



New Zealand Air Line  
Pilots' Association

Annual Report  
**2024 – 2025**



NZALPA President Andrew McKeen

Last year I spoke about the (then almost complete) Principal Officer structural change. We have now been operating under the new structure for almost a year and, overall, I would say it is working well. The newly created Vice President Operations role facilitates and overseas the work of all the Association's Subcommittees and this change alone has increased the information flow and visibility of the Subcommittees at a governance level.

Under the revised structure, the President assumed the responsibilities of the International Federation of Air Line Pilots Associations (IFALPA) Director role required as part of our IFALPA membership and, while my email correspondence has increased slightly, I would say this change is also working well. It is particularly useful in coordinating various international activities and commitments required from being part of an international affiliation, while managing the resources that NZALPA has available to commit to those commitments. NZALPA is also a member of the International Federation of Air Traffic Controllers Associations (IFATCA) and the Vice President ATC continues to manage that relationship.

Others contributing to this annual report will cover their portfolio areas, so I will limit my summary to some of the engagement NZALPA has had with the Government over the last year – but first, some history.

80 YEARS OF ADVOCACY

This year marks the 80th anniversary of NZALPA. Since its inception, the Association has been dedicated to protecting and fostering the interests of pilots and, later, air traffic

controllers – and more recently flight service operators. From what we can tell from our archive material, there has not been a consolidated written history project undertaken at any point in our history. To that end, Conference 2024 directed the Board of Management to engage a researcher to begin a project of documenting NZALPA's history.

Finding someone suitable for a project such as this was not as simple as it sounds. By the time this report goes to print, I am pleased to advise that we will have engaged Meghan (Meg) Williams on a 12-month contract to complete a 100,000-word manuscript documenting the first 80 years of NZALPA.

Meg has recently finished a PhD in New Zealand history and once her postdoctoral research fellowship is completed, she will begin on our project mid-May. Depending on what Meg discovers along the way, there could be more work required or other related projects to consider. It seems appropriate in this report to at least document a brief introduction of the early years. History is important as we can learn from both our past mistakes and successes, developing broader perspectives by doing so.

Beginnings

By the mid-1940s, civil aviation in New Zealand was expanding rapidly and following World War II underwent significant transformation. The early airlines employed some of New Zealand's pioneering aviators – many of whom had also served in the War.

Among those early companies were Tasman Empire Airways Limited (TEAL), which began operating trans-Tasman flying boat services in 1940, Union Airways, which was formed

in 1935 and was New Zealand's first major domestic airline, and Air Travel, which began operating in 1934 providing services to the West Coast and remote parts of the South Island.

In 1945 the government passed new legislation creating a single domestic airline, to be known as the National Airways Corporation (NAC), which in 1947 assumed control of several airlines including Union Airways and Air Travel. The Government also took control of TEAL in 1961.

Taking the lead from already established international counterparts, the pilots of TEAL, Union Airways and Air Travel recognised the need for a unified organisation that would protect and promote the interests of air line pilots, with a focus on safety, working conditions, and professional standards.

While The New Zealand Air Line Pilots' Association was not formally incorporated until 1946, the pilots from TEAL, Union Airways and Air Travel began working collectively as NZALPA in early 1945.

The 41 foundation members of NZALPA are captured below.

The pilots from Hokitika were employed by Air Travel, those from Palmerston North were employed by Union Airways and the Auckland pilots were employed by TEAL.

The first NZALPA general meeting was held in the base of TEAL at Mechanics Bay with Union Airways making an aircraft available for the transportation of the Palmerston North pilots to the meeting. Pilots from Air Travel gave their apologies. It was agreed at the meeting to establish the registered office in Auckland as Union Airways members were more often able to visit Auckland than TEAL members

FOUNDATION MEMBERS	
The following were declared to be foundation members of the Association :-	
<u>Auckland</u> -	K.A. Brownjohn, D.W.G. Keesing, J.R. McGrane, J.G. Kennedy, F.L. Whillans, I.C. Patterson, C.J. Le Couteur, R.S. McHardy, J.S. Shephard, A.M. Singer, P.F. LeCouteur, C. Griffiths, O. Garden, A.V. Jury.
<u>Palmerston North</u> -	B.D. New, H.M. Golden, F.J. Walton, M.C. MacLeod, P.L. Singer, D. Gale, H.C. Walker, R.O. Chatfield, P.A. Matheson, M.D. Cullinane, L.N. Jackson, H.E. Boyes, G.R. White, J.F. Cane, C.A. Merrington, J.W. Winefield, S.M. Wiltshire, J.J. Busch, F.G. Allen, A.T. Orchard, G. Harvey, L.J. Ransome, T. Mounsey, A.M.F. Alexander.
<u>Hokitika</u> -	B.C. Lewis, V.A. Suttie, F. Molloy.

The 41 foundation members of NZALPA

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able to visit Palmerston North. The first registered office for NZALPA was in the Southern Cross Buildings, Chancery Street, Auckland.

### International Affiliation

In 1943 the Air Line Pilots' Association (ALPA, based in Chicago), the British Airline Pilots' Association (BALPA, based in London) and the Canadian Air Line Pilots' Association (CALPA, based in Winnipeg) had affiliated with each other to further the safety and development of air transportation both in their own countries but also internationally. Collectively known as the 'ABC Group', this marks the beginning of what would later become the International Federation of Air Line Pilots' Associations (IFALPA).

NZALPA identified early on that cooperation between the pilot Associations of other countries was important. By the end of 1946, NZALPA had become formally affiliated with BALPA and shortly thereafter, the wider 'International Affiliation' or 'ABC Group' that included, by this point, the Australian Air Pilots' Association as it was known then.

In April 1948 the first 'International Conference of Pilots Associations' was called in London for the express purpose of providing a formal means for the air line pilots of the world to interact with the newly formed International Civil Aviation Organisation (ICAO). NZALPA was one of 13 pilot associations represented at the meeting, although the Australian delegate, Captain Robert James Ritchie, was appointed to be NZALPA's representative in attendance.

That London meeting resolved to form IFALPA, of which NZALPA is a founding Member Association.

### Union of Workers or Professional Association?

At the time of formal incorporation, pilots in New Zealand had no proper salary scales or agreement of any type embodying terms and conditions of employment, but NZALPA was not initially incorporated as a registered Industrial Union. The decision was made to not affiliate with the Trade Union movement but rather confer with British and Australian

## **We are unique amongst pilots' associations around the world by having air traffic controllers and flight service operators as members.**

counterparts on the benefits of doing so.

However, by mid-1947, NZALPA had commenced negotiations with TEAL and NAC for an agreement embodying salaries, conditions of employment and pensions despite not being registered as a Union. As a measure of protection against pilots being forced into another Industrial Union and to enable the Association the ability to negotiate a registered Industrial Agreement, NZALPA began investigating becoming an Industrial Union under the (then) Industrial Conciliation & Arbitration Act 1894.

A peculiarity of the law at the time required an Industrial Union to have members in at least four Industrial Districts (or Branches) before the word 'New Zealand' could be used in its name. A Branch had to have at least five members and, if a Branch had 15 members or more, then an Industrial District wide representation threshold test (one quarter of those workers engaged in the industry) was not required.

In March 1948, believing that outside interests may place difficulties in the way if done openly, 30 NZALPA members, comprising 15 from the Auckland Branch and 15 from Palmerston North Branch, quietly formed an Industrial Union. With only three pilots in Hokitika and the rest residing in the Auckland or Wellington Industrial Districts, the name was initially limited to the "North Island Air Line Pilots Industrial Union of Workers".

The first Pilots Award covering pilots from TEAL and NAC was settled in 1950 through the Court of Arbitration, following what became known as the "North Island Airline Pilots' Dispute".

Members of NZALPA (the Association), for the most part, also became members of the North Island Air Line Pilots Industrial Union of Workers – with officers and management committee members often holding similar offices in both organisations. For a period of our history, effectively

two entities operated simultaneously – a Union and an Association.

Once the required Industrial Districts or Branch membership coverage threshold was met, the North Island Air Line Pilots Industrial Union of Workers name was changed to the New Zealand Air Line Pilots' Industrial Union of Workers, but the Association was retained as a separate professional entity.

In time, the members came to realise that operating both a Union and an Association, largely created for and performing the same function, was neither desirable nor practicable and the administrative difficulties of such a set-up was not efficient or cost effective. By 1962, the Association had been deregistered, and the name of the Union was changed to what we now know as the New Zealand Air Line Pilots' Association Industrial Union of Workers.

Today, NZALPA remains an internationally affiliated professional association and trade union that has grown to represent more than 2500 New Zealand pilots, air traffic controllers and flight service operators. We are unique amongst pilots' associations around the world by having air traffic controllers and flight service operators as members, and this eventuality will be a key piece for Meg to capture in the history project she will undertake for us.

If you are reading this and have an historical perspective to share or any memorabilia that could be displayed in perpetuity at ALPA House, then please get in touch.

### **GENERAL MEMBERSHIP SUBCOMMITTEE**

Following the direction of Conference 2024, the Board of Management has established an NZALPA General Membership Subcommittee with the objectives being to assist in:

- maintaining regular contact with the General Membership;



- promoting awareness of current and topical issues affecting the General Membership;
- encouraging prospective members employed in *General Aviation* to join the Association.

The General Membership of NZALPA are those members not represented by a Council and the term 'General Aviation' is intended to capture pilots completing initial commercial training through to those pilots working commercially under CAR Part 135 and/or instructing under CAR Part 141.

Like the other Subcommittee Chairs, the General Membership Chair reports to the Vice President Operations, providing a clear conduit to the Board for the General Membership. As you read this report, it is my hope that the Subcommittee has members beginning the work envisioned by the original remits made to past Conferences. The creation of this Subcommittee is a good example of a member-led initiative achieved through bringing a proposal to the table at our Annual Conference – and we have the Kenyon family to thank for this particular initiative.

## REVIEW OF THE CAA INVESTIGATION AND ENFORCEMENT FUNCTION

As reported last year, we continue to engage with the CAA on the interaction between positive safety culture and regulatory decision making. The revised regulatory decision-making framework has now been released, and it would be fair to say that while we are not diametrically opposed, there are differing views on how CAA should approach interviewing flight crew and air traffic controllers following an incident or accident.

