

Pay Guide - Air Pilots Award

[MA000046]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2016.

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	Working on a rostered duty-free day
Single engine UTBNI 1360 kg	\$20.62	\$20.62 per hour plus \$97.16 per day
Single engine 1360 kg - 3359 kg	\$21.50	\$21.50 per hour plus \$97.16 per day
Single engine 3360 kg & above	\$24.97	\$24.97 per hour plus \$97.16 per day
Multi engine UTBNI 3360 kg	\$24.01	\$24.01 per hour plus \$97.16 per day
Multi engine 3360 kg UTBNI 5660 kg	\$24.97	\$24.97 per hour plus \$97.16 per day
Multi engine 5660 kg UTBNI 8500 kg	\$26.33	\$26.33 per hour plus \$97.16 per day
Multi engine 8500 kg UTBNI 12000 kg	\$28.33	\$28.33 per hour plus \$97.16 per day
Multi engine 12000 kg UTBNI 15000 kg	\$30.45	\$30.45 per hour plus \$97.16 per day
Multi engine 15000 kg UTBNI 19000 kg	\$33.18	\$33.18 per hour plus \$97.16 per day
Multi engine 19000 kg & above	\$35.50	\$35.50 per hour plus \$97.16 per day
Dash 8 100 - 15650 kg MTOW	\$33.18	\$33.18 per hour plus \$97.16 per day
Dash 8 200 - 16466 kg MTOW	\$33.18	\$33.18 per hour plus \$97.16 per day
Dash 8 300 - 19505 kg MTOW	\$33.18	\$33.18 per hour plus \$97.16 per day
Dash 8 400 - 28998 kg MTOW	\$35.44	\$35.44 per hour plus \$97.16 per day
Fokker 28	\$57.05	\$57.05 per hour plus \$97.16 per day
CRJ-50	\$57.05	\$57.05 per hour plus \$97.16 per day
BAe-146	\$61.76	\$61.76 per hour plus \$97.16 per day
Fokker 100B	\$61.76	\$61.76 per hour plus \$97.16 per day
Boeing 717	\$61.76	\$61.76 per hour plus \$97.16 per day
Narrow body aircraft	\$64.75	\$64.75 per hour plus \$97.16 per day
Wide body aircraft - single deck	\$74.34	\$74.34 per hour plus \$97.16 per day
Wide body aircraft - double deck	\$83.93	\$83.93 per hour plus \$97.16 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	\$17.70	\$17.70 per hour plus \$97.16 per day
Single engine 1360 kg - 3359 kg	\$17.70	\$17.70 per hour plus \$97.16 per day
Single engine 3360 kg & above	\$19.49	\$19.49 per hour plus \$97.16 per day
Multi engine UTBNI 3360 kg	\$18.73	\$18.73 per hour plus \$97.16 per day
Multi engine 3360 kg UTBNI 5660 kg	\$19.49	\$19.49 per hour plus \$97.16 per day
Multi engine 5660 kg UTBNI 8500 kg	\$20.32	\$20.32 per hour plus \$97.16 per day
Multi engine 8500 kg UTBNI 12000 kg	\$21.59	\$21.59 per hour plus \$97.16 per day
Multi engine 12000 kg UTBNI 15000 kg	\$22.98	\$22.98 per hour plus \$97.16 per day
Multi engine 15000 kg UTBNI 19000 kg	\$24.66	\$24.66 per hour plus \$97.16 per day
Multi engine 19000 kg & above	\$25.98	\$25.98 per hour plus \$97.16 per day
Dash 8 100 - 15650 kg MTOW	\$24.66	\$24.66 per hour plus \$97.16 per day
Dash 8 200 - 16466 kg MTOW	\$24.66	\$24.66 per hour plus \$97.16 per day
Dash 8 300 - 19505 kg MTOW	\$24.66	\$24.66 per hour plus \$97.16 per day
Dash 8 400 - 28998 kg MTOW	\$25.98	\$25.98 per hour plus \$97.16 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	\$37.82	\$37.82 per hour plus \$97.16 per day
CRJ-50	\$37.82	\$37.82 per hour plus \$97.16 per day
BAe-146	\$40.78	\$40.78 per hour plus \$97.16 per day
Fokker 100B	\$40.78	\$40.78 per hour plus \$97.16 per day
Boeing 717	\$40.78	\$40.78 per hour plus \$97.16 per day
Narrow body aircraft	\$42.64	\$42.64 per hour plus \$97.16 per day
Wide body aircraft - single deck	\$48.92	\$48.92 per hour plus \$97.16 per day
Wide body aircraft - double deck	\$55.19	\$55.19 per hour plus \$97.16 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	\$29.67	\$29.67 per hour plus \$97.16 per day
Wide body aircraft - double deck	\$33.44	\$33.44 per hour plus \$97.16 per day

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

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Cessna 206	\$23.49	\$23.49 per hour plus \$97.16 per day
Cessna 207	\$23.49	\$23.49 per hour plus \$97.16 per day
Cessna 210	\$23.49	\$23.49 per hour plus \$97.16 per day
Aero Commander 500	\$26.02	\$26.02 per hour plus \$97.16 per day
Beechcraft 55	\$26.02	\$26.02 per hour plus \$97.16 per day
Beechcraft 58	\$26.02	\$26.02 per hour plus \$97.16 per day
Britten Norman BN2	\$26.02	\$26.02 per hour plus \$97.16 per day
Cessna 310	\$26.02	\$26.02 per hour plus \$97.16 per day
Cessna 337	\$26.02	\$26.02 per hour plus \$97.16 per day
Cessna 402	\$26.02	\$26.02 per hour plus \$97.16 per day
Cessna 414	\$26.02	\$26.02 per hour plus \$97.16 per day
Partenavia P68	\$26.02	\$26.02 per hour plus \$97.16 per day
Piper PA23	\$26.02	\$26.02 per hour plus \$97.16 per day
Piper PA30	\$26.02	\$26.02 per hour plus \$97.16 per day
Piper PA31	\$26.02	\$26.02 per hour plus \$97.16 per day
Piper PA34	\$26.02	\$26.02 per hour plus \$97.16 per day
Piper PA60 Aerostar	\$26.02	\$26.02 per hour plus \$97.16 per day
Beechcraft 65	\$26.91	\$26.91 per hour plus \$97.16 per day
Cessna 404	\$26.91	\$26.91 per hour plus \$97.16 per day
Cessna 421	\$26.91	\$26.91 per hour plus \$97.16 per day
Cessna 441	\$28.82	\$28.82 per hour plus \$97.16 per day
Nomad N22	\$28.82	\$28.82 per hour plus \$97.16 per day
Nomad N24	\$28.82	\$28.82 per hour plus \$97.16 per day
Beechcraft 200	\$32.69	\$32.69 per hour plus \$97.16 per day
Swearingen 226	\$32.69	\$32.69 per hour plus \$97.16 per day
Swearingen 227	\$32.69	\$32.69 per hour plus \$97.16 per day
De Havilland 6-100	\$32.69	\$32.69 per hour plus \$97.16 per day
De Havilland 6-200	\$32.69	\$32.69 per hour plus \$97.16 per day
De Havilland 6-300	\$32.69	\$32.69 per hour plus \$97.16 per day
Casa 212	\$32.69	\$32.69 per hour plus \$97.16 per day
Embraer 110	\$32.69	\$32.69 per hour plus \$97.16 per day
Jetstream 31	\$33.57	\$33.57 per hour plus \$97.16 per day

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Beech 1900	\$33.57	\$33.57 per hour plus \$97.16 per day
Metro 23	\$33.57	\$33.57 per hour plus \$97.16 per day
Cessna 550	\$34.90	\$34.90 per hour plus \$97.16 per day
McDonnell Douglas	\$34.90	\$34.90 per hour plus \$97.16 per day
DC3	\$34.90	\$34.90 per hour plus \$97.16 per day
Shorts SD-330	\$34.90	\$34.90 per hour plus \$97.16 per day
Shorts SD-360	\$34.90	\$34.90 per hour plus \$97.16 per day
Mohawk	\$34.90	\$34.90 per hour plus \$97.16 per day
Saab-Fairchild	\$37.26	\$37.26 per hour plus \$97.16 per day
340 A	\$37.26	\$37.26 per hour plus \$97.16 per day
De Havilland	\$40.23	\$40.23 per hour plus \$97.16 per day
Dash 8-102,200 and 300	\$40.23	\$40.23 per hour plus \$97.16 per day
Dash 8-400	\$42.99	\$42.99 per hour plus \$97.16 per day

