

## Pay Guide - Air Pilots Award 2010

[MA000046]

Published 27 June 2019

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2019.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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## Rates of pay

### Adult

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

Aircraft	Hourly pay rate
Single engine UTBNI 1360 kg	\$22.71
Single engine 1360 kg - 3359 kg	\$23.67
Single engine 3360 kg & above	\$27.49
Multi engine UTBNI 3360 kg	\$26.44
Multi engine 3360 kg UTBNI 5660 kg	\$27.49
Multi engine 5660 kg UTBNI 8500 kg	\$29.00
Multi engine 8500 kg UTBNI 12000 kg	\$31.19
Multi engine 12000 kg UTBNI 15000 kg	\$33.53
Multi engine 15000 kg UTBNI 19000 kg	\$36.54
Multi engine 19000 kg & above	\$39.09
Dash 8 100 - 15650 kg MTOW	\$36.54
Dash 8 200 - 16466 kg MTOW	\$36.54
Dash 8 300 - 19505 kg MTOW	\$36.54
Dash 8 400 - 28998 kg MTOW	\$39.03
Fokker 28	\$62.82
CRJ-50	\$62.82
BAe-146	\$68.01
Fokker 100B	\$68.01
Boeing 717	\$68.01
Narrow body aircraft	\$71.30
Wide body aircraft - single deck	\$81.86
Wide body aircraft - double deck	\$92.42

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

Aircraft	Hourly pay rate
Single engine UTBNI 1360 kg	\$19.49
Single engine 1360 kg - 3359 kg	\$19.49
Single engine 3360 kg & above	\$21.46
Multi engine UTBNI 3360 kg	\$20.63
Multi engine 3360 kg UTBNI 5660 kg	\$21.46
Multi engine 5660 kg UTBNI 8500 kg	\$22.38

<b>Aircraft</b>	<b>Hourly pay rate</b>
Multi engine 8500 kg UTBNI 12000 kg	\$23.77
Multi engine 12000 kg UTBNI 15000 kg	\$25.31
Multi engine 15000 kg UTBNI 19000 kg	\$27.15
Multi engine 19000 kg & above	\$28.61
Dash 8 100 - 15650 kg MTOW	\$27.15
Dash 8 200 - 16466 kg MTOW	\$27.15
Dash 8 300 - 19505 kg MTOW	\$27.15
Dash 8 400 - 28998 kg MTOW	\$28.61

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

<b>Aircraft</b>	<b>Hourly pay rate</b>
Fokker 28	\$41.64
CRJ-50	\$41.64
BAe-146	\$44.91
Fokker 100B	\$44.91
Boeing 717	\$44.91
Narrow body aircraft	\$46.96
Wide body aircraft - single deck	\$53.87
Wide body aircraft - double deck	\$60.78

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

<b>Aircraft</b>	<b>Hourly pay rate</b>
Wide body aircraft - single deck	\$32.68
Wide body aircraft - double deck	\$36.82

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

<b>Aircraft</b>	<b>Hourly pay rate</b>
Cessna 206	\$25.86
Cessna 207	\$25.86
Cessna 210	\$25.86
Aero Commander 500	\$28.66
Beechcraft 55	\$28.66
Beechcraft 58	\$28.66
Britten Norman BN2	\$28.66
Cessna 310	\$28.66
Cessna 337	\$28.66

<b>Aircraft</b>	<b>Hourly pay rate</b>
Cessna 402	\$28.66
Cessna 414	\$28.66
Partenavia P68	\$28.66
Piper PA23	\$28.66
Piper PA30	\$28.66
Piper PA31	\$28.66
Piper PA34	\$28.66
Piper PA60 Aerostar	\$28.66
Beechcraft 65	\$29.63
Cessna 404	\$29.63
Cessna 421	\$29.63
Cessna 441	\$31.73
Nomad N22	\$31.73
Nomad N24	\$31.73
Beechcraft 200	\$35.99
Swearingen 226	\$35.99
Swearingen 227	\$35.99
De Havilland 6-100	\$35.99
De Havilland 6-200	\$35.99
De Havilland 6-300	\$35.99
Casa 212	\$35.99
Embraer 110	\$35.99
Jetstream 31	\$36.97
Beech 1900	\$36.97
Metro 23	\$36.97
Cessna 550	\$38.44
McDonnell Douglas	\$38.44
DC3	\$38.44
Shorts SD-330	\$38.44
Shorts SD-360	\$38.44
Mohawk	\$38.44
Saab-Fairchild	\$41.03
340 A	\$41.03
De Havilland	\$44.30
Dash 8-102,200 and 300	\$44.30
Dash 8-400	\$47.34

