



A320/B737

FRMS Ruleset

Revision 4.1

Issue Date: 1 October 2024

Revision Record

Revision	Prepared By	Date	Summary of Changes
1	Doug Alley	14 Feb 2019	Initial Issue
2	Doug Alley	4 Mar 2019	FD17 and FD25 update to split duty application
3	Paul Kirby	15 September 2020	<ul style="list-style-type: none"> • SH EBA Rev 8 inclusions. • Additional definitions added. • Infringement of X days removed as this is in the EA. • Extending from planning to operational limits information is provided. • Streamlined reference to Flight time rather than flight deck time, flight deck duty time across document. • Add further details on Standbys. • Added FSAG initiatives in planning rules for max 4 consecutive early starts ad after a back of clock flight and start time for next available duty. • Maximum Flight and Duty limitations (operations) table amended • Clarifying deadheading sector does not count in sector count for duty times. • Pilot discretion added to extension while deadheading. • Chapter 2A & Chapter 2B removed. • Chapter 4 has been re-written for New Zealand based operations. Added Chapter 4A(planning) and 4B(operational). Aligning the display of information.
4	Paul Kirby	30 May 2024	<ul style="list-style-type: none"> • Inclusion of A320 to ruleset. In some instances, removed specific reference to B737 as it will apply to all fleets in the ruleset. • Inclusion of FSO 083/23; FRMS Extending From Planning Limits to Operational Limits. Updates FD10 and FD46. • Inclusion of FSO 024/24. Instructor Simulator Training After Flying Duties. Updates FD7.2.
		1 Oct 2024	<ul style="list-style-type: none"> • Revision 4.1 – Chapter 4B amendment of FD62.1 to correct inadvertent change made in revision 4 update.

Qantas Airways Limited Fatigue Risk Management System Ruleset A320/B737

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Document control

All amendments to this document must be referred to the Document Owner below for approval prior to insertion in the exposition document.

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Manual Details

FD0. Introduction

This document sets out the Flight Crew ruleset that is the basis the Qantas Airways Limited Fatigue Risk Management System (FRMS) for the A320/B737 Fleet.

The ruleset may be varied as and when required to ensure the integrity of the ruleset and efficiency of the FRMS process.

The FRMS Rulesets are an integral part of the Qantas FRMS and are published in separate documents to the Qantas FRMS Manual to facilitate ease of access of the relevant flight and duty limitation information. A change to the FRMS Rulesets shall comply with the approved FRMS change process as detailed in the Qantas FRMS Manual Section 6.8 (FRMS – The Change Management Process).

FD1. Definitions

Term	Meaning or Definition
Base or Home Base	the geographic location to which a pilot is allocated by the Company for the purposes of commencing and finishing duty.
Category	a pilot's status according to a particular aircraft type. Categories are ranked in the following descending order: A320/B737 Captain; A320/B737 First Officer
Cumulative Duty	The progressive sum of duty periods.
Day	the period between local midnight and the subsequent local midnight
Deadheading	travelling on an aircraft at the Company's direction other than as an operating pilot for the purpose of positioning for duty or returning to base after completing a duty. (or 'positioning')
Duty	Any task that a person who is employed as a pilot is required to carry out associated with the business.
Duty Period	Duty Period - A period of time that starts when the Pilot is required by Qantas to report for duty, and ends when the Pilot is free of all duties. A duty period includes any time spent by the Pilot in Deadheading.
Flight Duty	Any duty that involves Flight Time.
Flight Time	The time when a pilot is acting in capacity of a crew member on board an aircraft that includes the total time from the moment it first moves from its parking place, until the latter of the aircraft coming to a rest at the designated parking position or until all engines are stopped.
Initial Roster	A pilot's roster for a bid period comprising patterns, duty periods, leave and duty free days allocated immediately following the completion of the roster allocation process before the commencement of the bid period
Late Night Operation	a duty period that includes flight duty, where the duty period includes more than thirty (30) minutes between the hours of 2300 and 0530 referenced to local midnight determined in accordance with clause FD2.
Pattern	the planned itinerary of a duty period or a series of duty periods.

Pilot	Allocated by the Company as a Captain, First Officer ('F/O') for duty on a A320/B737
Reserve Duty	Means a maximum twelve (12) hour period of reserve at the pilot's base or temporary transfer base at the Company's direction for the purpose of being available for operational duty.
Rest Period	A period of time during which a flight crew member has access to suitable resting accommodation or suitable sleeping accommodation and is relieved of all duties associated with employment.
Roster	a pilot's rostered arrangement of duty for a bid period.
Roster Construction	the building of a pilot's initial roster for a bid period which is comprised of awarded and/or assigned patterns and/or other duties following the bidding process.
Split Duty	A duty period which contains a rest period during which the pilot is relieved of all duty.
Suitable Resting Accommodation	A comfortable resting area which is environmentally conducive to rest, which contains a comfortable chair and at which the pilot has access to sustenance at times appropriate to the duty period requirements
Suitable Sleeping Accommodation	A comfortable self-contained room with (normal) single occupancy, with the use of a bed and a comfortable chair. The room is to be subject to minimum noise levels, with facilities to control light, be well ventilated and with air conditioning (if available). The pilot shall have access to sustenance at times appropriate to the duty period requirements.
Time Free of Duty	A period of time during which a flight crew member is free of all duty and standby associated with their employment.

Australia-Based Crew

Australian Based crew operate in accordance with Chapter 1A and 1B.

FD2. Local Midnight

- FD2.1. Where the Company operates from places of different local midnight, the Company will determine the place for local midnight for pilots.
- FD2.2. At the date of this document the place for determining local midnight is Sydney for the Adelaide, Brisbane, Melbourne and Sydney bases and Perth for the Perth base.
- FD2.3. Any determination of local midnight by the Company will last a minimum of twenty-eight (28) days and will be promulgated to all pilots.
- FD2.4. The Company may change the place used to determine local midnight. The Company will give all affected pilots twenty-eight (28) days' notice of any change pursuant to this clause.