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

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Beechcraft 200	\$23.67	\$23.67 per hour plus \$97.16 per day
Swearingen 226	\$23.67	\$23.67 per hour plus \$97.16 per day
Swearingen 227	\$23.67	\$23.67 per hour plus \$97.16 per day
De Havilland 6-100	\$23.67	\$23.67 per hour plus \$97.16 per day
De Havilland 6-200	\$23.67	\$23.67 per hour plus \$97.16 per day
De Havilland 6-300	\$23.67	\$23.67 per hour plus \$97.16 per day
Casa 212	\$23.67	\$23.67 per hour plus \$97.16 per day
Embraer 110	\$23.67	\$23.67 per hour plus \$97.16 per day
Jetstream 31	\$23.96	\$23.96 per hour plus \$97.16 per day
Beech 1900	\$23.96	\$23.96 per hour plus \$97.16 per day
Metro 23	\$23.96	\$23.96 per hour plus \$97.16 per day
Cessna 550	\$24.35	\$24.35 per hour plus \$97.16 per day
McDonnell Douglas	\$24.35	\$24.35 per hour plus \$97.16 per day
DC3	\$24.35	\$24.35 per hour plus \$97.16 per day
Shorts SD-330	\$24.35	\$24.35 per hour plus \$97.16 per day
Shorts SD-360	\$24.35	\$24.35 per hour plus \$97.16 per day
Mohawk	\$24.35	\$24.35 per hour plus \$97.16 per day
Saab-Fairchild	\$25.54	\$25.54 per hour plus \$97.16 per day
340 A	\$25.54	\$25.54 per hour plus \$97.16 per day
De Havilland	\$27.05	\$27.05 per hour plus \$97.16 per day
Dash 8-102, 200 and 300	\$27.05	\$27.05 per hour plus \$97.16 per day
Dash 8-400	\$28.89	\$28.89 per hour plus \$97.16 per day

Aerial application operations - Full-time & part-time

Experience in the industry	Hourly pay rate	Weekly pay rate
0 to 1000 flying hours experience in the industry	\$17.70	\$672.70
1001 to 2000 flying hours experience in the industry	\$18.28	\$694.60
2001 to 3000 flying hours experience in the industry	\$19.03	\$723.30
over 3000 flying hours experience in the industry	\$20.56	\$781.40

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

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
Pilot		
1st year of service	\$25.49	\$25.49 per hour plus \$97.16 per day
2nd year of service	\$26.09	\$26.09 per hour plus \$97.16 per day
3rd year of service	\$26.66	\$26.66 per hour plus \$97.16 per day
4th year of service	\$27.22	\$27.22 per hour plus \$97.16 per day
5th year of service	\$27.82	\$27.82 per hour plus \$97.16 per day
6th year of service	\$28.42	\$28.42 per hour plus \$97.16 per day
7th year of service	\$29.02	\$29.02 per hour plus \$97.16 per day
8th year of service	\$29.61	\$29.61 per hour plus \$97.16 per day
9th year of service	\$30.21	\$30.21 per hour plus \$97.16 per day
Co-Pilot		
1st year of service	\$17.85	\$17.85 per hour plus \$97.16 per day
2nd year of service	\$18.26	\$18.26 per hour plus \$97.16 per day
3rd year of service	\$18.66	\$18.66 per hour plus \$97.16 per day
4th year of service	\$19.06	\$19.06 per hour plus \$97.16 per day
5th year of service	\$19.47	\$19.47 per hour plus \$97.16 per day
6th year of service	\$19.89	\$19.89 per hour plus \$97.16 per day
7th year of service	\$20.31	\$20.31 per hour plus \$97.16 per day
8th year of service	\$20.73	\$20.73 per hour plus \$97.16 per day
9th year of service	\$21.15	\$21.15 per hour plus \$97.16 per day
Senior Co-Pilot		
1st year of service	\$25.49	\$25.49 per hour plus \$97.16 per day
2nd year of service	\$26.09	\$26.09 per hour plus \$97.16 per day
3rd year of service	\$26.66	\$26.66 per hour plus \$97.16 per day
4th year of service	\$27.22	\$27.22 per hour plus \$97.16 per day
5th year of service	\$27.82	\$27.82 per hour plus \$97.16 per day
6th year of service	\$28.42	\$28.42 per hour plus \$97.16 per day
7th year of service	\$29.02	\$29.02 per hour plus \$97.16 per day
8th year of service	\$29.61	\$29.61 per hour plus \$97.16 per day
9th year of service	\$30.21	\$30.21 per hour plus \$97.16 per day

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

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
Pilot		
1st year of service	\$27.22	\$27.22 per hour plus \$97.16 per day
2nd year of service	\$27.82	\$27.82 per hour plus \$97.16 per day
3rd year of service	\$28.42	\$28.42 per hour plus \$97.16 per day
4th year of service	\$29.02	\$29.02 per hour plus \$97.16 per day
5th year of service	\$29.61	\$29.61 per hour plus \$97.16 per day
6th year of service	\$30.21	\$30.21 per hour plus \$97.16 per day
7th year of service	\$30.81	\$30.81 per hour plus \$97.16 per day
8th year of service	\$31.40	\$31.40 per hour plus \$97.16 per day
9th year of service	\$32.00	\$32.00 per hour plus \$97.16 per day
Co-Pilot		
1st year of service	\$19.06	\$19.06 per hour plus \$97.16 per day
2nd year of service	\$19.47	\$19.47 per hour plus \$97.16 per day
3rd year of service	\$19.89	\$19.89 per hour plus \$97.16 per day
4th year of service	\$20.31	\$20.31 per hour plus \$97.16 per day
5th year of service	\$20.73	\$20.73 per hour plus \$97.16 per day
6th year of service	\$21.15	\$21.15 per hour plus \$97.16 per day
7th year of service	\$21.56	\$21.56 per hour plus \$97.16 per day
8th year of service	\$21.98	\$21.98 per hour plus \$97.16 per day
9th year of service	\$22.40	\$22.40 per hour plus \$97.16 per day
Senior Co-Pilot		
1st year of service	\$25.49	\$25.49 per hour plus \$97.16 per day
2nd year of service	\$26.09	\$26.09 per hour plus \$97.16 per day
3rd year of service	\$26.66	\$26.66 per hour plus \$97.16 per day
4th year of service	\$27.22	\$27.22 per hour plus \$97.16 per day
5th year of service	\$27.82	\$27.82 per hour plus \$97.16 per day
6th year of service	\$28.42	\$28.42 per hour plus \$97.16 per day
7th year of service	\$29.02	\$29.02 per hour plus \$97.16 per day
8th year of service	\$29.61	\$29.61 per hour plus \$97.16 per day
9th year of service	\$30.21	\$30.21 per hour plus \$97.16 per day

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

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
Pilot		
1st year of service	\$28.42	\$28.42 per hour plus \$97.16 per day
2nd year of service	\$29.02	\$29.02 per hour plus \$97.16 per day
3rd year of service	\$29.61	\$29.61 per hour plus \$97.16 per day
4th year of service	\$30.21	\$30.21 per hour plus \$97.16 per day
5th year of service	\$30.81	\$30.81 per hour plus \$97.16 per day
6th year of service	\$31.40	\$31.40 per hour plus \$97.16 per day
7th year of service	\$32.00	\$32.00 per hour plus \$97.16 per day
8th year of service	\$32.53	\$32.53 per hour plus \$97.16 per day
9th year of service	\$33.20	\$33.20 per hour plus \$97.16 per day
Co-Pilot		
1st year of service	\$19.89	\$19.89 per hour plus \$97.16 per day
2nd year of service	\$20.31	\$20.31 per hour plus \$97.16 per day
3rd year of service	\$20.73	\$20.73 per hour plus \$97.16 per day
4th year of service	\$21.15	\$21.15 per hour plus \$97.16 per day
5th year of service	\$21.56	\$21.56 per hour plus \$97.16 per day
6th year of service	\$21.98	\$21.98 per hour plus \$97.16 per day
7th year of service	\$22.40	\$22.40 per hour plus \$97.16 per day
8th year of service	\$22.77	\$22.77 per hour plus \$97.16 per day
9th year of service	\$23.24	\$23.24 per hour plus \$97.16 per day
Senior Co-Pilot		
1st year of service	\$25.49	\$25.49 per hour plus \$97.16 per day
2nd year of service	\$26.09	\$26.09 per hour plus \$97.16 per day
3rd year of service	\$26.66	\$26.66 per hour plus \$97.16 per day
4th year of service	\$27.22	\$27.22 per hour plus \$97.16 per day
5th year of service	\$27.82	\$27.82 per hour plus \$97.16 per day
6th year of service	\$28.42	\$28.42 per hour plus \$97.16 per day
7th year of service	\$29.02	\$29.02 per hour plus \$97.16 per day
8th year of service	\$29.61	\$29.61 per hour plus \$97.16 per day
9th year of service	\$30.21	\$30.21 per hour plus \$97.16 per day

