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aipa

AIPA Annual Dinner 2024

AIPA's night of nights

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Farewell to
the President
and long serving
Members of
the CoM

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- Capt Brian Greeves (Ret), Safety & Technical Consultant
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*For 2022-2024 period.



AIPA staff at the Annual Dinner

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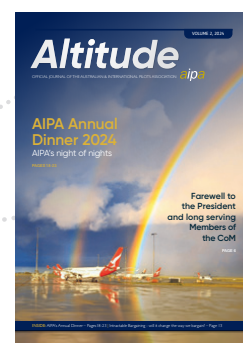


Photo credit: Michael Gregory – "took from my seat as an afternoon storm was passing through Brisbane Airport back in February 2022. We were starting to come out of Covid and the double rainbows were fitting for the restart of our flying!"

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The View From the Corner Office

► By Captain Tony Lucas, AIPA President

G'day everyone, I'm conscious that as *Altitude* 'goes to press' the sun is rapidly setting on my time as President. So I thought perhaps the best use of my time and yours is to share some reflections from the last few years in the hope that it assists us to understand where we currently are in terms of a relationship with Qantas, and where this might lead us.

For those of you who read *Insights*, some of the following will be familiar as I borrow in part from my final *Insights* of 21 November 2024.

I joined the AIPA CoM in February 2021 believing that my background in training, strategic planning and delivery, and my analytical mind, could contribute in the service of my colleagues. I had no real idea what volunteering for AIPA would look like. I simply nominated towards the end of 2020 and was successful at being voted onto the CoM.

Not back then, or at any time previously did I have any thought, desire, or ambition to be the AIPA President, or even to serve on the Executive. It wasn't on my life 'bingo card' of things I wanted to do or achieve.

When the casual vacancy for President arose in February 2022, I did not initially nominate for the role and felt there were others with greater experience who could do the role well. I was more than happy to support those pilots. When those individuals indicated they would not be nominating for the President's role, and at the urging of a number of CoM members and colleagues, I nominated (very reluctantly!).

Given that I came into the role without burning desire or personal ambition to be the AIPA President, I am comfortable leaving the role without sense of loss. I have given it my all and remained focussed for the last two years and nine months on delivering better outcomes for our members. I am comfortable that I have left a solid foundation for the incoming

Executive to build upon. I look forward to supporting them in this effort.

It has been an immense privilege to be the President of AIPA. I am conscious that I am just one of many that serve our colleagues, and it is the collective efforts of many that make AIPA effective at what it does.

I have always been open, honest, and up front with you. Each week I carefully considered what was important to share. I have always sought to be rational, thoughtful and measured as to the issues that confront both AIPA and our industry. Telling you the truth, laying out the reality, and the pros and cons of the various situations that have confronted us.

“I am comfortable that I have left a solid foundation for the incoming Executive to build upon. I look forward to supporting them in this effort.”

Sometimes that truth has not been pleasant. Many times it would be much easier to tell you exactly what you want to hear rather than give you the unvarnished reality and all sides of an issue. Some have criticised AIPA (and me personally) and suggested that giving you the pros and cons of an issue is 'scare mongering'. In reality it is sharing the very real considerations that your representatives work through on your behalf. Providing the whole story, not just the parts that make you feel good or support your beliefs.

As I have alluded to previously it doesn't take a rocket scientist to come up with ways of being critical of the Company. Was the role of President to simply criticise the



Company I would have significantly less stress in my life. Working on solutions takes effort and engagement.

Qantas shouldn't be our 'enemy'. I'm conscious that for some of my colleagues, we view the Company as the 'enemy' but it's not quite that simple. An enemy is normally someone we set out to 'defeat'. To significantly weaken or to destroy.

Yet there is a symbiotic relationship between pilots and the Company. Qantas needs pilots. We like flying aeroplanes and earning a good living. They need us. We need them. Frequently they need us to 'go the extra mile' to keep the show on the road. For our customers and the good of the airline we hope to love we should hope to go the extra mile.

We would hope that our relationship could be one built on mutual success. We help them to succeed and be more profitable, in return they expand, employ more of us, provide promotional opportunities, and share the spoils of success with those who helped deliver it.

Qantas can sometimes, even regularly, act like an 'enemy'. It seems counter intuitive after my previous point, but it has certainly been the lived experience of Qantas Group pilots for the period from 2008-2023 (and in reality, longer) that this has been the case. Aided and abetted by an industrial relations framework that is hostile to workers, Qantas took the opportunity to 'win' at all costs, on all occasions. There was little consideration for 'give and take' in problem solving issues unless it was in the form of pilots give, Qantas takes.

“Striking the right balance takes strategic thinking... on both sides.”

Threats to jobs, the metaphorical ‘gun to the head’ of Project Sunrise and Project Winton negotiations are just two of the more recent examples of where Qantas has treated its pilot body with disdain. Even going back as far as the creation of Jetstar we see the common theme of Qantas treating pilots as the enemy to be defeated and taking advantage of the times (post Ansett collapse) in 2001 to wage that battle.

Sadly, the outcome for that is the relationship between pilots and the Company becomes transactional. Pilots stop seeking to go the extra mile. This was the crux of my initial comments to the incoming CEO in June 2023. If Qantas pilots started to view this job as purely transactional then we would lose what made Qantas special and that would be to the detriment of all of us.

Striking the right balance takes strategic thinking... on both sides. For the younger amongst us, Toyota, Ford, Holden and Mitsubishi once all had car manufacturing plants in Australia. The workers were very well paid for relatively unskilled jobs. Many times the unions representing those workers would speak proudly of the significant pay rises they achieved for their members... until first Mitsubishi (2008), then Ford (2016), Holden and Toyota (2017) ceased manufacturing cars in Australia. Those jobs now don't exist.

Whilst the aviation industry is obviously different structurally to car manufacturing, the lessons from that industry are obvious.

Striking the right balance requires smart, strategic thinking by leaders of both the

Company and AIPA. Both sides proactively working together to solve issues is much smarter in the long term than defeating the enemy and winning a battle in the short term. The Company viewing us pilots as key stakeholders in the future of the airline is a smart strategic decision for them. Viewing us as an enemy to defeat is a short-term recipe for disaster.

Qantas or ‘the Company’ is not a single entity. Probably the most interesting lesson of my last three years is that the entity I viewed as ‘the Company’ is not a singular organisation. It is made up of many separate parts and many of these disparate parts are in tension against each other and in some cases, have competing interests. Working from the top down we have Domestic, International and Freight, Jetstar, QantasLink, Loyalty. Each of these elements of the business is ‘fighting’ for an allocation of the total resources to their operation. No doubt this will at times cause competitive tension within the respective management as they justify their respective positions and seek to build their careers.

Within those disparate elements there are a significant number of sub-groups. Again, these sub-groups are in tension with each other for resources and relevance. Flight Operations, Engineering, Flight Attendants, Resource Planning, all have various levels of interplay.

Frequently an issue that confronts pilots might be a resource planning issue rather than a Flight Ops issue. This then requires Flight Ops to expend to ‘do the work’ to provide the outcome for the

pilots. Engineering issues need Flight Ops and AIPA input to resolve.

Then within each of those sub-groups there are further distinctions. To use mainline Flight Operations as an example we deal with Fleet, Base Operations, Flight Training, Flight Technical, Flight Safety.

Office politics impacts pilots more than many realise. Within each of these sub-groups there are individuals. They have no seniority system or other way of planning their career or trying to read the tea leaves as to their future options in the same way pilots do. They all have their own hopes, dreams and career aspirations and things that they are trying to get out of their career. On occasion these competing interests between individuals can have an impact on pilots both individually and collectively.

So when a pilot complains about something the Company has done to them individually, it might come down to an individual within the Company who has made their own call. It's on these occasions that effective representation is important where an AIPA representative or member of our Legal team can pick up the phone to ‘work the issue’ on your behalf to achieve the best outcome possible.

Many individuals in the Company are awesome people. I have come across many within the Company over the last few years who care deeply about achieving good things for pilots. They are embedded across many of the teams that AIPA engages with and can be a joy to work with - even when we might disagree or be working on a contentious issue. Their ‘people first’ approach is greatly appreciated by AIPA and me personally.

Some pilots make AIPA's job harder. I have spent considerable time with the Chairman, CEOs at all levels, COOs, Chief Pilots, Base Operations Managers, IR and many others advocating that pilots are worth greater respect, greater consideration in their thinking, and reminding them that a well engaged pilot body is their best asset and that our career aspirations are aligned with the Company's goals.

On occasion, these efforts can be brought undone when individual pilots act carelessly or thoughtlessly. Like any negative feedback, the actions sometimes of a few individuals can outweigh the great actions of hundreds of others. The negative examples inhabit an out-sized memory in the minds of some individuals within the Company about the value of pilots.

Just as the efforts of a few individuals within the Company colour how we perceive



Tony Lucas talking to pilots in training.

it as a total, so too do the actions of some individual pilots end up colouring how pilots are perceived by many within the Company.

Where to from here?

I'll be the first to admit that mutual respect and trust have been missing from AIPA's relationship with Qantas at various stages over the last two decades. Frequently, not through the lack of desire by AIPA, but by Qantas' actions. I have impressed upon Qantas CEO Vanessa Hudson that whilst it will take efforts on both sides to rebuild this relationship, it is primarily Qantas that has damaged the trust and respect in the last decade and a half. Much of the change is going to have to come from them. My hope is that AIPA will continue to do its part in advocating for pilots and being open to a relationship built on mutual respect.

It is clear that some individuals within the Company are struggling to come to

doors that it will be time to call it out more publicly. That will likely fall to my successor as AIPA continues to negotiate Short Haul and Long Haul EAs and looks to engage on the Jetstar EA in 2025.

Yet a changed relationship will also take work from pilots. We need to be willing to engage in a re-built relationship. We need to be open to the opportunities that may present themselves. To 'fight smart' for the things that are important. Qantas is looking to rebuild its reputation in the marketplace and to expand. Pilots should want this also. We are uniquely placed to contribute to this rebuild and to be part of that expansion. Grasping this opportunity takes boldness, tenacity, and smart thinking. The ability to fight smart for the future, not to seek revenge for the past.