NZALPA supports accountability. However, accountability in a true



ALPA House

Safety Management System (SMS) sense does not directly correlate to securing convictions or prosecutions of those who breach regulations. The purpose of incident or accident investigations should primarily be to improve safety by understanding contributing factors and not to apportion blame.

NZALPA does not support deliberately negligent behaviour, but without adequate restraint of the regulator, there cannot be positive safety culture. We will provide a more fulsome update to the membership once our discussions with CAA reach a conclusion.

## ALPA HOUSE

There was a high-level vision when moving from Airpark Drive, to turn our new building at Amelia Earhart Avenue into a multi-functional space that catered for the needs of the Association in the medium to long term. That was always going to be a staged process, and we have recently reached the point of occupying both floors at our new premises.

Part of the reconfiguration of the lower floor includes a 100+ seating

capacity conference room – so 2025 will be the last year we will have to pay for renting hotel space to hold our Annual Conference. While we are no longer receiving the revenue from having a tenant downstairs, the reduced cost of conference offsets the OPEX of occupying the lower floor so, in that sense, the change represents a net zero sum. In addition to the conference room, we are creating additional meeting room space.

The other key change with moving premises has been to assume ownership of the building that NZALPA occupies. Removing the annual lease cost provides a number of opportunities, including the possibility of sustainably reducing membership fees. However, any reduction in fees must be done in a considered and methodical way to ensure we are still able to meet the needs of the members.

Once the reconfiguration of ALPA House is complete, and when compared to our old Airpark Drive premises, our floorspace will have increased by over 80% and our carparking space by over 150%, and our building occupancy overheads will have reduced by approximately 50%.

Conference 2024 determined to, once again, fund the Contingency Fund Trust (CFT) and, as this report goes to print, that funding will have commenced. Importantly, we know that due to the structural changes we have made to our underlying cost base (partly referred to above), the CFT funding can be achieved sustainably and without impacting the services we provide for the membership – and that is important.

**The purpose of incident or accident investigations should primarily be to improve safety by understanding contributing factors and not to apportion blame. NZALPA does not support deliberately negligent behaviour, but without adequate restraint of the regulator, there cannot be positive safety culture.**

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## **The Interim Aviation Council will present its desired action items to Cabinet during the 2026 financial year and we look forward to some of the actions that we have proposed (particularly regarding workforce) obtaining Cabinet approval.**

I will lead a discussion on the future direction of the CFT at Conference, as there are further opportunities to explore if we are all pushing in a unified direction.

### **GOVERNMENT ENGAGEMENT**

One of the most important ways we can ensure we maintain the current level of safety in aviation is through effective advocacy with lawmakers and regulators, so NZALPA maintains regular engagement with relevant Ministers (notably the Minister of Transport), their Ministries and CAA. This year has continued to be productive in this regard.

We are still waiting to see a move towards the introduction of pilot security screening procedures that are more aligned with international standards. At the time of writing this report, a further update from CAA on this topic is imminent.

The work of the Interim Aviation Council (of which NZALPA is a member) has continued with progress on recognising the importance of workforce issues and, in particular, the need to embed a positive safety culture in every participant's habits, practices and interactions. The Interim Aviation Council will present its desired action items to Cabinet during the 2026 financial year and we look forward to some of the actions that we have proposed (particularly regarding workforce) obtaining Cabinet approval. Within that context, we have also been asked about our willingness to be engaged in any

ongoing work in the aviation sector (at a national level) and have indicated NZALPA's interests in the workforce, safety and regulatory topics.

Separately, NZALPA has presented submissions to the Ministry of Business, Innovation and Employment on reforming the Holidays Act, the Health and Safety at Work Act (HSWA) as well as the Employment Relations Act (ERA), as part of the Government's targeted consultation. On the Holidays Act, we supported some of the improvements to leave entitlements that were originally proposed but, unfortunately, it appears that the Government may choose to take a different angle when the eventual Bill is presented to Parliament. On the HSWA, we have advocated for a more deliberate promotion of positive safety culture, clearer processes for workers to raise issues, clarification of the role of the CAA, more detailed guidance on worker participation and clarifying the offence regime so that it better aligns with positive safety culture. On the ERA, we made submissions against a Government proposal to deduct wages at a fixed percentage rate for partial strikes.

The NZALPA team has also been busy working on an implementation plan for a number of other projects related to new legislative obligations. These include the introduction of a SafeHaven concept for building trust between CAA, Medical Examiners and license holders; the development of the Peer Assistance Network (PAN) Trust to provide PAN Peer Support Volunteers (PSVs) better recognition

and protection under law; the introduction of the Independent Review of the Director of CAA decisions mechanism; and new Civil Aviation Rules (CAR) Parts under the Civil Aviation Act 2023.

We have engaged with CAA on the upcoming ICAO Universal Safety Oversight Audit Programme of New Zealand and will be watching the results of that audit with interest. CAA has already identified that fatigue management is a topic that may need some work from ICAO's perspective. We have also had the opportunity to present submissions to the Ministry of Transport on the new regime for airline code-sharing authorisations and on the future delivery arrangements for the provision of aviation security services.

We are also engaged in ongoing discussion with CAA in relation to several CAA internal policy changes arising from the restructuring of CAA. At this stage it is too early to tell whether those changes will lead to improvements. Similarly, we have been in discussion with CAA regarding updates to New Zealand's State Safety Program and we hope to be able to provide more information on that next year.

Government advocacy is important and sufficient NZALPA resources must be allocated to ensure our voice continues to be heard and our interests, and the safety of the travelling public, continue to be considered.

### **GET INVOLVED**

Pilot Associations, like NZALPA, are the conscience of the aviation industry. Our commitment to safety is the guiding principle for the work we do on behalf of our members. However, NZALPA cannot be effective without member volunteers. If you are reading this and have an area of interest and are keen to participate in the advancement of our professions, then please get in touch.

Finally, I would like to thank all the hard-working staff we have in the office at NZALPA, as without them the Association would not function in the way it does. I look forward to seeing those attending the 80th gala dinner in June.

**ANDREW MCKEEN**





Vice President Administration/Secretary  
James Jarvis

As usual, it has been another busy year in my portfolio, with a few challenges navigated along the way. Most of my time is spent on administrative and compliance tasks, nominations and elections, Conference preparation and Remits, Board matters and membership. On the face of it, it is not very exciting. Nonetheless, it is rewarding work. Plus, I get a front-row seat to witness all the amazing work of our representatives and the fruits of that labour.

Our membership remains strong. Inevitably, we struggle to recruit more members in the absence of any significant new entrant arriving on the New Zealand aviation scene. As a result, the total membership is quite stable from one year to the next. I tally the numbers at the end of January each year (prior to calculating the requirements for Council positions per the ALPA Rules), and they were as follows:

2571 MEMBERS, MADE UP AS FOLLOWS:

	TOTALS
Air NZ Jet	983
Air NZ Regional:	581
Airways (ATC)	402
Airways (Flight Services)	49
Jetstar	92
Jetconnect	125
Canterbury Aero Club	16
Air Freight	10
Airwork	16
Massey School of Aviation	21
Northern Rescue Helicopter	12
Air NZ Jet Simulator	21
Air NZ Regional Simulator	1
Grouped Employers (<15 per employer)	171
Retired Members	21
Temporarily Not Employed	11
Leave of Absence	4
Life Members (Retired)	9
Unfinancial Members	26

**We are proud of the fact that NZALPA is a member-driven organisation. It has been stated before that this is what sets us apart from other unions and many professional associations.**

On the staff front, the membership office has seen some changes. Michelle, who has done a sterling job for the last few years, is stepping back to take on further administration duties. We have a new Membership & Communications Executive, Grace Morgan, who has hit the ground running and is quickly getting to grips with the role.

Whilst attempting to give Grace some training on the NZALPA structure, it was reinforced to me just how difficult it is to explain how things fit in place.

We have a somewhat convoluted and confusing hierarchy, much of it set in place by our Rules. I'm well-aware from conversations with workmates that this is not well understood and, in fact, prior to stepping up to take on the Secretary's role a decade ago I really had no knowledge of how things tick.

I'll attempt a very brief and broad-brush refresher in the hope that some members are interested. We always need to shake the trees for volunteers, so it would be useful for members to know what positions are available, should they wish to get involved. (If you are savvy with the Rules or have held a position within NZALPA, skip to another Report).

Sitting at the top of the tree is our Conference. As an Incorporated Society, NZALPA is obliged to hold an annual meeting, and our two-day Conference satisfies this requirement. Conference delegates are made up of a mix of elected representatives and up to 25 General Membership delegates. Any member who is not already attending Conference can apply for one of these positions and have their say. Delegates are elected for a 12-month period, to cover the possibility that a Special Conference might be called in the interim.

The Board of Management (BoM) sits below Conference in the hierarchy and assumes many of its functions during the year. The BoM meets about every two months to consider ongoing governance and strategic issues, scrutinize and approve or ratify the work carried out by the Principal Officers. It is made up of the Principal Officers, the Council Admin Heads (only those Councils representing 50 or more members) and four General Membership Board Reps, again elected from the general membership. We currently have 15 seats on the BoM.

The Principal Officer positions have changed recently, with the old 'Director' positions making way for a smaller number of Vice Presidents assisting the NZALPA President, who is of course our CEO. Essentially, the job descriptions remain much the same as before, however there is a new VP Operations position in addition to the VP ATC, VP Legal (previously the Industrial Director), VP Finance and VP Admin/Secretary. The VP Ops is responsible for managing and

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## MEMBERSHIP DEMOGRAPHICS – AS AT 31 MARCH 2025

### MEMBERSHIP SUMMARY

	TOTALS
AirLine	1789
Airways/ Flt & Grd Services	457
General Aviation	259
Redundant/Overseas	17
Retired Life Members	9
Retired Members	21
Sim Instructors	24
	2576

### GROUP\*

	TOTALS
Air N.Z Jet	992
Air N.Z Regional	570
Airways/Flt & Grd Services	457
General Aviation	259
Jetconnect Ltd	129
Jetstar Airways Ltd	98
Redundant/Leave Overseas	17
Sim Instructors	24
	2546

resourcing the various Subcommittees and oversight of various medical and welfare and technical programs (see his report for more detail of these). The old Technical Director and Medical & Welfare Director positions have morphed into the respective Subcommittee Chairs. These two Subcommittees are significant. However, the VP Ops also coordinates many other Subcommittees. These Subcommittees, along with the Councils, are the engine room of NZALPA.