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	Working on a rostered duty-free day
Pilot		
1st year of service	\$29.70	\$29.70 per hour plus \$97.16 per day
2nd year of service	\$30.30	\$30.30 per hour plus \$97.16 per day
3rd year of service	\$30.89	\$30.89 per hour plus \$97.16 per day
4th year of service	\$31.49	\$31.49 per hour plus \$97.16 per day
5th year of service	\$32.09	\$32.09 per hour plus \$97.16 per day
6th year of service	\$32.69	\$32.69 per hour plus \$97.16 per day
7th year of service	\$33.28	\$33.28 per hour plus \$97.16 per day
8th year of service	\$33.88	\$33.88 per hour plus \$97.16 per day
9th year of service	\$34.48	\$34.48 per hour plus \$97.16 per day
10th year of service	\$35.07	\$35.07 per hour plus \$97.16 per day
11th year of service	\$35.67	\$35.67 per hour plus \$97.16 per day
12th year of service	\$36.27	\$36.27 per hour plus \$97.16 per day
13th year of service	\$36.87	\$36.87 per hour plus \$97.16 per day
14th year of service	\$37.46	\$37.46 per hour plus \$97.16 per day
15th year of service	\$38.06	\$38.06 per hour plus \$97.16 per day
Co-pilot		
1st year of service	\$21.71	\$21.71 per hour plus \$97.16 per day
2nd year of service	\$22.13	\$22.13 per hour plus \$97.16 per day
3rd year of service	\$22.55	\$22.55 per hour plus \$97.16 per day
4th year of service	\$22.97	\$22.97 per hour plus \$97.16 per day
5th year of service	\$23.38	\$23.38 per hour plus \$97.16 per day
6th year of service	\$23.80	\$23.80 per hour plus \$97.16 per day
7th year of service	\$24.22	\$24.22 per hour plus \$97.16 per day
8th year of service	\$24.64	\$24.64 per hour plus \$97.16 per day
9th year of service	\$25.06	\$25.06 per hour plus \$97.16 per day
10th year of service	\$25.47	\$25.47 per hour plus \$97.16 per day
11th year of service	\$25.89	\$25.89 per hour plus \$97.16 per day
12th year of service	\$26.31	\$26.31 per hour plus \$97.16 per day

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
13th year of service	\$26.73	\$26.73 per hour plus \$97.16 per day
14th year of service	\$27.15	\$27.15 per hour plus \$97.16 per day
15th year of service	\$27.56	\$27.56 per hour plus \$97.16 per day
Senior co-pilot		
1st year of service	\$29.70	\$29.70 per hour plus \$97.16 per day
2nd year of service	\$30.30	\$30.30 per hour plus \$97.16 per day
3rd year of service	\$30.89	\$30.89 per hour plus \$97.16 per day
4th year of service	\$31.49	\$31.49 per hour plus \$97.16 per day
5th year of service	\$32.09	\$32.09 per hour plus \$97.16 per day
6th year of service	\$32.69	\$32.69 per hour plus \$97.16 per day
7th year of service	\$33.28	\$33.28 per hour plus \$97.16 per day
8th year of service	\$33.88	\$33.88 per hour plus \$97.16 per day
9th year of service	\$34.48	\$34.48 per hour plus \$97.16 per day
10th year of service	\$35.07	\$35.07 per hour plus \$97.16 per day
11th year of service	\$35.67	\$35.67 per hour plus \$97.16 per day
12th year of service	\$36.27	\$36.27 per hour plus \$97.16 per day
13th year of service	\$36.87	\$36.87 per hour plus \$97.16 per day
14th year of service	\$37.46	\$37.46 per hour plus \$97.16 per day
15th year of service	\$38.06	\$38.06 per hour plus \$97.16 per day

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	Working on a rostered duty-free day
Pilot		
1st year of service	\$32.69	\$32.69 per hour plus \$97.16 per day
2nd year of service	\$33.28	\$33.28 per hour plus \$97.16 per day
3rd year of service	\$33.88	\$33.88 per hour plus \$97.16 per day
4th year of service	\$34.48	\$34.48 per hour plus \$97.16 per day
5th year of service	\$35.07	\$35.07 per hour plus \$97.16 per day
6th year of service	\$35.67	\$35.67 per hour plus \$97.16 per day
7th year of service	\$36.27	\$36.27 per hour plus \$97.16 per day
8th year of service	\$36.87	\$36.87 per hour plus \$97.16 per day
9th year of service	\$37.46	\$37.46 per hour plus \$97.16 per day
10th year of service	\$38.06	\$38.06 per hour plus \$97.16 per day
11th year of service	\$38.66	\$38.66 per hour plus \$97.16 per day
12th year of service	\$39.26	\$39.26 per hour plus \$97.16 per day
13th year of service	\$39.85	\$39.85 per hour plus \$97.16 per day
14th year of service	\$40.45	\$40.45 per hour plus \$97.16 per day
15th year of service	\$41.05	\$41.05 per hour plus \$97.16 per day
Co-pilot		
1st year of service	\$23.80	\$23.80 per hour plus \$97.16 per day
2nd year of service	\$24.22	\$24.22 per hour plus \$97.16 per day
3rd year of service	\$24.64	\$24.64 per hour plus \$97.16 per day
4th year of service	\$25.06	\$25.06 per hour plus \$97.16 per day
5th year of service	\$25.47	\$25.47 per hour plus \$97.16 per day
6th year of service	\$25.89	\$25.89 per hour plus \$97.16 per day
7th year of service	\$26.31	\$26.31 per hour plus \$97.16 per day
8th year of service	\$26.73	\$26.73 per hour plus \$97.16 per day
9th year of service	\$27.15	\$27.15 per hour plus \$97.16 per day
10th year of service	\$27.56	\$27.56 per hour plus \$97.16 per day
11th year of service	\$27.98	\$27.98 per hour plus \$97.16 per day
12th year of service	\$28.40	\$28.40 per hour plus \$97.16 per day
13th year of service	\$28.82	\$28.82 per hour plus \$97.16 per day

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
14th year of service	\$29.24	\$29.24 per hour plus \$97.16 per day
15th year of service	\$29.65	\$29.65 per hour plus \$97.16 per day
Senior co-pilot		
1st year of service	\$32.69	\$32.69 per hour plus \$97.16 per day
2nd year of service	\$33.28	\$33.28 per hour plus \$97.16 per day
3rd year of service	\$33.88	\$33.88 per hour plus \$97.16 per day
4th year of service	\$34.48	\$34.48 per hour plus \$97.16 per day
5th year of service	\$35.07	\$35.07 per hour plus \$97.16 per day
6th year of service	\$35.67	\$35.67 per hour plus \$97.16 per day
7th year of service	\$36.27	\$36.27 per hour plus \$97.16 per day
8th year of service	\$36.87	\$36.87 per hour plus \$97.16 per day
9th year of service	\$37.46	\$37.46 per hour plus \$97.16 per day
10th year of service	\$38.06	\$38.06 per hour plus \$97.16 per day
11th year of service	\$38.66	\$38.66 per hour plus \$97.16 per day
12th year of service	\$39.26	\$39.26 per hour plus \$97.16 per day
13th year of service	\$39.85	\$39.85 per hour plus \$97.16 per day
14th year of service	\$40.45	\$40.45 per hour plus \$97.16 per day
15th year of service	\$41.05	\$41.05 per hour plus \$97.16 per day

