
SALARY

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Note: The figures in this section include all Towards 2016 increases up to 1st April 2008.

Basic salary, long service increments, leave buy back, performance pay, instructor allowances, blue sheet payments and sector pay are all subject to these increases.

Please note any errors contained herein are the errors of the editor and do not reflect IALPA's or the Executive's position on any issue.

1. SALARY

1.1 Salary Scales

The following table lists the current salary scales applicable to Aer Lingus pilots, valid on 1st April 2008. All calculations of years of service are made from the date a pilot first moves onto these scales.

Year	Cadet	First Officer	Captain
1	€ 45,614.09	€ 60,818.79	
2	€ 47,026.29	€ 62,701.72	
3		€ 64,584.66	
4		€ 66,467.59	
5		€ 74,940.80	
6		€ 83,414.00	€105,114.80
7		€ 91,887.21	€108,974.85
8		€100,360.41	€112,834.88
9		€102,243.35	€116,694.88
10		€104,126.28	€120,554.90
11		€106,009.22	€122,997.77
12		€107,892.15	€125,440.64
13		€109,775.08	€127,883.54
14		€111,658.02	€130,326.41
15		€113,540.95	€132,769.30
16		€115,423.89	€139,759.86
17		€117,306.82	€146,750.40
18		€119,189.76	€153,740.97
19		€119,189.76	€160,731.54
20		€119,189.76	€167,722.07
21		€119,189.76	€174,712.64
22		€119,189.76	€181,703.19
LSI 23		€125,780.03	€188,293.46
LSI 24		€132,370.30	€194,883.72
		€132,370.30	€194,883.72
LSI 26		€138,960.57	€201,474.00

The Captain's scale is a 22 point scale, and the co-pilot's is an 18 point scale. Long service increments (LSI) equalling €6,590.28 are paid at years 23, 24 and 26, irrespective of rank or increment freeze.

A pilot that joins in any month is treated as if he / she joined on the 1st day of that month.

A pilot that joins in April will receive the full increment due on the 1st April each subsequent year.

A pilot that joins in any month other than April will receive a proportional payment of the increment due, on each subsequent 1st April in accordance with the following table:

Month of joining	Twelfths of Increment
May	11
June	10
July	9
August	8
September	7
October	6
November	5
December	4
January	3
February	2
March	1

Example 1

A pilot joins in April 2003 as a direct entry.
 He will start on salary point 1 of the first officer scale immediately.
 In April 2004, he will go on to point 2.
 Etc.

Example 2

A pilot joins in May 2003 as a direct entry.
 She will start on salary point 1.
 On 1st April 2004, she will go on to point 1 plus $11/12^{\text{ths}}$ of the next increment (i.e. $11/12^{\text{ths}}$ of the difference between point 1 and point 2).
 On 1st April 2005, she will go on to point 2 plus $11/12^{\text{ths}}$ of the next increment.
 Etc.

Example 3

A pilot joins in Feb 2004 as a cadet.
 He will start on salary point 1 of the cadet scale.
 In April 2004, he will go on to cadet point 1 plus $2/12^{\text{ths}}$ of the next increment (i.e. $2/12^{\text{ths}}$ of the difference between cadet point 1 and cadet point 2).
 In April 2005, he will go on to cadet point 2 plus $2/12^{\text{ths}}$ of the difference between cadet point 2 and first officer point 3.
 In April 2006, he will go on to first officer point 3 plus $2/12^{\text{ths}}$ of the difference between first officer point 3 and first officer point 4.
 Etc.

1.2 Promotion to captain

When a first officer is promoted to captain, he / she will move across to the same salary point of the captain's scale as they were already on, on the first officer's scale.

Example 1

A first officer that joined in February and is on salary point 8 is receiving salary point 8 on the F/O's scale plus 2/12^{ths} of the next increment.

Upon promotion, she will immediately move onto salary point 8 on the captain's scale plus 2/12^{ths} of the next increment.

1.3 Leave Buy Back

This is divided into two categories and only applies to the extra leave agreed in the Report of the Pilot Pay Tribunal, October 2001:

- Permanent buy back of leave
- Variable buy back of leave

Permanent Buy Back of Leave

The payments will be made on the 1st April following completion of the applicable years of service, in accordance with the following table.

Completed years of service	Annual Payment
15 to 19	€ 900.77
20 to 24	€ 1,801.55
25 to 26	€ 3,603.09
27	€ 5,404.64

Table valid 1st April 2008

Variable Buy Back of Leave

The payments will be made on the 1st April following completion of the applicable years of service, in accordance with the following table:

Completed years of service	Annual Payment (% of basic salary)
0 to 3	1.8%*
4 to 14	1.8%
15 +	2.4%

* This is voluntary on both sides (i.e. both the individual and the company must agree)

1.4 Long Service Increments

There are three equal long service increments (LSI) of € 6,590.27 each. They are paid proportionally on the 1st April prior to the beginning of a pilot's 23rd, 24th and 26th service year. These payments are not contingent on rank or incremental pay freezes.