Having said that, the day-to-day grind and operation of NZALPA is conducted by our staff. The Operations Manager heads up the office. At present the staff of 11 also include a legal team of six (including the legal secretary), two in the finance team and two in the admin / membership team. As the teams are relatively small, there is some cross-pollination to provide continuity of roles, where appropriate.

Councils exist to represent the interests of each of our specific employer groups. At present, we have Councils for Airways ATC, Airways Flight Services, Air New Zealand Regional, Air New Zealand Jet, Air New Zealand Simulator Instructors, Jetstar, Jetconnect and Tasman Cargo. There is a common misconception that 50 members are required to form a Council, however this is incorrect. As stated above, that number refers to the number of members required to have a seat on the BoM. In fact, any group of employees can form a Council, with BoM approval. There is a formula to calculate the number of Council

### AGE\*

	TOTALS
20-25	102
26-30	255
31-35	328
36-40	352
41-45	308
46-50	317
51-55	270
56-60	278
61-65	258
65 >>	78
	2546

### MEMBERSHIP LENGTH\*

YEARS	TOTALS
0-2	389
3-5	163
6-10	663
11-20	657
21-30	423
31-40	243
41 >	8
	2546

### GENDER\*

	TOTALS
Female	308
Male	2238
	2546

members based on total employer group count, with a minimum of three and a maximum of 15 on any Council. Each Council elects an Administrative Head and Deputy and all the members of the Council hold their positions for a two- year period.

There are, of course, many other volunteer roles – both within NZALPA and those closely associated to NZALPA. I won't attempt to name them all for fear of forgetting someone. However, examples would be the Returning Officer, Systems Administrator, CFT Directors, PAN volunteers, and so on.

We are proud of the fact that NZALPA is a member-driven organisation. It has been stated before that this is what sets us apart from other unions and many professional associations. As such, we rely on volunteers and that is where you, the members, all have a part to play should you have the time and inclination.

To date, this year has been like most others in recent memory. We have

\* excludes retired members



had to call for nominations for a second time to attempt to fill the available Council and Conference positions; and the Principal Officer positions were not contested. From my perspective, all this came as no surprise, but it is a little disheartening. There is nothing better for the ongoing health of our organisation, than a surplus of nominations and the necessity for a subsequent election.

I understand that most members are quite content to pay their fees and get on with jobs, family and busy lives. However, I do think that every member should at least consider volunteering for a role at some stage, even if it is only for a short period. Think of it as giving something back to your peers, or growing NZALPA for those who will enter into the industry in the future. My concern is that the same old faces keep coming back time and time again – they burn out, take a break and return. On the face of it, not a problem, but the pool of volunteers appears to be slowly dwindling and we always need to grow new talent for the future.

So, what do we require of our volunteers? Well, the starting point is that you need to be at the stage of life when you have the time and energy, as well as the interest and something worthwhile to contribute. We don't need people with personal agendas.

In reality, some positions require little, or no, prior experience. For instance, the General Membership Conference Delegate, General Membership Board Reps and seats on Council. Other roles such as those on subcommittees, the CFT trustees, etc., will usually need some specialist experience or a particular interest.

Volunteers to elected positions must also declare any conflicts of interest and to agree to comply with various obligations under our Rules and the law. There are also declarations to act in good faith, for proper purpose and with due care and diligence. Importantly, the nominee must confirm they have given due consideration to the credentials and experience required of the role and have the skill-set and time available to properly exercise the care and diligence required.

In my opinion, the Principal Officer positions now require some previous experience in an NZALPA role. This is not spelled out in the Rules, but rather is a consequence of enhanced responsibilities and liability under the Incorporated Societies Act 2022. There are a few disqualifications under that legislation that will apply to "officers" of the association which includes both Principal Officers and BoM members (for instance, conviction for certain offences, being an undischarged bankrupt, prohibition from being a director under the Companies or Financial Markets Conduct Act, or being subject to a property order).

Whilst this all might seem onerous, and in fact the list of requirements that are spelled out is only likely to grow, the reality is that almost all of our members will be able to volunteer for a position at some level. Please give this some serious consideration in the future. We do need you!

Fly and Control Safely.

**JAMES JARVIS**

## VICE PRESIDENT ATC'S REPORT



Vice President ATC Greg Okera

**A**s the first year of my two-year term as VP ATC closes in, I look back and wonder where the time went. The next year will seem even longer as the conference date for 2026 is pushed out to September. First, I will provide updates on some of the ongoing

work that was detailed in last year's report from Mike Slack, and then I'll focus on the new developments in my portfolio.

### MEMORANDUM OF UNDERSTANDING AND WORKING GROUPS

On 20 February last year we celebrated the signing of the Memorandum of Understanding (MoU) between Airways and NZALPA. Just over a year later and ALPA and Airways are in the process of carrying out a review of how the first year has gone (both good and bad). For non-ATC members reading this, the MoU is an agreement that was reached to provide stability for both parties over a nine-year period, while also providing a strategic partnership framework. Both parties have committed to working

together to resolve issues during the term of the MoU as they arise, using the Interest Based Problem Solving (IBPS) methodology (or other agreed methodologies, as required). Stability is achieved because both parties have agreed that, other than for reasons of health and safety as defined in the Employment Relations Act 2000, they will not initiate any strike or lockout for so long as the MoU is in force. The MoU consists of three schedules covering (1) Strategic Partnership Framework, (2) ATC wage increases and (3) Joint Performance Improvement Initiatives.

Under schedule three of the agreement, both parties established working groups covering Pay and Progression, Wellness, and the Auckland Tower roster. Unfortunately, all the working groups seemed to stagnate at the end of 2024, in some

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part due to a reduction in income for Airways. The wellness WG has recommenced this year and we wait for a final report/recommendation from the group for both sides to decide if it is acceptable.

The Auckland Tower roster WG is still ongoing and the Pay and Progression WG is yet to restart.

Under the principles of IBPS, the main point of these working groups is to collaboratively resolve a problem or realise an objective and come up with a recommendation/proposal that meets underlying interests and which is based on consensus decision-making. Teamwork is essential and the IBPS process needs to be followed correctly for the working group to complete its job and come up with a suitable recommendation. Since IBPS requires a high level of trust, respect and genuine communication, it can have its challenges and – if not done correctly – risks failed outcomes and future work groups not being taken seriously.

It would be fair to say that our MoU with Airways has been tested over the last year due to one thing or another. However, the reason we signed up to it in the first place is the reason we are still in it: improved relationships that can last through testing times.

### **AUCKLAND TOWER REPLACEMENT**

The Auckland Tower replacement project has finally been endorsed by the Airways Board and the staff look forward to a conventional 45m tower being built in the coming years. It has been a challenging and lengthy process for all involved and proves that a little bit of certainty provides a large amount of relief.

Airways is still actively pursuing digital technology for future services including Remote Aerodrome Advisory Services (RAAS) and Digital Aerodrome Service (DAS) with both to be provided from regional hubs. Exactly what services and where they will be is still to be determined. We will be encouraging Airways to keep staff involved and engaged from the start to the finish of this project, so watch this space.

### **TRAINEES – EMPLOYMENT STATUS**

A big change during the year involved the classification of ATC trainees as



*Auckland Tower*

employees once they commence their on-the-job training. This followed an agreement that was reached between the Labour Inspectorate and Airways. The Labour Inspectorate became involved when they reviewed the recruitment process and training programme at Airways and sought declarations from the Employment Court that such trainees are, in fact, employees. The agreement will also have implications for former ATC trainees in terms of back pay of wages, holiday pay, etc and, at the time of writing this report, we are still trying to work with Airways to see if any differences around past pay and fees can be resolved without needing to litigate the matter in court. If litigation is required, it does not follow that the MoU is broken.

### **QUEENSTOWN TOWER**

In April this year, a variation was put to the membership for Queenstown to be recognised as an international tower (Band B) – including the subsequent changes needed that apply to current international towers. Hopefully this is ratified by the whole membership.

### **FLIGHT SERVICE COUNCIL**

At the end of 2024, we welcomed the formation of the Flight Service Council with three willing volunteers filling the roles. Thank you, Leanne, Kartik and Yannick. As all three are Christchurch based, they each have a unit they

are responsible for (Air ground, Paraparaumu and Milford). What I ask now is the membership get behind these three representatives and keep lines of communication open. One thing that has helped the new council was the NZALPA collaboration council day held in February, and having these twice a year provides benefits to all councils.

### **CONFERENCES**

NZALPA ATC representatives and I attended the following Conferences since June 2024. As per requirements, attendee reports were filed with the ALPA Board.

#### **September 2024**

Communicating for Safety (CFS) with Marcus Woolley, followed by an Alliance meeting.

#### **October 2024**

Asia Pacific Regional Meeting (APRM) with Marnie Pomeroy.

#### **December 2024**

Airservices executive meeting with Ash McKenzie.

#### **March 2025**

Airways hosted the Civil Air Navigation Services Organisation (CANSO) Safety conference in Christchurch. I attended with Marcus Woolley as members of the Global ATC Alliance.

As an associate member of CANSO, we were always going to be attending in our own backyard. Thank you to Airways for covering the costs of two additional ATC Council members attending. Overall, the conference was by all accounts a success and certainly showcased what we are doing here in New Zealand. The resilience of the equipment/buildings was not lost on those who visited. Much like the International Federation of Air Traffic Controllers' Associations (IFATCA) is the representative of ATCO associations across the globe, CANSO is the umbrella organisation for Air Navigation Service Providers (ANSPs) and looks to provide information on what best practices and good practices look like. Like IFATCA, CANSO is not able to enforce these practices on any one ANSP. They can, however, submit cases to the International Civil Aviation Organisation (ICAO) to try and make changes. This is where it is beneficial for us to be at the table, so we are across changes that impact the people providing the services.