I hope that Qantas is smart enough to recognise this opportunity. I know many individuals in Qantas are even if some others are not. I hope those individuals carry the

exist would not be the same without the significant commitment from the pilot reps who know them best and understand the changes to conditions more effectively than any outsider could ever grasp.

To our wonderful AIPA staff, thank you for all you do. For many of them, working for AIPA goes well beyond a 'job' and it shows in the care for our members. AIPA's CEO, Francine is fond of saying 'one team, one dream' and doesn't like to single out any one individual. I'm going to break her rule though and suggest that her leadership since she joined AIPA in October 2023 has been outstanding through thick and thin.

To all who have provided encouragement, good wishes, a kind word, or the occasional 'welfare check' at stressful times, I thank you too for your support and kindness. It can be an immense source of encouragement for not just me, but all your representatives to receive encouragement and a 'thank you' even if we might disagree on particular issues. I urge all our membership to continue to work hard at being able to 'disagree well' on contentious issues and to be supportive of the efforts of your representatives as they serve you.

If I have let any of you down these last two years, for that I apologise. I've always been one to admit my mistakes. I remain confident of my motivation in always trying to bring my best to the role of AIPA President. I can't say that this has been a 'fun' job but I consider it to have been an immense privilege to have been the AIPA President.

Finally, I have on occasion in *Insights* referenced my Christian faith. It is the most important thing in my life and has been the foundation stone upon which I have built my time as AIPA President. I am by no means perfect but have sought to lead in the manner of 1 Peter 4:10 - to use the gifts I have been given to serve others. To my Christian brothers and sisters (and those of other faiths also) who have supported me in prayer, I owe you thanks beyond words.

Safe flying. God bless.■



“I urge all our membership to continue to work hard at being able to ‘disagree well’ on contentious issues and to be supportive of the efforts of your representatives as they serve you.”

grips with this concept of a changed relationship. Some within the Company presume that because they've been able to achieve win/lose with the pilot group over the last decade and a half (and in particular from 2019-2022) this is the default way of doing business. Some can't seem to help themselves but default back to the methodologies that we have seen for the past 15 years despite suggestions from CEO Hudson that Qantas seeks to engage with its workforce differently. The occasional threat, more veiled than they may have been in the past, is still a threat.

I've frequently called this behaviour out directly to Qantas. I have not shared these specific occasions with the pilot body believing it takes time for some people to learn a new way of engaging and behaving across the negotiating table. I've been happy to give Qantas the benefit of the doubt, believing the changed behaviour will take time.

Yet we are approaching a time when this sort of behaviour has been called out often and frequently enough behind closed

day over those that are slower to learn that pilots are an asset to be nurtured.

In my final *Altitude* it would be remiss of me to not acknowledge many of the people who have supported me (by default, all of you) in my time as AIPA President.

To the former AIPA Executives from both recent history and longer ago, thank you for your history lessons and wise counsel. One of AIPA's strengths is the very strong corporate knowledge and history that we have and the character of many individuals to still share their knowledge so willingly.

To the Executive that I have worked with for the last two years, thank you for all the hard work you have put in. Hoff, Lippo, Phil, Alex, John, Glen, Simon, and Theron all embody what is great about AIPA. Differing perspectives, argued thoughtfully, with respect for each other as colleagues. Their hard work and energy to deliver better outcomes for pilots is incredible.

To the EA and other AIPA teams that I have worked with, thanks for your efforts on behalf of your colleagues. The EAs that

CEO's Message: Reflecting on 2024 and Embracing the Future

► By Francine Binns, CEO

As we close out another year, I'd like to extend my deepest gratitude to each member of the Australian and International Pilots Association (AIPA). This year (2024) has seen many significant milestones for AIPA. Together, we've navigated challenges, embraced new opportunities, and set a solid foundation for a sustainable future.

This year, we made great strides in understanding and refining our services to better meet your needs. We're ensuring that our core competencies—particularly in areas like legal and industrial relations (IR), as well as pilot well-being and welfare—are

Our partnerships have grown stronger this year, with dedicated offerings from Your Cover (Loss of Licence) and MGD Wealth for financial planning services tailored specifically for pilots. We've expanded our member benefits through exclusive relationships with renowned brands like Breitling, Samsonite, and Ray-Ban, bringing you major discounts that enhance both your professional and personal lives.

Our Annual Dinner was a fantastic success, serving as a testament to the strength and camaraderie within our ranks. It was a privilege to celebrate your accomplishments and the unwavering



“We are investing in technology to streamline and enhance the member experience, making it easier for you to access information, connect with services, and engage with AIPA.”

front and centre in everything we do. These critical areas form the backbone of our commitment to you, and we've strengthened our in-house expertise and capacity to ensure you have the support you need when you need it most.

A key focus this year has also been our digital transformation. We are investing in technology to streamline and enhance the member experience, making it easier for you to access information, connect with services, and engage with AIPA.

From more efficient communication channels to tools that simplify everyday processes, these digital upgrades are designed with your convenience in mind. We're committed to creating a seamless, accessible, and supportive digital environment that evolves with your needs.

commitment that each of you brings to the Association. These events remind us of our shared purpose and the enduring power of unity.

I would also like to extend a heartfelt thank you to the AIPA Committee of Management and the Executive Management, the team that supports our members. Their dedication and hard work have been instrumental in achieving our goals and delivering on our promises to you. Their passion and expertise ensure that AIPA remains a resilient, forward-thinking Association that genuinely understands and champions the needs of all Qantas Group pilots.

Looking ahead to 2025, we remain focused on modernising our approach, strengthening our services, and fostering a

culture of open dialogue and collaboration. Our commitment to you and to each other is what drives us forward, ensuring that AIPA remains a trusted ally, ready to support and stand alongside every one of you.

Thank you for your dedication, professionalism, and resilience. May the new year bring renewed energy, continued success, and the fulfillment of our shared goals.

Wishing you and your loved ones a relaxing, safe holiday season and a prosperous 2025. ■

Fran

A Fond Farewell to Long-Standing Members of the AIPA CoM

► By Captain Mark Hofmeyer and Captain Tony Lucas

A new Committee of Management and Executive recently took their places at the pointy end of AIPA, embarking on a two-year cycle to lead our members.

However, it is important to recognise the significant contribution of those stepping off the stage.

At the Executive level, **Tony Lucas** has stepped down from the President's role. Tony has worked tirelessly for the association and its members, overseeing Project Winton negotiations and the A380 Second Officer dispute and advocating against the concept of Reduced Crew Operations. He was heavily involved in both the SH and LH EAs, the rejuvenation of the AIPA office including the appointment of a CEO and the management of countless other small but none less important issues along the way.

Unfortunately, health advice meant he needed to step down from the role, but his contribution has been immense. Tony will remain on CoM and I'm sure his experience will continue to be felt in the meeting room. All the best in the future Tony.

Vice President **Jason Lipson** has finished on CoM after 16 years in office. He has been a longstanding advocate particularly for the Short Haul pilots and his coffee shop catch ups will be fondly remembered by all. He has been a permanent fixture on the SH consultative committee, representing and supporting

colleagues to favourable outcomes on numerous occasions. No doubt his spare time will now be taken up by formulating a cunning plan to see his beloved Navy Blues finally do something of substance in the AFL finals.

Vice President **Theron Busby** is also retiring after 22 years. His role as "A" pilot Vice President has been significant and whilst the number of "A" pilots has dwindled over the years, Theron has continued to represent all pilots with care and compassion. Good luck on the A321 Theron.

Shane Loney is another experienced AIPA CoM member leaving the team, having served 16 years. He has been a fearless advocate in the Safety and Technical world, including in the FRMS domain. He has attended countless conferences pushing for safer working conditions for his colleagues not just in Qantas but across the globe. A classic case of someone doing hundreds of hours of behind the scenes work to make the life of a working pilot better. Shane, we are all in your debt.

AIPA's other FRMS expert **Greg Pavlou** is also stepping off the AIPA stage. Greg's passion and advocacy on all things FRMS have been vital. And his willingness to take on the difficult task of negotiating the SH EA9 was another great contribution during his time on the CoM. Enjoy fixing that gearbox Greg, now you have some spare time.

Chris Hewett was Greg's partner on the SH EA9 and has also been involved in many other EA negotiations. His experience and diligence to the art of negotiation have been of benefit to all AIPA members. We wish him all the best in the future.

Captain **Mark Hofmeyer** will also be stepping down. For just the one term of three years on the AIPA CoM, Hoff's input was significant. He played a key part in lifting the profile of AIPA publicly and was a highly effective spokesperson for the pilots on the myriad of aviation and industry issues that AIPA is asked to comment on. His initiative of introducing 'Stick with it - AIPA's podcast for pilots' has provided more in depth, informative, and nuanced information for our members than they've previously ever had access to. His advice and input as part of AIPA's Executive for the last two years has been considered and wise. His input will be missed.

Other CoM members choosing not to continue include: **Chris Doran, Shane Ince, James Massey-Greene, Jack Moir, Stew Roche, Marc Ruedegger, Adrian Salt** and **Chris Watling**. Their advocacy for their fellow pilots and a willingness to be involved in the process of the Committee of Management is to be applauded. I know I speak for all AIPA members when we simply say: thank you for your service. ■



Captain Tony Lucas



Captain Jason Lipson



Captain Theron Busby



Captain Shane Loney



Captain Chris Hewett



Captain Mark Hofmeyer

Vision, mission and values

Vision

Our vision is to advocate for the piloting profession in Australia and to provide support and guidance for our members whilst developing aviation safety to its highest standards.

Mission

Our mission is to serve our members and their interests, whilst advancing the profession and aviation industry.

Values

AIPA values play a crucial role in shaping the culture, behaviour, and identity of the Association. AIPA values are:



Member Centric

Prioritising member needs and preferences in product development, service delivery, and communication.



Respect and Inclusion

Fostering an environment where respect is ingrained in our behaviours so we can achieve sustained success and build a positive reputation both internally and externally recognising the strengths of a diverse and inclusive workplace.