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

Aircraft	Hourly pay rate
Beechcraft 200	\$26.06
Swearingen 226	\$26.06
Swearingen 227	\$26.06
De Havilland 6-100	\$26.06
De Havilland 6-200	\$26.06
De Havilland 6-300	\$26.06
Casa 212	\$26.06
Embraer 110	\$26.06
Jetstream 31	\$26.39
Beech 1900	\$26.39
Metro 23	\$26.39
Cessna 550	\$26.81
McDonnell Douglas	\$26.81
DC3	\$26.81
Shorts SD-330	\$26.81
Shorts SD-360	\$26.81
Mohawk	\$26.81
Saab-Fairchild	\$28.12
340 A	\$28.12
De Havilland	\$29.79
Dash 8-102, 200 and 300	\$29.79
Dash 8-400	\$31.82

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

Experience in the industry	Weekly pay rate	Hourly pay rate
0 to 1000 flying hours experience in the industry	\$740.80	\$19.49
1001 to 2000 flying hours experience in the industry	\$764.90	\$20.13
2001 to 3000 flying hours experience in the industry	\$796.60	\$20.96
over 3000 flying hours experience in the industry	\$860.60	\$22.65

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

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$28.07
2nd year of service	\$28.73
3rd year of service	\$29.36
4th year of service	\$29.98
5th year of service	\$30.64
6th year of service	\$31.29
7th year of service	\$31.95
8th year of service	\$32.61
9th year of service	\$33.27
<b>Co-Pilot</b>	
1st year of service	\$19.65
2nd year of service	\$20.11
3rd year of service	\$20.55
4th year of service	\$20.99
5th year of service	\$21.45
6th year of service	\$21.91
7th year of service	\$22.37
8th year of service	\$22.83
9th year of service	\$23.29
<b>Senior Co-Pilot</b>	
1st year of service	\$28.07
2nd year of service	\$28.73
3rd year of service	\$29.36
4th year of service	\$29.98
5th year of service	\$30.64
6th year of service	\$31.29
7th year of service	\$31.95
8th year of service	\$32.61
9th year of service	\$33.27

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

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$29.98
2nd year of service	\$30.64
3rd year of service	\$31.29
4th year of service	\$31.95
5th year of service	\$32.61
6th year of service	\$33.27
7th year of service	\$33.93
8th year of service	\$34.58
9th year of service	\$35.24
<b>Co-Pilot</b>	
1st year of service	\$20.99
2nd year of service	\$21.45
3rd year of service	\$21.91
4th year of service	\$22.37
5th year of service	\$22.83
6th year of service	\$23.29
7th year of service	\$23.75
8th year of service	\$24.21
9th year of service	\$24.67
<b>Senior Co-Pilot</b>	
1st year of service	\$28.07
2nd year of service	\$28.73
3rd year of service	\$29.36
4th year of service	\$29.98
5th year of service	\$30.64
6th year of service	\$31.29
7th year of service	\$31.95
8th year of service	\$32.61
9th year of service	\$33.27

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

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$31.29
2nd year of service	\$31.95
3rd year of service	\$32.61
4th year of service	\$33.27
5th year of service	\$33.93
6th year of service	\$34.58
7th year of service	\$35.24
8th year of service	\$35.82
9th year of service	\$36.56
<b>Co-Pilot</b>	
1st year of service	\$21.91
2nd year of service	\$22.37
3rd year of service	\$22.83
4th year of service	\$23.29
5th year of service	\$23.75
6th year of service	\$24.21
7th year of service	\$24.67
8th year of service	\$25.08
9th year of service	\$25.59
<b>Senior Co-Pilot</b>	
1st year of service	\$28.07
2nd year of service	\$28.73
3rd year of service	\$29.36
4th year of service	\$29.98
5th year of service	\$30.64
6th year of service	\$31.29
7th year of service	\$31.95
8th year of service	\$32.61
9th year of service	\$33.27