FD3. Sign-On

- FD3.1. Pilots must report for duty in accordance with the following table:

Type of Duty	International or Domestic flights	Point of Departure	Sign-on
Operating	International	All ports	60 minutes before departure
	Domestic	All ports	60 minutes before departure
Deadheading	International	All ports	60 minutes before departure
	Domestic	All ports	30 minutes before departure

- FD3.2. Due to a disruption that impacts the next duty sign-on, at the pilot's discretion, the next day sign-on time may be reduced to a minimum of 45 minutes before departure.
- FD3.3. Notwithstanding FD3, the Company may reduce sign-on times for ports other than a pilot's Base to 45 minutes. Prior to implementing reduced sign-on times, the Company shall notify the impending change as part of the bid package

FD4. Sign-Off

- FD4.1. A pilot will sign off from duty:
- (a) thirty (30) minutes after arrival for international flights; and
 - (b) fifteen (15) minutes after arrival for domestic flights.

FD5. Days Off (X days)

- FD5.1. The Company will allocate each pilot a minimum of ten (10) X days in each bid period. (Pro-rated for any periods of leave or other unavailability)
- FD5.2. The Company will not allocate a pilot a single X days on more than two (2) occasions in each bid period unless the pilot requests a single X day or days.
- FD5.3. Any single X days will be at least thirty-six (36) hours.
- FD5.4. Any duty that immediately precedes an X day will be rostered to be completed on or before 22:30 local time the previous day.
- FD5.5. Notwithstanding clause FD5.4, a duty period may finish at 23:00 local time prior to an X day on the day of operations, due to disruption.
- FD5.6. Any duty immediately following an X day will not commence before 05:00 local time.
- FD5.7. Subject to any other clauses contained in this Ruleset, a pilot may agree to waive the requirements of sub-clause FD5.3, FD5.4, FD5.5 and FD5.6 of this Ruleset.

FD6. Blank Days and Available Days

- FD6.1. Where a pilot is rostered to perform a duty in excess of 13 hours that has been planned in accordance with FD13.2, a BL day shall be rostered on the day after that duty.
- FD6.2. All days free of duty not designated as X days or BL days will be designated AV days.
- FD6.3. CB days are considered a duty and Flight and Duty times limit (planning) apply.

FD7. Ground and Simulator Training

- FD7.1. Two duty periods that include at least one (1) simulator duty cannot be rostered within a single twenty-four (24) hour period (calculated from local midnight to local midnight).
- FD7.2. On the day immediately preceding the commencement of a simulator duty, a pilot must sign-off from any rostered flying duty at, or before, 20:00 hours. This is applicable to the trainee and line support pilot.
- FD7.3. A pilot must have a minimum of twelve (12) hours rest before he or she signs-on for a simulator duty or any deadheading associated with a simulator duty.

FD8. Company not to Contact Pilots at Unreasonable Hours

- FD8.1. The Company will make every effort not to contact pilots between the hours of 22:00 and 05:00.

FD9. Duty Immediately Before or After Annual Leave

- FD9.1. The company will not roster a pilot to perform duty which would extend beyond 20:00 hours on the day before commencement of annual leave or to commence duty before 08:00 hours on the day following completion of such annual leave.
- FD9.2. Subject to any other clauses contained in the ruleset, a pilot may agree to waive the requirements of FD9.1 or as awarded through bidding.

FD10. **Application to the Operational Limitations**

- a) A duty period commenced in accordance with the limitations in Chapter A Flight and Duty Limitations Planning may be **extended** at the discretion of the pilot to the Operational Limits in Chapter 1B.
- b) (i) Within 5 days of a duty (Day of Operations window), the rest period following that duty may be **reduced** at the discretion of the pilot to the Operational Limits in Chapter 1B. The pilot will be consulted and will advise Crewing if it is not acceptable.
(ii) A duty already commenced, the rest period following that duty may be **reduced** at the discretion of the pilot to the Operational Limits in Chapter 1B. The pilot will advise Crewing if it is not acceptable.
(iii) Outside 5 days of a duty, a rest period will only be reduced at the request of the pilot to the Operational Limits in Chapter 1B
- c) The pilot considers themselves physically and mentally fit for the operation.

CHAPTER 1A: OPERATIONS FLIGHT AND DUTY LIMITATIONS (PLANNING)

FD11. Flight Times Limits (Planning)

FD11.1. A pilot's total flight time must not exceed:

- (a) One hundred (100) hours in any consecutive twenty-eight (28) day period; or
- (b) One thousand (1000) hours in any consecutive three-hundred-sixty-five (365) day period.

At the time a pilot's roster is promulgated each bid period, no pilot will be rostered for more than nine hundred and fifty (950) hours of flight time in any thirteen (13) consecutive 28 day bid periods.

FD12. Cumulative Duty Time Limits (Planning)

FD12.1. The Company must not require, and a pilot will not perform, in excess of:

- (a) Sixty (60) duty hours in any consecutive seven (7) day period; and/or
- (b) Ninety (90) duty hours in any consecutive fourteen (14) days at initial roster publication. This may be increased to one-hundred (100) duty hours in any consecutive fourteen (14) days, with agreement of the pilot or awarded through open time bidding.

In determining cumulative duty time limits, duty time which involves simulator training and training flights (excluding line training, line checks and deadheading) is to be factored by 1.5 for the trainee and support pilot.

FD12.2. The Company must ensure that each pilot:

- (a) is not rostered, or required, for duty for more than nine (9) days in any eleven (11) day period; and
- (b) is not rostered, or required, for duty on more than six (6) consecutive days.

FD12.3. The Company must ensure that each pilot has either:

- (a) one (1) period free of all duty which is a minimum of thirty-six (36) consecutive hours duration in any consecutive seven (7) days; or
- (b) one (1) period free of all duty comprising two consecutive local nights, starting no later than 22:00 local, and finishing not earlier than 05:00 local in any consecutive eight (8) nights.

