour plus $128.07 per day |
| 12th year of service | $147.60 | $147.60 per flying hour plus $128.07 per day |
| 13th year of service | $150.03 | $150.03 per flying hour plus $128.07 per day |
| 14th year of service | $152.46 | $152.46 per flying hour plus $128.07 per day |
| 15th year of service | $154.90 | $154.90 per flying hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $88.35 | $88.35 per flying hour plus $128.07 per day |
| 2nd year of service | $90.06 | $90.06 per flying hour plus $128.07 per day |
| 3rd year of service | $91.76 | $91.76 per flying hour plus $128.07 per day |
| 4th year of service | $93.46 | $93.46 per flying hour plus $128.07 per day |
| 5th year of service | $95.16 | $95.16 per flying hour plus $128.07 per day |
| 6th year of service | $96.86 | $96.86 per flying hour plus $128.07 per day |
| 7th year of service | $98.56 | $98.56 per flying hour plus $128.07 per day |
| 8th year of service | $100.26 | $100.26 per flying hour plus $128.07 per day |
| 9th year of service | $101.96 | $101.96 per flying hour plus $128.07 per day |
| 10th year of service | $103.66 | $103.66 per flying hour plus $128.07 per day |
| 11th year of service | $105.36 | $105.36 per flying hour plus $128.07 per day |
| 12th year of service | $107.08 | $107.08 per flying hour plus $128.07 per day |
| 13th year of service | $108.78 | $108.78 per flying hour plus $128.07 per day |
| 14th year of service | $110.48 | $110.48 per flying hour plus $128.07 per day |
| 15th year of service | $112.18 | $112.18 per flying hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $120.86 | $120.86 per flying hour plus $128.07 per day |
| 2nd year of service | $123.29 | $123.29 per flying hour plus $128.07 per day |
| 3rd year of service | $125.73 | $125.73 per flying hour plus $128.07 per day |
| 4th year of service | $128.15 | $128.15 per flying hour plus $128.07 per day |
| 5th year of service | $130.59 | $130.59 per flying hour plus $128.07 per day |
| 6th year of service | $133.01 | $133.01 per flying hour plus $128.07 per day |
| 7th year of service | $135.44 | $135.44 per flying hour plus $128.07 per day |
| 8th year of service | $137.88 | $137.88 per flying hour plus $128.07 per day |
| 9th year of service | $140.30 | $140.30 per flying hour plus $128.07 per day |
| 10th year of service | $142.74 | $142.74 per flying hour plus $128.07 per day |
| 11th year of service | $145.16 | $145.16 per flying hour plus $128.07 per day |
| 12th year of service | $147.60 | $147.60 per flying hour plus $128.07 per day |
| 13th year of service | $150.03 | $150.03 per flying hour plus $128.07 per day |
| 14th year of service | $152.46 | $152.46 per flying hour plus $128.07 per day |
| 15th year of service | $154.90 | $154.90 per flying hour plus $128.07 per day |

### Off-shore helicopter operations - pilot - single engine command - all other operations command - Casual

The rates of pay below include the Special duties allowance for off-shore helicopter operations, but no other additions to minimum salary. Please see the allowances table for these amounts. Penalty rates can be calculated using the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