## Off-shore helicopter operations - 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](#).

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$32.71
2nd year of service	\$33.36
3rd year of service	\$34.02
4th year of service	\$34.68
5th year of service	\$35.34
6th year of service	\$35.99
7th year of service	\$36.65
8th year of service	\$37.31
9th year of service	\$37.97
10th year of service	\$38.62
11th year of service	\$39.28
12th year of service	\$39.94
13th year of service	\$40.60
14th year of service	\$41.26
15th year of service	\$41.91
<b>Co-Pilot</b>	
1st year of service	\$23.91
2nd year of service	\$24.37
3rd year of service	\$24.83
4th year of service	\$25.29
5th year of service	\$25.75
6th year of service	\$26.21
7th year of service	\$26.67
8th year of service	\$27.13
9th year of service	\$27.59
10th year of service	\$28.05
11th year of service	\$28.51
12th year of service	\$28.97
13th year of service	\$29.43
14th year of service	\$29.89
15th year of service	\$30.36

<b>Classification &amp; year of service</b>	<b>Hourly pay rate</b>
<b>Senior Co-Pilot</b>	
1st year of service	\$32.71
2nd year of service	\$33.36
3rd year of service	\$32.99
4th year of service	\$34.68
5th year of service	\$35.34
6th year of service	\$35.99
7th year of service	\$36.65
8th year of service	\$37.31
9th year of service	\$37.97
10th year of service	\$38.62
11th year of service	\$38.07
12th year of service	\$39.94
13th year of service	\$40.60
14th year of service	\$39.98
15th year of service	\$40.61

## Off-shore helicopter operations - 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](#).

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$35.99
2nd year of service	\$36.65
3rd year of service	\$37.31
4th year of service	\$37.97
5th year of service	\$38.62
6th year of service	\$39.28
7th year of service	\$39.94
8th year of service	\$40.60
9th year of service	\$41.26
10th year of service	\$41.91
11th year of service	\$42.57
12th year of service	\$43.23
13th year of service	\$43.89
14th year of service	\$44.54
15th year of service	\$45.20
<b>Co-Pilot</b>	
1st year of service	\$26.21
2nd year of service	\$26.67
3rd year of service	\$27.13
4th year of service	\$27.59
5th year of service	\$28.05
6th year of service	\$28.51
7th year of service	\$28.97
8th year of service	\$29.43
9th year of service	\$29.89
10th year of service	\$30.36
11th year of service	\$30.82
12th year of service	\$31.28
13th year of service	\$31.74
14th year of service	\$32.20

<b>Classification &amp; year of service</b>	<b>Hourly pay rate</b>
15th year of service	\$32.66
<b>Senior Co-Pilot</b>	
1st year of service	\$35.99
2nd year of service	\$36.65
3rd year of service	\$37.31
4th year of service	\$37.97
5th year of service	\$38.62
6th year of service	\$38.07
7th year of service	\$39.94
8th year of service	\$40.60
9th year of service	\$39.98
10th year of service	\$40.61
11th year of service	\$42.57
12th year of service	\$43.23
13th year of service	\$42.52
14th year of service	\$44.54
15th year of service	\$45.20

## Airlines/general aviation - Captain - Casual

Aircraft	Hourly pay rate
Single engine UTBNI 1360 kg	\$70.11
Single engine 1360 kg - 3359 kg	\$73.09
Single engine 3360 kg & above	\$84.89
Multi engine UTBNI 3360 kg	\$81.64
Multi engine 3360 kg UTBNI 5660 kg	\$84.89
Multi engine 5660 kg UTBNI 8500 kg	\$89.53
Multi engine 8500 kg UTBNI 12000 kg	\$96.31
Multi engine 12000 kg UTBNI 15000 kg	\$103.51
Multi engine 15000 kg UTBNI 19000 kg	\$112.80
Multi engine 19000 kg & above	\$120.69
Dash 8 100 - 15650 kg MTOW	\$112.80
Dash 8 200 - 16466 kg MTOW	\$112.80
Dash 8 300 - 19505 kg MTOW	\$112.80
Dash 8 400 - 28998 kg MTOW	\$120.50
Fokker 28	\$193.98
CRJ-50	\$193.98
BAe-146	\$209.99
Fokker 100B	\$209.99
Boeing 717	\$209.99
Narrow body aircraft	\$220.15
Wide body aircraft - single deck	\$252.75
Wide body aircraft - double deck	\$285.36