FD13. Maximum Flight Time and Duty Periods (Planning)

FD13.1. Subject to sub-clause FD12.1 and this clause FD13, the Company must not roster a pilot for duty for more than maximum duty periods as per the table below:

Maximum duty periods for 2 Pilot Operations		
Local start time	Sectors 1 to 4	Sectors 5 or 6
0500 – 1459	12 hours	11 hours
1500 – 1959	11 hours	10 hours
2000 – 0459	10 hours	10 hours

Maximum duty period for augmented crew is:

- (a) Sixteen (16) hours and not more than two (2) sectors if the flight duty period is scheduled to exceed fourteen (14) hours where the pilot being relieved has access (for the complete rest period) to rest facilities consisting of a comfortable seat which is separate from and screened from the flight deck and passenger compartment, and is environmentally conducive to rest;

- (b) Fourteen (14) hours where the pilot being relieved has access (for the complete rest period) to a comfortable seat in the passenger compartment.
- FD13.2. The Company may extend the maximum duty period as set out in sub-clause FD13.1 to fifteen (15) hours for a pilot (not being a pilot based in Sydney or Melbourne) who is required to undertake Emergency Procedures Training at a base other than his or her home base. Refer to FD6.1 if rostered duty is in excess of 13 hours.
- FD13.3. Where operations comprises of two pilots, the flight time limits are:
- (a) 9.5 hours where more than seven hours of flight time in a duty period are conducted in darkness;
 - (b) 10 hours where more than one (1) sector is scheduled; and
 - (c) 10.5 hours for all other occasions.
- FD13.4. Where operations comprises more than two pilots, the flight time limit is 10.5 hours.
- FD13.5. The Company may roster a pilot for a period of reserve duty not exceeding twelve (12) consecutive hours. A period of reserve duty is to have access to suitable sleeping accommodation and is free from all duties associated with their employment.
- FD13.6. The maximum of (4) consecutive duties with a sign-on prior to 0706 local time.
- FD14. Late Night Operations (Planning)**
- FD14.1. Subject to clause FD14.2 the Company will not require a pilot to perform duties in any duty period that involves late night operations for more than four (4) consecutive nights in any seven (7) consecutive night period.
- FD14.2. Once in any consecutive twenty-eight (28) day period, the Company may require a pilot to perform duties in a duty period that involves late night operations for five (5) nights in any seven (7) consecutive night period.
- FD14.3. Where there are more than two (2) duty periods involving late night operations in any seven (7) consecutive night period:
- (a) Notwithstanding clause FD12.1 the Company will not require and the pilot must not undertake, more than forty (40) hours of duty in that seven (7) night period;
 - (b) Except as provided by clause FD14.2 the Company will not roster a pilot for more than four (4) duty periods in that seven (7) night period; and
 - (c) Where a pilot has undertaken late night operations on consecutive nights, the Company must ensure that he or she either:
 - (1) remains on late night operations (up to the limits prescribed in clauses FD14.1 and FD14.2); and/or
 - (2) has at least twenty-four (24) hours free of duty before being required to perform any other duty.
- FD14.4. If a duty is a 'back of the clock operation' including two (2) hours between 0100-0459 (local time at departure airport), the following duty, if in Australia, is limited to sign-on no earlier than 1000 (local time) the following day.

FD15. Deadheading Following a Flight Duty (Planning)

- FD15.1. The Company may, in addition to the limits prescribed in the table at sub-clause FD13.1, roster a pilot to Deadhead following a flight duty up to the limits prescribed by sub-clause FD23.1 in the Operational Limits table.
- FD15.2. At discretion of the pilot, limits prescribed by sub-clause FD23.1 may be extended when the pilot is deadheading.
- FD15.3. Deadheading must be included in the calculation of the total duty period for the calculation of the subsequent rest period and flight and duty time limitations.
- FD15.4. The deadheading sector does not need to be considered a sector when the number of sectors is a factor in determining the maximum allowable duration of a duty period. This is only applicable if the deadheading sector is the last sector of the duty.
- FD15.5. A deadheading sector before a flight duty is counted as a sector in determining the maximum allowable duration of a duty period.
- FD15.6. Notwithstanding sub-clause FD15.1 & FD15.2 no duty period where the pilot is required to perform flight duty will exceed sixteen (16) hours.

FD16. Pilot Projected to Exceed the Flight or Duty Time Limitations (Planning)

- FD16.1. If a pilot is projected to exceed the pilot flight and duty limits the Company will remove, or the pilot will relinquish, the flight duty containing as little flight duty as necessary to relieve the possible breach of the limits.

FD17. Split Duty (Planning)

- FD17.1. The Company may only use split duty if a rest period of no less than six (6) hours is provided at a suitable sleeping accommodation
- FD17.2. Where the Company uses split duty in accordance with this clause the maximum duty limits pursuant to sub-clause FD13.1 may be increased by up to four (4) hours (the total duty period must not exceed sixteen (16) hours).
- FD17.3. For the purposes of determining subsequent time free of duty and cumulative duty time, the rest period set out in sub-clause FD17.1 may be discounted by 50% up to a maximum of four (4) hours.

Example:

Where a pilot is on a duty period of sixteen (16) hours which comprises:

- a 6 hour flight duty;
- a six (6) hour rest period; and
- another four (4) hours flight duty.

The rest period at the completion of the (16) hour duty period must be calculated by taking into account the entire sixteen (16) hours. Although by use of the discount in sub-clause FD17.3 the subsequent time free of duty and cumulative duty time can be calculated based on a 13 hour duty period (50% discount of the rest period is three (3) hours therefore remove three (3) hours from sixteen (16) hours to calculate the total duty period).

The minimum rest period following this duty period must be calculated in accordance with FD28.1 which states that where the previous duty period exceeds twelve (12) hours, the time free of duty must be twelve (12) hours, plus one and a half (1.5) times the time that the previous duty period exceeded twelve (12) hours.

Therefore the total rest period must be $12 + (13 - 12 \times 1.5) = 13.5$.

- FD17.4. Where the rest period pursuant to sub-clause FD17.1 includes any period between 2300 and 0530, the rest period must be for an uninterrupted period of at least seven (7) hours at suitable sleeping accommodation and, under these circumstances:
- (a) The maximum duty period may be increased to sixteen (16) hours; and
 - (b) discounting of the rest period pursuant to sub-clause FD17.3 is not permitted.

FD18. Time Free from Duty Following a Duty Within a Pattern (Planning)

- FD18.1. Pilots will be planned a minimum of ten (10) hours of time free of duty where the previous duty period does not exceed twelve (12) or as long as the previous duty period, whichever is greater. Where the previous duty period exceeds twelve (12) hours, the time free of duty shall be twelve (12) hours, plus 1.5 times the time that the previous duty period exceeded twelve (12) hours.

