

VA Current Offer

Offer details

Duration

The Proposed Agreement would be for a three-year duration, commencing seven days after it is approved by the Fair Work Commission (**Commencement Date**) and nominally expiring on 30 June 2029.

Virgin Australia is still open to a four-year duration on appropriate terms but does not require this to reach agreement in principle.

Roster

The following roster will apply:

- A variable shift length of 5-10 hours duration for part time and casual team members and 7-10 hours duration for full time team members. This includes ordinary hours of 304 hours over 56 days for full time team members and 152 hours over 28 days for part-time team members.
- A 5/3 roster pattern, which is expected to generate approximately 13-15 extra days off per year;

Team members will be able to nominate a preference between AM or PM shifts.

The following rostering safeguards will be introduced and are intended to protect team members from workload-driven fatigue:

- A Fatigue Management Guideline will be developed in consultation with Health and Safety Representatives (HSRs). The requirement to develop the guideline will be added to the Proposed Agreement. However, the guideline will not form part of the Proposed Agreement.
- The following cap on ordinary work hours:
 - maximum 27 hours over rolling 3 days;
 - maximum 46 hours over rolling 7 days;
 - maximum 92 hours over rolling 14 days;
 - maximum 168 hours over fixed 28 days; and
 - maximum 304 hours over fixed 56 days.
- The following caps on shifts greater than nine hours duration:
 - maximum 3 shifts in 7 days;
 - maximum 5 shifts in 14 days; and
 - maximum 8 shifts in 28 days
- A cap on consecutive shifts above 9 hours.
- The AM shift definition to finish no later than 14:30.
- The PM shift definition to not start earlier than 10:00.
- A minimum break between shifts of no less than 10 hours.
- Paid breaks:
 - for 9-10 hour shifts, a minimum of three breaks between 20 and 35 minutes each, totalling 75 minutes;
 - for 8-9 hour shifts, a minimum of two breaks between 20 and 40 minutes each, totalling 60 minutes;
 - for 7-8 hour shifts, a maximum of 2 breaks ranging between 20 and 30 minutes, totalling 50 minutes;
 - For 5-7 hour shifts, a maximum of 2 breaks ranging between 15 and 30 minutes, totalling 20 minutes; and

- Virgin Australia must provide the break or a 200% penalty will apply to the missed break, subject to the team member submitted the relevant missed break payment request.
- Virgin Australia may change a team members' shift rosters (including roster cycles) as follows:
 - by providing 7 days' notice;
 - by providing 48 hours' notice for a shift change required due to an Unforeseen Operational Need (as defined below); and
 - at any time, with the team member's agreement (including changes within 48 hours).

An *Unforeseen Operational Need* means a disruption caused by disaster, machinery breakdown, declared emergency, declared significant weather events, or another significant event or events outside of Virgin Australia's control that requires Virgin Australia to change to a Published Roster or Published Shift to maintain the safe or efficient operation of Virgin Australia.

- Shift changes will attract overtime payments if the change:
 - is for more than 60 minutes, and 7 days' notice was not given;
 - is requested with more than 48 hours' notice, with less than 7 days' notice was given;
 - is for more than 30 minutes, and less than 48 hours' notice

Wage rates and shift loadings

A wage rate increase of 4% per year for the three-year term of the Proposed Agreement, totalling 12%, would apply as follows:

Classification	Current Rate 2025	Year 1 4%	Year 2 4%	Year 3 4%
Level 1 (PC1)	26.73	27.80	28.91	30.07
Level 2 (PC2)	28.25	29.38	30.56	31.78
Level 3 (PC3)	29.32	30.49	31.71	32.98
Level 4 (PC4)	31.45	32.71	34.02	35.38
Level 5 (PC5)	33.05	34.37	35.75	37.18
Level 6 (PC6)	34.11	35.47	36.89	38.37
Leading Hand (PCLH)	36.78	38.25	39.78	41.37

This is a cumulative pay increase total of 12.49%.

The wage increases will take effect from the start of the first full pay period following 1 July of each relevant year.

Additionally, a proposed shift loading of 15% will be applied to day shifts.

Allowances

- The line training allowance will be increased from \$30 to \$35 per shift for the life of the Proposed Agreement.
- A new mentor allowance will be added to the Proposed Agreement. The Mentor Allowance will be \$20 per shift for the life of the Proposed Agreement. It will apply when a team member is trained as a mentor and appointed to perform mentor duties.
- A new Ramp Services Team Leader allowance will be added to the Proposed Agreement. The allowance will be \$30 per shift for the life of the Proposed Agreement. It will apply when a team member is appointed to and is performing the Ramp Services Team Leader role.