Honesty and Integrity

Building strong relationships, provide ethical decision making and all contribute to the overall positive environment. Upholding honesty, transparency, and ethical behaviour in all professional interactions.



Collaboration & Teamwork

Collaborating effectively with all members, stakeholders and employees to achieve common goals. Creating a positive team-oriented culture, focused on building relationships, a positive and inclusive environment, and leveraging the diverse perspectives and expertise of the AIPA.



Accountability

Taking responsibility for one's actions and decisions and being answerable for the outcomes. Striving for continuous improvement.

Media Wrap Up 2024

► By Charlie Moore, Horton Advisory

This year AIPA has achieved significant media coverage, with **1,518 mentions** across various platforms.

Coverage was **47.1% online**, **25.6% on TV**, **24% on radio**, and **3.3% in print**, reaching a potential cumulative audience of **40.38 million**. Leading outlets included *ABC News*, the *AFR*, and *The Australian*, with extensive coverage on programs such as *ABC News Mornings* and *10 News First*, *Seven* and *Nine news*.

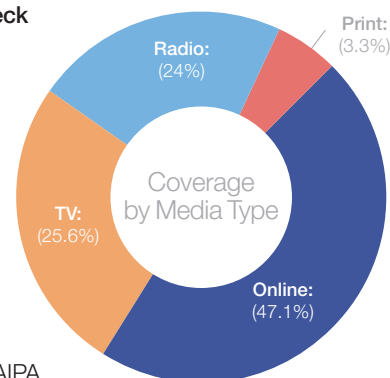
AIPA commented on key safety incidents throughout the year to highlight the high level of training and expertise among its members and to emphasise the importance of having two well-trained and well-rested pilots on the flight deck at all times.

In January, AIPA provided expert insight following the **coast guard aircraft crash at Haneda Airport**. In May, AIPA addressed media interest after **Singapore Airlines Flight SQ321** encountered severe turbulence, with Mark Hofmeyer conducting a press conference to explain the rigorous training and procedures pilots follow during such events. Most recently, in November, AIPA's safety and technical director, Steve Cornell, addressed the media after a **Qantas emergency landing at Sydney**. This coverage featured prominently on *Seven News* and *ABC Radio*.

AIPA's ongoing push to maintain **two pilots on the flight deck** gained widespread media attention throughout the year. In April we released a statement on this matter and received wide coverage across Australian media, and Tony Lucas also appeared internationally on *Bloomberg TV* to advocate for maintaining this critical safety standard.

On industrial matters, AIPA received positive media coverage regarding the outcome of its **legal dispute over A380 second officer positions**. Additionally, AIPA successfully managed media surrounding our **short-haul enterprise agreement**, including by issuing a statement with quotes from Tony Lucas following the no vote, which ran in *The Australian*.

Tony Lucas also weighed in on **Virgin's proposed tie-up with Qatar Airways**, providing strong commentary to *The Australian* about the potential negative impact on aviation and Australian jobs. His statements reinforced AIPA's commitment to safeguarding local employment and the integrity of Australia's aviation industry. ■





AIPA press conference with Mark Hoffmeyer addressing the Singapore Airlines turbulence event in May.

Why AIPA Being Active in the Media is More Important Than You Think

► By Captain Mark Hofmeyer

When I assumed the role of Communications Director for AIPA in 2022, I was determined to raise the public profile of the Association. Put simply, I was sick and tired of seeing people dominate the media airwaves on aviation issues despite having never sat in a control seat.

Having briefly worked as a journalist many years ago, being married to a journalist and counting numerous friends who still work in the media, I felt well-positioned to raise AIPA's profile.

With media resourcing reducing to record lows, there was an opportunity

to give the media what it desperately needed, expertise in a profession that very few understand. AIPA teamed up with Horton Advisory, a public relations firm in January 2023 to provide a more active group dedicated to seeking out media opportunities to further raise the profile of AIPA.

Many of you may ask what is the point of doing this? Shouldn't AIPA focus on EAs and other aspects relating directly to the members?

Unfortunately, former CEOs and others have done a very good job of convincing the travelling public that flying jet aircraft is easy. Phrases like "the autopilots do everything anyway" and "pilots are overpaid

and underworked" and "do we really need two pilots on a flight deck?" have become commonplace phrases.

By AIPA becoming available to discuss aviation matters both on a macro and micro level, we are able to push back on those false narratives. We can gain control of aviation issues and push the agenda that best benefits our members.

So how did we do it?

We started by issuing small media releases on inconsequential aviation-related matters. Effectively putting our hand up to provide insight and expertise, which caused AIPA to be added to the contact list of multiple media outlets across all fields – print, TV, web and radio.

When the issue of Reduced Crew Operations (RCO) became a more significant threat in early 2023, AIPA issued a media release expressing our concern at the idea. From the bedrock position of talking on these issues from a safety perspective, we made significant progress garnering the support of both the media and the wider public. We continue to raise this issue anytime a safety incident occurred, speculating on how difficult that situation would be if only one pilot was there to deal with it.

Only a few weeks later, a Qantas 737 had an engine failure enroute from Auckland to Sydney that resulted in a safe landing. The next day I participated in 16 media interviews including live TV and radio, feeding the media that was intrigued as to “what is it like” to be on the flight deck when an engine failure occurs.

This presented AIPA with a fantastic opportunity to applaud the crew for the safe handling of a stressful event. To “make the difficult look easy” due to hours of simulator training and a relentless commitment to a safety culture. We were able to speculate on the challenge that RCO would have placed on that incident. Talkback radio was flooded with positive comments about the value of well-trained pilots.

As this momentum built, President Tony Lucas and myself started to receive approaches from the media requesting interviews on a variety of aviation issues. These included proposed tailwind changes at Brisbane airport, aviation white paper considerations and various aviation incidents both in Australia and around the world.

And each time we were able to promote the value of pilots, the skills they possess to deal with a myriad of threats they face every day and why we need two pilots on a flight deck at all times.

AIPA's increased media profile dramatically enhanced the impact of President Tony Lucas calling for Qantas Chairman Richard Goyder to stand down. On that day alone, AIPA's call attained nearly 2000 mentions across Australia's media landscape resulting in millions of

people hearing our message. The impact was significant and was built on the back of a constant media presence on all aviation issues.

Media monitoring can measure the reach of an organisation's presence in the

“We have well-trained media spokespeople who will continue to promote the value of our profession, the challenges facing the industry and your continued commitment to safety whenever you fly.”

media. How this works is they identify where your organisation is mentioned, for example a radio interview, and assess the ratings for that program. Throughout 2022, prior to AIPA focusing on increasing its profile, AIPA's media reach included approximately 500 mentions for a reach of 20 million people.

In 2023 with RCOs and the call for Richard Goyder to step down, that increased to 5500 mentions and a reach of 115 million people. In 2024 until early

October, the mentions tallied just under 2000 with a reach of 55 million people.

The primary coverage in 2024 was the Singapore Airlines turbulence event in May. AIPA held a press conference in our Mascot office with media from all sections attending, hungry for details on “what actually happened”. Given our expertise in this space, we were able to provide correct information much earlier than others did.

The other focus of 2024 remained the issue with RCO including AIPA undertaking polling that indicated 80% of the public want Qantas CEO Vanessa Hudson to rule out RCO on Qantas aircrafts. We are hopeful that she can recognise the value of making this choice which will add further pressure on CASA and the Federal Government to rule out RCO in Australian airspace.

AIPA is now regarded as a respected and trusted source of information for all issues related to aviation. We have well-trained media spokespeople who will continue to promote the value of our profession, the challenges facing the industry and your continued commitment to safety whenever you fly.

I trust this provides some insight into this aspect of AIPA's role and that anytime you hear an AIPA spokesperson in the media, you understand the positive impact that has on your profession. ■



Legal & Industrial Relations

► By AIPA IR/Legal

OVERVIEW

Following the Covid 19 pandemic, the aviation industry began to recover and even flourish. This period has also been marked by the end of Alan Joyce's term as Chief Executive Officer and Managing Director of The Qantas Group (the Company). The Company has been under significant scrutiny, and internal leadership changes are impacting the Company's approach to workplace relations.

The Australian and International Pilots Association (AIPA) Legal team has continued to provide advice and assistance to our members, both individually and collectively, on a variety of employment and industrial issues, including representation for our members in the Fair Work Commission (FWC) and Federal Court of Australia (FCA). During 2024 we have provided advice to and assisted approximately 283 members on individual issues.

“This trend highlights a growing discontent among pilots regarding pay and working conditions, complicating efforts to reach an agreement.”

KEY ISSUES IMPACTING PILOTS

Current Bargaining in Australia

In a post pandemic environment, the current state of enterprise bargaining in Australia's aviation industry is characterised by increasingly prolonged negotiations between employers and unions. With rising operational costs and a tumultuous period for management at the highest level, all

parties are grappling with issues such as wage freeze/ wage increases and improved working conditions. Recently, the bargaining sphere has seen enterprise agreement (EA) proposals put to the pilots, with the backing of the unions, being voted down. This trend highlights a growing discontent among pilots regarding pay and working conditions, complicating efforts to reach an agreement.

After months of bargaining, in July 2024 Virgin Australia (Virgin) pilots overwhelmingly voted down a proposed new EA supported by Australian Federation of Air Pilots (AFAP). Virgin then applied to the FWC for assistance with the bargaining dispute. Following conciliation hearings in the FWC, the FWC recommended Virgin pilots accept the revised deal and in early October the pilots then voted 75% in favour of Virgin's offer bringing the dispute to an end.

In June 2024, an 'in principal agreement' was reached between AIPA's bargaining team and Qantas' negotiating team regarding the Qantas Airways Limited Pilots (Short Haul) Enterprise Agreement 2020 (EBA8). Similarly to the Virgin EA negotiations, in October 2024, when put to the pilots, they voted it down. AIPA will be seeking to negotiate a revised deal with the Company which addresses pilots' concerns.

The Qantas Airways Limited Pilots (Long Haul) Enterprise Agreement 2020 (LHEA10) has recently expired, and through 2024, the AIPA Long Haul bargaining team has been meeting with the Company regularly and working hard to achieve the best possible outcome for Long Haul pilots.