FD19. Time Free from Duty Following a Pattern for Roster Construction (Planning)

- FD19.1. The Company will ensure that a pilot has at least twelve (12) hours free of all duty immediately following a one (1) or two (2) day pattern.
- FD19.2. The Company will ensure that a pilot has at least fifteen (15) hours free of all duty immediately following a three (3) or four (4) day pattern.

FD20. Time Free from Duty (Planning)

- FD20.1. A pilot shall have either:
- (a) one (1) period free of all duty which is a minimum of thirty-six (36) consecutive hours duration in any consecutive seven (7) days; or
 - (b) one (1) period free of all duty comprising two consecutive local nights, starting no later than 22:00 local, and finishing not earlier than 05:00 local in any consecutive eight (8) nights.
- FD20.2. A pilot shall have:
- (a) in any consecutive twenty-eight (28) days, at least seven (7) days free of duty; and in any consecutive eighty-four (84) days, at least twenty-four (24) days free of duty; or
 - (b) in any calendar month, at least eight (8) days free of duty; and
 - (c) in any consecutive three (3) calendar months, at least twenty-six (26) days free of duty.

CHAPTER 1B: OPERATIONS FLIGHT AND DUTY LIMITATIONS (OPERATIONAL)**FD21. Flight Time Limits (Operational)**

FD21.1. A pilot's total flight time must not exceed:

- (a) One hundred (100) hours in any consecutive twenty-eight (28) day period; or
- (b) One thousand (1000) hours in any consecutive three-hundred-sixty-five (365) day period.

FD22. Cumulative Duty Time Limits (Operational)

FD22.1. The Company must not require, and a pilot will not perform, in excess of:

- (a) Sixty (60) duty hours in any consecutive seven (7) day period; and/or
- (b) Ninety (90) duty hours in any consecutive fourteen (14) days, at initial roster publication. This may be increased to one hundred (100) duty hours in any consecutive fourteen (14) days, with agreement of the pilot or awarded through open time bidding.

In determining cumulative duty time limits, duty time which involves simulator training and training flights (excluding line training, line checks and deadheading) is to be factored by 1.5 for the trainee and support pilot.

FD22.2. The Company must ensure that each pilot:

- (a) is not rostered, or required, for duty for more than nine (9) days in any eleven (11) day period; and
- (b) is not rostered, or required, for duty on more than six (6) consecutive days.

FD22.3. The Company must ensure that each pilot has either:

- (a) one (1) period free of all duty which is a minimum of thirty-six (36) consecutive hours duration in any consecutive seven (7) days; or
- (b) one (1) period free of all duty comprising two consecutive local nights, starting no later than 22:00 local, and finishing not earlier than 05:00 local in any consecutive eight (8) nights.

FD23. Maximum Flight Time and Duty Periods (Operational)

FD23.1. At the discretion of the pilot when it is operationally necessary in order to complete the objective of the duty and the pilot considers himself or herself physically and mentally fit for the operation, the operational maximum duty periods are listed as below:

Maximum duty periods for 2 Pilot Operations			
Local start time	Sectors 1 to 4	Sectors 5	Sectors 6
0500 – 1459	14 hours	13 hours	12 hours
1500 – 1959	13 hours	12 hours	11 hours
2000 – 0459	12 hours	12 hours	11 hours

Maximum duty period for augmented crew is:

- (a) Sixteen (16) hours and not more than two (2) sectors if the flight duty period is scheduled to exceed fourteen (14) hours where the pilot being relieved has access (for the complete rest period) to rest facilities consisting of a comfortable

seat which is separate from and screened from the flight deck and passenger compartment, and is environmentally conducive to rest;

- (b) Fourteen (14) hours where the pilot being relieved has access (for the complete rest period) to a comfortable seat in the passenger compartment.
- FD23.2. The Company may extend the maximum duty period as set out in sub-clause FD13.1 to fifteen (15) hours for a pilot (not being a pilot based in Sydney or Melbourne) who is required to undertake Emergency Procedures Training at a base other than his or her home base. Refer to FD6.1 if rostered duty is in excess of 13 hours.
- FD23.3. Where operations comprises of two pilots, the flight time limits are:
- (a) 9.5 hours where more than seven hours of flight time in a duty period are conducted in darkness;
 - (b) 10 hours where more than one (1) sector is scheduled; and
 - (c) 10.5 hours for all other occasions.
- FD23.4. Where operations comprises more than two pilots, the flight time limits is 10.5 hours.
- FD23.5. The Company may roster a pilot for a period of reserve duty not exceeding twelve (12) consecutive hours. . A period of reserve duty is to have access to suitable sleeping accommodation and is free from all duties associated with their employment.
- FD24. Late Night Operations (Operational)**
- FD24.1. Subject to clause FD24.2 the Company will not require a pilot to perform duties in any duty period that involves late night operations for more than four (4) consecutive nights in any seven (7) consecutive night period.
- FD24.2. Once in any consecutive twenty-eight (28) day period, the Company may require a pilot to perform duties in a duty period that involves late night operations for five (5) nights in any seven (7) consecutive night period.
- FD24.3. Where there are more than two (2) duty periods involving late night operations in any seven (7) consecutive night period:
- (a) A pilot must not undertake, more than forty (40) hours of duty in that seven (7) night period;
 - (b) Except as provided by clause FD24.2, a pilot shall not be rostered for more than four (4) duty periods in that seven (7) night period; and
 - (c) Where a pilot has undertaken late night operations on consecutive nights, the Company must ensure that he or she either:
 - (1) remains on late night operations (up to the limits prescribed in clauses FD24.1 and FD24.2); and/or
 - (2) has at least twenty-four (24) hours free of duty before being required to perform any other duty.

FD25. Deadheading Following a Flight Duty (Operational)

- FD25.1. The Company may, in addition to the limits prescribed in the table at sub-clause FD13.1, roster a pilot to Deadhead following a flight duty up to the limits prescribed by sub-clause FD23.1 in the Operational Limits table.
- FD25.2. At discretion of the pilot, limits prescribed by sub-clause FD23.1 be extended when the pilot is deadheading.
- FD25.3. Deadheading must be included in the calculation of the total duty period for the calculation of the subsequent rest period and flight and duty time limitations.
- FD25.4. The deadheading sector does not need to be considered a sector when the number of sectors is a factor in determining the maximum allowable duration of a duty period. This is only applicable if the deadheading sector is the last sector of the duty.
- FD25.5. A deadheading sector before a flight duty is counted as a sector in determining the maximum allowable duration of a duty period.
- FD25.6. Notwithstanding sub-clause FD25.1 & FD25.2 no duty period where the pilot is required to perform flight duty will exceed sixteen (16) hours.