Airlines/general aviation - Captain - Casual

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Single engine UTBNI 1360 kg	\$63.66	\$63.66 per flying hour plus \$97.16 per day
Single engine 1360 kg - 3359 kg	\$66.38	\$66.38 per flying hour plus \$97.16 per day
Single engine 3360 kg & above	\$77.09	\$77.09 per flying hour plus \$97.16 per day
Multi engine UTBNI 3360 kg	\$74.13	\$74.13 per flying hour plus \$97.16 per day
Multi engine 3360 kg UTBNI 5660 kg	\$77.09	\$77.09 per flying hour plus \$97.16 per day
Multi engine 5660 kg UTBNI 8500 kg	\$81.30	\$81.30 per flying hour plus \$97.16 per day
Multi engine 8500 kg UTBNI 12000 kg	\$87.46	\$87.46 per flying hour plus \$97.16 per day
Multi engine 12000 kg UTBNI 15000 kg	\$94.00	\$94.00 per flying hour plus \$97.16 per day
Multi engine 15000 kg UTBNI 19000 kg	\$102.44	\$102.44 per flying hour plus \$97.16 per day
Multi engine 19000 kg & above	\$109.60	\$109.60 per flying hour plus \$97.16 per day
Dash 8 100 - 15650 kg MTOW	\$102.44	\$102.44 per flying hour plus \$97.16 per day
Dash 8 200 - 16466 kg MTOW	\$102.44	\$102.44 per flying hour plus \$97.16 per day
Dash 8 300 - 19505 kg MTOW	\$102.44	\$102.44 per flying hour plus \$97.16 per day
Dash 8 400 - 28998 kg MTOW	\$109.43	\$109.43 per flying hour plus \$97.16 per day
Fokker 28	\$176.14	\$176.14 per flying hour plus \$97.16 per day
CRJ-50	\$176.14	\$176.14 per flying hour plus \$97.16 per day
BAe-146	\$190.69	\$190.69 per flying hour plus \$97.16 per day
Fokker 100B	\$190.69	\$190.69 per flying hour plus \$97.16 per day
Boeing 717	\$190.69	\$190.69 per flying hour plus \$97.16 per day
Narrow body aircraft	\$199.91	\$199.91 per flying hour plus \$97.16 per day
Wide body aircraft - single deck	\$229.51	\$229.51 per flying hour plus \$97.16 per day
Wide body aircraft - double deck	\$259.13	\$259.13 per flying hour plus \$97.16 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	\$54.66	\$54.66 per flying hour plus \$97.16 per day
Single engine 1360 kg - 3359 kg	\$54.66	\$54.66 per flying hour plus \$97.16 per day
Single engine 3360 kg & above	\$60.18	\$60.18 per flying hour plus \$97.16 per day
Multi engine UTBNI 3360 kg	\$57.83	\$57.83 per flying hour plus \$97.16 per day
Multi engine 3360 kg UTBNI 5660 kg	\$60.18	\$60.18 per flying hour plus \$97.16 per day
Multi engine 5660 kg UTBNI 8500 kg	\$62.75	\$62.75 per flying hour plus \$97.16 per day
Multi engine 8500 kg UTBNI 12000 kg	\$66.65	\$66.65 per flying hour plus \$97.16 per day
Multi engine 12000 kg UTBNI 15000 kg	\$70.96	\$70.96 per flying hour plus \$97.16 per day
Multi engine 15000 kg UTBNI 19000 kg	\$76.13	\$76.13 per flying hour plus \$97.16 per day
Multi engine 19000 kg & above	\$80.21	\$80.21 per flying hour plus \$97.16 per day
Dash 8 100 - 15650 kg MTOW	\$76.13	\$76.13 per flying hour plus \$97.16 per day
Dash 8 200 - 16466 kg MTOW	\$76.13	\$76.13 per flying hour plus \$97.16 per day
Dash 8 300 - 19505 kg MTOW	\$76.13	\$76.13 per flying hour plus \$97.16 per day
Dash 8 400 - 28998 kg MTOW	\$80.21	\$80.21 per flying hour plus \$97.16 per day

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

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Fokker 28	\$116.75	\$116.75 per flying hour plus \$97.16 per day
CRJ-50	\$116.75	\$116.75 per flying hour plus \$97.16 per day
BAe-146	\$125.93	\$125.93 per flying hour plus \$97.16 per day
Fokker 100B	\$125.93	\$125.93 per flying hour plus \$97.16 per day
Boeing 717	\$125.93	\$125.93 per flying hour plus \$97.16 per day
Narrow body aircraft	\$131.66	\$131.66 per flying hour plus \$97.16 per day
Wide body aircraft - single deck	\$151.03	\$151.03 per flying hour plus \$97.16 per day
Wide body aircraft - double deck	\$170.40	\$170.40 per flying hour plus \$97.16 per day

Airlines/general aviation - Second officer - Casual

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Wide body aircraft - single deck	\$91.61	\$91.61 per flying hour plus \$97.16 per day
Wide body aircraft - double deck	\$103.24	\$103.24 per flying hour plus \$97.16 per day

Regional airlines - Captain - Casual

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Cessna 206	\$72.51	\$72.51 per flying hour plus \$97.16 per day
Cessna 207	\$72.51	\$72.51 per flying hour plus \$97.16 per day
Cessna 210	\$72.51	\$72.51 per flying hour plus \$97.16 per day
Aero Commander 500	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Beechcraft 55	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Beechcraft 58	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Britten Norman BN2	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Cessna 310	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Cessna 337	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Cessna 402	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Cessna 414	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Partenavia P68	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Piper PA23	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Piper PA30	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Piper PA31	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Piper PA34	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Piper PA60 Aerostar	\$80.35	\$80.35 per flying hour plus \$97.16 per day
Beechcraft 65	\$83.08	\$83.08 per flying hour plus \$97.16 per day
Cessna 404	\$83.08	\$83.08 per flying hour plus \$97.16 per day
Cessna 421	\$83.08	\$83.08 per flying hour plus \$97.16 per day
Cessna 441	\$88.98	\$88.98 per flying hour plus \$97.16 per day
Nomad N22	\$88.98	\$88.98 per flying hour plus \$97.16 per day
Nomad N24	\$88.98	\$88.98 per flying hour plus \$97.16 per day
Beechcraft 200	\$100.91	\$100.91 per flying hour plus \$97.16 per day
Swearingen 226	\$100.91	\$100.91 per flying hour plus \$97.16 per day
Swearingen 227	\$100.91	\$100.91 per flying hour plus \$97.16 per day
De Havilland 6-100	\$100.91	\$100.91 per flying hour plus \$97.16 per day
De Havilland 6-200	\$100.91	\$100.91 per flying hour plus \$97.16 per day
De Havilland 6-300	\$100.91	\$100.91 per flying hour plus \$97.16 per day
Casa 212	\$100.91	\$100.91 per flying hour plus \$97.16 per day
Embraer 110	\$100.91	\$100.91 per flying hour plus \$97.16 per day
Jetstream 31	\$103.65	\$103.65 per flying hour plus \$97.16 per day

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Beech 1900	\$103.65	\$103.65 per flying hour plus \$97.16 per day
Metro 23	\$103.65	\$103.65 per flying hour plus \$97.16 per day
Cessna 550	\$107.78	\$107.78 per flying hour plus \$97.16 per day
McDonnell Douglas	\$107.78	\$107.78 per flying hour plus \$97.16 per day
DC3	\$107.78	\$107.78 per flying hour plus \$97.16 per day
Shorts SD-330	\$107.78	\$107.78 per flying hour plus \$97.16 per day
Shorts SD-360	\$107.78	\$107.78 per flying hour plus \$97.16 per day
Mohawk	\$107.78	\$107.78 per flying hour plus \$97.16 per day
Saab-Fairchild	\$115.05	\$115.05 per flying hour plus \$97.16 per day
340 A	\$115.05	\$115.05 per flying hour plus \$97.16 per day
De Havilland	\$124.20	\$124.20 per flying hour plus \$97.16 per day
Dash 8-102,200 and 300	\$124.20	\$124.20 per flying hour plus \$97.16 per day
Dash 8-400	\$132.71	\$132.71 per flying hour plus \$97.16 per day

