

FIRST OFFICER

Minimum Requirements:

- Current ICAO ATPL (must be unfrozen)
- 1,500+ hours total time
- 500 hours on A320/330 (Boeing experience will also be considered)
- Current Class One Medical
- ICAO English language proficiency level 4

TRAINING

Consists of technical ground school and flight training. All training programmes introduce jet aircraft operation, multi-crew operations, safety standards, efficient operation, passenger considerations and flight operations disciplines.

REMUNERATION

Rank	Target Annual Salary (HKD)
First Officer 1	825,000
First Officer 2	1,000,000
Captain 1	1,250,000
Captain 2	1,414,214
Captain 3	1,600,000
Captain 4	1,810,193

Target Annual Salary comprises Basic Monthly Salary which is the guaranteed minimum number of hours the company will roster pilots to fly in each month (Minimum Monthly Block Hours) In addition to Monthly Productivity Pay which is calculated on the number of block hours flown above the Minimum Monthly Block Hours.

MONTHLY ALLOWANCE

Upon commencing employment with the Company you will be paid a monthly allowance equal to HK\$18,000 per month. This amount will be paid together with your monthly salary.

INITIAL ALLOWANCE

Upon commencing employment with the Company you will be paid an initial allowance equal to HK\$60,000. This amount will be paid together with your first month's pay.

PROVIDENT FUND

The Company contributes the equivalent of 10% of your salary into the Cathay Pacific Airways Provident Fund. You may also elect to transfer the benefit entitlements from your previous employer into the Fund subject to approval by the Trustee.



INTEREST FREE LOAN

Upon arrival in Hong Kong you will be offered HK\$100,000 interest free loan, to be repaid from your salary over eighteen months. Should you wish to take advantage of this loan, application must be made on your "Company Induction Day" as loan applications will not be accepted after this date.

CHILDREN'S EDUCATION ALLOWANCE

Childrens education allowance will be extended to all pilots based in Hong Kong. This is a cash allowance of HK\$60,000 per annum, (paid in monthly instalments) per child for up to 3 children.

LEAVE

First Officers are entitled to annual leave of 42 days per calendar year. Sick leave, maternity leave and compassionate leave are also available.



TRAVEL AND CARGO BENEFITS

After the applicable qualifying period, sub-load concessional travel on Cathay Dragon, Cathay Pacific and most other major airlines will be available to you, and if you are married, to your spouse and dependants. If you are single, you may nominate a friend to enjoy these travel benefits. All employees may also nominate four member of their family (parents, siblings and, if married, parents-in-law) to enjoy these travel benefits.

New joiners are also eligible for a new joiner sub-load rebated cargo shipment of 180 kg per adult and 90 kg per child under 12 years of age, for household goods from your home port of domicile to Hong kong to be utilized within 12 months of your date of joining. In addition, you will be offered a rebated Cargo benefit. After 6 months of service, eligible employees may ship cargo at a discounted freight charge over and above the new joiner allowances.

MEDICAL BENEFITS

The medical scheme covers consultations, medication, surgery and hospitalisation charges at a company appointed panel of doctors and at recommended hospitals. The dental plan is an optional benefit which provides access to comprehensive dental care in Hong Kong. Such benefits may also be extended to your spouse and dependants.

INSURANCE BENEFITS

We insure your flying licence to a maximum of 24 month's salary and insure the death of an Officer equivalent to the sum of 60 month's salary.

Optional insurance coverage for income protection, travel and critical illness are also available.

HONG KONG SALARIES TAX

Salaries tax in Hong Kong at present is not more than 17% of the employee's gross emoluments. Tax is applicable to all cash allowances provided.