The Jetstar Airways Pilots Enterprise Agreement 2019 (JQEA) expires in



December 2025 and the Jetstar EA team (JQEA) is actively preparing for bargaining to commence. JQEA have recently surveyed all AIPA members, and the members responses will drive AIPA's priorities. Further preparation work will include analysis of the Qantas Group's financial position and industry economic analysis.

Network Aviation – Intractable Bargaining

New Intractable Bargaining Dispute (IBD) rules came into effect in Australia in June 2023 and have changed the way employers and unions navigate bargaining in the aviation industry. AIPA has been representing Network Aviation (Network) members in an IBD over a new enterprise agreement for the past eight months. Unlike typical bargaining, this case is now arbitrated by the FWC due to a lack of agreement between parties.

Bargaining for a new Network Aviation agreement has been ongoing since 2019 with AIPA pushing for significant salary increases, reasonable overtime rates, better work-life balance, and more rest days. The unions are mostly aligned in their positions, while Network opposes many of the claims, arguing against backpay and suggesting fewer rest days. This bargaining process has consisted of multiple failed votes and attempts at resolution with the last proposal being voted down in December 2023, prompting Network to seek FWC intervention.

Network filed for IBD in February 2024, the first hearing was in May 2024, and a decision on agreed matters was reached in July 2024. In early October 2024, the FWC held a three day hearing on eleven terms identified as "unagreed" including sign-on hours, duty travel, and overtime rates, among others. The agreed upon terms will form the basis of the FWC's Workplace Determination and a decision on the non-agreed matters is expected by the end of 2024.

AIPA Defends Seniority on the A380

Qantas first approached AIPA in August 2022 with plans to allocate second officers under training to the A380, bypassing more senior pilots already with Qantas. Under LHEA10, Qantas could only do so if there were insufficient bids from suitably qualified pilots or if AIPA agreed to the Qantas request. Due to feedback from AIPA members about the unfairness of the request to bypass more senior pilots, AIPA exercised its right to withhold its agreement.

Discussions between Qantas and AIPA then occurred without resolution, and so a dispute was filed in the FWC. In April 2023, this matter was escalated to the FCA at which point the FWC case was stayed (closed by agreement of both parties following FCA ruling). In the 2023 FCA hearing, Qantas claimed AIPA's conduct in withholding its agreement was unreasonable and in contravention of LHEA10. In July 2024, the FCA ruled that AIPA did not act unreasonably in withholding their agreement. In this matter, AIPA successfully fought for the long-standing principle of seniority which is protected under LHEA10.

“This established structure is essential for managing increasingly complex emergencies.”

Reduced Crewing Operations (RCO)

Recent advances in aviation technology have led aircraft manufacturers to propose reduced-crew or single-pilot operations in order to cut costs. AIPA, along with other unions globally, believes the push to reduce crewing operations will damage flight safety and create material risks for pilots, crew, passengers and airlines.



Since November 2022, AIPA has actively engaged in media discussions to highlight the critical importance of having two pilots working as a team on the flight deck. This established structure is essential for managing increasingly complex emergencies.

The Company has been recruiting new pilots across its subsidiaries and a move toward RCO threatens not only the integrity of the pilot profession and safety of flights, but also job security anytime pilot demand decreases. ■

Meet the AIPA Legal/IR Team

► By AIPA IR/Legal

Our Head of Legal/IR, **Matthew Warburton** has over 20 years' experience as an IR lawyer, working for both corporates and unions. Matt is currently working closely with the Qantas Short Haul team to push through a new EA (see page 10), as well as working to enhance the capability of the new AIPA Legal & IR team. Read more about Matt below.

Senior In House Lawyer **Jane Cleary** comes to AIPA with over 20 years of legal and IR experience. Jane has been representing Network Aviation members in IBD proceedings, supporting pilot reps in the Long Haul EA bargaining and assisting Express Freighter members prepare to bargain for a new EA.

In House Lawyer **Natascha Fletcher-Cauchy** joined the team from MinterEllison and is the subject matter expert on Jetstar and National Jets Systems. Tash is working with her respective pilot representatives to prepare for upcoming enterprise bargaining along with assisting individual members in disciplinary and other matters.



The Legal/IR team. (L-R) Natascha Fletcher-Cauchy, Matthew Warburton, Jane Cleary and Madeleine Vaz.

Our latest recruit, Paralegal **Madeleine Vaz**, was recently admitted as a lawyer to the Supreme Court of NSW. Maddy is supporting the Legal & IR team with their

various matters while being mentored by Matt in all things employment law and IR, particularly as they relate to Qantas Group pilots and the aviation sector.■



Welcome to Matt

Matt, who started at AIPA in May, manages the AIPA IR & Legal Team providing legal and IR advice to members, the CoM and the AIPA Executive.

Matt started working for unions as an ACTU Organising Works graduate in 1995. Later as an Industrial Officer, Matt regularly appeared in the Fair Work Commission, negotiated Enterprise Agreements and attended law school at night. Following his graduation from UTS in 2003, Matt was admitted as a solicitor to the Supreme Court NSW in 2004.

With 25 years in Industrial Relations and Law, Matt has previously negotiated with Qantas on behalf of the Flight Attendants Association including on the Australian Airlines EA in Carins. He has been practicing law for 20 years in General Counsel/Head of Legal roles for large corporations and has operated his own legal practice.

A keen surfer, Matt is President of the Australasian Lawyers Surfing Association which raises money for surf-related charities (and happens to have an annual conference in Indonesia).

He lives (close to the beach) in Wollongong with his wife, three kids, three cats and a dog.■

All Eyes on the Network Aviation IBD

► By Matt Warburton, Head of AIPA IR/Legal



The new Intractable Bargaining Dispute (IBD) rules that came into effect in Australia in June 2023 (see page 8 *Altitude Vol 1 2024*) are showing themselves to have a significant impact for both employers and unions, particularly in complex industrial relations settings such as the aviation industry.

The current Network Aviation case is looking to be a litmus test of sorts for the industry and the way that bargaining is done in the future.

The process of IBDs addresses cases where negotiations between employers and employees are at stalemate. With no

movement or agreement between parties, the Fair Work Commission can step in and make a decision which is applicable to all parties.

Neither Company nor union(s) know which way the ruling will go. And once the decision is made by the FWC it is binding.

BARGAINING WITH NEW RULES

The dispute between Network Aviation and three unions: AIPA, AFPA and TWU has been simmering since pilots voted to take industrial action in 2023. In February 2024 Network Aviation made an application to the FWC asking the FWC to decide the

dispute. On the 3rd of October 2024, the final hearings were complete with the FWC decision expected late 2024/early 2025.

A Senior AIPA Lawyer said, "It has been a fascinating demonstration of a developing law in action and has the potential to have long lasting effects on the entire Qantas Group and associated unions."

AIPA President Tony Lucas gave evidence in the FWC to support better wages and conditions for Network Pilots.

Tony said, "With a full bench of the FWC (three members, two deputy presidents and a commissioner); a barrister for each union and one for the Company, four lawyers and multiple witnesses this is no small claims court. And with the FWC having the final word, the end of the deadlock in bargaining could well be nigh."

Now that the law and the trend is set, the future of enterprise bargaining may be forever changed. Interesting times indeed.

As of publication of this edition of Altitude the ruling is unknown. ■

"The current Network Aviation case is looking to be a litmus test of sorts for the industry and the way that bargaining is done in the future."

Loss of Licence Insurance: Crucial Safety Net for all Pilots

► By AIPA CEO Francine Binns



Working as a pilot is a rewarding and highly skilled profession that takes many years of dedication and training. It's also a profession that comes with high risk – and we're not talking about the rare occurrence of engine failure or the like. One of the biggest challenges pilots face is the possibility of losing their licence due to health issues or injury.

The Civil Aviation Safety Authority (CASA) is responsible for licencing pilots and ensuring they meet the necessary standards to fly safely. Unlike many other jobs where health issues may not directly impact your ability to work, piloting is heavily regulated with strict medical requirements and a pilot's licence can be temporarily or permanently suspended for a variety of reasons including impairment due to injury, heart issues, vision loss, mental health conditions and more.

Having **Loss of Licence insurance (LoL)** provides a financial safety net that can save you from the devastating

financial blow of an unexpected licence loss at any age or stage of your career. LoL can provide financial stability at an uncertain time, allowing eligible pilots peace of mind when it comes to their families and financial wellbeing.

Of course not all health issues lead to permanent loss of a licence; some may require temporary grounding while a pilot undergoes treatment or rehabilitation. Temporary Loss of Licence cover can provide eligible pilots time to focus on recovery without the pressure of a reduced income.

The demanding nature of aviation means pilots often deal with high levels of stress and responsibility. Knowing their financial future is protected allows pilots to focus on their work and enjoy a better quality of life. Your family members can rest assured that you have considered their financial future and wellbeing.

YourCover provides LoL cover through Lloyds of London to AIPA members.

We are happy to announce updated cover from 1st January 2025. If you already have a plan, you will be automatically updated to the new coverage rates. Key benefits include:

QANTAS MAINLINE TOP UP COVER ONLY

Qantas offers a LoL plan provided within the Enterprise Agreement (EA). However, AIPA members, through YourCover, can opt for a 'top up' cover should you feel this meets your needs.