Regional airlines - Co-pilot - Casual

Aircraft	Hourly pay rate	Working on a rostered duty-free day
Beechcraft 200	\$73.08	\$73.08 per flying hour plus \$97.16 per day
Swearingen 226	\$73.08	\$73.08 per flying hour plus \$97.16 per day
Swearingen 227	\$73.08	\$73.08 per flying hour plus \$97.16 per day
De Havilland 6-100	\$73.08	\$73.08 per flying hour plus \$97.16 per day
De Havilland 6-200	\$73.08	\$73.08 per flying hour plus \$97.16 per day
De Havilland 6-300	\$73.08	\$73.08 per flying hour plus \$97.16 per day
Casa 212	\$73.08	\$73.08 per flying hour plus \$97.16 per day
Embraer 110	\$73.08	\$73.08 per flying hour plus \$97.16 per day
Jetstream 31	\$73.98	\$73.98 per flying hour plus \$97.16 per day
Beech 1900	\$73.98	\$73.98 per flying hour plus \$97.16 per day
Metro 23	\$73.98	\$73.98 per flying hour plus \$97.16 per day
Cessna 550	\$75.18	\$75.18 per flying hour plus \$97.16 per day
McDonnell Douglas	\$75.18	\$75.18 per flying hour plus \$97.16 per day
DC3	\$75.18	\$75.18 per flying hour plus \$97.16 per day
Shorts SD-330	\$75.18	\$75.18 per flying hour plus \$97.16 per day
Shorts SD-360	\$75.18	\$75.18 per flying hour plus \$97.16 per day
Mohawk	\$75.18	\$75.18 per flying hour plus \$97.16 per day
Saab-Fairchild	\$78.85	\$78.85 per flying hour plus \$97.16 per day
340 A	\$78.85	\$78.85 per flying hour plus \$97.16 per day
De Havilland	\$83.53	\$83.53 per flying hour plus \$97.16 per day
Dash 8-102, 200 and 300	\$83.53	\$83.53 per flying hour plus \$97.16 per day
Dash 8-400	\$89.20	\$89.20 per flying hour plus \$97.16 per day

Aerial application operations - Casual

Experience in the industry	Daily pay rate
0 to 1000 flying hours experience in the industry	\$210.67
1001 to 2000 flying hours experience in the industry	\$210.67
2001 to 3000 flying hours experience in the industry	\$210.67
over 3000 flying hours experience in the industry	\$210.67

On-shore helicopter operations - single engine - Casual

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
Pilot		
1st year of service	\$78.71	\$78.71 per flying hour plus \$97.16 per day
2nd year of service	\$80.55	\$80.55 per flying hour plus \$97.16 per day
3rd year of service	\$82.33	\$82.33 per flying hour plus \$97.16 per day
4th year of service	\$84.05	\$84.05 per flying hour plus \$97.16 per day
5th year of service	\$85.90	\$85.90 per flying hour plus \$97.16 per day
6th year of service	\$87.74	\$87.74 per flying hour plus \$97.16 per day
7th year of service	\$89.59	\$89.59 per flying hour plus \$97.16 per day
8th year of service	\$91.43	\$91.43 per flying hour plus \$97.16 per day
9th year of service	\$93.28	\$93.28 per flying hour plus \$97.16 per day
Co-Pilot		
1st year of service	\$55.10	\$55.10 per flying hour plus \$97.16 per day
2nd year of service	\$56.39	\$56.39 per flying hour plus \$97.16 per day
3rd year of service	\$57.63	\$57.63 per flying hour plus \$97.16 per day
4th year of service	\$58.84	\$58.84 per flying hour plus \$97.16 per day
5th year of service	\$60.13	\$60.13 per flying hour plus \$97.16 per day
6th year of service	\$61.41	\$61.41 per flying hour plus \$97.16 per day
7th year of service	\$62.71	\$62.71 per flying hour plus \$97.16 per day
8th year of service	\$64.00	\$64.00 per flying hour plus \$97.16 per day
9th year of service	\$65.29	\$65.29 per flying hour plus \$97.16 per day
Senior Co-Pilot		
1st year of service	\$78.71	\$78.71 per flying hour plus \$97.16 per day
2nd year of service	\$80.55	\$80.55 per flying hour plus \$97.16 per day
3rd year of service	\$82.33	\$82.33 per flying hour plus \$97.16 per day
4th year of service	\$84.05	\$84.05 per flying hour plus \$97.16 per day
5th year of service	\$85.90	\$85.90 per flying hour plus \$97.16 per day
6th year of service	\$87.74	\$87.74 per flying hour plus \$97.16 per day
7th year of service	\$89.59	\$89.59 per flying hour plus \$97.16 per day
8th year of service	\$91.43	\$91.43 per flying hour plus \$97.16 per day
9th year of service	\$93.28	\$93.28 per flying hour plus \$97.16 per day

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

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
Pilot		
1st year of service	\$84.05	\$84.05 per flying hour plus \$97.16 per day
2nd year of service	\$85.90	\$85.90 per flying hour plus \$97.16 per day
3rd year of service	\$87.74	\$87.74 per flying hour plus \$97.16 per day
4th year of service	\$89.59	\$89.59 per flying hour plus \$97.16 per day
5th year of service	\$91.43	\$91.43 per flying hour plus \$97.16 per day
6th year of service	\$93.28	\$93.28 per flying hour plus \$97.16 per day
7th year of service	\$95.11	\$95.11 per flying hour plus \$97.16 per day
8th year of service	\$96.96	\$96.96 per flying hour plus \$97.16 per day
9th year of service	\$98.80	\$98.80 per flying hour plus \$97.16 per day
Co-Pilot		
1st year of service	\$58.84	\$58.84 per flying hour plus \$97.16 per day
2nd year of service	\$60.13	\$60.13 per flying hour plus \$97.16 per day
3rd year of service	\$61.41	\$61.41 per flying hour plus \$97.16 per day
4th year of service	\$62.71	\$62.71 per flying hour plus \$97.16 per day
5th year of service	\$64.00	\$64.00 per flying hour plus \$97.16 per day
6th year of service	\$65.29	\$65.29 per flying hour plus \$97.16 per day
7th year of service	\$66.58	\$66.58 per flying hour plus \$97.16 per day
8th year of service	\$67.88	\$67.88 per flying hour plus \$97.16 per day
9th year of service	\$69.16	\$69.16 per flying hour plus \$97.16 per day
Senior Co-Pilot		
1st year of service	\$78.71	\$78.71 per flying hour plus \$97.16 per day
2nd year of service	\$80.55	\$80.55 per flying hour plus \$97.16 per day
3rd year of service	\$82.33	\$82.33 per flying hour plus \$97.16 per day
4th year of service	\$84.05	\$84.05 per flying hour plus \$97.16 per day
5th year of service	\$85.90	\$85.90 per flying hour plus \$97.16 per day
6th year of service	\$87.74	\$87.74 per flying hour plus \$97.16 per day
7th year of service	\$89.59	\$89.59 per flying hour plus \$97.16 per day
8th year of service	\$91.43	\$91.43 per flying hour plus \$97.16 per day
9th year of service	\$93.28	\$93.28 per flying hour plus \$97.16 per day

On-shore helicopter operations - over 9000 lbs - Casual

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
Pilot		
1st year of service	\$87.74	\$87.74 per flying hour plus \$97.16 per day
2nd year of service	\$89.59	\$89.59 per flying hour plus \$97.16 per day
3rd year of service	\$91.43	\$91.43 per flying hour plus \$97.16 per day
4th year of service	\$93.28	\$93.28 per flying hour plus \$97.16 per day
5th year of service	\$95.11	\$95.11 per flying hour plus \$97.16 per day
6th year of service	\$96.96	\$96.96 per flying hour plus \$97.16 per day
7th year of service	\$98.80	\$98.80 per flying hour plus \$97.16 per day
8th year of service	\$100.44	\$100.44 per flying hour plus \$97.16 per day
9th year of service	\$102.49	\$102.49 per flying hour plus \$97.16 per day
Co-Pilot		
1st year of service	\$61.41	\$61.41 per flying hour plus \$97.16 per day
2nd year of service	\$62.71	\$62.71 per flying hour plus \$97.16 per day
3rd year of service	\$64.00	\$64.00 per flying hour plus \$97.16 per day
4th year of service	\$65.29	\$65.29 per flying hour plus \$97.16 per day
5th year of service	\$66.58	\$66.58 per flying hour plus \$97.16 per day
6th year of service	\$67.88	\$67.88 per flying hour plus \$97.16 per day
7th year of service	\$69.16	\$69.16 per flying hour plus \$97.16 per day
8th year of service	\$70.31	\$70.31 per flying hour plus \$97.16 per day
9th year of service	\$71.74	\$71.74 per flying hour plus \$97.16 per day
Senior Co-Pilot		
1st year of service	\$78.71	\$78.71 per flying hour plus \$97.16 per day
2nd year of service	\$80.55	\$80.55 per flying hour plus \$97.16 per day
3rd year of service	\$82.33	\$82.33 per flying hour plus \$97.16 per day
4th year of service	\$84.05	\$84.05 per flying hour plus \$97.16 per day
5th year of service	\$85.90	\$85.90 per flying hour plus \$97.16 per day
6th year of service	\$87.74	\$87.74 per flying hour plus \$97.16 per day
7th year of service	\$89.59	\$89.59 per flying hour plus \$97.16 per day
8th year of service	\$91.43	\$91.43 per flying hour plus \$97.16 per day
9th year of service	\$93.28	\$93.28 per flying hour plus \$97.16 per day