| **Classification** | **Hourly pay rate** | **Working on a rostered duty-free day** |
| --- | --- | --- |
| **Pilot** |  |  |
| 1st year of service | $133.01 | $133.01 per flying hour plus $128.07 per day |
| 2nd year of service | $135.44 | $135.44 per flying hour plus $128.07 per day |
| 3rd year of service | $137.88 | $137.88 per flying hour plus $128.07 per day |
| 4th year of service | $140.30 | $140.30 per flying hour plus $128.07 per day |
| 5th year of service | $142.74 | $142.74 per flying hour plus $128.07 per day |
| 6th year of service | $145.16 | $145.16 per flying hour plus $128.07 per day |
| 7th year of service | $147.60 | $147.60 per flying hour plus $128.07 per day |
| 8th year of service | $150.03 | $150.03 per flying hour plus $128.07 per day |
| 9th year of service | $152.46 | $152.46 per flying hour plus $128.07 per day |
| 10th year of service | $154.90 | $154.90 per flying hour plus $128.07 per day |
| 11th year of service | $157.33 | $157.33 per flying hour plus $128.07 per day |
| 12th year of service | $159.75 | $159.75 per flying hour plus $128.07 per day |
| 13th year of service | $162.19 | $162.19 per flying hour plus $128.07 per day |
| 14th year of service | $164.61 | $164.61 per flying hour plus $128.07 per day |
| 15th year of service | $167.04 | $167.04 per flying hour plus $128.07 per day |
| **Co-Pilot** |  |  |
| 1st year of service | $96.86 | $96.86 per flying hour plus $128.07 per day |
| 2nd year of service | $98.56 | $98.56 per flying hour plus $128.07 per day |
| 3rd year of service | $100.26 | $100.26 per flying hour plus $128.07 per day |
| 4th year of service | $101.96 | $101.96 per flying hour plus $128.07 per day |
| 5th year of service | $103.66 | $103.66 per flying hour plus $128.07 per day |
| 6th year of service | $105.36 | $105.36 per flying hour plus $128.07 per day |
| 7th year of service | $107.08 | $107.08 per flying hour plus $128.07 per day |
| 8th year of service | $108.78 | $108.78 per flying hour plus $128.07 per day |
| 9th year of service | $110.48 | $110.48 per flying hour plus $128.07 per day |
| 10th year of service | $112.18 | $112.18 per flying hour plus $128.07 per day |
| 11th year of service | $113.88 | $113.88 per flying hour plus $128.07 per day |
| 12th year of service | $115.58 | $115.58 per flying hour plus $128.07 per day |
| 13th year of service | $117.28 | $117.28 per flying hour plus $128.07 per day |
| 14th year of service | $118.98 | $118.98 per flying hour plus $128.07 per day |
| 15th year of service | $120.68 | $120.68 per flying hour plus $128.07 per day |
| **Senior Co-Pilot** |  |  |
| 1st year of service | $133.01 | $133.01 per flying hour plus $128.07 per day |
| 2nd year of service | $135.44 | $135.44 per flying hour plus $128.07 per day |
| 3rd year of service | $137.88 | $137.88 per flying hour plus $128.07 per day |
| 4th year of service | $140.30 | $140.30 per flying hour plus $128.07 per day |
| 5th year of service | $142.74 | $142.74 per flying hour plus $128.07 per day |
| 6th year of service | $145.16 | $145.16 per flying hour plus $128.07 per day |
| 7th year of service | $147.60 | $147.60 per flying hour plus $128.07 per day |
| 8th year of service | $150.03 | $150.03 per flying hour plus $128.07 per day |
| 9th year of service | $152.46 | $152.46 per flying hour plus $128.07 per day |
| 10th year of service | $154.90 | $154.90 per flying hour plus $128.07 per day |
| 11th year of service | $157.33 | $157.33 per flying hour plus $128.07 per day |
| 12th year of service | $159.75 | $159.75 per flying hour plus $128.07 per day |
| 13th year of service | $162.19 | $162.19 per flying hour plus $128.07 per day |
| 14th year of service | $164.61 | $164.61 per flying hour plus $128.07 per day |
| 15th year of service | $167.04 | $167.04 per flying hour plus $128.07 per day |

### Helicopter operations - aircrew - Casual

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** |
| --- | --- | --- | --- |
| surveillance aircrewperson | $35.90 | $50.26 | $64.62 |
| rescue aircrewperson | $35.90 | $50.26 | $64.62 |
| surveillance mission coordinator | $37.98 | $53.17 | $68.36 |
| aircrewperson | $37.98 | $53.17 | $68.36 |

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before casual loading, penalties and overtime are calculated. Some all purpose allowances have already been included in the rate tables above.