#### April 2025

IFATCA annual conference with Marnie Pomeroy and Robin Parsons. This year's theme was "Recruitment & Training, the flight plan for our future" and included discussions around the critical importance of investing in human capital to meet the evolving challenges and opportunities in the Air Traffic Management (ATM) industry. The conference focused on key areas such as recruitment and training to develop the skills needed for the digital era. The conference served as a platform for air traffic control experts to share best practices, innovative ideas, and strategic insights. Attendees also had the opportunity to network with peers, engage in thought-provoking discussions, and collaborate on solutions that will shape the future of ATM. It also provided the opportunity to explore strategies to attract and retain talented individuals, particularly along with the evolving technology and the changing demands in ATC.

#### May 2025

CANSO Airspace world in Lisbon, where I appeared on a panel discussing 'Navigating Change: The human implications of the CATS

**It would be fair to say that our MoU with Airways has been tested over the last year due to one thing or another. However, the reason we signed up to it in the first place is the reason we are still in it: improved relationships that can last through testing times.**

(Complete Air Traffic System) Global Council's Concept of Operations (CONOPS). This panel consisted of Simon Hocqard (Director General, CANSO), Nick von Schoenberg (CATCA President and Alliance President), Mike Reed (Prospect Chair) and me (VP ATC, Alliance Secretary). It was moderated by Professor Peter Turnbull (Professor of Management, University of Bristol), and explored the implications of this transformation on air traffic controllers, related personnel, and the organisations within which they work.

The Conference was held against the backdrop of an aviation industry standing on the brink of transformative change – as outlined in the CATS CONOPS for Future Skies. This visionary strategy promises to integrate advanced automation, adaptive airspace structures, and emerging technologies to optimise safety, efficiency, and sustainability. However, these advancements will profoundly impact the people at the heart of ATM.

Consequently, key topics of the Conference included the evolving roles and responsibilities of ATCOs, intensified training demands, and strategies for addressing workforce concerns such as workload management, job security and liability in an increasingly automated system. The panel also discussed the challenges of cross-jurisdictional regulatory harmonisation and the need for equitable resource allocation to support this transition. It also provided diverse perspectives on collaborative pathways for balancing

**"The ATC standards for trainees are not being lowered due to EDI; the pool of potential candidates is, however, being increased."**

innovation with workforce well-being, to ensure a seamless and inclusive transition to the skies of 2045.

#### NEW ATC COUNCIL

At the end of this year's NZALPA conference, a newly elected ATC Council will start a two-year term. This term, Council will increase to eight members (up one from the previous term). The first call for nominations resulted in six names, with a further call for nominations for the remaining two spots. I would encourage more members to put their names forward next time to force an election, as it is gratifying to be an elected council member – knowing that members have endorsed you. In the end, we have eight ATC Council members, six existing members and two new ones. Welcome to Kerry Young and Mala Frost.

Remembering that we are all volunteers, I thank those that have stood again for your commitment going forward.

A special thanks must be made to Sally Cooper-Johnston who has decided not to stand for Council this year. Sally has been on the council for six years with the last two years as the Administrative Head. She has put her heart and soul into the role and has certainly led the council to where it is now. She has been the driving force behind the working groups with Airways, and this effort was also recognized by Airways – with herself and Sally Williams (Airways) awarded the Airways values award for Excellence last November. Enjoy the time off Sally, it's well deserved.

#### QUARTERLY CAA AND MOT MEETINGS

I have had the pleasure to be invited and attend NZALPA's quarterly meetings with CAA and MOT. From the first couple, I can see the benefits of attending these meetings as it provides the opportunity for information sharing, in order to fully

*continued on page 11 ...*

understand issues raised and the expectations of the parties.

Likewise, the ATC Council portfolio holders and I attend six-monthly meetings with the Airways Board. These meetings allow both parties to ask questions in an open and honest environment.

We are attending the Airways Employment Relations summit in June and hope this annual meeting continues. It brings together all parties that Airways deal with that represent staff and allows all groups to update each other on what is happening within Airways.

#### **IFATCA REGIONAL VICE PRESIDENT – PACIFIC**

I am concluding my term as the IFATCA RVP Pacific this October, a role I have held for the last six

years. IFATCA is in the process of restructuring, looking to disestablish the current RVP positions and create new positions that provide better representation across the region. The current thought is to have regional Technical and Operational, and Professional and Legal Committee Chairs, along with a regional Training Workshop Coordinator and two regional Secretaries who can then reach out to MA (Member Associations) contacts. This will be decided at the Asia Pacific Regional Meeting later in the year.

I am a founding member of the IFATCA EDI (Equity, Diversity and Inclusion) taskforce. Following the Washington DC crash between a business jet and a military helicopter, a lot of unhelpful attention has focused on this area. The IFATCA EDI taskforce stands by the following statement, *“The ATC*

*standards for trainees are not being lowered due to EDI; the pool of potential candidates is, however, being increased.”*

#### **THANKS**

Thank you to the ATC Council for picking up jobs/work when asked, it allows me to carry out the role of VP ATC.

Thank you to the other Principal Officers for their guidance when I moved into the role of VP ATC – it certainly makes it easier when we are all striving for the same goals.

And, lastly, thanks to my wife Michelle for her tolerance and understanding. Having stepped down from union work for a year, she has been very supportive (mostly) of me stepping back into representative work again.

**GREG OKEROA**

## **VICE PRESIDENT LEGAL’S REPORT**



Vice President Legal Glen Kenny

**M**y first two-year term nearly complete, it is a good time to reflect on the last 12 months and what has happened in this very busy portfolio.

#### **NEGOTIATIONS**

##### **Qantas Group**

Probably the most significant NZALPA negotiation events over the last year have been the two Qantas Group negotiations with Jetstar NZ and Jetconnect.

For the first time, both negotiations involved pre-bargaining meetings

between NZALPA and each company.

‘Pre-bargaining’ is a technique that NZALPA advocates for and which has been utilised previously with the Air New Zealand Jet, Air New Zealand Regional and Airways collective agreement negotiations. The concept involves both parties to an existing CA agreeing to meet before the earliest date (60 days before expiry) that section 42 of the Employment Relations Act allows for formal bargaining to commence. The purpose in starting to bargain informally and well ahead of the statutory start time is to provide a less time-pressured environment to conclude negotiations before/as close as possible to the expiry date of the CA.

Both NZALPA negotiation teams were extremely well prepared in the lead up to bargaining, with an emphasis on benchmarking their pay, and terms and conditions generally, amongst other employers in the region and (more specifically) amongst other Qantas Group pilots.

The result was a substantial improvement for both the Jetstar NZ and Jetconnect NZALPA pilot groups. This now means, for arguably the

first time since both companies were established, that they have both become genuine long-term career options for pilots wanting to live and work in New Zealand.

My sincere thanks to Mark and Richard in the Jetstar team; and Josh, Jake, Nick and Blair in the Jetconnect team, and also to Hela (NZALPA Legal Advocate) and Dawn (Consultant) who were the advocates on both teams. A job well done indeed.

##### **Canterbury Aeroclub – International Aviation Academy of New Zealand**

Like other pilot training organisations, CAC-IAANZ has come through a reasonably challenging time post Covid and has had to pivot from a significant reduction in students to a big surge in internal and external training requirements.

Against that backdrop the NZALPA negotiating team achieved some solid improvements to ensure that this Collective Agreement remains as one of the benchmarks for Flight Training Organisations in New Zealand. Of note, they have achieved agreement

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to engage in pre- bargaining meetings with the company in their next CA bargaining round, much like Air New Zealand, Airways and the Qantas group negotiations.

My sincere thanks to Ryan, Alex and Sam who were the NZALPA pilot team members and to NZALPA advocates Dew (NZALPA Legal Advocate) and Dawn.

**Air New Zealand – Simulator Instructors**

In the Air New Zealand Group, NZALPA successfully negotiated its second Simulator Instructors Collective Agreement – which ratified in February this year. This is a significant milestone for NZALPA as the majority of simulator instructors are now NZALPA Members and, consequently, the NZALPA Agreement will be the default agreement offered as an individual agreement.

Again, benchmarking the pay, and general terms and conditions, was a key theme of these negotiations. Further work is to be done on rostering improvements, which will be dealt within the term of the agreement.

My sincere thanks to Murray and Jon for their hard work and to Dew and Byron who were the NZALPA advocates.

**Texel Air**

In April we celebrated the ratification of our first collective agreement with Texel Air. It was pleasing to see negotiations conducted in a constructive way and we look forward to working with the company over the coming years to build on what was achieved. There is still work to be done in some areas to align the operation with appropriate industry-standard terms and conditions (such as seniority), and mechanisms have been agreed to work collaboratively during the term of the CA to improve rostering as the operation grows. However, the team can be proud of what they have achieved.

Many thanks to pilot negotiators Brett and Justin, and to Dawn who was the NZALPA advocate.

**PHI**

We began bargaining in June 2024,

**The result was a substantial improvement for both the Jetstar NZ and Jetconnect NZALPA pilot groups. This now means, for arguably the first time since both companies were established, that they have both become genuine long-term career options for pilots wanting to live and work in New Zealand.**

but hit an impasse by year-end due to making no progress on achieving a pay increase. Negotiations resumed in January 2025. As a way forward, we proposed a market comparison mechanism for pilot salaries and the use of the interest-based problem solving (IBPS) methodology. Unfortunately, this was rejected by PHI global.

The company has cited financial scrutiny at the base as the reason for salary increases not being possible. At the time of writing, the current proposal on the table includes:

- Overtime increase to 1.5x
- Annual CPI increases with back pay from 1 March 2025
- KiwiSaver contribution increase from 3% to 4%

and we await the company's legal feedback so that we can finalise negotiations.

**LEGAL ACTIVITY**

Legal action is never taken likely, but NZALPA has never shied away from supporting its members in their time of need or when an important matter arises that demands appropriate action: be it in an employment context, safety context or even when a member has found themselves pursued in a criminal case in the course of their employment. To that end, NZALPA is necessarily well resourced in the legal department and will continue to be so.