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

Aircraft	Hourly pay rate
Single engine UTBNI 1360 kg	\$60.19
Single engine 1360 kg - 3359 kg	\$60.19
Single engine 3360 kg & above	\$66.26
Multi engine UTBNI 3360 kg	\$63.69
Multi engine 3360 kg UTBNI 5660 kg	\$66.26
Multi engine 5660 kg UTBNI 8500 kg	\$69.10
Multi engine 8500 kg UTBNI 12000 kg	\$73.40
Multi engine 12000 kg UTBNI 15000 kg	\$78.15
Multi engine 15000 kg UTBNI 19000 kg	\$83.84
Multi engine 19000 kg & above	\$88.34

<b>Aircraft</b>	<b>Hourly pay rate</b>
Dash 8 100 - 15650 kg MTOW	\$83.84
Dash 8 200 - 16466 kg MTOW	\$83.84
Dash 8 300 - 19505 kg MTOW	\$83.84
Dash 8 400 - 28998 kg MTOW	\$88.34

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

<b>Aircraft</b>	<b>Hourly pay rate</b>
Fokker 28	\$128.58
CRJ-50	\$128.58
BAe-146	\$138.66
Fokker 100B	\$138.66
Boeing 717	\$138.66
Narrow body aircraft	\$144.99
Wide body aircraft - single deck	\$166.33
Wide body aircraft - double deck	\$187.65

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

<b>Aircraft</b>	<b>Hourly pay rate</b>
Wide body aircraft - single deck	\$100.89
Wide body aircraft - double deck	\$113.69

### Regional airlines - Captain - Casual

<b>Aircraft</b>	<b>Hourly pay rate</b>
Cessna 206	\$79.85
Cessna 207	\$79.85
Cessna 210	\$79.85
Aero Commander 500	\$88.48
Beechcraft 55	\$88.48
Beechcraft 58	\$88.48
Britten Norman BN2	\$88.48
Cessna 310	\$88.48
Cessna 337	\$88.48
Cessna 402	\$88.48
Cessna 414	\$88.48
Partenavia P68	\$88.48
Piper PA23	\$88.48

<b>Aircraft</b>	<b>Hourly pay rate</b>
Piper PA30	\$88.48
Piper PA31	\$88.48
Piper PA34	\$88.48
Piper PA60 Aerostar	\$88.48
Beechcraft 65	\$91.49
Cessna 404	\$91.49
Cessna 421	\$91.49
Cessna 441	\$97.98
Nomad N22	\$97.98
Nomad N24	\$97.98
Beechcraft 200	\$111.14
Swearingen 226	\$111.14
Swearingen 227	\$111.14
De Havilland 6-100	\$111.14
De Havilland 6-200	\$111.14
De Havilland 6-300	\$111.14
Casa 212	\$111.14
Embraer 110	\$111.14
Jetstream 31	\$114.14
Beech 1900	\$114.14
Metro 23	\$114.14
Cessna 550	\$118.68
McDonnell Douglas	\$118.68
DC3	\$118.68
Shorts SD-330	\$118.68
Shorts SD-360	\$118.68
Mohawk	\$118.68
Saab-Fairchild	\$126.70
340 A	\$126.70
De Havilland	\$136.78
Dash 8-102,200 and 300	\$136.78
Dash 8-400	\$146.15

## Regional airlines - Co-pilot - Casual

Aircraft	Hourly pay rate
Beechcraft 200	\$80.48
Swearingen 226	\$80.48
Swearingen 227	\$80.48
De Havilland 6-100	\$80.48
De Havilland 6-200	\$80.48
De Havilland 6-300	\$80.48
Casa 212	\$80.48
Embraer 110	\$80.48
Jetstream 31	\$81.46
Beech 1900	\$81.46
Metro 23	\$81.46
Cessna 550	\$82.79
McDonnell Douglas	\$82.79
DC3	\$82.79
Shorts SD-330	\$82.79
Shorts SD-360	\$82.79
Mohawk	\$82.79
Saab-Fairchild	\$86.83
340 A	\$86.83
De Havilland	\$91.99
Dash 8-102, 200 and 300	\$91.99
Dash 8-400	\$98.24