Top Up Cover Key Benefits

- Up to \$500k additional LoL lump sum cover available with flexible amounts up to \$100k for age 61 to 65
- Does not offset against any existing cover you might have
- Limited underwriting required – only three questions to answer
- Exclusive for AIPA Qantas mainline members

JETSTAR LOSS OF LICENCE AND TOP UP COVER

Key Benefits

- Cover up to age 65 for total or temporary loss of licence
- Zero out of pocket premiums for base cover
- Jetstar pays 100% of this LoL cover premium for base cover
- Cover also includes disability income benefits
- Automatically covered for \$100,000 in the event of death up to age 60, then decreasing to age 65

New Benefits Effective January 2025

- LoL payout increased to up to \$1 million
- Optional permanent LoL top-up increased to a max of \$500k
- Maximum benefit amount available based on age at time of claim with no reduction for previous claims

QANTASLINK LOSS OF LICENCE AND TOP UP COVER

- LoL benefit of an amount up to \$800K
- Top up benefit available purchase additional cover up to \$500K
- Zero out of pocket premiums for base cover
- Cover includes Total Disability Income
- Simple joining process



NJS LOSS OF LICENCE AND TOP UP COVER

- LoL benefit of up to \$700K
- Top up benefit available, purchase additional \$500K
- Zero out of pocket premiums for base cover
- Cover includes Total Disability Income
- Additional Total Disability cover available up to \$175K pa
- Premiums – direct transfer to NJS payroll
- Simple joining process

NETWORK AVIATION LOSS OF LICENCE AND TOP UP COVER

- Loss of licence benefit up to \$700K
- Top up benefit available to purchase additional cover up to \$500K
- Zero out of pocket premiums for base cover
- Cover includes Total Disability Income
- Simple joining process

When selecting a LoL policy, it's important for pilots to either seek financial advice and/or read the terms & conditions thoroughly as all policies are different.■

“Temporary Loss of Licence cover can provide eligible pilots time to focus on recovery without the pressure of a reduced income.”



*Details correct at time of printing.

Optimise Your Investment Horizons: Navigating Public and Private Markets

► Article by MGD Wealth

Any advice included in this article is general and has been prepared without taking into account your objectives, financial situation or needs. As such, you should consider its appropriateness having regard to these factors before acting on it. Before you make any decision about whether to acquire a certain financial product, you should obtain and read the relevant product disclosure statement.

When it comes to managing wealth, diversifying your portfolio across public and private markets can be as vital as selecting the right flight path. Achieving this balance may mean looking beyond the traditional approaches and embracing new strategies for diversification and optimising long-term outcomes.

It's widely accepted that a well-diversified, thoughtfully constructed portfolio—backed by strong governance and robust research—is essential. This is true whether investing through an employer or personal superannuation fund, or through non-superannuation-based capital, such as a family trust portfolio.

Traditionally, most investors, including pilots and their advisers, have built portfolios with a significant focus on public markets, which include listed equities, property, infrastructure, and fixed-income assets. “Balanced Fund” options, for example, have remained popular due to their accessibility and liquidity.

However, in recent years, private markets have garnered increasing attention, particularly following the 2007–2008 global financial crisis. Since then, institutional funds and high-net-worth investors have been more inclined to explore private market opportunities. This shift has been driven by a rising trend of domestic and global companies opting to stay private, rather than list on the stock exchange, creating an array of new investment opportunities in sectors such as private equity, infrastructure, real estate, and private debt.

THE APPEAL OF PUBLIC MARKETS

Public markets are valued for their accessibility, liquidity, and transparency. Investors can quickly buy or sell shares in response to market conditions, which offers flexibility and allows for strategic rebalancing. Moreover, the transparency of public markets provides valuable information through regulated disclosures, enabling investors to make informed decisions.

“We craft portfolios that draw on the best of both market realms, supporting each client’s unique needs and fostering a robust investment strategy.”

That same accessibility, however, can lead to short-term volatility and, at times, irrational market behaviour. Economic data releases and geopolitical events can trigger sharp reactions, and while liquidity is a major advantage, it can also lead to a short-term focus that increases volatility.

Nevertheless, the liquidity in public markets remains a practical benefit, particularly for pilots whose financial needs may fluctuate over time. A robust public markets portfolio provides flexibility, offering access to funds for life events such as purchasing a home, funding education, or navigating career transitions.

THE PRIVATE MARKET ADVANTAGE

Private markets—comprising private equity, real estate, infrastructure, and private debt—are becoming increasingly attractive to investors with longer-term investment horizons and a higher tolerance for lower liquidity. These assets are less reactive to daily market news, offering a degree of insulation from the fluctuations that affect public markets.

Private equity may be the most recognised sector in private markets; however, venture capital, private debt, real estate, infrastructure, and natural resources are all key private market sectors. Long-term studies have shown that private markets, across these sectors, have generally outperformed public market equivalents, delivering better risk-adjusted returns, enhanced yield profiles, and improved portfolio resilience.

A key factor behind this performance is that private market managers can often implement a more focused, long-term business strategy, free from the constant scrutiny and short-term pressures of public markets.

MGD WEALTH’S APPROACH TO STRIKING A PUBLIC AND PRIVATE MARKET BALANCE

Finding the right balance between public and private market exposures depends on an investor’s unique financial objectives, risk tolerance, sophistication, and liquidity requirements. Many high-net-worth clients, including pilots, have found value in a blended approach, which

diversifies across both market types. This approach helps align investments with personal financial goals while building a resilient overall portfolio.

At MGD Wealth, we understand that effective portfolio management involves an optimal mix of public and private market investments. Through our Goals-Based advice philosophy and partnerships with leading asset consultants such as WTW, Quilla Consulting, and Morningstar, we craft portfolios that draw on the best of both market realms, supporting each client's unique needs and fostering a robust investment strategy.

THE TAKEAWAY FOR PILOTS

Selecting private market assets requires in-depth analysis, sector expertise, and a strong network—elements that experienced advisers bring to the table. By working with a professional, pilots can identify investment opportunities aligned with their specific needs and aspirations, whether the goal is retirement planning, wealth accumulation, or tax-efficient structuring.

In today's financial climate, a balanced approach to public and private assets is

essential. Public markets provide liquidity and flexibility, making it easier to meet short-term needs, while private markets can reduce volatility and serve those with a longer-term outlook. With guidance from trusted advisers, pilots can build portfolios that support their financial journey through both calm and turbulent phases of their careers.

As an endorsed financial advice partner of the Australian and International Pilots Association (AIPA), MGD Wealth brings an understanding of the unique financial concerns of pilots, tailoring wealth and retirement strategies that empower them to confidently navigate their financial futures.

To begin refining your financial strategy with a clear roadmap and explore how private markets could complement your approach, scan the QR code to initiate a complimentary consultation with an experienced MGD Wealth adviser. ■

Scan to
request your
complimentary
consultation



APPENDIX

1. Statistic

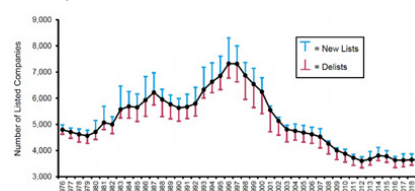
“The number of public companies has declined 46% since the year 2000.”

Data Source: Craig Doidge, G. Andrew Karolyi, and René Stulz, “The U.S. Listing Gap,” Journal of Financial Economics, Vol. 123, No. 3, March 2017, 464-487; Center for Research in Security Prices; and Counterpoint Global.

2. Graph

Companies are Staying Private for Longer (or Forever)

Additions and Subtractions to U.S. Listed Companies, 1976-2019



Data Source: Craig Doidge, G. Andrew Karolyi, and René Stulz, “The U.S. Listing Gap,” Journal of Financial Economics, Vol. 123, No. 3, March 2017, 464-487; Center for Research in Security Prices; and Counterpoint Global.



Trusted by Pilots to Grow & Protect Their Wealth

MGD Wealth provides AIPA members with expert financial advice and exclusive investment opportunities tailored to the unique needs of pilots.

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“We were impressed by MGD Wealth’s understanding of the airline industry and the particular needs of Qantas pilots.”

We have been very happy with MGD’s professional advice, the support they have given us, and the ongoing ‘hands on’ management of our affairs.”

**Qantas Pilot & AIPA Member
MGD Wealth Client**



Complimentary Consultation

Review your financial situation and take the next steps toward a personalised plan.

AIPA 2024 Annual Dinner

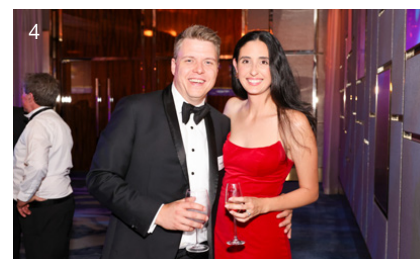
► By Kathleen Nicholas & Wallace Marshall

The AIPA 2024 Annual Dinner was held on Friday 13 September at the Crown Sydney, Barangaroo. The dinner served not only as a celebration of AIPA's collective achievements but as a tribute to our dedicated retirees who were honoured with a model aircraft of their choice in appreciation for their service and commitment.

Captain Mark Hofmeyer (AIPA VP and Communications Director) served as MC for the evening, piloting the evening's events with charm and good humour – perhaps he's found his calling!

We were joined by special guests Vanessa Hudson (Qantas Group CEO), John Mullen (QF Chairman) Stephanie Tully (Jetstar CEO) and Teri O'Toole, FAAA Federal Secretary.

Once seated in the Pearl Ballroom, guests were treated to a "Past Present and Future" video of AIPA's history, delivered with a Top Gun theme. Then, pretending to be guest speakers, Opera by Disguise took to the stage, shocking everyone by belting out beautiful operatic hits "O Sole Mio", "Nessun Dorma" and "Granada". We even had a "Waltzing Matilda" rendition by a third member of the group masquerading as a guest. Let's say we were all surprised!





1. AIPA 2024 Annual Dinner.
2. 2024 Retirees.
3. Wayne and Grace Spalding.
4. Ben Smith and partner Victoria Whelan.
5. Our talented MC for the night Mark Hofmeyer.
6. John Barton MGD Wealth with Fran Binns and Shane Loney.
7. Glen Hunter and partner Liv Oxford.
8. Opera in Disguise.
9. Jarrod and Jackie Roberston.
10. Retiree Wayne and wife Lorraine Gooda.
11. Theron Busby and partner Carol Turner.

ANNUAL DINNER

AIPA President, Captain Tony Lucas followed, welcoming guests and acknowledging our valued and hard-working volunteers, CoM members, representatives from our fellow unions, the FAAA, TWU and from Qantas. He provided a comprehensive update on the year's achievements and milestones, highlighting the future vision and direction of the Association.