### General allowances

| **Allowances** | **Rate** |
| --- | --- |
| 50 hourly inspections allowance - other than aerial application operations and helicopter aircrew | $102.25 per inspection |
| Accident insurance reimbursement - other than aerial application operations | reimbursement for the cost of insurance up to $680.46 per year |
| Accommodation and meals allowance - temporary transfer - appropriate accommodation is available - other than regional airlines and helicopter aircrew | reimbursement for the cost of accommodation and meals |
| Accommodation and meals allowance - temporary transfer - appropriate accommodation is not available - other than regional airlines and helicopter aircrew | reimbursement for the cost of meals plus $124.03 per night |
| Accommodation and meals allowance - temporary transfer - allowance instead of reimbursement - not required to camp out - other than regional airlines and helicopter aircrew | $178.09 per night |
| Accommodation and meals allowance - temporary transfer - allowance instead of reimbursement - required to camp out - other than regional airlines and helicopter aircrew | $136.35 per night |
| Accommodation reimbursement - permanent transfer | reimbursement for the cost of appropriate accommodation until suitable permanent accommodation is found, up to a maximum of 2 weeks |
| Accommodation reimbursement - temporary transfer - alternate accommodation arrangement | reimbursement for the cost of agreed accommodation |
| Family travel reimbursement - temporary transfer - occupying agreed alternative accommodation within 28 days - other than aerial application operations | reimbursement for the cost of travel for the employee's spouse (or de facto partner) and dependent children under 21 years |
| Family travel reimbursement - temporary transfer - is not occupying agreed alternative accommodation within 28 days - other than aerial application operations | reimbursement for the cost of travel and accommodation for the employee's spouse (or de facto partner) and dependent children under 21 years |
| \* Flight instructor - conducting flight tests for the issue of CASA licences or ratings allowance | 5% of the employee's salary |
| \* Flight instructor - senior instructor allowance | 5% of the employee's salary (including flight instructor allowance and flight instructor - use of the instrument rating allowance) |
| \* Flight instructor - senior instructor who conducts flight tests for the issue of CASA licences or ratings allowance | 7% of the employee's salary |
| Illness while on duty - expenses reimbursement - other than aerial application operations | reimbursement for the cost of reasonable expenses including accommodation and travel, but excluding meals and laundry |
| Layover accommodation and meals allowance - appropriate accommodation is available - other than regional airlines | reimbursement for the cost of accommodation and meals plus $27.97 per night |
| Layover accommodation and meals allowance - appropriate accommodation is not available - other than regional airlines | reimbursement for the cost of meals plus $124.03 per night |
| Layover accommodation and meals allowance - allowance instead of reimbursement - not required to camp out - other than regional airlines | $178.09 per night |
| Layover accommodation and meals allowance - allowance instead of reimbursement - required to camp out - other than regional airlines | $136.35 per night |
| Layover meal allowance - duty during a meal period - 0630–0800 hours - other than regional airlines | $34.19 for a meal and $27.97 for incidentals |
| Layover meal allowance - duty during a meal period - 1200–1330 hours - other than regional airlines | $38.31 for a meal and $27.97 for incidentals |
| Layover meal allowance - duty during a meal period - 1800–2000 hours - other than regional airlines | $65.85 for a meal and $27.97 for incidentals |
| Licensed Aircraft Maintenance Engineer qualifications allowance - other than aerial application operations and helicopter aircrew | $51.64 per hour or part thereof |
| Loading or unloading freight allowance - aircraft carrying freight only - weight of freight exceeds 500 kg or certified maximum take-off weight of aircraft exceeds 3400 kg - other than aerial application operations | $123.94 per tour of duty |
| Loss of pilot's licence insurance reimbursement | reimbursement for the cost of adequate insurance against loss of licence up to an amount of $2,753.00 per year |
| Night operations allowance | $18.59 per night operation flown |
| Night vision goggles allowance - Single pilot command - other than aerial application operations and helicopter aircrew | $10,282.24 per year |
| Night vision goggles allowance - Multi pilot command - other than aerial application operations and helicopter aircrew | $6,852.28 per year |
| Night vision goggles allowance - Co-Pilot - other than aerial application operations and helicopter aircrew | $5,136.47 per year |
| Operational expenses reimbursement | reimbursement for the cost of necessary expenses associated with the operation of the aircraft, including expenses relating to the entertainment of or assistance rendered to passengers or clients |
| Overseas operation allowance | $40.28 per occasion |
| Passport & vaccination expenses reimbursement | reimbursement for the cost of passport and vaccination expenses |
| Personal expenses reimbursement - temporary transfer | reimbursement for the cost of any reasonable personal expenses that are due to the transfer |
| Pre-employment training reimbursement | reimbursement for any required training |
| Protective clothing and equipment - reimbursement other than aerial application operations | reimbursement for the reasonable cost of purchasing and maintaining the required protective clothing and equipment |
| Removal expenses reimbursement - permanent transfer - other than helicopter operations | reimbursement for the cost of reasonable expenses for moving the employee, immediate family (including dependent children under 21 years), and their furniture, possessions and personal effects |
| Telephone reimbursement - required to have a telephone at residence - other than aerial application and helicopter operations | reimbursement for the cost of installation or transfer, plus rental and all work related calls |
| Telephone reimbursement - personal telephone - full-time and part-time employees - other than helicopter operations | reimbursement for the cost of all business calls made on a personal telephone and 50% of rental costs |
| Telephone reimbursement - personal telephone - casual employees - other than helicopter operations | reimbursement for the cost of all business calls made on a personal telephone |
| Transport allowance - other than aerial application operations | $9.31 for the journey from home to the base airport and return |
| Uniform and clothing allowance - uniform required but not provided by employer - other than aerial application operations | $277.55 per year |
| Excessive wear and tear to pilot’s own clothing allowance - uniform not required | $5.20 per week to cover excessive wear and tear to personal clothing |
| Vehicle allowance - other than regional airlines | $0.98 per km |
| Working through a break - meal reimbursement | reimbursement for the cost of a meal |