Example 1

A pilot joined on 15th April 2001.
She will receive her yr 23 LSI on 1st April 2023.

Example 2

A pilot joined on 1st Jan 2001.
On 1st April 2022, he will receive salary point 22.
On 1st April 2023, he will receive salary pt 22 plus LSI yr 23.
On 1st April 2024, he will receive salary pt 22 plus LSI yr 24
On 1st April 2025, he will receive salary pt 22 plus LSI yr 24 plus 3/12ths of LSI yr 26
On 1st April 2026, he will receive salary pt 22 plus LSI yr 26.

1.5 Performance Pay

For pilots that work in excess of 570 hours annually (block hours) or 61 hours in a roster period, the following payments will be made per hour in excess. The rate will be the average of all the rates during the performance year. The figures for 2007/2008 to date are:

		Capt	F/O	
RP 12	29-Oct-07	€86.58	€60.61	
RP 13	26-Nov-07	€86.58	€60.61	
RP 01	24-Dec-07	€86.77	€60.74	1.5% Applied 17 Jan
RP 02	21-Jan-08	€87.88	€61.52	
RP 03	18-Feb-08	€87.88	€61.52	
RP 04	17-Mar-08	€88.90	€62.23	2.5% Applied 01 Apr.
RP 05	14-Apr-08	€90.08	€63.06	
RP 06	12-May-08	€90.08	€63.06	
RP 07	09-Jun-08	€90.08	€63.06	
RP 08	07-Jul-08	€90.08	€63.06	
RP 09	04-Aug-08	€90.08	€63.06	
RP 10	01-Sep-08	€90.08	€63.06	
RP 11	29-Sep-08	€90.08	€63.06	
Average		€88.85	€62.20	

1.6 Instructor Allowances

The following are the rates of instructor pay on 1st April 2008. They are expressed as a percentage of the captains' top of scale salary figure (year 22), except for those marked with *.

Title	% of Top of Scale Salary	Amount
Chief instructors	19%	€ 34,523.61
Base training captains	17%	€ 30,889.54
PC/IR check captains	15%	€ 27,255.48
Line standards captains	12.5%	€ 22,712.90
Sim / line training captains	12.5%	€ 22,712.90
Line training captains	10%	€ 18,170.32
SEP instructors	12%*	€ 14,302.77
Co-pilot instructors	12.5%*	€ 14,898.72
MCC / PCC instructors	12.5%*	€ 14,898.72
Daily supplement		€ 89.43

* These figures are a percentage of the First Officer top of scale

1.7 Blue Sheets

The following are the payments made under the 'blue sheets', and are expressed as a percentage of basic pay:

Coming in to work on a day off	0.57%
Working on a gash day	0.38%
Agreed duty outside contract	0.19%
Less than minimum rest (less the first 30 mins)	0.19%

2. EXPENSES

The following payments are made net of tax, i.e. any tax liability is met by the Company

2.1 Sector Pay

Sector pay is paid monthly and the amount shown on a pilots 'pink slip' is net of tax.

GUIDELINE TO THE SECTOR ALLOWANCE AGREEMENT

Sector payment will be based on the actual operation as determined by the Master Roster:

Sector: a sector is a flight between two stations (Yellow Book definition)

Charter: a charter flight is any flight operated by Aer Lingus exclusively on behalf of a tour group or another company (i.e. tour operator(s)). All charter sectors flown will accrue charter sector payments

An exception to the above definition is a transatlantic charter sector which will be paid as a long haul sector.

Continent: a sector from Ireland/UK to a continental station and vice versa

UK: a sector from Ireland to UK station and vice versa

Domestic: a sector to a domestic station

Long haul: Following the Fly Anywhere Agreement (FAA), sector pay is determined by multiplying the great circle distance from departure to destination by a rate per NM.

Technical stop: a technical stop will be treated as a sector. Payment will reflect the nature of the sector flown. A charter flight that tech stops outside the Republic will generate a charter payment (e.g. Kos to Dublin tech stops in London: Kos–London = charter, London-Dublin = charter).

Extra Section: an extra section is not a charter and should therefore be paid according to the category of the sector.

Multi-sector Flights: multi-sector flights will generate payments for each sector according to its category (e.g. DUB – SNN- JFK will generate one domestic sector payment and one long haul payment).