Captain Barry Jackson delivered a poignant and sincere tribute with a toast to our members who have passed in the last year, followed by a minute of silence.

Retirees were called to the stage and presented their aircrafts by AIPA Executive members, Capt Tony Lucas (President), FO Glen Hunter (Treasurer), FO John Pavlou (Secretary) and Capt Alex Winslow (Assistant Secretary). Capt Mark Hofmeyer paid tribute to the honoured retirees, sharing anecdotes from their careers and recalling memorable experiences that brought insight to the passion and love for flying – our congratulations to our retirees.

The evening would not have been a success without generous support from our long standing and new sponsors. Highlights were the door prizes: Breitling's Navitimer watch, Samsonite's impressive collection of luggage and contributions from Qudos Bank, MGD Wealth and Luxottica. The door prizes were drawn onstage by a representative from our sponsors - congratulations to our lucky winners!

After the formalities concluded, guests were invited to enjoy the lively sounds of The Groove Academy band, bringing everyone to the dance floor to celebrate and unwind.

Please enjoy photos of the 2024 AIPA Annual Dinner – AIPA staff take immense pride in organising this annual event and look forward to welcoming everyone back to the AIPA Annual Dinner in 2025.■





1. Francine Binns, Chris & Kerry Smith and Geoff & Roslyn Klouth.
2. ALPA Safety and technical Director Steve Cornell and wife Kate.
3. Breitling Representative Jonathan Mohabuth and Winner of the watch Peter Coy.
4. Alex & Alexis Winslow with Geoff Tylor.
5. Adam Susz and partner Angela McManus.
6. Retiree Warren Barry and partner Alida Lucas.
7. Fiona Johnson with partner Peter Bensley and children Rosie and Sam.
8. ALPA President Tony Lucas and JQ Vice-President Phil Peatfield.
9. Wayne Spalding and Scott Kitching.
10. ALPA Staff.
11. Tim Reynolds and partner Bille Jean.
12. David Holt, Steve Cornell and Scott Kitching.



ANNUAL DINNER





1. AIPA Members with partners.
2. Adam Susz and partner with James Massey Greene and Brad and Roula Crosling.
3. Retiree Mike Shannon and partner Jan Goakes.
4. Alexis and Alex Winslow.
5. AIPA Media Walls featuring photography from AIPA members.
6. Winners of the lucky door prizes.
7. Christopher Smith and Barry Jackson.
8. Rod Stone with partner Jane Stone and Mike Hawke.
9. Helen Smith, Travis Smith, Phil Peatfield and Adam Chapman.
10. Kate Cornell and Fiona Clark.
11. AIPA Cufflinks.
12. AIPA President Tony Lucas and David Holt.
13. Brad Hodson, Kieran Biar and Shane Smith.
14. AIPA Legal Team – Matt Warburton, Natasha Fletcher-Cauchy and Jane Cleary.
15. Scott Kitching and partner Fiona Grace.
16. Roula and Brad Crosling.
17. James Massey-Green with Qantas CEO, Vanessa Hudson.

2024 Conferences and Forums

► By AIPA S&T

Over the last few months, AIPA representatives, staff and consultants have attended several safety conferences, forums and meetings with positive outcomes to report to members.

A key feature has been how to attract and retain the right people to the aviation industry with a particular emphasis on mental health and well-being, and while this may be considered a 'Welfare' matter, specialists at these forums tell us psychological safety cannot be separated from technical skills and knowledge if we want a safe and effective workplace. Another main message has been the need to collaborate.

AAWHG

The biennial Australian Aviation Wildlife Hazard Group (AAWHG) Forum took place in Melbourne from 13-15 August, preceded by an international day on 12 August.

The 100 participants came from Australia, Cambodia, Germany, Indonesia, Malaysia, New Zealand, Papua New Guinea, Singapore, Sweden, Thailand, the UK, and USA, and included regulators, airports, airlines, pilots, ATC, safety professionals, SMEs, scientists, accident investigators, and insurance and risk assessors.

The theme was "Sharing the Responsibility" with presentations and panels showing a paradigm shift from considering Wildlife Hazard Management lying solely with the aerodromes, to accepting it is the responsibility of all stakeholders. Collaboration is key.

BIRD TAMs are being issued from CNS, BNE and OOL and (hopefully) soon from MEL. Qantas is considering a similar approach for wildlife activity to payload considerations that are currently used for weather. An ICAO Working Paper introduced by Australia is looking at risk and suggesting a similar manual to the one developed on volcanic ash.

IFALPA APAC REGIONAL MEETING

Rob Herweynen, Marcus Diamond, and Louise Pole represented AusALPA at the IFALPA Asia/Pacific (APAC) Regional Meeting held in Colombo, Sri Lanka, 11-13 November 2024. The event opened with a Safety Seminar featuring addresses from IFALPA leaders, a cultural presentation, and discussions on safety culture, social sustainability, and medical updates.

Over the next two days, delegates presented regional and sub-region reports, received ICAO and Regional Vice President updates, and engaged in sessions on fatigue reporting and financial management, concluding with Member Association (MA) reports that highlighted pressing safety concerns and initiatives.



AIPA S&T Manager, Rob Herweynen speaking at the IFALPA APAC Regional meeting in Colombo, Sri Lanka.



Images 1-3: Delegates at the IFALPA APAC Regional meeting in Colombo, Sri Lanka.

NATIONAL RUNWAY SAFETY GROUP

On 23 October 2024, AusALPA representatives Rob Herweyney and Brian Greeves participated in the National Runway Safety Group (NRSRG) meeting in Sydney. This collaborative aviation safety body is dedicated to enhancing runway safety across Australia through data sharing, fostering a strong safety culture, and coordinating with Local Runway Safety Teams (LRSTs) to address critical risks such as incursions, excursions, and other runway hazards. Meeting bi-annually, our representatives work alongside various aviation organisations to exchange information, advance safety initiatives, and provide guidance on major safety issues, all in support of national safety objectives and ICAO standards.

PACDEFF 2024

AIPA's Safety & Technical and Welfare teams were well-represented at the two-day Pacific and Australasian CRM Developers' and Facilitators' Forum (PACDEFF) in Melbourne on 29-30 October 2024, a prime event for exploring the latest in Human Factors (HF), Crew Resource Management (CRM), Non-Technical Skills (NTS), and aviation psychology.

Professor Sidney Dekker delivered the first keynote, advocating for a proactive, challenge-oriented approach to aviation safety that emphasises system improvements over human error blame, and encouraging senior flight crew to model constructive safety behaviours for junior pilots. The second keynote, by CASA CEO Pip Spence, outlined CASA's dedication to integrating HF into aviation regulation, with initiatives expanding HF training to all operators, addressing underreported fatigue, adopting a risk-based approach to pilot mental health, and partnering with industry to tackle technology and safety challenges.



AIPA Welfare and S&T team members at the PACDEFF.



Safeskies conference.

SAFESKIES

This year was an excellent conference with some innovative presentation formats. AIPA was represented by Tony Lucas, Steve Cornell, Francine Binns and Brian Greeves.

Topics included:

Keynote and Opening Speech. Mike Mrdak reminded us that the Aviation White Paper is over 30 years old. He recognised the legacy and contribution of Peter Lloyd and Dr Rob Lee.

Thoughts and Concerns of the "Next Gen" stressing the new generation of pilots will not tolerate a workplace that is not safe and inclusive.

Turbulence and Other Encounters used actors to role play scenarios including the carriage of counterfeit Lithium-ion batteries, an in-flight turbulence encounter and a mental health issue.

The Gang of Four (Agency Heads) CASA, DASA, Department of Infrastructure, Airservices. An update from the Gang of Four including the need for an understanding of risk awareness and assessment which should be included in the training.

Physiological Risk Factors. Pilots are fearful of reporting mental health issues believing it will lead to suspension or loss of licence. CASA Medical Department (Dr Kate Henderson-PMO) introduced the Safe Haven Initiative.

30 Years of Accidents: Lessons Learnt. Respective heads of the Civil and Military Air Accident Investigative Agencies (ATSB and DASB) reflected on the last 30 years, the lessons learnt and future challenges.

Sharing the Skies-Airspace Usage. Airspace is becoming increasingly congested and will be more so in the future as AAM, and other aircraft operations increase.



Tony Luca and Steve Cornell attending the Safeskies conference.

Use of Data. To exchange data, there needs to be confidence that it is from a "trusted source" and there needs to be "critical mass".

Cyber Security. Cyber threats range from GPS jamming and spoofing to intentional or unintentional interference with airline, air traffic control and airport IT systems. Outages, such as the recent CrowdStrike, have shown the importance of back-up systems.

Sir Reginal Ansett Lecture. Major General Jeannie Leavitt, the first female fighter pilot in the USAF, who became an air combat instructor and later Head of Safety, gave an inspirational talk.

Defence Aviation Commanders. Three senior service commanders discussed their approach to safety especially in a conflict situation.

Mini Safety Summit. The complete alphabet of the aviation associations and key players in Australia.

Read the full Safeskies 2024 report by Captain Brian Greeves report on our website. ■

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Welcome to Rob

Robert (Rob) Herweynen, Safety & Technical Manager

In August 2024, AIPA S&T welcomed a new manager. Rob brings his working knowledge as a pilot and expertise as an AIPA SEC/DG (Security/Dangerous Goods) volunteer to the broad area of Safety & Technical, representing AIPA at safety interviews, meetings and conferences and leading the dedicated AIPA S&T team.

Born and schooled in Hobart, Rob loved airports and all things planes as a child, knowing from a young age that he wanted to be a pilot. He completed his Private Pilot Licence, then fell into a role as an electronics technician for a few years.

At 21, Rob moved to Melbourne to continue pilot training and from there moved to Darwin and General Aviation, flying light aircraft and gaining a twin-engine rating, a Commercial Pilots Licence and Instrument Rating.

Rob began his airline career, flying with Ansett as a B737 and B767 First Officer for ten years until the company's collapse in September 2001, days after the 9/11 attack in the US. In 2002 he started at Qantas as a Second Officer flying the B747, A330 and A380.