## Aerial application operations - Casual

Experience in the industry	Daily pay rate
0 to 1000 flying hours experience in the industry	\$232.00
1001 to 2000 flying hours experience in the industry	\$232.00
2001 to 3000 flying hours experience in the industry	\$232.00
over 3000 flying hours experience in the industry	\$232.00



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

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$86.68
2nd year of service	\$88.71
3rd year of service	\$90.65
4th year of service	\$92.56
5th year of service	\$94.59
6th year of service	\$96.63
7th year of service	\$98.65
8th year of service	\$100.69
9th year of service	\$102.71
<b>Co-Pilot</b>	
1st year of service	\$60.68
2nd year of service	\$62.10
3rd year of service	\$63.46
4th year of service	\$64.79
5th year of service	\$66.21
6th year of service	\$67.64
7th year of service	\$69.06
8th year of service	\$70.48
9th year of service	\$71.90
<b>Senior Co-Pilot</b>	
1st year of service	\$86.68
2nd year of service	\$88.71
3rd year of service	\$90.65
4th year of service	\$92.56
5th year of service	\$94.59
6th year of service	\$96.63
7th year of service	\$98.65
8th year of service	\$100.69
9th year of service	\$102.71

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

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$92.56
2nd year of service	\$94.59
3rd year of service	\$96.63
4th year of service	\$98.65
5th year of service	\$100.69
6th year of service	\$102.71
7th year of service	\$104.75
8th year of service	\$106.78
9th year of service	\$108.80
<b>Co-Pilot</b>	
1st year of service	\$64.79
2nd year of service	\$66.21
3rd year of service	\$67.64
4th year of service	\$69.06
5th year of service	\$70.48
6th year of service	\$71.90
7th year of service	\$73.33
8th year of service	\$74.74
9th year of service	\$76.16
<b>Senior Co-Pilot</b>	
1st year of service	\$86.68
2nd year of service	\$88.71
3rd year of service	\$90.65
4th year of service	\$92.56
5th year of service	\$94.59
6th year of service	\$96.63
7th year of service	\$98.65
8th year of service	\$100.69
9th year of service	\$102.71

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

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$96.63
2nd year of service	\$98.65
3rd year of service	\$100.69
4th year of service	\$102.71
5th year of service	\$104.75
6th year of service	\$106.78
7th year of service	\$108.80
8th year of service	\$110.61
9th year of service	\$112.86
<b>Co-Pilot</b>	
1st year of service	\$67.64
2nd year of service	\$69.06
3rd year of service	\$70.48
4th year of service	\$71.90
5th year of service	\$73.33
6th year of service	\$74.74
7th year of service	\$76.16
8th year of service	\$77.43
9th year of service	\$79.01
<b>Senior Co-Pilot</b>	
1st year of service	\$86.68
2nd year of service	\$88.71
3rd year of service	\$90.65
4th year of service	\$92.56
5th year of service	\$94.59
6th year of service	\$96.63
7th year of service	\$98.65
8th year of service	\$100.69
9th year of service	\$102.71

## Off-shore helicopter operations - 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](#).

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$100.98
2nd year of service	\$103.01
3rd year of service	\$105.04
4th year of service	\$107.06
5th year of service	\$109.10
6th year of service	\$111.14
7th year of service	\$113.16
8th year of service	\$115.19
9th year of service	\$117.23
10th year of service	\$119.25
11th year of service	\$121.29
12th year of service	\$123.31
13th year of service	\$125.35
14th year of service	\$127.38
15th year of service	\$129.41
<b>Co-Pilot</b>	
1st year of service	\$73.83
2nd year of service	\$75.24
3rd year of service	\$76.66
4th year of service	\$78.09
5th year of service	\$79.51
6th year of service	\$80.93
7th year of service	\$82.35
8th year of service	\$83.76
9th year of service	\$85.19
10th year of service	\$86.61
11th year of service	\$88.04
12th year of service	\$89.45
13th year of service	\$90.88
14th year of service	\$92.30
15th year of service	\$93.73

<b>Classification &amp; year of service</b>	<b>Hourly pay rate</b>
<b>Senior Co-Pilot</b>	
1st year of service	\$100.98
2nd year of service	\$103.01
3rd year of service	\$101.84
4th year of service	\$107.06
5th year of service	\$109.10
6th year of service	\$111.14
7th year of service	\$113.16
8th year of service	\$115.19
9th year of service	\$117.23
10th year of service	\$119.25
11th year of service	\$117.54
12th year of service	\$123.31
13th year of service	\$125.35
14th year of service	\$123.43
15th year of service	\$125.39