- All other allowances will increase by 4% per year for the three-year term of the Proposed Agreement. The allowance increases will also take effect from the start of the first full pay period following 1 July of each relevant year.
- Virgin Australia will expand the application of the Disability level 2 allowance so that it also applies to hot weather. It will be paid to a team member when the temperature reaches 36 degrees Celsius during the team member's rostered shift, subject to further discussion about the practical application of this clause.

Backpay

The wage rate increases and existing allowances will be back paid to the start of the first full pay period following 1 July 2026.

It is not proposed that any other amounts will be back paid, including the dayshift loading or any overtime worked before the Commencement Date.

Full time employment

The minimum number of team members covered by the Proposed Agreement that are employed on a full-time basis will increase from 35% to 55%. This will apply network wide and is not port specific.

The timing of this increase will be as follows:

- a process to convert five part time team members to full time employment at each of Melbourne, Sydney and Brisbane (totalling 15) will begin following the Commencement Date; and
- a process to convert the remaining conversions will occur in line with the commencement of the 5/3 variable shift length roster.

Virgin Australia will review the resource and operating model in Adelaide in consultation with the TWU and HSRs, with the aim of achieving an Adelaide workforce that has a minimum of 40% full time employment, pending the outcome of the operating model.

The following words at clause 10.4 of the current Agreement will be deleted:

Within three (3) months after the Commencement Date of this Agreement, Virgin Australia will convert five part time positions based in Adelaide to full time positions.

Classification structure

The following classification changes will apply:

- Bag room specific:
 - Bag room operator duties to remain at PC2 and are not subject to automatic progression to PC3.
 - PC2 to be updated to include restocking baggage tubs at check in or other required locations.
 - Bag room departure control to be added to PC5.
 - Bag room leading hand to be added to leading hand progression as per clause 22.
- Toilet and water truck driving to be upgraded from PC3 to PC4, with progression as per clause 22.
- Aircraft receipt to be upgraded from PC3 to PC5, with progression as per clause 22.
- Tow support duties to be added to PC5, with progression as per clause 22.

- Progression from PC2 to PC3 (excluding bag room operators) will occur following 12 months continuous service at PC2, subject to successful completion of all training and being assessed as competent to perform required tasks of a PC3.

Career progression and higher duties

Clause 22 (Progression, recruitment and selection process) will be updated to Progression, recruitment, conversion and selection process. The revised clause can be changed by mutual agreement between Virgin Australia and the TWU through the National Consultation Committee.

The revised clause is intended to rectify issues in the current clause that prevent former Ramp team members from transferring back to Ramp at their prior classification level, or the ability for team members to progress to higher classifications once full-time employment has been secured.

The clause will also remove the minimum one-hour limit that currently applies before payment of higher duties applies.

Additionally, following the Commencement Date, Virgin Australia will begin a process to rectify (through a progression or conversion process) team members who fall into one of the following categories:

- team members who took a demotion to convert from part time to full time employment (due to a lack of full-time employment at the team member's current level); or
- team members who converted from full time to part time employment to be promoted to a higher classification (due to a lack of promotion opportunities that were full time).

The parties agree that this review excludes full time team members who chose not to apply for part time promotion opportunities to avoid relinquishing full time employment.

Priority leave

Days in lieu will be replaced with priority leave, effective 1 July 2027.

Priority leave will be as set out in **Attachment 1**.

Until days in lieu are discontinued on 1 July 2027, balances will be protected but must be used by 30 June 2026 or they will be paid out.

Overtime

Virgin Australia has withdrawn the 'NIL48' component of its overtime claim. The Proposed Agreement will confirm that sick leave, leave without pay, or changes that were not at Virgin Australia's request do not count towards 'worked hours' for the purposes of overtime calculations.

The overtime clause will be updated to:

- align to the variable shift length roster;
- include a 200% overtime penalty for missed breaks; and
- consolidate all overtime triggers throughout the Proposed Agreement into a single clause.

Union induction

Union inductions will increase from 20 minutes to 30 minutes.

Roster committee

A Roster Committee will be introduced as an extension of the

NCC. Job share

The job share clause will be removed, recognising that job share can now be managed through the flexible work arrangements process.

Shift arrangements

The following words will be added to the shift arrangements clause:

The parties acknowledge that Virgin Australia operates 24/7 and, due to the nature of the business, the parties acknowledge the need for flexibility as reflected in the working hours, roster standards and shift arrangements.

Personal leave

The personal leave clause will remain unchanged, with Virgin Australia withdrawing its personal leave claim.

Dispute procedure

The disputes procedure will remain unchanged, with both parties withdrawing their respective dispute procedure claims.

Probation period

The Proposed Agreement will clarify the current practice of leave without pay not counting towards the six-month probationary period.

Annual leave

The reference to peak periods in the annual leave clause will be deleted.