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	Working on a rostered duty-free day
Pilot		
1st year of service	\$91.70	\$91.70 per flying hour plus \$97.16 per day
2nd year of service	\$93.54	\$93.54 per flying hour plus \$97.16 per day
3rd year of service	\$95.39	\$95.39 per flying hour plus \$97.16 per day
4th year of service	\$97.23	\$97.23 per flying hour plus \$97.16 per day
5th year of service	\$99.08	\$99.08 per flying hour plus \$97.16 per day
6th year of service	\$100.91	\$100.91 per flying hour plus \$97.16 per day
7th year of service	\$102.76	\$102.76 per flying hour plus \$97.16 per day
8th year of service	\$104.60	\$104.60 per flying hour plus \$97.16 per day
9th year of service	\$106.45	\$106.45 per flying hour plus \$97.16 per day
10th year of service	\$108.29	\$108.29 per flying hour plus \$97.16 per day
11th year of service	\$110.14	\$110.14 per flying hour plus \$97.16 per day
12th year of service	\$111.98	\$111.98 per flying hour plus \$97.16 per day
13th year of service	\$113.83	\$113.83 per flying hour plus \$97.16 per day
14th year of service	\$115.68	\$115.68 per flying hour plus \$97.16 per day
15th year of service	\$117.51	\$117.51 per flying hour plus \$97.16 per day
Co-pilot		
1st year of service	\$67.04	\$67.04 per flying hour plus \$97.16 per day
2nd year of service	\$68.33	\$68.33 per flying hour plus \$97.16 per day
3rd year of service	\$69.61	\$69.61 per flying hour plus \$97.16 per day
4th year of service	\$70.90	\$70.90 per flying hour plus \$97.16 per day
5th year of service	\$72.20	\$72.20 per flying hour plus \$97.16 per day
6th year of service	\$73.49	\$73.49 per flying hour plus \$97.16 per day
7th year of service	\$74.78	\$74.78 per flying hour plus \$97.16 per day
8th year of service	\$76.08	\$76.08 per flying hour plus \$97.16 per day
9th year of service	\$77.36	\$77.36 per flying hour plus \$97.16 per day
10th year of service	\$78.65	\$78.65 per flying hour plus \$97.16 per day
11th year of service	\$79.94	\$79.94 per flying hour plus \$97.16 per day
12th year of service	\$81.24	\$81.24 per flying hour plus \$97.16 per day

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
13th year of service	\$82.53	\$82.53 per flying hour plus \$97.16 per day
14th year of service	\$83.81	\$83.81 per flying hour plus \$97.16 per day
15th year of service	\$85.11	\$85.10 per flying hour plus \$97.16 per day
Senior co-pilot		
1st year of service	\$91.70	\$91.70 per flying hour plus \$97.16 per day
2nd year of service	\$93.54	\$93.54 per flying hour plus \$97.16 per day
3rd year of service	\$95.39	\$95.39 per flying hour plus \$97.16 per day
4th year of service	\$97.23	\$97.23 per flying hour plus \$97.16 per day
5th year of service	\$99.08	\$99.08 per flying hour plus \$97.16 per day
6th year of service	\$100.91	\$100.91 per flying hour plus \$97.16 per day
7th year of service	\$102.76	\$102.76 per flying hour plus \$97.16 per day
8th year of service	\$104.60	\$104.60 per flying hour plus \$97.16 per day
9th year of service	\$106.45	\$106.45 per flying hour plus \$97.16 per day
10th year of service	\$108.29	\$108.29 per flying hour plus \$97.16 per day
11th year of service	\$110.14	\$110.14 per flying hour plus \$97.16 per day
12th year of service	\$111.98	\$111.98 per flying hour plus \$97.16 per day
13th year of service	\$113.83	\$113.83 per flying hour plus \$97.16 per day
14th year of service	\$115.68	\$115.68 per flying hour plus \$97.16 per day
15th year of service	\$117.51	\$117.51 per flying hour plus \$97.16 per day

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	Working on a rostered duty-free day
Pilot		
1st year of service	\$100.91	\$100.91 per flying hour plus \$97.16 per day
2nd year of service	\$102.76	\$102.76 per flying hour plus \$97.16 per day
3rd year of service	\$104.60	\$104.60 per flying hour plus \$97.16 per day
4th year of service	\$106.45	\$106.45 per flying hour plus \$97.16 per day
5th year of service	\$108.29	\$108.29 per flying hour plus \$97.16 per day
6th year of service	\$110.14	\$110.14 per flying hour plus \$97.16 per day
7th year of service	\$111.98	\$111.98 per flying hour plus \$97.16 per day
8th year of service	\$113.83	\$113.83 per flying hour plus \$97.16 per day
9th year of service	\$115.68	\$115.68 per flying hour plus \$97.16 per day
10th year of service	\$117.51	\$117.51 per flying hour plus \$97.16 per day
11th year of service	\$119.35	\$119.35 per flying hour plus \$97.16 per day
12th year of service	\$121.20	\$121.20 per flying hour plus \$97.16 per day
13th year of service	\$123.05	\$123.05 per flying hour plus \$97.16 per day
14th year of service	\$124.89	\$124.89 per flying hour plus \$97.16 per day
15th year of service	\$126.74	\$126.74 per flying hour plus \$97.16 per day
Co-pilot		
1st year of service	\$73.49	\$73.49 per flying hour plus \$97.16 per day
2nd year of service	\$74.78	\$74.78 per flying hour plus \$97.16 per day
3rd year of service	\$76.08	\$76.08 per flying hour plus \$97.16 per day
4th year of service	\$77.36	\$77.36 per flying hour plus \$97.16 per day
5th year of service	\$78.65	\$78.65 per flying hour plus \$97.16 per day
6th year of service	\$79.94	\$79.94 per flying hour plus \$97.16 per day
7th year of service	\$81.24	\$81.24 per flying hour plus \$97.16 per day
8th year of service	\$82.53	\$82.53 per flying hour plus \$97.16 per day
9th year of service	\$83.81	\$83.81 per flying hour plus \$97.16 per day
10th year of service	\$85.11	\$85.10 per flying hour plus \$97.16 per day
11th year of service	\$86.40	\$86.40 per flying hour plus \$97.16 per day
12th year of service	\$87.69	\$87.69 per flying hour plus \$97.16 per day

Classification & year of service	Hourly pay rate	Working on a rostered duty-free day
13th year of service	\$88.98	\$88.98 per flying hour plus \$97.16 per day
14th year of service	\$90.26	\$90.26 per flying hour plus \$97.16 per day
15th year of service	\$91.56	\$91.56 per flying hour plus \$97.16 per day
Senior co-pilot		
1st year of service	\$100.91	\$100.91 per flying hour plus \$97.16 per day
2nd year of service	\$102.76	\$102.76 per flying hour plus \$97.16 per day
3rd year of service	\$104.60	\$104.60 per flying hour plus \$97.16 per day
4th year of service	\$106.45	\$106.45 per flying hour plus \$97.16 per day
5th year of service	\$108.29	\$108.29 per flying hour plus \$97.16 per day
6th year of service	\$110.14	\$110.14 per flying hour plus \$97.16 per day
7th year of service	\$111.98	\$111.98 per flying hour plus \$97.16 per day
8th year of service	\$113.83	\$113.83 per flying hour plus \$97.16 per day
9th year of service	\$115.68	\$115.68 per flying hour plus \$97.16 per day
10th year of service	\$117.51	\$117.51 per flying hour plus \$97.16 per day
11th year of service	\$119.35	\$119.35 per flying hour plus \$97.16 per day
12th year of service	\$121.20	\$121.20 per flying hour plus \$97.16 per day
13th year of service	\$123.05	\$123.05 per flying hour plus \$97.16 per day
14th year of service	\$124.89	\$124.89 per flying hour plus \$97.16 per day
15th year of service	\$126.74	\$126.74 per flying hour plus \$97.16 per day

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.