FD26. Pilot Projected to Exceed the Flight or Duty Time Limitations (Operational)

- FD26.1. If a pilot is projected to exceed the pilot flight and duty limits the Company will remove, or the pilot will relinquish, the flight duty containing as little flight duty as necessary to relieve the possible breach of the limits.

FD27. Split Duty for 2 Pilot Operations (Operational)

- FD27.1. The Company may only use split duty;
- (a) Where no reasonable alternative is available; and
 - (b) If the pilot affected consents.
- FD27.2. Where a rostered flight duty period contains a rest period of at least six (6) consecutive hours at suitable sleeping accommodation, the roster limits under [FD23.1](#) may be increased by up to four (4) hours, with a maximum limit of sixteen (16) hours. Time spent during such a rest period may be discounted by 50% (up to a maximum of four (4) hours) in determining subsequent time free of duty, and cumulative duty.
- FD27.3. Where a rostered flight duty period contains a rest period of at least six (6) consecutive hours at suitable resting accommodation, the roster limits under [FD23.1](#) may be increased by up to two (2) hours.
- FD27.4. Where the rest period includes any period between 2300 and 0530 local, the rest period must be for an uninterrupted period of at least seven (7) hours at suitable sleeping accommodation, the maximum rostered flight duty period under these circumstances can be increased to 16 hours (if not already permitted). Discounting of rest time under these circumstances is not permitted.

FD28. Time Free from Duty (Operational)

- FD28.1. Pilots will observe a minimum of ten (10) hours of time free of duty where the previous duty period does not exceed twelve (12) or as long as the previous duty period, whichever is greater. Where the previous duty period exceeds twelve (12) hours, the time free of duty shall be twelve (12) hours, plus 1.5 times the time that the previous duty period exceeded twelve (12) hours.
- FD28.2. Where the preceding duty period does not exceed ten (10) hours, and the time free of duty includes the period between 2200 to 0600 local time, the time free of duty may be reduced to nine (9) consecutive hours.
- FD28.3. A standby completed in which call out does not occur is to be followed by a time free of all duty of a minimum of ten (10) consecutive hours.
- FD28.4. A pilot shall have either:
- (a) one (1) period free of all duty which is a minimum of thirty-six (36) consecutive hours duration in any consecutive seven (7) days; or
 - (b) one (1) period free of all duty comprising two consecutive local nights, starting no later than 22:00 local, and finishing not earlier than 05:00 local in any consecutive eight (8) nights.
- FD28.5. A pilot shall have:
- (a) in any consecutive twenty-eight (28) days, at least seven (7) days free of duty; and in any consecutive eighty-four (84) days, at least twenty-four (24) days free of duty; or
 - (b) in any calendar month, at least eight (8) days free of duty; and
 - (c) in any consecutive three (3) calendar months, at least twenty-six (26) days free of duty.

CHAPTER 2 : RESERVED**CHAPTER 3: FLIGHT TRAINING SCHEDULING ROSTERING LIMITATIONS****FD30. Simulator Roster Limitations**

- FD30.1. Refer to [Chapter 1a Operations Flight and Duty Limitations \(Planning\)](#) for rulesets applied to simulator planning.

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New Zealand-Based Crew

New Zealand crew operate in accordance with Chapters 4A and 4B.

FD40. Sign-On

- FD40.1. A Pilot must report for duty when operating or deadheading in accordance with the following
- (a) International: 60 minutes before departure
 - (b) Domestic: 45 minutes before departure.

FD41. Sign-Off

- FD41.1. A pilot will sign off from duty:
- (a) thirty (30) minutes after arrival for international flights; and
 - (b) fifteen (15) minutes after arrival for domestic flights.

FD42. Rostered Days Off (RDO & IRDO)

- FD42.1. Subject to FD 42.2 and 42.4 every Pilot shall be rostered a minimum of ten (10) RDOs, of which one may be an IRDO, at his or her home base (or elsewhere as may be mutually agreed) in each twenty-eight (28) day roster period.
- FD42.2. A Pilot may agree to the rostering of less than ten (10) rostered days off provided that:
- (a) A minimum of nine (9) days off will be rostered.
 - (b) The balance of the RDOs will be provided on a one for one basis within the following two (2) rosters.
- FD42.3. A single RDO will be a minimum of 36 hours free of duty from planned sign off or as mutually agreed otherwise.
- FD42.4. Whilst undertaking initial ground school, endorsement training and/or command upgrade training not covered by Flight Duty Time limits, Pilots may be rostered RDOs in accordance with the requirements of the Training Path at the place of training subject to the relevant employment agreement. Pilots agree that these RDOs may be changed to facilitate short notice changes to the training schedule. A minimum of eight (8) RDOs will be rostered per roster, however any RDOs not rostered during the training do not accrue.
- FD42.5. Where a Pilot takes Annual Leave for a part of a Roster Period the RDOs for the remainder of the Roster Period will be reduced in accordance with the relevant table in the applicable employment agreement.

FD43. Ground and Simulator Training

- FD43.1. Prior to any simulator duty that is a (re)certification or check simulator, conducted between 0100-0459 local, a Pilot must have rest encompassing one local night (2200-0500).

FD44. Company not to Contact Pilots at Unreasonable Hours

- FD44.1. The Company will not telephone Pilots between the hours of 2200 and 0700 hours, except where it is necessary to meet short-notice operational requirements.
- FD44.2. The Company will not make telephone calls or texts to Pilots during the mandatory rest periods except in cases of emergency.

FD45. Duty Immediately Before Annual Leave

- FD45.1. For any period of annual leave of seven (7) or more days, Pilots shall be rostered to finish duty prior to 1800 hours on the day before a period of annual leave.