### Aerial application operation allowances

|  |  |
| --- | --- |
| **Allowances** | **Rate** |
| Accident insurance reimbursement | reimbursement for the cost of insurance up to $1,134.00 per year |
| \* Chief pilot allowance - full-time and part-time employees | 5% of the employee's salary |
| \* Chief pilot allowance - casual employees | $13.88 per day |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchasing and maintaining protective clothing and equipment (excluding crash helmet) |
| Telephone reimbursement - required to have a telephone at residence | reimbursement for the cost of installation or transfer, plus 50% of the rental costs and all business calls |
| Training and/or checking duties allowance | $30.98 per hour extra or the appropriate commission payable for the flight, whichever is greater |

### Airlines/general aviation allowance

| **Allowances** | **Rate** |
| --- | --- |
| \* Additional responsibilities allowance - training pilot - 10 pilots or less | 5% of the employee's salary |
| \* Additional responsibilities allowance - designated as Senior Pilot - 10 pilots or less | 5% of the employee's salary |
| \* Additional responsibilities allowance - check pilot - 10 pilots or less | 7% of the employee's salary |
| \* Additional responsibilities allowance - check and training pilot - 10 pilots or less | 8% of the employee's salary |
| \* Additional responsibilities allowance - designated as Chief - 10 pilots or less | 8% of the employee's salary |
| \* Additional responsibilities allowance - check and training pilot and is designated as Chief Pilot - 10 pilots or less | 10% of the employee's salary |
| \* Additional responsibilities allowance - check and training pilot and is designated as Senior Pilot - 10 pilots or less | 10% of the employee's salary |
| \* Additional responsibilities allowance - training pilot - 11 pilots or more | 6% of the employee's salary |
| \* Additional responsibilities allowance - designated as Senior Pilot - 11 pilots or more | 6% of the employee's salary |
| \* Additional responsibilities allowance - check pilot - 11 pilots or more | 8% of the employee's salary |
| \* Additional responsibilities allowance - check and training pilot - 11 pilots or more | 10% of the employee's salary |
| \* Additional responsibilities allowance - designated as Chief - 11 pilots or more | 10% of the employee's salary |
| \* Additional responsibilities allowance - check and training pilot and is designated as Chief Pilot - 11 pilots or more | 12% of the employee's salary |
| \* Additional responsibilities allowance - check and training pilot and is designated as Senior Pilot - 11 pilots or more | 11% of the employee's salary |
| \* Chief flying instructor allowance - school rating Private | 6% of the employee's salary |
| \* Chief flying instructor allowance - school rating Commercial | 8% of the employee's salary |
| \* Chief flying instructor allowance - school rating Instrument | 10% of the employee's salary |
| \* Chief flying instructor allowance - school rating Instructor | 15% of the employee's salary |
| \* Flight instructor allowance - Grade I single engine charter (up to 5 years with same employer)/Grade I multi engine charter - full-time and part-time employees | $4.36 per hour |
| \* Flight instructor allowance - Grade I single engine charter - full-time and part-time employees - 6th year of service with the same employer | $4.91 per hour |
| \* Flight instructor allowance - Grade I single engine charter - full-time and part-time employees - 7th year of service with the same employer | $5.47 per hour |
| \* Flight instructor allowance - Grade I single engine charter - full-time and part-time employees - 8th year of service with the same employer (and thereafter) | $6.02 per hour |