## Off-shore helicopter operations - 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](#).

Classification & year of service	Hourly pay rate
<b>Pilot</b>	
1st year of service	\$111.14
2nd year of service	\$113.16
3rd year of service	\$115.19
4th year of service	\$117.23
5th year of service	\$119.25
6th year of service	\$121.29
7th year of service	\$123.31
8th year of service	\$125.35
9th year of service	\$127.38
10th year of service	\$129.41
11th year of service	\$131.44
12th year of service	\$133.48
13th year of service	\$135.50
14th year of service	\$137.53
15th year of service	\$139.56
<b>Co-Pilot</b>	
1st year of service	\$80.93
2nd year of service	\$82.35
3rd year of service	\$83.76
4th year of service	\$85.19
5th year of service	\$86.61
6th year of service	\$88.04
7th year of service	\$89.45
8th year of service	\$90.88
9th year of service	\$92.30
10th year of service	\$93.73
11th year of service	\$95.14
12th year of service	\$96.56
13th year of service	\$97.99
14th year of service	\$99.40
15th year of service	\$100.83

<b>Classification &amp; year of service</b>	<b>Hourly pay rate</b>
<b>Senior Co-Pilot</b>	
1st year of service	\$111.14
2nd year of service	\$113.16
3rd year of service	\$115.19
4th year of service	\$117.23
5th year of service	\$119.25
6th year of service	\$117.54
7th year of service	\$123.31
8th year of service	\$125.35
9th year of service	\$123.43
10th year of service	\$125.39
11th year of service	\$131.44
12th year of service	\$133.48
13th year of service	\$131.28
14th year of service	\$137.53
15th year of service	\$139.56

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before 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	\$85.43 per inspection
Accident insurance reimbursement - other than aerial application operations	reimbursement for the cost of insurance up to \$495.53 per year
Accommodation and meals allowance - temporary transfer - appropriate accommodation is available - other than regional airlines	reimbursement for the cost of accommodation and meals
Accommodation and meals allowance - temporary transfer - appropriate accommodation is not available - other than regional airlines	reimbursement for the cost of meals plus \$89.13 per night
Accommodation and meals allowance - temporary transfer - allowance instead of reimbursement - not required to camp out - other than regional airlines	\$127.98 per night
Accommodation and meals allowance - temporary transfer - allowance instead of reimbursement - required to camp out - other than regional airlines	\$97.98 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 pilot'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 pilot'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 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



<b>Allowances</b>	<b>Rate</b>
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 \$20.10 per night
Layover accommodation and meals allowance - appropriate accommodation is not available - other than regional airlines	reimbursement for the cost of meals plus \$89.13 per night
Layover accommodation and meals allowance - allowance instead of reimbursement - not required to camp out - other than regional airlines	\$127.98 per night
Layover accommodation and meals allowance - allowance instead of reimbursement - required to camp out - other than regional airlines	\$97.98 per night
Layover meal allowance - duty during a meal period - 0630–0800 hours - other than regional airlines	\$28.05 for a meal and \$20.10 for incidentals
Layover meal allowance - duty during a meal period - 1200–1330 hours - other than regional airlines	\$31.43 for a meal and \$20.10 for incidentals
Layover meal allowance - duty during a meal period - 1800–2000 hours - other than regional airlines	\$54.03 for a meal and \$20.10 for incidentals
Licensed Aircraft Maintenance Engineer qualifications allowance - other than aerial application operations	\$43.15 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	\$103.55 per tour of duty
Loss of licence insurance reimbursement	reimbursement for the cost of adequate insurance against loss of licence up to an amount of \$2,005.00 per year
Night operations allowance	\$15.53 per night operation flown
Night vision goggles allowance - Single pilot command - other than aerial application operations	\$8,590.69 per year
Night vision goggles allowance - Multi pilot command - other than aerial application operations	\$5,725.00 per year
Night vision goggles allowance - Co-Pilot - other than aerial application operations	\$4,291.46 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	\$33.65 per occasion
Passport & vaccination expenses reimbursement	reimbursement for the cost of passport and vaccination expenses

