# Pay Guide - Aircraft Cabin Crew Award [MA000047]

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Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 October 2022.

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

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

**Disclaimer**

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Adult

### Full-time & part-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - domestic and international flying only** |
| --- | --- | --- | --- |
| Cabin crew member | $922.60 | $24.28 | $48.56 |
| Cabin crew supervisor (narrow-bodied aircraft, four or more crew) | $1,076.40 | $28.33 | $56.66 |
| Cabin crew manager (wide-bodied aircraft) | $1,257.20 | $33.08 | $66.16 |

### Casual

| **Classification** | **Hourly pay rate** | **Overtime - domestic and international flying only** |
| --- | --- | --- |
| Cabin crew member | $30.35 | $54.63 |
| Cabin crew supervisor (narrow-bodied aircraft, four or more crew) | $35.41 | $63.74 |
| Cabin crew manager (wide-bodied aircraft) | $41.35 | $74.43 |

## Allowances

### General

|  |  |
| --- | --- |
| **Allowances** | **Rate** |
| Termination at a new home base - transport reimbursement | reimbursement for the cost of transport back to the previous home base for the employee, their spouse or defacto partner, dependent children under 21 and their possessions |
| Termination whilst on layover or temporary transfer - transport reimbursement | reimbursement for the cost of transport back to the home base for the employee, their spouse or defacto partner, dependent children under 21 and their possessions |
| Uniform fitting allowance - domestic and international flying only - cabin crew member | $12.14 per fitting |
| Uniform fitting allowance - domestic and international flying only - cabin crew supervisor (narrow-bodied aircraft, four or more crew) | $14.17 per fitting |
| Uniform fitting allowance - domestic and international flying only - cabin crew manager (wide-bodied aircraft) | $16.54 per fitting |

### Domestic flying

| **Allowances** | **Rate** |
| --- | --- |
| Flying allowance | $15.50 per hour for scheduled block hours |
| Relocation reimbursement | reimbursement of all reasonable expenses incurred for the removal of furniture and personal property |
| Training allowance | $2.31 per hour up to a maximum of $87.65 per week |

### International flying

| **Allowances** | **Rate** |
| --- | --- |
| Incidentals allowance | $2.05 per block hour |
| Meals allowance | an allowance for appropriate meals |
| Relocation reimbursement | reimbursement for all reasonable expenses for removal of furniture and personal property |

### Regional flying

| **Allowances** | **Rate** |
| --- | --- |
| Accommodation and meals allowance on layover | reimbursement for the cost of appropriate accommodation and meals |
| Accommodation and meals allowance on layover - employer only provides accommodation | $23.65 for breakfast, $27.26 for lunch and $61.56 for dinner as required |
| Accommodation and meals allowance on layover - employee arranges and pays for meals and accommodation | $144.91 per layover |
| Accommodation and meals allowance on layover - accommodation wasn't available or provided | $100.32 per night |
| Death benefits reimbursement | reimbursement for the cost of insurance up to $402.33 per annum |
| Family travel reimbursement | reimbursement for the cost of air travel for the employee, their spouse or defacto partner and dependents under 21 and transport to and from the airport, appropriate accommodation and meals for individuals who were off-loaded |
| Layover allowance | $23.77 per layover |
| Layover transport reimbursement | reimbursement for the reasonable cost of transport between the airport and the accommodation |
| Legal claims reimbursement | reimbursement for the monetary amount of the successful legal claim |
| Meal allowance - duty in excess of 30 minutes in a meal period - between 6.30am and 8am | $23.65 for breakfast |
| Meal allowance - duty in excess of 30 minutes in a meal period - between 12 midday and 1.30pm | $27.26 for lunch |
| Meal allowance - duty in excess of 30 minutes in a meal period - between 6pm and 8pm | $61.56 for dinner |
| Personal effects loss or damage reimbursement | reimbursement of up to $2,276.00 and reasonable expenses incurred |
| Stopover of four hours or more reimbursement | reimbursement for the cost of adequate rest facilities which allow horizontal rest |
| Telephone reimbursement | reimbursement for the cost of installation or transfer for a telephone or pager and 50% of the rental charge |
| Transport reimbursement - away from home base for 48 hours - employee not using own vehicle | reimbursement for the cost of suitable transport between home and the base airport |
| Transport reimbursement - away from home base for 48 hours - employee using own vehicle | $0.94 per km up to a maximum of 30 km each way |
| Travel reimbursement | reimbursement for taxi and public transport expenses |
| Uniform and grooming reimbursement | reimbursement for the cost of purchasing required uniforms and any replacement items |
| Uniform and grooming allowance - full-time and part-time employee | $152.13 per month |
| Uniform and grooming allowance - casual employee | $7.00 per day worked |
| Uniform fittings in another base travel reimbursement | reimbursement for the cost of air travel to and from the home base to the other base and transport between the airport and the premises where the uniform fitting occurs |
| Working through a meal break allowance | $10.16 per occasion |
| Working on a designated day off allowance | $128.70 per day and a substitute designated day off within the current or next rostered period |