Rob, an AIPA Member since joining Qantas, began volunteering in the AIPA SEC/DG Portfolio in 2011. Now as AIPA S&T Manager he is getting used to a very different working environment in this office-based role. He joins S&T Officer Angela Williams and S&T Consultant Capt Brian Greeves.

Rob plays keyboard and enjoys discovering cities by foot, a hobby he gained when 'on slip'. His favourite place to walk around is London with a personal highlight being snaring a standby trip to Rome as one of his first international flights and spending time discovering that beautiful city. ■



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Safety & Technical Update

► By Capt Brian Greeves

WILDLIFE STRIKES

Wildlife strikes are an issue, but one that is not normally prominent until a “Miracle on the Hudson” occurs or an aircraft we are flying is struck by a bird or animal and causes damage. The ATSB’s new **National Aviation Wildlife Strike Dashboard** illustrates that wildlife strikes constitute the largest portion of reported incidents in Australia. The Dashboard breaks the incidents down to airports and species.

Here are a few useful facts:

1. Your aeroplane’s engine is certified to withstand one large bird (maximum weight 3.65 kg) and up to 16 medium and small birds, depending on the inlet area. The airframe must resist a strike by a 1.8 kg bird, and, for FAA only certified aircraft (e.g. Boeing aircraft), the empennage must withstand a 3.6 kg bird strike. For windshields, the certified bird’s weight is 1.8 kg and additionally the inner ply should not splinter.
2. The top ten wildlife struck (*Dangerous Ten*) are shown in the table with their average size. The Galah shares number one billing with bats/flying foxes. Some of the birds listed are not in the *ATSB Top Ten*, but are included because their size and mass means if they are struck, the impact on the aircraft is likely to be severe.

Information provided by the Australian Aviation Wildlife Hazard Group [AAWHG] of which AusALPA/AIPA is a member of the Executive.

There is an increasing understanding that Wildlife Hazard Mitigation is not just the responsibility of the airports. Airports are now producing informative “BIRDTAMs” and the next stage is how these could be usefully used by pilots. We are working with Qantas Mainline to find a good solution to help you avoid potential wildlife strikes without unnecessarily increasing the workload. As the old adage goes: ‘Superior pilots use their superior judgment (based on sound knowledge) to avoid situations that would require the use of their superior skills’. ■



Species / Average Size	Strike Hazard	Other information
Galah (325g; 36 cm)	Flocks of 100s	Attracted to short grass on airports
Flying Fox (Bat) (900g; 25 cm)	Groups of 1000s crossing runways	Nocturnal and diurnal (eg CNS)
Silver Gull (290g; 40 cm)	Large flocks transiting flight paths	Use airfields as temporary refuge during bad weather (eg SYD)
Black Kite (585g; 50 cm)	Large body mass and aerial behaviour	Landfills, farming activities and airports (eg Darwin)
Wedge-tailed Eagle (3700g; 100cm)	Significant risk because of large body mass and aerial hunting activity	Frequently soar on thermals, particularly above sealed areas like runways and taxiways
Australian Wood Duck (800g; 50cm)	Attracted to water and often feeds on land, especially if seeded	Will forage in daylight and at night posing a risk to aircraft
Australian Bustard (4950g; 100cm)	Large body mass (males can reach up to 9kgs)	If disturbed can freeze-fly as a last resort. Slow in flight and avoiding aircraft
Australian Magpie (290g; 40cm)	Short grass at airports provides safe foraging	Highly territorial behaviour during breeding leading to aggressively defending nests
Australian White Ibis (2000g; 70cm)	Transiting through airport airspace to get to adjacent habitats	
Masked Lapwing (315g; 34cm)	Short grass at airports provides safe foraging and breeding sites	Highly territorial behaviour during breeding leading to aggressively defending nests, even against aircraft

SYDNEY LOW LEVEL WINDSHEAR ALERT SYSTEM (LLWAS)

After 15 years of advocating for a Low-Level Windshear Alerting System (LLWAS) and in line with the recommendation made by the ATSB following a near pod strike in B744, we finally have a system installed at Sydney Airport (SYD) due to go operational in early 2025.

The SYD LLWAS is equipped with two LiDAR units, one located near the threshold of runway 34R and the other located near the intersection of runways 07/25 and 16R/34L. The LiDAR detects significant changes in the headwind from the measured headwind profiles along the glidepath and issues windshear alerts, which are then passed by ATC to the aircraft.

The LiDARs are located so that all approaches and departures out to 3 nm can be monitored. The LiDAR works best in clear air where it can detect the doppler shift in small particles in the air and, using algorithms, translate these into windshear gain or loss.

An Information Booklet has been produced based on the one successfully used in Hong Kong for more than 20 years. It explains how the system works, and the alerts you might receive from ATC on approach or departure. In brief, the system will generate alerts as follows:

Windshear Reporting Thresholds

WIND SPEED CHANGE	GAIN	LOSS
<15knots	No Alert	No Alert
15knots-30knots	Windshear Alert	Windshear Alert
>30knots	Windshear Alert	Microburst Alert

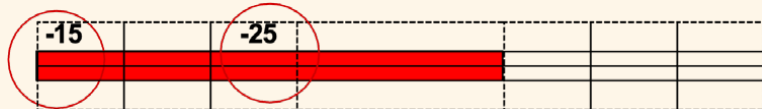
Two important points to bear in mind are:

1. Microburst alert (MBA) is only a terminology to denote an alert generated by LiDAR when the headwind loss is 30 knots or greater. It may be caused by phenomena other than a 'conventional' microburst. As such, you should not expect the typical sequence of events in traversing a 'conventional' microburst

(i.e. headwind gain and lift preceding a downdraft, followed by headwind loss and sink) to always occur when an MBA is in effect.

2. The system uses "First Encounter; Maximum Intensity" Logic (as per the FAA). This means that the alert with a higher priority is issued and passed to aircraft by ATC.

For Example: If a windshear of minus 15 knots at 3 mile final and another windshear of minus 25 knots at 1 mile final are detected by the LiDAR, the alert provided is "Runway 34R Arrival, Wind Shear Alert, 25 knot Loss at 3NM Final" (i.e. First Encounter; Maximum Intensity.)



“The LiDARs are located so that all approaches and departures out to 3 nm can be monitored.”

Your constructive feedback and PIREPs will be invaluable and will help to fine-tune the LLWAS.■

**At time of print the system was not yet operational.*



Introducing Anthony



Anthony Mangan, Aviation Scheduler

Anthony and his team provide 24/7 scheduling advice

to AIPA members, including regulatory and enterprise agreement compliance and consultancy. They welcome calls from all AIPA members across the country. As a unique service to AIPA members, Anthony also provides advice on managing personal rosters and the disruptions that can destabilise them.

Born and bred in the inner west of Sydney, Anthony attended Fort Street High School. He joined Qantas in 1996 in reservations in North Sydney, moving into Yield Operations for two years before joining Flight Operations crew scheduling in 2000.

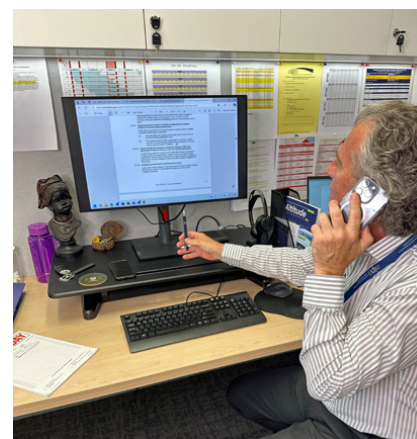
During his 15 years in crew scheduling, Anthony worked in disruptions management as Senior Scheduler in all four streams at Qantas: Long Haul and Short Haul cabin crew; and Long Haul and Short Haul flight crew.

In 2011 Anthony took a secondment as Principal Advisor, B737. His role was largely performance management of Short Haul pilots for non-flying issues, working alongside the Base Manager.

He returned to management in 2017 as Base Performance Manager covering the A380, B747, A330, B737.

Anthony took a redundancy from Qantas in 2021, and in April 2024, after some time "surfing and helping out mates", he joined AIPA, replacing Bob Curan and David Jackson.

In his words, Anthony has "insourced" the role of Aviation Scheduler and is growing his team and refining the service to offer more and better services to AIPA members.



In managing a 24/7 rostering line, members are ensured that, wherever they are in the world, they have comprehensive answers to complex rostering questions in one phone call.

Anthony was recognised by the RAAF with an Australian Defence Force award in 2018 for "assistance provided to employed Qantas pilots still active within the RAAF in a reserve capacity". He loves the ocean, surfing, travelling, cooking, and reads military and political history books in his spare time. ■

Review: The Chairman's Lounge by Joe Aston

► By Capt Mark Hofmeyer

Orders and routine are an important part of any pilot's life. From August 2022 reading the *Australian Financial Review's* "Rear Window" column became an essential part of that routine as journalist Joe Aston pulled back the curtain on the last months of former Qantas CEO Alan Joyce tenure.

What we had all known and experienced was now given primetime billing to the public as week after week Aston excoriated Joyce and his team's management of the Company during the pandemic and subsequent restart.

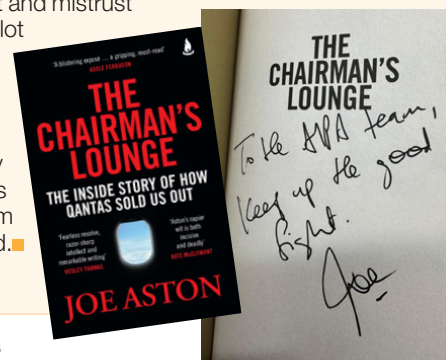
Both the topics of Aston's columns and the events surrounding how their publication destabilised Joyce's leadership is covered in his book *The Chairman's Lounge*.

It is also fair to say the book has given Prime Minister Albanese and any other politician with a penchant for accepting travel upgrades a serious black eye.

For those of us working for the airline, much of what he writes is already known, but the book does contain some insights and behind the scenes machinations that I found interesting. And it confirms that AIPA's call for Chairman Richard Goyder to resign was viewed by many as a significant blow to Goyder's attempts to cling to the role.