<b>Allowances</b>	<b>Rate</b>
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 pilot, immediate family (including dependent children under 21 years), and their furniture, possessions and personal affects
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	\$7.40 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	\$0.78 per km
Working through a break - meal reimbursement	reimbursement for the cost of a meal

### Aerial application operations allowances

<b>Allowances</b>	<b>Rate</b>
Accident insurance reimbursement	reimbursement for the cost of insurance up to \$825.91 per year
* Chief pilot allowance - full-time and part-time employees	5% of the employee's salary
* Chief pilot allowance - casual employees	\$11.60 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	\$25.89 per hour extra or the appropriate commission payable for the flight, whichever is greater

## Airlines/general aviation allowances

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 - full-time and part-time employees	\$3.64 per hour
* Flight instructor allowance - Grade II single engine charter - full-time and part-time employees	\$1.82 per hour
* Flight instructor allowance - Grade I multi engine charter - full-time and part-time employees	\$3.64 per hour
* Flight instructor allowance - Grade II multi engine charter - full-time and part-time employees	\$1.82 per hour
* Flight instructor allowance - Grade I single engine charter - casual employees	\$9.00 per hour
* Flight instructor allowance - Grade II single engine charter - casual employees	\$4.50 per hour
* Flight instructor allowance - Grade I multi engine charter - casual employees	\$9.00 per hour
* Flight instructor allowance - Grade II multi engine charter - casual employees	\$4.50 per hour
* Flight instructor allowance - Grade I single engine charter - full-time and part-time employees - more than 5 years service with the same employer	an additional increment of \$0.46 per hour for each of the sixth, seventh and eighth years of service with the employer

<b>Allowances</b>	<b>Rate</b>
* Flight instructor allowance - Grade I single engine charter - casual employees - more than 5 years service with the same employer	an additional increment of \$1.14 per hour for each of the sixth, seventh and eighth years of service with the employer
* Flight instructor - use of instrument rating allowance - Command or Class 1 - full-time and part-time employees	\$3.20 per hour
* Flight instructor - use of instrument rating allowance - Co-Pilot or Class 2 - full-time and part-time employees	\$2.08 per hour
* Flight instructor - use of instrument rating allowance - Night VFR or Class 4 - full-time and part-time employees	\$0.80 per hour
* Flight instructor - use of instrument rating allowance - Command or Class 1 - casual employees	\$7.90 per hour
* Flight instructor - use of instrument rating allowance - Co-Pilot or Class 2 - casual employees	\$5.13 per hour
* Flight instructor - use of instrument rating allowance - Night VFR or Class 4 - casual employees	\$1.97 per hour
Flying using an instrument rating allowance - Command or Class 1 - full-time and part-time employees	\$3.20 per hour
Flying using an instrument rating allowance - Co-Pilot or Class 2 - full-time and part-time employees	\$2.08 per hour
Flying using an instrument rating allowance - Night VFR or Class 4 - full-time and part-time employees	\$0.80 per hour
Flying using an instrument rating allowance - Command or Class 1 - casual employees	\$7.90 per hour
Flying using an instrument rating allowance - Co-Pilot or Class 2 - casual employees	\$5.13 per hour
Flying using an instrument rating allowance - Night VFR or Class 4 - casual employees	\$1.97 per hour
* Piston engine aircraft - commuter operations allowance - Captains - full-time and part-time employees	\$0.80 per hour
* Piston engine aircraft - commuter operations allowance - First Officer/Second Pilot - full-time and part-time employees	\$0.52 per hour
* Piston engine aircraft - commuter operations allowance - Captains - casual employees	\$1.97 per hour
* Piston engine aircraft - commuter operations allowance - First Officer/Second Pilot - casual employees	\$1.28 per hour
* Senior Commercial Pilots Licence or Airline Transport Pilots Licence allowance - full-time and part-time employees	\$2.64 per hour
* Senior Commercial Pilots Licence or Airline Transport Pilots Licence allowance - casual employees	\$6.51 per hour
* Turbo jet aircraft allowance - Captains - full-time and part-time employees	\$5.59 per hour
* Turbo jet aircraft allowance - First Officer/Second Pilot - full-time and part-time employees	\$3.63 per hour
* Turbo jet aircraft allowance - Captains - casual employees	\$13.81 per hour
* Turbo jet aircraft allowance - First Officer/Senior Pilot - casual employees	\$8.97 per hour
* Turbo-prop aircraft allowance - Captains - full-time and part-time employees	\$3.48 per hour
* Turbo-prop aircraft allowance - First Officer/Second Pilot - full-time and part-time employees	\$2.26 per hour
* Turbo-prop aircraft allowance - Captains - casual employees	\$8.60 per hour
* Turbo-prop aircraft allowance - First Officer/Senior Pilot - casual employees	\$5.59 per hour