FD46. Extending Planning Limitations to the Operational Limitations

- a) A duty period commenced in accordance with the limitations in Chapter A Flight and Duty Limitations Planning may be **extended** at the discretion of the pilot to the Operational Limits in Chapter 4B.
- b) (i) Within 5 days of a duty (Day of Operations window), the rest period following that duty may be **reduced** at the discretion of the pilot to the Operational Limits in Chapter 4B. The pilot will be consulted and will advise Crewing if it is not acceptable.
- (ii) A duty already commenced, the rest period following that duty may be **reduced** at the discretion of the pilot to the Operational Limits in Chapter 4B. The pilot will advise Crewing if it is not acceptable.
- (iii) Outside 5 days of a duty, a rest period will only be reduced at the request of the pilot to the Operational Limits in Chapter 4B
- c) The pilot considers themselves physically and mentally fit for the operation.

CHAPTER 4A: NEW ZEALAND-BASED FLIGHT AND DUTY LIMITATIONS (PLANNING)**FD47. Flight Time Limits (Planning)**

- FD47.1. The company will not require a Pilot to fly, and the Pilot shall not fly in excess of:
- (a) 1000 hours in any 365 consecutive days;
 - (b) 100 hours in any 28 consecutive days;

FD47.2. All time spent in a flight simulator shall be counted as flight duty time.

FD48. Cumulative Duty Time Limits (Planning)

- FD48.1. The Company shall not roster a Pilot for more than:
- (a) Fifty-five (55) hours of duty time in any seven (7) consecutive days;
 - (b) Ninety-five (95) hours of duty time in any fourteen (14) consecutive days;
 - (c) One hundred and ninety (190) hours of duty time in any twenty-eight (28) consecutive days;
- FD48.2. After roster publication, duty time may be extended to:
- (a) Sixty (60) hours of Duty Time in any seven (7) consecutive days;
 - (b) One hundred (100) hours of duty time in any fourteen (14) consecutive days;
- FD48.3. Of the sixteen (16) hours duty time allowable in FD49.2. The company shall not roster a Pilot more than eight and a half (8 1/2) hours' duty engaged in the activities of simulator training, ground school and administrative or office duties, inclusive of a minimum thirty minute unpaid meal break, provided that the ground school period may be extended for up to two (2) hours due to an unplanned disruption to the ground school.
- FD48.4. An exception to the hours designated in FD49.2 shall be where a Duty Period involves positioning, in which case such Duty Period shall not be rostered for more than twenty-four (24) hours (or longer as mutually agreed).
- FD48.5. In determining cumulative duty time limits, duty time which involves simulator training and training flights (excluding line training, line checks and deadheading) is to be factored by 1.5 for the trainee and support pilot.

FD49. Maximum Flight Time and Duty Periods (Planning)

- FD49.1. Except as otherwise provided in [FD49.2](#), the Company shall not roster a Pilot for a Flight Duty Period and the Pilot shall not fly where the Flight Duty Period exceeds those hours set out in the table below.

Maximum duty periods for 2 Pilot Operations		
Local start time	Sectors 1 to 4	Sectors 5 or 6
0500 – 1459	12 hours	11 hours
1500 – 1959	11 hours	10 hours
2000 – 0459	10 hours	10 hours

- FD49.2. The Company shall not roster a Pilot for more than sixteen (16) hours (or longer as mutually agreed between the Pilot and the company, in exceptional circumstances) in any Duty Period, not being a Flight Duty Period, but including Deadheading following Flight Duty and Positioning associated with simulator training, ground school and administrative or office duties;
- FD49.3. Where operations comprises of two pilots, the flight time limits are:
- (a) 9.5 hours where more than seven hours of flight time in a duty period are conducted in darkness;
 - (b) 10 hours where more than one (1) sector is scheduled; and
 - (c) 10.5 hours for all other occasions.
- FD49.4. Where operations comprises more than two pilots, the flight time limit is 10.5 hours.
- FD49.5. The maximum of (4) consecutive duties with a sign-on prior to 0706 local time.
- FD49.6. If a duty is a 'back of the clock operation' including two (2) hours between 0100-0459 (local time at departure airport), the following duty is limited to sign-on no earlier than 1000 (local time) the following day.

FD50. Sector Limitations (Planning)

- FD50.1. A Pilot shall not fly and the Company shall not roster a Pilot to fly in excess of the sectors set out in the table at FD49, in any one (1) single duty period.
- FD50.2. The Company shall not roster, nor a Pilot be required to undertake, a combination of flight sectors and deadheading sectors that exceed six (6) sectors in total in any duty period.

FD51. Reserve Duty (Planning)

- FD51.1. A Pilot may be rostered for a period of Reserve duty at home base. With the Pilot's agreement, Reserve may be rostered out of home base.
- FD51.2. The Company shall not roster a Pilot a reserve duty in excess of twelve (12) hours.
- FD51.3. Time free of duty between periods of reserve duty, or between duty periods and periods of reserve duty shall not be less than twelve (12) consecutive hours or the time of the previous duty, whichever is greater.
- FD51.4. Reserve duty does not accrue duty time until the Pilot is called out and signs on.

FD52. Deadheading Following a Flight Duty (Planning)

- FD52.1. The Company may, in addition to the limits prescribed in the table at sub-clause FD49.1, roster a pilot to Deadhead following a flight duty up to the limits prescribed by sub-clause FD62.1. in the Operational Limits table.
- FD52.2. At discretion of the pilot, limits prescribed by sub-clause FD62.1 may be extended when the pilot is deadheading.
- FD52.3. Deadheading must be included in the calculation of the total duty period for the calculation of the subsequent rest period and flight and duty time limitations.
- FD52.4. The deadheading sector does not need to be considered a sector when the number of sectors is a factor in determining the maximum allowable duration of a duty period. This is only applicable if the deadheading sector is the last sector of the duty.
- FD52.5. A deadheading sector before a flight duty is counted as a sector in determining the maximum allowable duration of a duty period.
- FD52.6. Notwithstanding sub-clause FD52.1 & FD52.2 no duty period where the pilot is required to perform flight duty will exceed sixteen (16) hours.

FD53. Pilot Projected to Exceed the Flight or Duty Time Limitations (Planning)

- FD53.1. If a pilot is projected to exceed the pilot flight and duty limits the company will remove, or the pilot will relinquish, the flight duty containing as little flight duty as necessary to relieve the possible breach of the limits.

FD54. Split Duty for 2 Pilot Operations (Planning)

- FD54.1. The Company may only use split duty:
- (a) In case of disruption;
 - (b) Where no reasonable alternative is available;
 - (c) If the Pilot affected consents; and
 - (d) If a rest period of no less than six (6) hours is provided at a suitable sleeping accommodation.