It is therefore of no surprise that Richard McCabe (NZALPA Counsel) and John Hall (NZALPA Solicitor) have had a busy 12 months, both appearing many times in the Employment Relations Authority and the Employment Court. In addition, they have successfully negotiated numerous settlements for NZALPA members before matters progressed to a judicial forum.

The following is a breakdown of appearances from NZALPA over the past year (to May 2025).

Employment Relations Authority:	7
Employment Court:	5
Human Rights Tribunal:	2

I'd also like to thank Dr Rodney Harrison (KC) and Mr Paul Wicks (KC) for their assistance in matters before the Employment Court.

**NEW COUNCILS**

Where there is a NZALPA collective agreement in place for an employment group, the NZALPA Rules provide for a Council, for the purpose of “...monitoring the employment arrangements applicable to the members represented by that council, gathering information and discussing matters of interest.” Typically, our bigger employee groups have always had a Council, but a recent rule change has made it more practicable to have Councils representing smaller groups.

With that in mind, the following employee groups have now formed Councils and completed the Council election process for their members:

- Airways Corporation – Flight Service
- Tasman Cargo Airlines
- Air New Zealand – Simulator Instructors

This brings the total number of Councils in NZALPA to 10, which between them represent 2,280 NZALPA members.

**COUNCIL COLLABORATION ('COLAB') DAYS**

Council Colab days are a new initiative where all NZALPA Councils hold their individual meetings at NZALPA on the same day, followed



by a joint session of all Councils to discuss items of mutual interest and receive industry updates from each council. The new facilities at NZALPA have enabled this initiative to be possible, with increased meeting room space across both floors providing the necessary space for 60 representatives across 10 Councils to meet simultaneously with ease.

NZALPA held its first Council Colab day on 25 September 2024. Seven councils were present.

The second Colab day was held in February. Feedback from all the attendees has been positive and the plan is for these meetings to be held twice a year.

### NEGOTIATIONS TRAINING

NZALPA has an approved two-day course for Employment Relations Education (ERE) for "Interest Based Problem Solving and Negotiation Training".

Because the course is approved by the minister it means that the employer must provide dedicated ERE leave for NZALPA representatives to attend the course.

The course is run by Dawn Handforth and is considered a prerequisite for any newcomers that are joining a NZALPA negotiating team. The course has a maximum of 12 attendees and is typically full. The course content involves a large component of

practical hands-on training dealing with real world negotiation scenarios.

The last course was held 26-27 September 2024, and the next one is planned for 22-23 May.

### LEGAL STAFF CHANGES

There have been some changes in the legal team during the past year, with a couple of departures and three new arrivals.

On the departures side, sadly we said goodbye to two of our Legal Advocates, Rachel Piriou and Dew James-Powys. Rachel had been with us since before Covid, starting in December 2019. Dew had only been with us a short while, starting in August 2023.

On the arrivals side, we have three new team members.

Hela Rahman joined us in June 2024, with a background in union advocacy working for NZEI Te Riu Roa and, before that, First Union. Hela's portfolio includes the Airways Group, Qantas Group and the flight training organisations.

Byron Posselt joined the team in November 2024, straight from Waikato Law School where he graduated with honours. Byron has been given the Air NZ Group portfolios.

Chantelle Mostert also joined the team in November 2024. Chantelle

has over nine years of legal experience, previously running her own law firm in South Africa and managing the HR department for a jet cargo airline. Chantelle's portfolio includes the cargo airlines, EMS pilots and general aviation sector.

### BY THE NUMBERS

In terms of the Collective Agreements that NZALPA is a party to, here are the vital statistics\*:

<b>Total Collective Agreements:</b>	<b>15</b>
<b>Members covered under CAs:</b>	<b>2,394</b>
<b>Members covered under IAs:</b>	<b>149</b>
<b>CAs ratified since June 2024:</b>	<b>5</b>
<b>CAs in bargaining June 2025-June 2026*:</b>	<b>9</b>

\* As at 17 April 2025

### THANK YOU

In closing, another busy year. I'd like to take this opportunity to thank all the NZALPA Council members, negotiators, the Board of Management, Principal Officers and NZALPA Staff members. In particular, I'd also like to thank my wife, Kiri, for having the patience of a saint in allowing me to continue my NZALPA work.

GLEN KENNY

# VICE PRESIDENT OPERATIONS' REPORT



Vice President Operations Mike Robinson

**T**he past year has been an incredibly rewarding and transformative time for the role of Vice President Operations. With responsibilities covering both the Medical and Welfare and Technical portfolios, including the Peer Assistance Network (PAN), the Human Intervention Management Study (HIMS), Professional Standards (PROSTAN), the Critical Incident Response Program (CIRP), Emergency Response, CAA's Aviation Community Advisory Group (ACAG), and the Diversity, Equity, Inclusion and Belonging (DEIB) subcommittee, this role has continued to grow, strengthening connections between people, ideas, and organisations. My focus has remained on fostering a culture of support, safety, and collaboration, ensuring that our aviation professionals receive the care and assistance they need.

## OPERATIONAL FOCUS

One of the biggest priorities this year was developing a refreshed emergency response framework, which has helped strengthen our coordination with the Transport Accident Investigation Commission (TAIC). A significant milestone for James Bason, Andrew Lindup and I, was completing IFALPA Accident Investigation accreditation. This has led to meaningful involvement in six TAIC investigations this year. In turn, this has helped to build a strong and respectful relationship with their team, ensuring that NZALPA remains an integral part of aviation safety discussions.

Our regular meetings with the CAA, Ministry of Transport and the Minister of Transport have been another key

area of focus. While discussions on CAA reform have had their challenges, they have remained productive. One of the standout achievements so far has been the Safe Haven initiative—a new health-based support pathway for pilots and air traffic controllers. The programme is now in development and is set to launch later this year.

## HIMS NZ

HIMS NZ continues to be a vital programme supporting aviation professionals struggling with substance use disorders. With backing from Air New Zealand, Airways, Qantas, Jetconnect, Jetstar, Air Chathams, FANZP and the RNZAF (as well as NZALPA), the programme has seen significant growth over the past year.

A major highlight was the national HIMS conference held in Auckland in July, which brought together international experts and generated fresh momentum for the programme. Since the pandemic, there has been a noticeable increase in pilots and controllers seeking help, which reflects a global trend in behavioural health concerns. To support this, we've established a Peer Support Group (PSG) of four pilots in recovery and introduced a new financial model to ensure the programme remains well-funded into the future. The key message remains the same: HIMS NZ is here for all aviation professionals, no matter where they work.

## MEDICAL AND WELFARE

The Medical and Welfare team has had a full workload this year, with most of our time dedicated to supporting members through complex aeromedical certification issues. Cardiovascular health continues to be a major challenge, often requiring long recovery timelines, but we've worked hard to ensure members feel supported every step of the way.

There's also been a noticeable increase in members reaching out for mental health support. Encouragingly, many are seeking help early, thanks to proactive peer outreach, which has meant that issues are often resolved before they escalate. This shift is a real credit to the strength of our peer support networks.

**One of the biggest priorities this year was developing a refreshed emergency response framework, which has helped strengthen our coordination with the Transport Accident Investigation Commission (TAIC).**

We've also placed a strong focus on environmental health this year. In March, we launched a sunscreen trial for Air New Zealand's jet fleet, ensuring better UV protection for crew. Looking ahead to the remainder of 2025, which is set to be a peak year for solar activity, we are working on an automated system that will alert operators to extreme space weather that could increase cosmic radiation exposure.

Our relationships with CAA and Air New Zealand's medical teams have continued to strengthen. Working closely with Dr. Tim Sprott at CAA has led to some really practical, recovery-focused outcomes for our members. Dr. Hardeep Hundal's work at Air New Zealand has also been invaluable, particularly in supporting pilots overseas. Their proactive and respectful approach has been a key factor in building trust and achieving better health outcomes for our members.

## FINANCIAL WELLBEING AND PERFORMANCE PSYCHOLOGY

This year, we placed greater emphasis on financial and performance wellbeing. Through our partnership with APEX Financial Services, we ran a series of webinars covering everything from investing basics to estate planning. The feedback from members has been overwhelmingly positive, and we've made recordings available so people can access them when it suits.

In the performance space, we held a course with Ray Werndly from Human Ballistics in March, focusing on managing check anxiety. It was well-received, and we now have two team members who attended the course

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who are able to offer another layer of support to our members.

## PAN

This has been another busy year for PAN. Under Rodney Hall's leadership, the programme has undergone a complete rebuild, establishing itself as a Charitable Trust and adopting a governance structure that ensures its long-term sustainability.

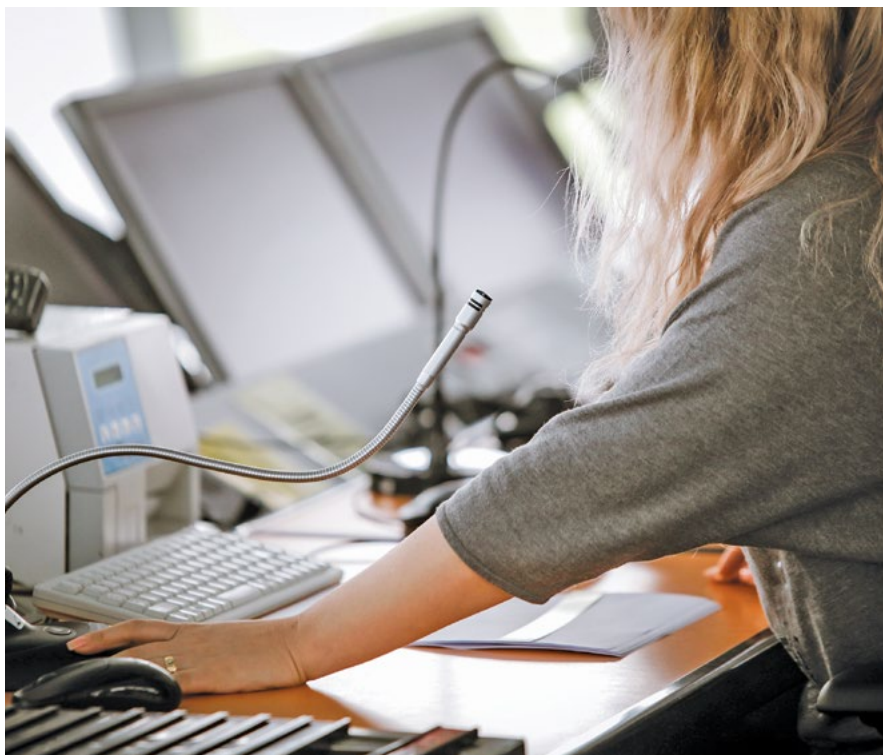
We've put a lot of effort into bringing in younger peer volunteers and expanding into the General Aviation community, ensuring that PAN remains relevant and representative. Manuals and training frameworks are being finalised, and we've built a new IT platform to make administration easier and track data more effectively. Since January 2024, PAN has managed 84 formal cases, supporting well over 100 pilots and ATCOs.