## Helicopter operations allowances

Allowances	Rate
Away from home base - daily travel allowance - meals provided	\$1.89 per hour or part thereof from arrival at until departure from the operational base
Away from home base - daily travel allowance - meals not provided	\$5.29 per hour or part thereof from arrival at until departure from the operational base
Away from home base - first class accommodation not provided allowance	\$22.99 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	\$0.78 per km up to a maximum of 100km
* Cattle mustering allowance	\$2.84 per hour
Camping out allowance - on-shore helicopter operations	\$30.88 per night
Camping out allowance - off-shore helicopter operations	\$32.14 per night
Duty travel - local transport reimbursement	reimbursement for the cost of public transport or taxi fares
* Instrument flying rating allowance - Command - full-time and part-time employees	\$2.73 per hour
* Instrument flying rating allowance - Co-Pilot - full-time and part-time employees	\$1.77 per hour
* Instrument flying rating allowance - Night LVMC - full-time and part-time employees	\$0.68 per hour
* Instrument flying rating allowance - Command - casual employees	\$6.74 per hour
* Instrument flying rating allowance - Co-Pilot - casual employees	\$4.38 per hour
* Instrument flying rating allowance - Night LVMC - casual employees	\$1.68 per hour
Laundry expenses reimbursement	reimbursement for the cost of reasonable laundry expenses
Not relieved from duty - break not provided allowance	\$21.41 per occasion
Overnight allowance - on-shore helicopter operations	\$21.57 per night spent away from home base
* Police operations allowance - single engine - full-time and part-time employees	\$3.10 per hour
* Police operations allowance - twin engine - full-time and part-time employees	\$4.56 per hour
* Police operations allowance - single engine - casual employees	\$7.66 per hour
* Police operations allowance - twin engine - casual employees	\$11.27 per hour
* Senior commercial pilot's licence allowance - full-time and part-time employees	\$2.25 per hour
* Senior commercial pilot's licence allowance - casual employees	\$5.55 per hour
Shutdown away from home base - meal allowance	\$21.41 per occasion
* Special duties allowance - off-shore helicopter operations - full-time and part-time employees	\$3.38 per hour
* Special duties allowance - off-shore helicopter operations - casual employees	\$8.36 per hour
* Supervising pilot allowance - in charge supervising up to three pilots	5% of the employee's salary
* Supervising pilot allowance - in charge supervising more than three pilots	8% of the employee's salary

<b>Allowances</b>	<b>Rate</b>
* Supervising pilot allowance - in charge supervising check and training pilot	8% of the employee's salary
* Supervising pilot allowance- in charge supervising check and training plus IFR	10% of the employee's salary
* Supervising pilot allowance - in charge supervising chief pilot	10% of the employee's salary
* Supervising pilot allowance - 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
Transfer of home base - expenses reimbursement	reimbursement for the cost of reasonable expenses for moving the pilot, immediate family (including dependent children under 21 years), and their furniture, possessions and personal affects, 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	\$28.05 for breakfast, \$31.43 for lunch, and \$54.03 for dinner

### Regional airlines allowances

<b>Allowances</b>	<b>Rate</b>
* 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	\$127.98 per layover
Camping out allowance	\$97.98 per night
Duty travel allowance	payment of an allowance to cover transport to and from the airport and accommodation and meals on each occasion
Inappropriate accommodation allowance	\$114.84 per night
Layover allowance - Australia and dependencies	\$20.10 per layover
Layover allowance - elsewhere	\$44.22 per layover
Loading & unloading freight allowance - weight of freight exceeds 500 kg	\$134.61 per tour of duty
Meal allowance	\$28.05 for breakfast, \$31.43 for lunch, and \$54.03 for dinner

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.