| \* Flight instructor allowance - Grade I single engine charter (up to 5 years with same employer)/Grade I multi engine charter - casual employees | $10.77 per hour |
| \* Flight instructor allowance - Grade I single engine charter - casual employees - 6th year of service with the same employer | $12.14 per hour |
| \* Flight instructor allowance - Grade I single engine charter - casual employees - 7th year of service with the same employer | $13.50 per hour |
| \* Flight instructor allowance - Grade I single engine charter - casual employees - 8th year of service with the same employer (and thereafter) | $14.87 per hour |
| \* Flight instructor allowance - Grade II single engine charter/Grade II multi engine charter - full-time and part-time employees | $2.18 per hour |
| \* Flight instructor allowance - Grade II single engine charter/Grade II multi engine charter - casual employees | $5.38 per hour |
| \* Flight instructor - use of instrument rating allowance - Command or Class 1 - full-time and part-time employees | $3.83 per hour |
| \* Flight instructor - use of instrument rating allowance - Co-Pilot or Class 2 - full-time and part-time employees | $2.49 per hour |
| \* Flight instructor - use of instrument rating allowance - Night VFR or Class 4 - full-time and part-time employees | $0.96 per hour |
| \* Flight instructor - use of instrument rating allowance - Command or Class 1 - casual employees | $9.45 per hour |
| \* Flight instructor - use of instrument rating allowance - Co-Pilot or Class 2 - casual employees | $6.15 per hour |
| \* Flight instructor - use of instrument rating allowance - Night VFR or Class 4 - casual employees | $2.36 per hour |
| Flying using an instrument rating allowance - Command or Class 1 - full-time and part-time employees | $3.83 per hour |
| Flying using an instrument rating allowance - Co-Pilot or Class 2 - full-time and part-time employees | $2.49 per hour |
| Flying using an instrument rating allowance - Night VFR or Class 4 - full-time and part-time employees | $0.96 per hour |
| Flying using an instrument rating allowance - Command or Class 1 - casual employees | $9.45 per hour |
| Flying using an instrument rating allowance - Co-Pilot or Class 2 - casual employees | $6.15 per hour |
| Flying using an instrument rating allowance - Night VFR or Class 4 - casual employees | $2.36 per hour |
| \* Piston engine aircraft - commuter operations allowance - Captains - full-time and part-time employees | $0.96 per hour |
| \* Piston engine aircraft - commuter operations allowance - First Officer/Second Pilot - full-time and part-time employees | $0.62 per hour |
| \* Piston engine aircraft - commuter operations allowance - Captains - casual employees | $2.36 per hour |
| \* Piston engine aircraft - commuter operations allowance - First Officer/Second Pilot - casual employees | $1.54 per hour |
| \* Senior Commercial Pilots Licence or Airline Transport Pilots Licence allowance - full-time and part-time employees | $3.16 per hour |
| \* Senior Commercial Pilots Licence or Airline Transport Pilots Licence allowance - casual employees | $7.80 per hour |
| \* Turbo jet aircraft allowance - Captains - full-time and part-time employees | $6.69 per hour |
| \* Turbo jet aircraft allowance - First Officer/Second Pilot - full-time and part-time employees | $4.35 per hour |
| \* Turbo jet aircraft allowance - Captains - casual employees | $16.52 per hour |
| \* Turbo jet aircraft allowance - First Officer/Senior Pilot - casual employees | $10.74 per hour |
| \* Turbo-prop aircraft allowance - Captains - full-time and part-time employees | $4.17 per hour |
| \* Turbo-prop aircraft allowance - First Officer/Second Pilot - full-time and part-time employees | $2.71 per hour |
| \* Turbo-prop aircraft allowance - Captains - casual employees | $10.29 per hour |
| \* Turbo-prop aircraft allowance - First Officer/Senior Pilot - casual employees | $6.69 per hour |