Stakeholder engagement has also been a major focus. We're now working closely with Air New Zealand, CAA, and international peer networks to ensure PAN aligns with best practices. One of our key goals for this year is to integrate PAN more formally into safety and wellbeing systems across the sector.

Funding has been a critical discussion point, as the current contribution model has remained unchanged for over a decade. We've proposed a new remuneration framework to support key roles within PAN. In addition, Air New Zealand is exploring options to support Peer Support Volunteer travel costs, which will help reduce barriers for those volunteering their time to help others.

## DEIB

This year, the DEIB subcommittee has worked closely with Council members and other groups to address shared challenges. However, there is a need for new members to drive some of the bigger goals forward. We have maintained strong international connections, with representation at the IFALPA Female Pilot Working Group



meetings in Virginia and Singapore. Our advocacy efforts have included supporting breast cancer awareness through the Pink Ribbon Walk and pushing for greater education on menopause in the industry.

## PROSTAN

PROSTAN has been relatively quiet so far this year, with some unresolved cases where complainants chose not to proceed. However, reports of unprofessional behaviour persist, and it remains an issue. Such behaviour, when left unchecked, can place all operating crew at risk. It is essential that we hold each other to high professional standards, and PROSTAN remains an avenue for those needing support.

## TECHNICAL

The Technical Sub Committee led by Andrew Lindup has also been busy over the last year. They have supported crew through six TAIC investigations and many other safety investigations. Work has continued

with regulatory and airport bodies with regard to Runway End Safety Areas (RESA) and Engineered Materials Arrestor Systems (EMAS). Of note is the completion of EMAS in Queenstown and final sign off to complete EMAS in Wellington.

Several Technical Sub Committee members ran a IFALPA Fatigue Risk Management System (FRMS) course with a number of industry and regulatory participants. Committee members continued to represent NZALPA at various IFALPA committees. One key focus of the Sub Committee was to ensure that emerging technologies are not given free reign during development – rather it is done in a controlled manner. The rest of the year will continue to be spent focusing on supporting members and continued upskilling of Sub Committee members.

## CONCLUSION

This year has been one of incredible growth, connection, and learning. It has reinforced the fact that safety and wellbeing are built on trust, teamwork, and the courage to ask for help when it's needed. The work we've done together over the past year is something our members can be proud of.

MIKE ROBINSON

**We've put a lot of effort into bringing in younger peer volunteers and expanding into the General Aviation community, ensuring that PAN remains relevant and representative.**



NZALPA President Andrew McKeen

**T**he Board of Management is tasked with continually reviewing the strategic plan and bringing any proposed amendments before Conference for approval.

Conference 2023 directed the Board of Management to re-develop the strategic plan to meet the future needs of the Association. Over the last 18 months the strategic plan has been redeveloped to ensure the Association remains relevant and continues to meet the interests of its membership.

Following Conference, the Board appointed a working group, consisting of the President (Andrew McKeen), Vice President Legal (Glen Kenny) and Board member Alastair Scott. That group set about an analysis of the Association including reviewing 'the objects of the union' and 2011 strategic plan, organisation SWOT analysis, and stakeholder engagement, culminating in the 2024 NZALPA Strategic Plan Assessment Report presented to the 2024 Conference. The assessment report raised the following findings and recommendations that have been used in the development of the 2025-2035 Strategic Plan:

- 1) The creation of a set of values and a mission statement for the

**Over the last 18 months the strategic plan has been redeveloped to ensure the Association remains relevant and continues to meet the interests of its membership.**

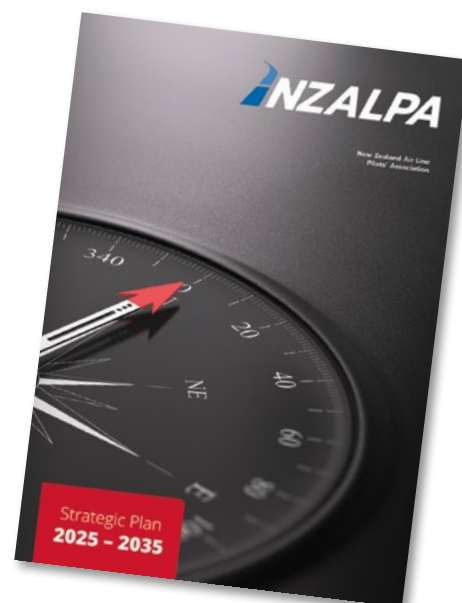
Association, to be used in the framework of the strategic plan.

- 2) The Association Objects be reviewed, and a set of strategic plan objectives developed.
- 3) Strategic goals be linked directly back to objectives and embedded into daily operational procedures of the Association to ensure their (ongoing) success.
- 4) The updated strategic plan of the Association be published on the NZALPA website.
- 5) Board of Management agenda to include more specific oversight of strategic goal reviews and achievements throughout the year and before each Conference.

When developing a strategic plan, it is important to remain focused on the objectives or the primary purpose of the organisation. It's too easy to develop strategy based on current-day threats that drift from the main principles of the Association and which, while perhaps relevant today, do not ultimately meet the needs of the members in the future. NZALPA Rule 3 (Objects) stipulates why we exist, providing us with a pathway as an organisation. When reviewing these objects, it became clear to the working group that there are seven guiding principles embedded within the objects that ensure the interests of the membership are always met. These guiding principles are as follows:

1. Member Driven,
2. Promote,
3. Negotiate,
4. Monitor,
5. Protect,
6. Enforce,
7. Enhance.

Each of the 2025-2035 strategic goals reflect at least one of these seven guiding principles, thereby ensuring the objectives of the Association remain. The wants and needs of societies shift over time – as do the interests of the membership – however, the seven principles do not. These principles are the tools we use to ensure we continue to meet the interests of our members today and how we plan to meet them in the future.



NZALPA's 10-Year Strategic Plan

**Our strategy is to redevelop and strengthen policies, systems and processes to improve our resilience, but foremost to ensure we continue to provide meaningful advocacy and support to our members.**

Change is constant, and is one reason we need a strategic plan that is current and relevant to the membership and that is built around relevant principles. With good strategic planning, changes that impacts our members can be successfully managed.

Change can be driven by success. For example, we have made some great gains over the years to many of our collective agreements. However, we may not be utilising this success across the wider membership contracts. This mutual gain needs to be a cornerstone of our collective group, so when one group achieves gains, those improvements can be leveraged by another group; this in turn provides the original group leverage to improve its initial gains and so it goes on. This particular issue has been addressed in the latest strategic plan by introducing a biannual collaboration meeting of all Councils, along with working

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**Change is constant, and is one reason we need a strategic plan that is current and relevant to the membership and that is built around relevant principles. With good strategic planning, changes that impacts our members can be successfully managed.**

more closely with our Australian counterparts.

Another example of change is the increasing development of artificial intelligence. AI itself, is not the threat, but how it is introduced and used will determine how this may affect the interests of our membership. If it is used as a means to improve profitability at the expense of safety or pushed into the industry without being methodically tested, it could create a situation that impacts negatively on our members and their families. Although, as an Association, we have no direct control over how manufacturers and their regulators develop technology, through our memberships of IFATCA and IFALPA, we have a voice at ICAO that sets industry standards.

We can protect ourselves through future-proofing collective agreements in ways that provide leverage so that we can ensure direct engagement with our employers concerning major commercial decisions that impact the membership.

These are just some examples that explain why we must continuously adapt and be prepared, by setting relevant strategic goals that continue to meet our guiding principles and the interests of the membership. Our strategic plan aids in establishing real, tangible objectives and goals that are in line with the vision and mission of NZALPA. It creates a foundation of collaboration and collective responsibility that sits at the heart of who we are and strengthens our purpose. It establishes direction, roles,

and responsibilities that in turn will improve and ensure transparency when making decisions in the future for the good of the membership.