- FD54.2. Where the company uses split duty in accordance with this clause the maximum duty limits pursuant to sub-clause FD52.1 may be increased by up to four (4) hours (the total duty period must not exceed sixteen (16) hours).
- FD54.3. For the purposes of determining subsequent time free of duty and cumulative duty time, the rest period set out in sub-clause FD54.1(d) may be discounted by 50% up to a maximum of four (4) hours.

Example:

Where a pilot is on a duty period of sixteen (16) hours which comprises:

- a 6 hour flight duty ;
- a six (6) hour rest period; and
- another four (4) hours flight duty .

The rest period at the completion of the (16) hour duty period must be calculated by taking into account the entire sixteen (16) hours. Although by use of the discount in sub-clause FD54.2 the subsequent time free of duty and cumulative duty time can be calculated based on a 13 hour duty period (50% discount of the rest period is three (3) hours therefore remove three (3) hours from sixteen (16) hours to calculate the total duty period).

The minimum rest period following this duty period must be calculated in accordance with FD55 states that where the previous duty period exceeds twelve (12) hours, the time free of duty must be twelve (12) hours, plus one and a half (1.5) times the time that the previous duty period exceeded twelve (12) hours.

- FD54.4. Where the rest period pursuant to sub-clause FD54.1(d) includes any period between 2300 and 0530, the rest period must be for an uninterrupted period of at least seven (7) hours at suitable sleeping accommodation and, under these circumstances;
- (a) The maximum flight duty period may be increased to sixteen (16) hours; and;
 - (b) discounting of the rest period pursuant to sub-clause FD54.2 is not permitted.

FD55. Time Free from Duty (Planning)

- FD55.1. Following a Duty Period, a Pilot shall receive time free of all duty on the ground of not less than:
- (a) Eleven (11) consecutive hours on an overnight away from home base; and
Where the previous duty period has not exceeded twelve (12) hours the rest period on an overnight away from home base may be reduced to a minimum of ten (10) consecutive hours in the event of a delay or disruption providing that the duty period following the reduced rest will not exceed one sector to allow the Pilot to return to home base.
 - (b) Twelve (12) consecutive hours at home base. However, where the previous duty period has not exceeded twelve (12) hours, the rest period at home base may be reduced to a minimum of ten (10) consecutive hours for operational recovery.
- FD55.2. Notwithstanding FD 55.1, where the previous duty period exceeds twelve (12) hours the time free of duty shall be the greater of:
- (a) the length of the preceding duty; or
 - (b) twelve (12) hours, plus 1.5 times the time that the previous duty period exceeded twelve (12) hours.

FD55.3. A pilot shall have either:

- (a) one (1) period free of all duty which is a minimum of thirty-six (36) consecutive hours duration in any consecutive seven (7) days; or
- (b) one (1) period free of all duty comprising two consecutive local nights, starting no later than 22:00 local, and finishing not earlier than 05:00 local in any consecutive eight (8) nights; or
- (c) one (1) period free of all duty which is a minimum of sixty (60) consecutive hours in any consecutive ten (10) days.

FD55.4. A pilot shall have:

- (a) in any consecutive twenty-eight (28) days, at least seven (7) days free of duty; and
- (b) in any consecutive eighty-four (84) days, at least twenty-four (24) days free of duty; or
- (c) in any calendar month, at least eight (8) days free of duty; and
- (d) in any consecutive three (3) calendar months, at least twenty-six (26) days free of duty.

**CHAPTER 4B: NEW ZEALAND-BASED FLIGHT AND DUTY LIMITATIONS
(OPERATIONAL)****FD60. Flight Time Limits (Operational)**

- FD60.1. The company will not require a Pilot to fly, and the Pilot shall not fly in excess of:
- (a) 1000 hours in any 365 consecutive days;
 - (b) 100 hours in any 28 consecutive days;
- FD60.2. All time spent in a flight simulator shall be counted as flight duty time.

FD61. Cumulative Duty Time Limits (Operational)

- FD61.1. The Company shall not roster a Pilot for more than:
- (a) Fifty-five (55) hours of duty time in any seven (7) consecutive days;
 - (b) Ninety-five (95) hours of duty time in any fourteen (14) consecutive days;
 - (c) One hundred and ninety (190) hours of duty time in any twenty-eight (28) consecutive days;
- FD61.2. After roster publication, duty time may be extended to:
- (a) Sixty (60) hours of Duty Time in any seven (7) consecutive days;
 - (b) One hundred (100) hours of duty time in any fourteen (14) consecutive days;
- FD61.3. Of the sixteen (16) hours duty time allowable in FD62.2. The company shall not roster a Pilot more than eight and a half (8 1/2) hours' duty engaged in the activities of simulator training, ground school and administrative or office duties, inclusive of a minimum thirty minute unpaid meal break, provided that the ground school period may be extended for up to two (2) hours due to an unplanned disruption to the ground school.
- FD61.4. An exception to the hours designated in FD62.2 shall be where a Duty Period involves positioning, in which case such Duty Period shall not be rostered for more than twenty-four (24) hours (or longer as mutually agreed).
- FD61.5. In determining cumulative duty time limits, duty time which involves simulator training and training flights (excluding line training, line checks and deadheading) is to be factored by 1.5 for the trainee and support pilot.

FD62. Maximum Flight Time and Duty Periods (Operational)

- FD62.1. At the discretion of the pilot when it is operationally necessary in order to complete the objective of the duty and the pilot considers himself or herself physically and mentally fit for the operation, the operational maximum duty periods are listed as below:

Maximum duty periods for 2 Pilot Operations		
Local start time	Sectors 1 to 4	Sectors 5 or 6
0500 – 1459	14 hours	11 hours
1500 – 1959	13 hours	10 hours
2000 – 0459	12 hours	10 hours