### Helicopter operations allowances

| **Allowances** | **Rate** |
| --- | --- |
| \* Additional qualifications - supervisory aircrew - line training aircrewperson | 5% of the minimum weekly rate for the employee’s classification |
| \* Additional qualifications - supervisory aircrew - check and training aircrewperson | 8% of the minimum weekly rate for the employee’s classification |
| \* Additional qualifications - supervisory aircrew - chief aircrewperson | 10% of the minimum weekly rate for the employee’s classification |
| \* Additional qualifications - supervisory aircrew - check and training aircrewperson who is also chief aircrewperson | 12% of the minimum weekly rate for the employee’s classification |
| Associated duty expenses reimbursement - helicopter aircrew | reimbursement for all authorised out of pocket expenses incurred by the employee in the course of their employment |
| Away from home base - daily travel allowance - meals provided | $2.63 per hour or part thereof from arrival at until departure from the operational base |
| Away from home base - daily travel allowance - meals not provided | $7.36 per hour or part thereof from arrival at until departure from the operational base |
| Away from home base - first class accommodation not provided allowance | $31.99 per night |
| Away from home base - transport between home and base airport allowance - employer has not elected to pay a per km | reimbursement for the cost of transport between home and the base airport |
| Away from home base - transport between home and base airport allowance - employer has elected to pay a per km | $0.98 per km up to a maximum of 100km |
| \* Cattle mustering allowance - other than helicopter aircrew | $3.40 per hour |
| Camping out allowance - on-shore helicopter operations | $42.96 per night |
| Camping out allowance - off-shore helicopter operations | $44.73 per night |
| Duty travel - local transport reimbursement | reimbursement for the cost of public transport or taxi fares |
| \* Instrument flying rating allowance - other than helicopter aircrew - Command - full-time and part-time employees | $3.27 per hour |
| \* Instrument flying rating allowance - other than helicopter aircrew - Co-Pilot - full-time and part-time employees | $2.12 per hour |
| \* Instrument flying rating allowance - other than helicopter aircrew - Night LVMC - full-time and part-time employees | $0.82 per hour |
| \* Instrument flying rating allowance - other than helicopter aircrew - Command - casual employees | $8.07 per hour |
| \* Instrument flying rating allowance - other than helicopter aircrew - Co-Pilot - casual employees | $5.24 per hour |
| \* Instrument flying rating allowance - other than helicopter aircrew - Night LVMC - casual employees | $2.01 per hour |
| Laundry expenses reimbursement | reimbursement for the cost of reasonable laundry expenses |
| Loss of baggage reimbursement - helicopter aircrew | reimbursement for reasonable loss or damage to personal baggage |
| \* Mobile intensive care ambulance allowance - helicopter aircrew - full-time & part-time employees | $2.08 per hour |
| \* Mobile intensive care ambulance allowance - helicopter aircrew - casual employees | $2.08 per flying hour |
| \* Night vision goggle operation allowance - helicopter aircrew - Rescue aircrewperson/Surveillance aircrewperson - full-time & part-time employees | $1.71 per hour |
| \* Night vision goggle operation allowance - helicopter aircrew - Rescue aircrewperson/Surveillance aircrewperson - casual employees | $1.71 per flying hour |
| \* Night vision goggle operation allowance - helicopter aircrew - Aircrewperson/Surveillance mission coordinator - full-time & part-time employees | $2.73 per hour |
| \* Night vision goggle operation allowance - helicopter aircrew- Aircrewperson/Surveillance mission coordinator - casual employees | $2.73 per flying hour |
| Not relieved from duty - break not provided allowance | $26.10 per occasion |
| Overnight allowance - on-shore helicopter operations | $25.82 per night spent away from home base |
| Private vehicle allowance | $0.98 per km |
| \* Police operations allowance - other than helicopter aircrew - single engine - full-time and part-time employees | $3.71 per hour |
| \* Police operations allowance - other than helicopter aircrew - twin engine - full-time and part-time employees | $5.46 per hour |
| \* Police operations allowance - other than helicopter aircrew - single engine - casual employees | $9.17 per hour |
| \* Police operations allowance - other than helicopter aircrew - twin engine - casual employees | $13.49 per hour |
| \* Senior commercial pilot's licence allowance - other than helicopter aircrew - full-time and part-time employees | $2.69 per hour |
| \* Senior commercial pilot's licence allowance - other than helicopter aircrew - casual employees | $6.65 per hour |
| Shutdown away from home base - meal allowance | $26.10 per occasion |
| \* Special duties allowance - off-shore helicopter operations - other than helicopter aircrew - full-time and part-time employees | $4.05 per hour |
| \* Special duties allowance - off-shore helicopter operations - other than helicopter aircrew - casual employees | $10.01 per hour |
| \* Supervising pilot allowance - other than helicopter aircrew - in charge supervising up to three pilots | 5% of the employee's salary |
| \* Supervising pilot allowance - other than helicopter aircrew - in charge supervising more than three pilots | 8% of the employee's salary |
| \* Supervising pilot allowance - other than helicopter aircrew - in charge supervising check and training pilot | 8% of the employee's salary |
| \* Supervising pilot allowance - other than helicopter aircrew - in charge supervising check and training plus IFR | 10% of the employee's salary |
| \* Supervising pilot allowance - other than helicopter aircrew - in charge supervising chief pilot | 10% of the employee's salary |
| \* Supervising pilot allowance - other than helicopter aircrew - in charge supervising check and training who is also chief pilot | 12% of the employee's salary |
| Telephone reimbursement - required to install a phone | reimbursement for the cost of installation, rental and all business calls made |
| Telephone reimbursement - personal telephone | reimbursement for the cost of all business calls made |
| Tools of the trade reimbursement - helicopter aircrew | reimbursement for the reasonable cost of the purchase and maintenance of the tools of trade required in the performance of the employee's duties |
| Tools of the trade reimbursement - lost or damaged tools - helicopter aircrew | reimbursement of a reasonable amount to the cover loss of, or damage to, the employee's tools |
| Transfer of home base - expenses reimbursement | reimbursement for the cost of reasonable expenses for moving the employee, immediate family (including dependent children under 21 years), and their furniture, possessions and personal effects, or for storage of such items |
| Working away from home base - accommodation allowance | an allowance to cover accommodation costs |
| Working away from home base - meal allowance | $34.19 for breakfast, $38.31 for lunch, and $65.85 for dinner |