Supernumerary / U / T / Line Check: all qualify for sector pay

Base Training: a base training detail will qualify for a domestic sector

Deadheading (PY): does not qualify for sector pay. If a pilot deadheads in the cockpit because no seat is available in the cabin this will be considered as a supernumerary sector.

The sector payments detailed in the Flynn report may be reviewed in the event of a significant alteration to the Aer Lingus route groups.

These are the sector payments valid on 1st April 2008:

Domestic / UK	€ 19.96
Continental	€ 29.77
Charter (not US)	€ 51.15
Canary Islands	€ 51.15
Long haul rate per NM	€ 0.037
DUB / BOS	€ 96.25
DUB / JFK	€ 102.24
DUB / ORD	€ 118.12
DUB / IAD	€ 109.46
DUB / MCO	€ 130.96
DUB / SFO	€ 163.93
DUB / LAX	€ 166.59
DUB / DXB	€ 118.41
SNN / BOS	€ 93.10
SNN / JFK	€ 99.10
SNN / ORD	€ 115.45

2.2 Overnight Allowances

OVERNIGHT ALLOWANCES AGREEMENT

This is a new agreement on the payment of overnight allowances by Aer Lingus to IALPA members effective from 1st November 1999

1. A new method of payment of these allowances is the establishment of a 24 hr rate and a 10 hr rate as follows;
 - (a) The 24 hr rate is the minimum payment for any period away from base involving an overnight stay.
 - (b) Any period between 24 hrs and 34 hrs attracts the full 24 hr rate and the full 10 hr rate.
 - (c) Any period between 34 hrs and 48 hrs the rate payable is the 24hr rate, the 10hr rate and the applicable hourly rate. If two overnights away from base are involved then the rate is the 24hr rate x2. The same method of calculation applies to periods in excess of this away from base.
2. The rates applicable are per appendix A of this agreement. The rates for any new destinations in which the Company intends to overnight crews are to be agreed between IALPA and the Company.
3. The rates per appendix A for IRL/UK are to be increased in line with CPI every year using the CPI figures issued by the Central Statistics Office of the respective country on the 1st February each year and implemented by 1st April of the same year. The rates for other destinations will be increased in line with the Revenue publications on Subsistence allowances. No decreases will be applied.
4. All allowances are to be paid net of tax.
5. Where an allowance payable under this new method is less than an existing allowance then the allowance payable will be the higher of the two.
6. Where a pilot is travelling to Simulator or going on Company business other than 'PY' on a flying duty then the allowances will be based on time of departure from Dublin to time of arrival in Dublin.

The following are the rates applicable on **1st April 2006**:

	24 hour	10 hour	1 hour
Ireland (€)	94.66	51.40	6.43
UK (stg£)	68.91	37.98	4.52
<i>Amsterdam (€)</i>	<i>111.00</i>	<i>74.00</i>	<i>7.40</i>
<i>Paris (€)</i>	<i>145.00</i>	<i>96.67</i>	<i>9.67</i>
<i>Rome (€)</i>	<i>103.50</i>	<i>69.00</i>	<i>6.90</i>
<i>Maastricht (€)</i>	<i>83.02</i>	<i>44.47</i>	<i>4.54</i>
<i>Berlin (€)</i>	<i>103.00</i>	<i>68.67</i>	<i>6.87</i>
<i>Toulouse (€)</i>	<i>113.88</i>	<i>75.92</i>	<i>7.62</i>

Overnight rates in italics are valid on 1st April 2004 and are not valid for 2006.

The following are the rates in US Dollars (US\$) for US overnights applicable on 1st April 2006:

	Captain	Co-pilot
Up to 42 hours	144	131
42 to 66 hours	275	250
66 to 90 hours	406	369
90 to 114 hours	537	488
Each additional 24 hours	131	119

The following are the rates in Arab Emirate Currency (AED's) for Dubai overnights, valid on 1st April 2006:

	Captain	Co-Pilot
Up to 42 hours	578	525
42 to 66 hours	1155	1050
66 to 90 hours	1733	1575

3. PENSION

3.1 Pensions

Each pilot over the age of 20 and with less than 30 years service is required to pay 7% of pensionable salary into the Aer Lingus Pilots' Superannuation Fund. The company will match this payment with 21% of a pilot's pensionable salary. The following payments are pensionable:

- Basic pay
- LSI's
- Permanent buy back of leave

For more information on pensions, please consult the information booklet from the pensions board. The list of pension trustees may be found on the IALPA contact sheet, in the Blue Book.

4. TAX CREDITS

4.1 Pilot Expenses

A pilot may claim an additional tax credit, included under expenses on his/her tax credit certificate in respect of his/her annual tax allowances. The figure currently agreed with the Revenue Commissioners is €190.46.