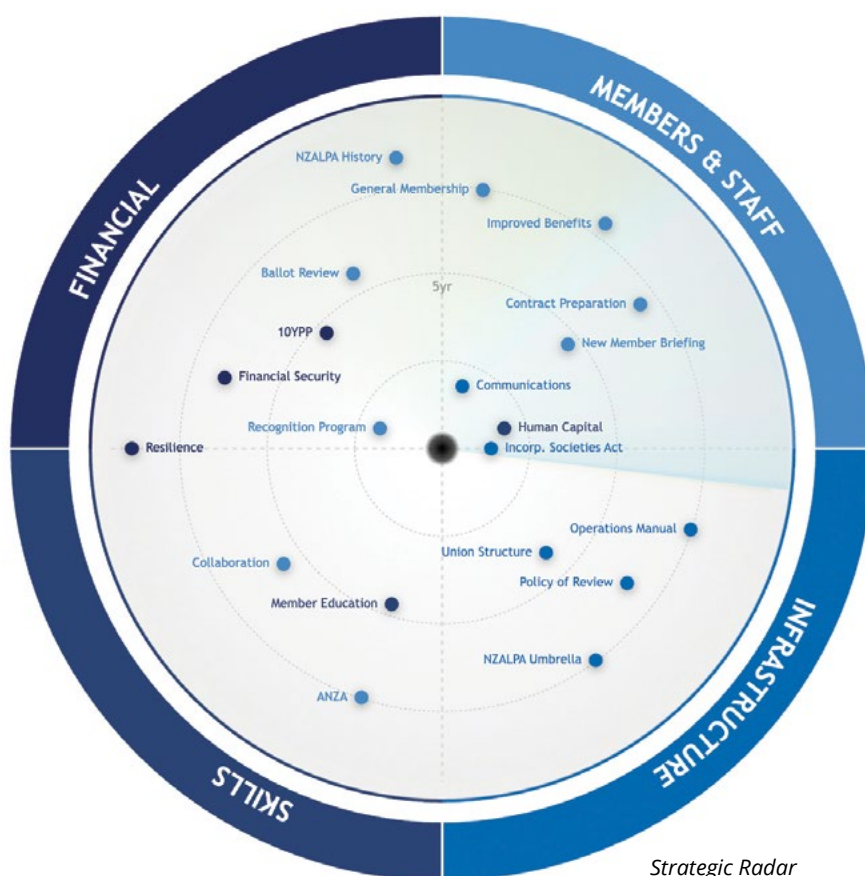
Rather than looking at addressing specific threats and opportunities, our strategy is to redevelop and strengthen policies, systems and processes to improve our resilience, but foremost to ensure we continue to provide meaningful advocacy and support to our members.

The recent pandemic has reminded us of the fragile nature of the aviation industry whilst also teaching us, yet again, that being prepared and resilient are a must if we are to continue and thrive. Employer relationships are just one of a number of issues that affect the membership interests, and exogenous events such as Covid-19, SARS, terrorist attacks and the like have industry changing effects. It is impossible to predict the future, but with better processes and systems in place we can be prepared to protect and enhance the interests of the membership.

A dedicated page has been added to the redeveloped NZALPA website where the strategic goals can be reviewed via a “Strategic Radar” which also provides a visual timeline for achieving our strategic plan. Full copies of the 2024 NZALPA Strategic Plan Assessment Report and 2025-2035 Strategic Plan can be downloaded. The strategic plan is yours, so please take some time to read it and if you have any suggestions or comments, feel free to address these to the Board of Management.

My thanks goes to Alastair who completed most of the background work and development to get to this point. Alastair used the opportunity to further his own education and the result is a great example of what can be achieved by motivated volunteers.

ANDREW MCKEEN







NZALPA Solicitor John Hall

### ICAO ASSEMBLY

This year, in September-October, the International Civil Aviation Organisation (ICAO) will hold its 42nd Assembly. So, understandably, a lot of work is being put in by IFALPA to prepare for this important event.

As some background, at the 41st Assembly in 2022, NZALPA was able to attend thanks to an invitation of the New Zealand Ministry of Transport to join the New Zealand delegation. At the 41st Assembly, the International Federation of Air Line Pilots Associations (IFALPA) was a signatory to papers on:

- 1) Strengthening the Legal Deterrent Against Unruly & Disruptive Passengers in the Post-Pandemic Era (with the International Air Transport Association (IATA))
- 2) Promotion of Industry Initiatives that Support ICAO's Aspirational Goal of Gender Equality by 2030 (with IATA and the International Federation of Air Traffic Controllers Associations (IFATCA))
- 3) Strengthening Protections for Aviation Safety Systems from Harmful Interference (with the Airports Council International (ACI), the Civil Air Navigation Services Organisation (CANSO), IATA, the International Coordinating Council of Aerospace Industries Associations (ICCAIA) and IFATCA)
- 4) An integrated approach to Health, Facilitation and Crisis Response (with ICCAIA and ACI)
- 5) A Roadmap for Integrated CNS and Spectrum (ICNSS) (with ICCAIA, ACI, IATA, IFATCA and CANSO)

### **IFALPA has taken the view that it needs to be much more proactive to get the issues that it wants discussed at the forefront of working papers that are presented to the ICAO Assembly.**

- 6) Certification of Aerial Firefighting Aircraft (with ICCAIA)
- 7) Aviation Safety for Regional Aircraft Operations (with ICCAIA and IFATCA)
- 8) Aircraft Halon Replacement (with ICCAIA)
- 9) Phased Approach for Standards and Recommended Practices (SARPS) Applicability (with ICCAIA, IATA, CANSO and IFATCA)
- 10) Human Factors in the Aviation Security Domain (with the EU, the European Civil Aviation Conference (ECAC), Argentina, Brazil, Saudi Arabia, New Zealand, Singapore, South Africa, USA and IATA)
- 11) Endorsing Global, Regional and Industry initiatives intended to mitigate conflict zones risks for Civil Aviation (with Australia, Jordan, Kenya, New Zealand, Republic of Korea, USA, EU, ECAC, CANSO, the European Organisation for the Safety of Air Navigation (EOSAN) and IATA)
- 12) Extended Minimum Crew Operations (with Costa Rica)
- 13) Attracting and Developing Aviation Ecosystem's Workforce to Ensure the Industry's Long-Term Sustainability and Resilience (with ACI, IFATCA, the International Labour Organisation (ILO), the International Transport Workers' Federation (ITF), ICCAIA, the International Air Cargo Association (TIACA) and CANSO)
- 14) Industry Roadmap for Future Skies (with CANSO, ACI, IATA, IBAC and ICCAIA)
- 15) Industry Consensus on a Future Sky Vision (with CANSO, ACI, IATA, the International Business Aviation Council (IBAC) and ICCAIA)
- 16) Sustainable Development Goal 8 – Recognising the Role and Opportunities for Collaborating with the International Labour Organization (with ILO and ITF)

Perhaps one thing that may be apparent from the above list is the degree to which IFALPA benefits from a harmonious and collaborative relationship with the other international organisations, particularly IFATCA.

This time, IFALPA has taken the view that it needs to be much more proactive to get the issues that it wants discussed at the forefront of working papers that are presented to the ICAO Assembly. To this extent, since late last year IFALPA has been working on the formulation of four draft working papers on topics in:

- 1) Fatigue Risk Management (FRM)
- 2) Positive Safety Culture (PSC)
- 3) Social Sustainability (which is our avenue for covering workforce topics at ICAO)
- 4) Reduced Crew Operations

Thankfully, NZALPA has had the opportunity to be involved in the preparation of the FRM, PSC and Social Sustainability papers. A big thanks to Greg Fallow, Mark Glover and Andrew Lindup for their work in this regard. At this stage, I understand that these papers are in the process of being finalised with a view to them being distributed to potential co-signatories. IFALPA aims to secure State parties as co-signatories to its above core working papers at this Assembly. It would be natural to expect that some of these co-signatories might ask for IFALPA to support papers that they have prepared – and so we may come to see a similarly large number of papers supported by IFALPA this year.

### **59TH ASIA-PACIFIC CONFERENCE OF DIRECTORS GENERAL OF CIVIL AVIATION**

Meanwhile, within the Asia Pacific region, this past year has also had its fair share of activity. In October, I had the privilege of being invited to attend the 59th Asia-Pacific Conference of Directors General of Civil Aviation (DGCA) as part of the

*continued on page 19...*



IFALPA Delegation – ably led by IFALPA Executive Vice President Asia Pacific (EVP APAC), Captain Jaffar Hassan. At that meeting, IFALPA was able to prepare and present working papers on:

- 1) Social Sustainability
- 2) Positive Safety Culture
- 3) Accident and Incident Investigation

The IFALPA team was also able to engage in a number of meaningful bilateral meetings with Directors General of Civil Aviation, including of Indonesia, Nepal, Pakistan, the Phillipines and Sri Lanka. These

meetings were notable for the open willingness of states within the region to engage with IFALPA. Indeed, it became apparent from these meetings that the level of support requested from IFALPA was beyond IFALPA's current capacity to provide. Further to that, following the meeting, EVP Hassan secured the approval of the IFALPA Executive Board for the establishment of an IFALPA APAC Committee with a view to assisting him in his role and facilitating support throughout the region. In 2024, IFALPA went on to provide Positive Safety Culture seminars in Singapore and Seoul with the engagement

of the Civil Aviation Authority of Singapore and the Ministry of Land, Infrastructure and Transport of South Korea. The APAC Committee also held its inaugural meeting on Teams on 17 March 2025, where NZALPA was represented by our Technical Committee chair, Andrew Lindup.

Recently, EVP Hassan was approached by the DGCA of Pakistan with a request for a wide-ranging engagement between the Government of that State and IFALPA APAC in relation to improving aviation safety within Pakistan. This can only be seen as a significant success for the development of Positive Safety Culture within Pakistan. Similarly, the DGCA of Sri Lanka has extended an open invitation for IFALPA to host a PSC course within his country. And meanwhile, IFALPA's positive relationship with both the CAA Singapore and the MoLIT of South Korea continues apace.

I am also likely to be invited to participate in IFALPA's delegation at the 60th DGCA Conference to be held in July 2025. I hope that this will provide further opportunity for IFALPA to develop relationships with states in the region and to continue to raise the profile of the international aviation workforce and promote positive safety culture.

**JOHN HALL**

## NZALPA BOARD OF MANAGEMENT REGISTER OF INTERESTS

<b>Janet Taylor</b>	Former director and shareholder of PANNZ Ltd
<b>James Jarvis</b>	Statutory duty as Officer of the Court by holding position of admitted Barrister and Solicitor of the High Court of New Zealand Director, CFT
<b>Mike Maguire</b>	Leave Bank administrator, Air New Zealand
<b>Glen Kenny</b>	Director, NZALPA Group Insurances Trustee Company Ltd
<b>Patrick Casey</b>	Managing Director, NZALPA Group Insurances Trustee Company Ltd

# NZALPA GROUP INSURANCES TRUSTEE COMPANY REPORT

## OVERVIEW

NZALPA maintains two group insurance schemes: Group Life Insurance (GLI) and Group Disability Insurance (GDI).

The **GLI** Plan has been maintained for the benefit of NZALPA members, their spouses and NZALPA staff since 1979. The cover is currently placed with AIA. The plan provides for the death or terminal illness of a member in the plan and has an option for critical illness (trauma cover) for illnesses that have a long-term impact on the member's career.