Allowances	Rate
Accident insurance reimbursement - other than aerial application operations	reimbursement for the cost of insurance up to \$440.47 per year
Accident insurance reimbursement - aerial application operations	reimbursement for the cost of insurance up to \$734.14 per year
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
Pre-employment training reimbursement	reimbursement for any required training
Loss of licence insurance reimbursement	reimbursement for the cost of adequate insurance against loss of licence up to an amount of \$1,783.00 per year
Night operations allowance	\$14.10 per night operation flown
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	\$30.56 per occasion
Passport & vaccination expenses reimbursement	reimbursement for the cost of passport and vaccination expenses
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 -required to have a telephone at residence - aerial application operations	reimbursement for the cost of installation or transfer, plus 50% of the rental costs and all business 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 - required to install a phone - helicopter operations	reimbursement for the cost of installation, rental and all business calls made
Telephone reimbursement - personal telephone - helicopter operations	reimbursement for the cost of all business calls made
Telephone reimbursement - personal telephone - casual employees - other than helicopter operations	reimbursement for the cost of all business calls made on a personal telephone
Vehicle allowance - other than regional airlines	\$0.78 per km
Working through a break - meal reimbursement	reimbursement for the cost of a meal

Allowances	Rate
Personal expenses reimbursement - temporary transfer	reimbursement for the cost of any reasonable personal expenses that are due to the transfer
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 \$84.71 per night
Accommodation and meals allowance - temporary transfer – allowance instead of reimbursement - not required to camp out - other than regional airlines	\$121.64 per night
Accommodation and meals allowance - temporary transfer - allowance instead of reimbursement - required to camp out - other than regional airlines	\$93.12 per night
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
Layover accommodation and meals allowance - appropriate accommodation is available - other than regional airlines	reimbursement for the cost of accommodation and meals plus \$19.10 per night
Layover accommodation and meals allowance - appropriate accommodation is not available - other than regional airlines	reimbursement for the cost of meals plus \$84.71 per night
Layover accommodation and meals allowance - allowance instead of reimbursement - not required to camp out - other than regional airlines	\$121.64 per night
Layover accommodation and meals allowance - allowance instead of reimbursement - required to camp out - other than regional airlines	\$93.12 per night
Night vision goggles allowance - Single pilot command - other than aerial application operations	\$7,801.01 per year
Night vision goggles allowance - Multi pilot command - other than aerial application operations	\$5,198.74 per year

Allowances	Rate
Night vision goggles allowance - Co-pilot - other than aerial application operation	\$3,896.98 per year
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
Licensed Aircraft Maintenance Engineer qualifications allowance - other than aerial application operations	\$39.18 per hour or part thereof
Transport allowance - other than aerial application operations	\$7.40 for the journey from home to the base airport and return
50 hourly inspections allowance - other than aerial application operations	\$77.57 per inspection
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 meal allowance - duty during a meal period - 0630–0800 hours - other than regional airlines	\$26.35 for a meal and \$19.10 for incidentals
Layover meal allowance - duty during a meal period - 1200–1330 hours - other than regional airlines	\$29.52 for a meal and \$19.10 for incidentals
Layover meal allowance - duty during a meal period - 1800–2000 hours - other than regional airlines	\$50.76 for a meal and \$19.10 for incidentals
Aircraft carrying freight only allowance - weight of freight exceeds 500 kg or the certified maximum take-off weight 3400 kg - other than aerial application operations	\$94.03 per tour of duty
Aircraft carrying freight only allowance - weight of freight exceeds 500 kg or the certified maximum take-off weight 3400 kg - other than aerial application operations	\$122.24 per tour of duty
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
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
* Chief pilot allowance - aerial application operations - full-time and part-time employees	5% of the employee's salary
* Chief pilot allowance - aerial application operations - casual employees	\$10.53 per day

Allowances	Rate
Protective clothing and equipment reimbursement - aerial application operations	reimbursement for the cost of purchasing and maintaining protective clothing and equipment (excluding crash helmet)
Training and/or checking duties allowance - aerial application operations	\$23.51 per hour extra or the appropriate commission payable for the flight, whichever is greater
* Additional responsibilities allowance - training pilot - 10 pilots or less - airlines/general aviation	5% of the employee's salary
* Additional responsibilities allowance - designated as Senior Pilot - 10 pilots or less - airlines/general aviation	5% of the employee's salary
* Additional responsibilities allowance - check pilot - 10 pilots or less - airlines/general aviation	7% of the employee's salary
* Additional responsibilities allowance - check and training pilot - 10 pilots or less - airlines/general aviation	8% of the employee's salary
* Additional responsibilities allowance - designated as Chief - 10 pilots or less - airlines/general aviation	8% of the employee's salary
* Additional responsibilities allowance - check and training pilot and is designated as Chief Pilot - 10 pilots or less - airlines/general aviation	10% of the employee's salary
* Additional responsibilities allowance - check and training pilot and is designated as Senior Pilot - 10 pilots or less - airlines/general aviation	10% of the employee's salary
* Additional responsibilities allowance - training pilot - 11 pilots or more - airlines/general aviation	6% of the employee's salary
* Additional responsibilities allowance - designated as Senior Pilot - 11 pilots or more - airlines/general aviation	6% of the employee's salary
* Additional responsibilities allowance - check pilot - 11 pilots or more - airlines/general aviation	8% of the employee's salary
* Additional responsibilities allowance - check and training pilot - 11 pilots or more - airlines/general aviation	10% of the employee's salary
* Additional responsibilities allowance - designated as Chief - 11 pilots or more - airlines/general aviation	10% of the employee's salary
* Additional responsibilities allowance - check and training pilot and is designated as Chief Pilot - 11 pilots or more - airlines/general aviation	12% of the employee's salary

Allowances	Rate
* Additional responsibilities allowance - check and training pilot and is designated as Senior Pilot - 11 pilots or more - airlines/general aviation	11% of the employee's salary
* Chief flying instructor allowance - airlines/general aviation – school rating Private	6% of the employee's salary
* Chief flying instructor allowance - airlines/general aviation – school rating Commercial	8% of the employee's salary
* Chief flying instructor allowance - airlines/general aviation – school rating Instrument	10% of the employee's salary
*Chief flying instructor allowance - airlines/general aviation – school rating Instructor	15% of the employee's salary
* 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
* Flight instructor - use of instrument rating allowance - Command or Class 1 - airlines/general aviation - full -time and part-time employees	\$2.90 per hour
* Flight instructor - use of instrument rating allowance - Co-pilot or Class 2 - airlines/general aviation - full -time and part-time employees	\$1.89 per hour
* Flight instructor - use of instrument rating allowance - Night VFR or Class 4 - airlines/general aviation- full -time and part-time employees	\$0.73 per hour
* Flight instructor - use of instrument rating allowance - Command or Class 1 -airlines/general aviation - casual employees	\$7.17 per hour
* Flight instructor - use of instrument rating allowance - Co-pilot or Class 2 -airlines/general aviation - casual employees	\$4.66 per hour
* Flight instructor - use of instrument rating allowance - Night VFR or Class 4 - airlines/general aviation - casual employees	\$1.79 per hour
* Flight instructor allowance - Grade I single engine charter - airlines/general aviation - full-time and part-time employees	\$3.31 per hour