### Regional airlines allowances

| **Allowances** | **Rate** |
| --- | --- |
| \* Additional responsibilities allowance - Training captain | 6% of the employee's salary |
| \* Additional responsibilities allowance - Pilot designated as a senior base captain | 6% of the employee's salary |
| \* Additional responsibilities allowance - Check captain | 8% of the employee's salary |
| \* Additional responsibilities allowance - Check and training captain | 10% of the employee's salary |
| \* Additional responsibilities allowance - Pilot designated as Chief pilot | 10% of the employee's salary |
| \* Additional responsibilities allowance - Senior base captain and a check and training captain | 11% of the employee's salary |
| \* Additional responsibilities allowance - Pilot designated as Chief pilot and a check and training captain | 12% of the employee's salary |
| Agreement to arrange own accommodation and meals allowance | $178.09 per layover |
| Camping out allowance | $136.35 per night |
| Duty travel allowance | payment of an allowance to cover transport to and from the airport and accommodation and meals on each occasion |
| \* Flying using an instrument rating allowance - Command or Class 1 - full-time and part-time employees | $3.83 per hour |
| \* Flying using an instrument rating allowance - Co-Pilot or Class 2 - full-time and part-time employees | $2.49 per hour |
| \* Flying using an instrument rating allowance - Night VFR or Class 4 - full-time and part-time employees | $0.96 per hour |
| \* Flying using an instrument rating allowance - Command or Class 1 - casual employees | $9.45 per hour |
| \* Flying using an instrument rating allowance - Co-Pilot or Class 2 - casual employees | $6.15 per hour |
| \* Flying using an instrument rating allowance - Night VFR or Class 4 - casual employees | $2.36 per hour |
| Inappropriate accommodation allowance | $159.81 per night |
| Layover allowance - Australia and dependencies | $27.97 per layover |
| Layover allowance - elsewhere | $61.55 per layover |
| Loading & unloading freight allowance - weight of freight exceeds 500 kg | $161.12 per tour of duty |
| Meal allowance | $34.19 for breakfast, $38.31 for lunch, and $65.85 for dinner |
| \* Senior Commercial Pilots Licence or Airline Transport Pilots Licence allowance - full-time and part-time employees | $3.16 per hour |
| \* Senior Commercial Pilots Licence or Airline Transport Pilots Licence allowance - casual employees | $7.80 per hour |
| \* Turbo jet aircraft allowance - Captains - full-time and part-time employees | $6.69 per hour |
| \* Turbo jet aircraft allowance - First Officer/Second Pilot - full-time and part-time employees | $4.35 per hour |
| \* Turbo jet aircraft allowance - Captains - casual employees | $16.52 per hour |
| \* Turbo jet aircraft allowance - First Officer/Senior Pilot - casual employees | $10.74 per hour |