- FD62.2. The Company shall not roster a Pilot for more than sixteen (16) hours (or longer as mutually agreed between the Pilot and the company, in exceptional circumstances) in any Duty Period, not being a Flight Duty Period, but including Deadheading following Flight Duty and Positioning associated with simulator training, ground school and administrative or office duties;
- FD62.3. Where operations comprises of two pilots, the flight time limits are:
- (a) 9.5 hours where more than seven hours of flight time in a duty period are conducted in darkness;
 - (b) 10 hours where more than one (1) sector is scheduled; and
 - (c) 10.5 hours for all other occasions.
- FD62.4. Where operations comprises more than two pilots, the flight time limit is 10.5 hours.
- FD62.5. Once a Pilot has signed-on, that duty may be varied or extended, at the discretion of the company for unplanned operational reasons to the maximum flight and duty limits (planning) as per FD 49.1. A Pilot whose duty is extended or varied under this clause shall operate the duty unless there are special circumstances that prevent the Pilot from performing the duty. The company shall not unreasonably withhold its agreement for the Pilot not to perform the extended or varied duty in such circumstances.
- FD62.6. A Pilot cannot be extended into an unplanned overnight under FD 62.1 without mutual agreement. However, a Pilot may be required in exceptional circumstances to extend by up to 24 hours away from home base or be required to extend into a day off in order to facilitate his or her return to home base. If the extension to duty time results in the Pilot's duties extending into a day off, a substitute RDO will be rostered as soon as possible but in any event within the next two (2) roster periods, unless mutually agreed otherwise.
- FD63. **Delayed reporting Time (Operational)**
- FD63.1. When Pilots are informed of a delay before leaving their place of rest on the day of operation the duty shall start at the new reporting time up to a maximum of four (4) hours after the original scheduled report time, unless mutually agreed otherwise. The applicable flight duty period shall be determined from the table in FD49.1 based on the new report time.
- FD64. **Reserve Duty (Operational)**
- FD64.1. A Pilot may be rostered for a period of Reserve duty at home base. With the Pilot's agreement, Reserve may be rostered out of home base.
- FD64.2. The Company shall not roster a Pilot a reserve duty in excess of twelve (12) hours.
- FD64.3. Time free of duty between periods of reserve duty, or between duty periods and periods of reserve duty shall not be less than twelve (12) consecutive hours or the time of the previous duty, whichever is greater.
- FD64.4. Reserve duty does not accrue duty time until the Pilot is called out and signs on.

FD65. Deadheading Following a Flight Duty (Operational)

- FD65.1. The Company may, in addition to the limits prescribed in the table at sub-clause FD13.1, roster a pilot to Deadhead following a flight duty up to the limits prescribed by sub-clause FD62.1 in the Operational Limits table.
- FD65.2. At discretion of the pilot, limits prescribed by sub-clause FD62.1 may be extended when the pilot is deadheading.
- FD65.3. Deadheading must be included in the calculation of the total duty period for the calculation of the subsequent rest period and flight and duty time limitations.
- FD65.4. The deadheading sector does not need to be considered a sector when the number of sectors is a factor in determining the maximum allowable duration of a duty period. This is only applicable if the deadheading sector is the last sector of the duty.
- FD65.5. A deadheading sector before a flight duty is counted as a sector in determining the maximum allowable duration of a duty period.
- FD65.6. Notwithstanding sub-clause FD65.1 & FD65.2 no duty period where the pilot is required to perform flight duty will exceed sixteen (16) hours.

FD66. Pilot Projected to Exceed the Flight or Duty Time Limitations (Operational)

- FD66.1. If a pilot is projected to exceed the pilot flight and duty limits the company will remove, or the pilot will relinquish, the flight duty containing as little flight duty as necessary to relieve the possible breach of the limits.

FD67. Split Duty for 2 Pilot Operations (Operational)

- FD67.1. The company may only use split duty;
- (a) In the case of disruption;
 - (b) Where no reasonable alternative is available;
 - (c) If the Pilot affected consents; and
 - (d) If a rest period of no less than six (6) hours is provided at a suitable sleeping accommodation.
- FD67.2. Where a rostered flight duty period contains a rest period of at least six (6) consecutive hours at suitable sleeping accommodation, the roster limits under [FD62.1](#) may be increased by up to four (4) hours, with a maximum limit of sixteen (16) hours. Time spent during such a rest period may be discounted by 50% (up to a maximum of four (4) hours) in determining subsequent time free of duty, and cumulative duty.
- FD67.3. Where a rostered flight duty period contains a rest period of at least six (6) consecutive hours at suitable resting accommodation, the roster limits under [FD62.1](#) may be increased by up to two (2) hours.
- FD67.4. Where the rest period includes any period between 2300 and 0530 local, the rest period must be for an uninterrupted period of at least seven (7) hours at suitable sleeping accommodation, the maximum rostered flight duty period under these circumstances can be increased to 16 hours (if not already permitted). Discounting of rest time under these circumstances is not permitted.

FD68. Time Free from Duty (Operational)

FD68.1. Following a Duty Period, a Pilot shall receive time free of all duty on the ground of not less than:

- (a) Eleven (11) consecutive hours on an overnight away from home base; and
Where the previous duty period has not exceeded twelve (12) hours the rest period on an overnight away from home base may be reduced to a minimum of ten (10) consecutive hours in the event of a delay or disruption providing that the duty period following the reduced rest will not exceed one sector to allow the Pilot to return to home base.
- (b) Twelve (12) consecutive hours at home base. However, where the previous duty period has not exceeded twelve (12) hours, the rest period at home base may be reduced to a minimum of ten (10) consecutive hours for operational recovery.

FD68.2. Notwithstanding FD 68.1, where the previous duty period exceeds twelve (12) hours the time free of duty shall be the greater of:

- (a) the length of the preceding duty; or
- (b) twelve (12) hours, plus 1.5 times the time that the previous duty period exceeded twelve (12) hours.

FD68.3. A pilot shall have either:

- (a) one (1) period free of all duty which is a minimum of thirty-six (36) consecutive hours duration in any consecutive seven (7) days; or
- (b) one (1) period free of all duty comprising two consecutive local nights, starting no later than 22:00 local, and finishing not earlier than 05:00 local in any consecutive eight (8) nights; or
- (c) one (1) period free of all duty which is a minimum of sixty (60) consecutive hours in any consecutive ten (10) days.

FD68.4. A pilot shall have:

- (a) in any consecutive twenty-eight (28) days, at least seven (7) days free of duty; and
- (b) in any consecutive eighty-four (84) days, at least twenty-four (24) days free of duty; or
- (c) in any calendar month, at least eight (8) days free of duty; and
- (d) in any consecutive three (3) calendar months, at least twenty-six (26) days free of duty.