Allowances	Rate
* Flight instructor allowance - Grade II single engine charter - airlines/general aviation - full-time and part-time employees	\$1.65 per hour
* Flight instructor allowance - Grade I multi engine charter - airlines/general aviation - full-time and part-time employees	\$3.31 per hour
* Flight instructor allowance - Grade II multi engine charter - airlines/general aviation - full-time and part-time employees	\$1.65 per hour
* Flight instructor allowance - Grade I single engine charter - airlines/general aviation - casual employees	\$8.17 per hour
* Flight instructor allowance - Grade II single engine charter - airlines/general aviation - casual employees	\$4.08 per hour
* Flight instructor allowance - Grade I multi engine charter - airlines/general aviation - casual employees	\$8.17 per hour
* Flight instructor allowance - Grade II multi engine charter - airlines/general aviation - casual employees	\$4.08 per hour
* Flight instructor allowance - Grade I single engine charter - airlines/general aviation - full-time and part-time employees – more than 5 years service	an additional increment of \$0.42 per hour for each of the sixth, seventh and eighth years of service with the employer
* Flight instructor allowance - Grade I single engine charter - airlines/general aviation - casual employees - more than 5 years service	an additional increment of \$1.04 per hour for each of the sixth, seventh and eighth years of service with the employer
Flying using an instrument rating allowance - Command or Class 1 - airlines/general aviation - full -time and part-time employees	\$2.90 per hour
Flying using an instrument rating allowance - Co-pilot or Class 2 - airlines/general aviation - full -time and part-time employees	\$1.89 per hour
Flying using an instrument rating allowance - Night VFR or Class 4 - airlines/general aviation- full -time and part-time employees	\$0.73 per hour
Flying using an instrument rating allowance - Command or Class 1 -airlines/general aviation - casual employees	\$7.17 per hour
Flying using an instrument rating allowance - Co-pilot or Class 2 - airlines/general aviation - casual employees	\$4.66 per hour
Flying using an instrument rating allowance - Night VFR or Class 4 - airlines/general aviation - casual employees	\$1.79 per hour

Allowances	Rate
* Piston engine aircraft - commuter operations allowance - airlines/general aviation - Captains - full-time and part-time employees	\$0.73 per hour
* Piston engine aircraft - commuter operations allowance - airlines/general aviation - First Officer/Second Pilot - full-time and part-time employees	\$0.47 per hour
* Piston engine aircraft - commuter operations allowance - airlines/general aviation - Captains - casual	\$1.79 per hour
* Piston engine aircraft - commuter operations allowance - airlines/general aviation - First Officer/Second Pilot - casual	\$1.17 per hour
* Senior Commercial Pilots Licence or Airline Transport Pilots Licence allowance - airlines/general aviation - full-time and part-time employees	\$2.40 per hour
* Senior Commercial Pilots Licence or Airline Transport Pilots Licence allowance - airlines/general aviation - casual employees	\$5.92 per hour
* Turbo jet aircraft allowance - airlines/general aviation – Captains - full-time and part-time	\$5.08 per hour
* Turbo jet aircraft allowance - airlines/general aviation - First Officer/Second Pilot - full-time and part-time	\$3.30 per hour
* Turbo jet aircraft allowance - airlines/general aviation – Captains - casual employees	\$12.54 per hour
* Turbo jet aircraft allowance - airlines/general aviation - First Officer/Second Pilot - casual employees	\$8.15 per hour
* Turbo prop aircraft allowance - airlines/general aviation – Captains - full-time and part-time	\$3.16 per hour
* Turbo prop aircraft allowance - airlines/general aviation - First Officer/Second Pilot - full-time and part-time	\$2.05 per hour
* Turbo prop aircraft allowance - airlines/general aviation – Captains - casual employees	\$7.81 per hour
* Turbo prop aircraft allowance - airlines/general aviation - First Officer/Second Pilot - casual employees	\$5.07 per hour
Working away from home base - accommodation allowance - helicopter operations	an allowance to cover accommodation costs

Allowances	Rate
Away from home base - daily travel allowance - meals not provided - helicopter operations	\$5.03 per hour or part thereof from arrival at until departure from the operational base
Away from home base - daily travel allowance - meals provided - helicopter operations	\$1.80 per hour or part thereof from arrival at until departure from the operational base
Away from home base - first class accommodation not provided allowance - helicopter operations	\$21.85 per night
Working away from home base - meal allowance - helicopter operations	\$26.35 for breakfast, \$29.52 for lunch, and \$50.76 for dinner
Away from home base - transport between home and base airport allowance - employer has not elected to pay a per km - helicopter operations	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 - helicopter operations	\$0.78 per km up to a maximum of 100km
Private vehicle allowance	\$0.78 per km
* Cattle mustering allowance - helicopter operations	\$2.58 per hour
Duty travel - local transport reimbursement - helicopter operations	reimbursement for the cost of public transport or taxi fares
* Instrument flying rating allowance - Command - helicopter operations - full-time and part-time employees	\$2.48 per hour
* Instrument flying rating allowance - Co-pilot - helicopter operations - full-time and part-time employees	\$1.61 per hour
* Instrument flying rating allowance - Night LVMC - helicopter operations - full-time and part-time employees	\$0.62 per hour
* Instrument flying rating allowance - Command - helicopter operations - casual employees	\$6.12 per hour
* Instrument flying rating allowance - Co-pilot - helicopter operations - casual employees	\$3.98 per hour
* Instrument flying rating allowance - Night LVMC - helicopter operations - casual employees	\$1.53 per hour
Laundry expenses reimbursement - helicopter operations	reimbursement for the cost of reasonable laundry expenses
Overnight allowance – on-shore helicopter operations	\$19.59 per night spent away from home base
* Police operations allowance – single engine – helicopter operations - full-time and part-time employees	\$2.82 per hour

Allowances	Rate
* Police operations allowance – twin engine – helicopter operations - full-time and part-time employees	\$4.14 per hour
* Police operations allowance – single engine – helicopter operations – casual employees	\$6.95 per hour
* Police operations allowance – twin engine – helicopter operations – casual employees	\$10.24 per hour
Not relieved from duty - break not provided allowance - helicopter operations	\$20.11 per occasion
* Senior commercial pilot's licence allowance - helicopter operations - full-time and part-time employees	\$2.04 per hour
* Senior commercial pilot's licence allowance - helicopter operations - casual employees	\$5.04 per hour
Shutdown away from home base - meal allowance - helicopter operations	\$20.11 per occasion
* Special duties allowance - off-shore helicopter operations - helicopter operations - full-time and part-time employees	\$3.07 per hour
* Special duties allowance - off-shore helicopter operations - helicopter operations - casual employee	\$7.59 per hour
* Supervising pilot allowance - in charge supervising up to three pilots - helicopter operations	5% of the employee's salary
* Supervising pilot allowance - in charge supervising more than three pilots - helicopter operations	8% of the employee's salary
* Supervising pilot allowance - in charge supervising check and training pilot - helicopter operations	8% of the employee's salary
* Supervising pilot allowance - in charge supervising check and training plus IFR - helicopter operations	10% of the employee's salary
* Supervising pilot allowance - in charge supervising chief pilot - helicopter operations	10% of the employee's salary
* Supervising pilot allowance - in charge supervising check and training who is also chief pilot - helicopter operations	12% of the employee's salary
Transfer of home base - expenses reimbursement - 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, or for storage of such items

Allowances	Rate
* Additional responsibilities allowance - Training captain - regional airlines	6% of the employee's salary
* Additional responsibilities allowance - Pilot designated as a senior base captain - regional airlines	6% of the employee's salary
* Additional responsibilities allowance - Check captain - regional airlines	8% of the employee's salary
* Additional responsibilities allowance - Check and training captain - regional airlines	10% of the employee's salary
* Additional responsibilities allowance - Pilot designated as Chief pilot - regional airlines	10% of the employee's salary
* Additional responsibilities allowance - Senior base captain and a check and training captain - regional airlines	11% of the employee's salary
* Additional responsibilities allowance - Pilot designated as Chief pilot and a check and training captain - regional airlines	12% of the employee's salary
Agreement to arrange own accommodation and meals allowance - regional airlines	\$121.64 per layover
Camping out allowance - regional airlines	\$93.12 per night
Camping out allowance – on-shore helicopter operations	\$29.35 per night
Camping out allowance – off-shore helicopter operations	\$30.55 per night
Duty travel allowance - regional airlines	payment of an allowance to cover transport to and from the airport and accommodation and meals on each occasion
Inappropriate accommodation allowance - regional airlines	\$109.15 per night
Layover allowance - Australia and dependencies - regional airlines	\$19.10 per layover
Layover allowance - elsewhere - regional airlines	\$42.03 per layover
Meal allowance - absent on layover - regional airlines	\$26.35 for breakfast, \$29.52 for lunch, and \$50.76 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.