Ultimately the book left me feeling bittersweet. I am grateful to Aston for his columns which denied Joyce a victory lap during his departure, but equally remain devastated at the damage caused to the Company we pilots love so much.

My hope is those now leading the Company take the time to read the book as it provides a fantastic understanding as to why such a level of hurt and mistrust exists within the pilot community. The challenge is for CEO Hudson and Chairman Mullen to ensure this sorry chapter in Qantas's history is learnt from and never repeated. ■



AIPA members receive 35% off RRP
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Welfare Hot Topics for 2024

► By Nat Roberts Welfare Liaison Manager

We encourage members to get in contact if they have any kind of a problem and wish to speak with someone. Whether it be just for a chat to get something off your chest, or you need advice or help with liaising with base managers/senior pilots/doctors. If urgent, please call **02 8307 7766** (24/7) and if less urgent, please email **welfare@aipa.org.au** and one of our team will get back to you asap. We will keep in contact with you unless you say otherwise. Please do get in touch when things are resolved as it's great to hear your good news!

Remember that the welfare service is fully confidential and only the welfare team will know about you unless you have given written permission for us to discuss your matter with someone else. This includes AIPA Legal or even the Execs. We can also talk on your behalf to the medical services or airline management either anonymously or (with your permission) about you directly. We have a great relationship with base managers, senior pilots, performance managers, and medical services throughout the group. That said, we encourage you to talk to them directly as they are genuinely there to help you, and we've had some great stories recently

from members supported by their line management or company medical officers.

Remember all the support you have out there; your family, personal medical services, your crash buddy, your crew, your joining group, your managers, company medical, the EAP, PAN and external agencies such as the Black Dog Institute. Someone out there understands what you are going through and services are confidential. A problem shared is a problem halved.

If you have an overseas incident, please get in touch asap so we can support you and chase up your management as well. Whether you contact us or the Safety & Technical team first, we are all here to support you through something that is tricky enough here in Australia, but even harder overseas.

It wouldn't be welfare without mentioning Loss of Licence (LoL) and this is directed to the mainline pilots. Qantas' LoL plan is commendable, but the various caveats within it can create complications regarding payout decisions. Remember it is an in-house plan with a company that is self-insured. The AIPA Welfare Team often lacks visibility into whether a member has submitted an application, and given the complexities of medical issues, they are not always in a position to offer reliable advice on the likelihood of a payout. To improve our support for members, we encourage you to notify AIPA Welfare at the time of your application if you wish to receive AIPA assistance.

Please do get in contact with us and we'll advise you on the best way to start the process. ■

“The service is fully confidential and only the welfare team will know about you unless you have given written permission for us to discuss your matter with someone else.”

Welcome to Nat



Nathaniel (Nat) Roberts Welfare Liaison Manager

Nat joined AIPA in July 2024 and leads the experienced AIPA Welfare team, who

help members with any problems they have, 24/7.

Nat was born and raised in the UK where he studied Aeronautical Engineering. Fascinated with flying (and with a love of *Top Gun* as a kid) he earned his RAF Wings and worked as a Support Helicopter Pilot (EH101) and fixed wing Flying Instructor (Grob 115E). After teaching ab-initio pilots, he received a high achievement 'above average' flying instructor A2 category from the RAF Central Flying School and became second in command of an instructor training squadron.

After leaving the RAF he gained his Commercial Pilots Licence and flew various fixed wing types including the PA31, DA62 and Extra 300 conducting survey flying and teaching the advanced Upset Prevention and Recovery course.

With a Foundation Degree in coaching and mentoring instructors, Nat



Nat giving a Welfare talk to Qantas Mainline recruits.

also has Human Factors Instructor/Facilitator experience inside and outside the military. He facilitated EASA engineering recurrent Human Factors training with mental health and wellbeing for a major aerospace company.

Nat's flying highlights include Iraq, Afghanistan, Jordan, California and Norway, his favourite.

"It was the book *First Light* by Geoffrey Wellum, about his time as a WWII Spitfire pilot that inspired me to explore the skies," says Nat. "I also recommend *Chickenhawk*

by Robert Mason, based on the Vietnam War and I still read them both regularly."

A passionate supporter of "Positive Psychology", you can follow Nat's learnings in mental health and wellbeing in his popular *Insights* articles.

Nat enjoys sailing and is an RYA Yachtmaster (Offshore) and Cruising Instructor (Sail). He is married to Steph, an Avionics Engineer for Qantas. They love to travel and have so far visited 49% of countries across the globe. ■



Nat flying over the Jordanian desert in an EH101 Merlin.



Nat enjoying flying in an Extra 300.



AIPA/UNSW Mentoring Program: Building Relationships for Life

► By A330 First Officer Wayne Daly, AIPA/UNSW Mentoring Program Facilitator

On 25 September 2024, AIPA hosted the annual Mentoring Day for the latest intake of mentees to the AIPA/UNSW Mentoring Program. Since 2007, AIPA has provided and facilitated this mentoring program, which forms an important part of UNSW Aviation's annual calendar and is always highly supported by its flying students.

The Mentoring Day historically includes a presentation, providing an opportunity for participants to hear from mentors and AIPA representatives, plus the most anticipated element: a tour of the Qantas (Arthur Baird) Jet Base. Across the COVID and recent post-COVID years, the induction day was presented in mixed formats of online and in-person, with Jet Base tour and presentation separated.

Along with much else in life, this year the Mentoring Day returned to the more

routine program, beginning early in the morning with the Jet Base tour. During the tour, mentees and mentors mixed and bonded over their common interest. No prizes for guessing that common interest is aeroplanes – Airbus, obviously. (Hehe)... After the tour, the mentees and mentors enjoyed a light lunch at the AIPA office, followed by the formal welcome and presentation.

This year's Jet Base tour saw around 40 very eager UNSW students tour a range of Qantas aircraft, accompanied by a handful of mentors and some of the hard-working AIPA staff.

The tour was extremely well-received and will undoubtedly be a wonderful and enduring memory for all who attended. The subsequent presentation introduced mentors and mentees to the program,

“The tour was extremely well-received and will undoubtedly be a wonderful and enduring memory for all who attended...”

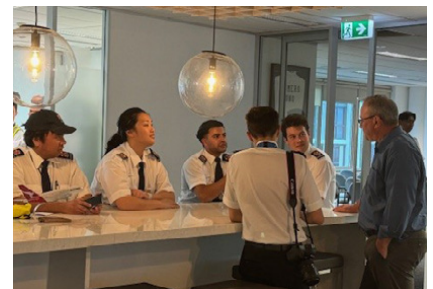
provided insights into what mentoring is and isn't, and allowed mentors to more formally introduce themselves and their own experiences. We were fortunate to

“Those bonds often form friendships that last a lifetime... The value of this program and the connections formed cannot be underestimated.”

have AIPA President Captain Tony Lucas on hand to provide some additional perspective on mentoring and the importance of the program to mentees, mentors and the broader industry.

If you've ever had a mentor, you'd know the value and support that mentoring relationships can provide. If you've ever been a mentor, you'd know the mutual benefits that flow from building strong relationships with your mentees. Those bonds often form friendships that last a lifetime. They can even work in reverse, with mentor becoming mentee, as I found through my recent promotional training. The value of this program and the connections formed cannot be underestimated.

While there are too many people to individually include, we broadly thank AIPA and UNSW for their support and administration of the program. We also thank Qantas Engineering, Security and ID Services for their assistance with the Jet Base tour. Most importantly, we thank our mentors, both past and present, plus the UNSW students, whose enthusiasm fuels this program and the future of our beloved industry.■



Wayne Daly and Tony Lucas speaking to mentees at the AIPA office.

The 2024 CAPA Airline Leader Summit

The CAPA Airline Leader Summit Australia Pacific 2024, in Brisbane Queensland gathered hundreds of industry leaders and decision makers from across the Asia Pacific and beyond to consider the most significant trends and opportunities of aviation. AIPA President Tony Lucas, Treasurer Glen Hunter and Chief Executive Officer Francine Binns attended the two-day event.

The key message was there is still ground to be covered with the return of international aviation in the Australia Pacific. The region is now putting the final pieces in place for a full recovery of aviation in 2024.

Beyond that, the growth outlook is optimistic. However, powerful macroeconomic and geopolitical forces are influencing this outlook and are throwing up questions about the shape of the region in the future.

The top key presenters were the outgoing Virgin CEO Jayne Hrdlicka and Qantas' International CEO Cam Wallace.

There was also a strong contingent and representation from airline, airports and throughout the travel supply chain.■



Panel discussion at the Airline Leader Summit.

Aviation Strategic Workforce Planning Committee

► Article from Industry Skills Australia

Industry Skills Australia has established a Strategic Workforce Planning Committee for each major industry to sit at the heart of the Jobs and Skills Council. Comprising senior industry leaders, these Committees are the central mechanism through which industry is empowered to identify its immediate and emerging skill needs and the responses that are needed by the national skills system, industry and governments.

The Committees work on behalf of industry to shape and oversee the development of the National Workforce Plan based on intelligence and consultation with key stakeholders from across Australia. The Aviation Industry Strategic Workforce Planning Committee membership was established in November 2023. The Committee comprises of:

- **Adrianne Fleming** (Chair), Tristar Aviation Company Pty Ltd
- **Burt Sigsworth**, Dnata Ground Operations

- **Catherine Walsh**, Qantas
- **Greg Tyrrell**, Australian Association for Uncrewed Systems
- **Air Commodore Gregory Frisina**, Australian Defence Force
- **Julian Fraser**, Australian Helicopter Industry Association
- **Louise Pole**, Australian Federation of Air Pilots
- **Phil Brezzo**, ISS Facility services
- **Robert Walker**, Regional Aviation Association of Australia

- **Sally Taylor**, Flight Attendants' Association of Australia
- **Samantha Carlton**, Virgin Australia
- **Captain Tony Lucas**, Australian and International Pilots Association

For any enquiries about the Aviation Strategic Workforce Planning Committee, contact the Industry Engagement Manager, Mori Hajizadeh, at mori.hajizadeh@isajsc.org.au.■



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