For more information on GLI please contact AIA, [nz.nzalpa@aia.com](mailto:nz.nzalpa@aia.com), or APEX Advice Support [support@apexgroup.co.nz](mailto:support@apexgroup.co.nz)

The **GDI** Plan has been maintained for NZALPA members who have lost their medical due to sickness or injury since 1988. The cover is currently placed with AXA XL.

For more information on GDI please contact HOWDEN, [hapx.nzalpagroupdisability@howdengroup.com](mailto:hapx.nzalpagroupdisability@howdengroup.com)

## ADMINISTRATION OVER THE LAST 12 MONTHS

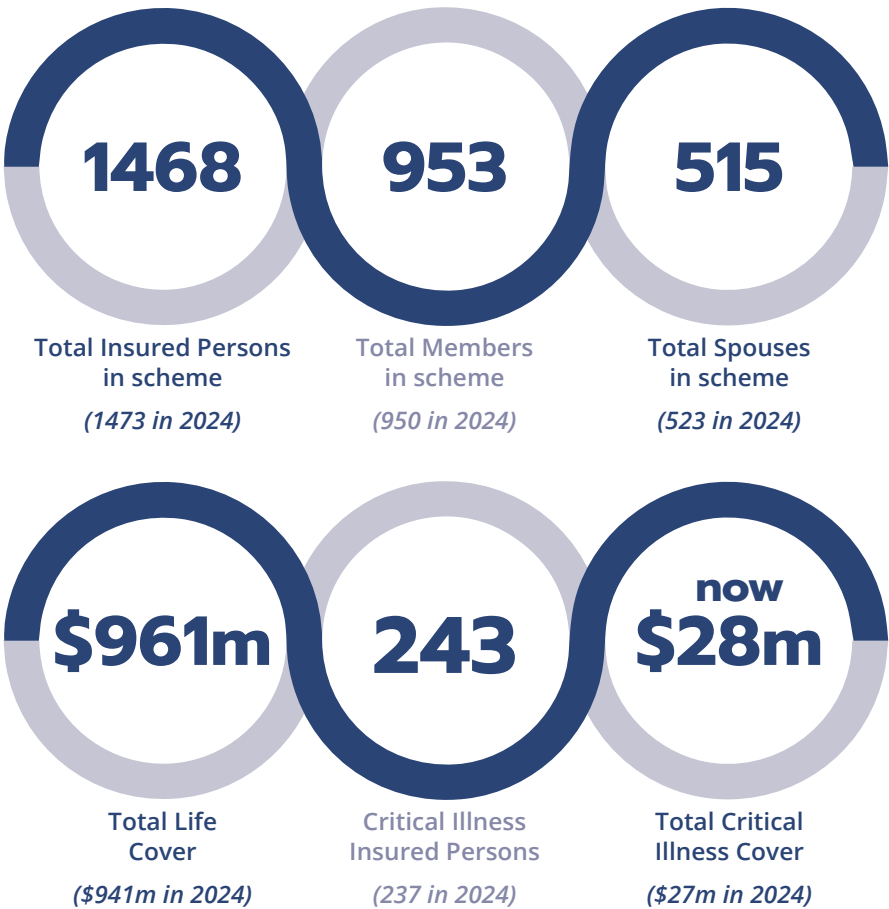
There have been no significant changes to the schemes prior to the recently completed renewal, other than Apex Insurance being rebranded to HOWDEN as our broker and administrator for GDI.

During the GDI renewal we have achieved increases to both the maximum monthly benefit selectable and the upper age limit of cover, the premiums remain fixed until 31 March 2026.

GLI remains the same with the premiums fixed until 31 March 2027.

We have now been operating under our new administration and billing structure for more than 12 months and, having completed our first renewal window rollover, these changes have proven to be a huge success; this can be measured in the number of times the trustees have needed to intervene in the process of premium collection or renewal and feedback from our administrators. We will be reviewing the entire process now that it is complete.

## 2025 GLI STATISTICS:



Before the significant change 12 months ago, the trustees were managing significant manual follow-ups for premiums under the six-monthly billing process after reminders had been sent out. This was both time consuming and frustrating, as it took time away from working on valuable improvements to the scheme. By comparison, in the period 1 April 2024 to 31 March 2025, we made a total of two phone calls regarding premiums. Of note, neither of these were due to late payment through the established delinquent direct debit processes, but were for email bounce backs of the recently completed renewal invoices, due to old or outdated contact information. We would like to highlight the importance of keeping contact information up to date with both GLI and GDI administrators.

The Insurances page on the NZALPA website has been updated to reflect the above changes and contains the two separate portal links and other information.

## <https://www.nzalpa.org.nz/Committees-Funds/Insurances>

The new NZALPA phone system also included options for reaching out to our administrators and me when following the prompts via the Medical and Welfare prompt. *continued on page 19 ...*

## ONGOING IMPROVEMENTS

Over the last 18 months we have been reviewing and looking for improvements in pricing and benefits with our brokers for both GLI & GDI; this is now the focus for the trustees over the next 12 months.

## AIA MYCARE (FORMALLY BEST DOCTORS)

AIA MyCare, powered by Teladoc, is a virtual care service offered in addition to your insurance, providing you and your immediate family with medical support when you need it most. MyCare is available if you or your eligible dependents are unsure about a diagnosis or need assistance in selecting treatment, are dealing with

*continued on page 21 ...*





## 2025 GDI STATISTICS:



an existing condition, require mental health support, or have general medical questions.

All members of GLI have automatic access to AIA MyCare. To register or log in to the MyCare member portal please visit [www.aiamycare-teladoc.com](http://www.aiamycare-teladoc.com)

### IMPORTANT REMINDER

The Directors would like to remind GLI members that it is a policy requirement to notify the insurer if you have a medical suspension issue lasting longer than 24 months. Also, if you are resigning from financial NZALPA membership and wanting to take up a continuation option from AIA, you must apply within 60 days of resigning, and exercise the continuation option before your 65th birthday. The benefit is that your pre-existing medical history is carried over without the need for completing a personal medical statement.

In conclusion, I'd like to take this opportunity to thank my fellow Directors, Glen Kenny, Mathew Buddle, Christopher Ryan and Nick McMullen for their hard work and sage advice over the last 12 months. I'd also like to thank the staff at NZALPA for their continued support.

### PATRICK CASEY

*Managing Director, NZALPA Group Insurances Trustee Company Ltd*

# CONTINGENCY FUND TRUST REPORT

## Directors of the Trust are:

- James Jarvis  
(Air New Zealand)
- Andrew Ridling  
(Air New Zealand)
- Laurence Pope  
(Air New Zealand) – Retired
- Tim Whitehead  
(non-Member)

## OVERVIEW

The financial year 2024/2025 for the Contingency Fund Trust (CFT) can be characterised as maintaining stability. The Trust continues to own four properties, which are regarded as strong investments overall. Following the end of the COVID-19 tenant accommodations, the Trust's financial position has stabilised. However, high interest rates and tenant liquidations affecting tenancies at 3B Airpark Drive have resulted in losses on that particular investment. Despite these challenges, the trustees believe the portfolio remains robust.

The trustees have explored development opportunities and potential changes in direction to rebuild the cash flows required to enhance the portfolio. As of the 2025-year end, the future trajectory of the Trust appears more predictable than at the same time last year. With less turnover in trustees and tenancies, there is reduced uncertainty as mid-2025 approaches. The Trust remains as protected as feasibly possible.

Throughout the financial year, the strategy of the Trust has remained

consistent. Investment in commercial real estate continues to yield conservative but stable returns. As markets recover, the Trust is strategically positioning itself to capitalise on market upswings.

With ownership of four buildings and a modest cash reserve, the Trust currently resembles a large family trust. The trustees are developing strategies to leverage assets for the benefit of the membership and NZALPA.

## FINANCIAL POSITION AS AT 31 MARCH 2025

- **Total loans with ANZ Bank 2025:**  
\$6,070,882  
(2024: \$6,374,256.94)
- **Fixed Interest Rate for All Loans 2025:**  
5.08%  
(2024: 8.46%)
- **Cash on Hand 2025:**  
\$226,726  
(2024: \$392,773.90)

## VALUATIONS

Market valuations for the properties have not been updated since the last report. This process is currently underway for 373 Karangahape Road (Haka Lodge).

- **3 Airpark Drive: \$3.9M**
- **3A Airpark Drive: \$6.55M**
- **373 Karangahape Rd: \$4.8M**  
(Note: The valuation was done during a period of reduced rental; a fairer market value would be \$5.4M)

## BUILDING LEASES

- **3 & Unit A, 3A Airpark Drive:** A market rent review in October 2024 led to an adjustment of rents. Both properties continue to be leased by Aquafortus.
- **Unit B, 3A Airpark Drive:** The lease of the previous tenant, operating as F45 gym, was terminated in late 2023. A three-year lease with two right of renewals was established with a new tenant in January 2024 but their business became unsustainable and has moved into liquidation. Currently the building is being marketed by two agencies.
- **373 Karangahape Road:** This property remains a stable investment. A 12-year lease expires in 2031, with renewal rights until 2055. Market valuations are currently underway.

## MEMBERS LOANS:

The Trust currently holds one loan to a beneficiary valued at approximately \$32,000.

## DIRECTORS

Andrew Ridling and James Jarvis continue as member trustees. Andrew Ridling, appointed at the last conference, has assumed the chairmanship of the trust in the past six months. James Jarvis was appointed by the NZALPA Board of Management in April and will serve until Conference 2025.

Tim Whitehead was elected as a member trustee by Conference in 2023 but resigned his NZALPA membership in early 2024 due to employment eligibility rules with Airways. The Board of Management subsequently appointed him as a non-member trustee until Conference 2026.

The CFT accounts are audited annually and are accessible for any member to review at any time.

The Directors wish to express gratitude for the continued support from NZALPA, especially their Finance Manager Leo.

**JAMES JARVIS**  
**ANDREW RIDLING**  
**LAWRENCE POPE**  
**TIM WHITEHEAD**





Financials  
**2024 – 2025**



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## NEW ZEALAND AIR LINE PILOTS' ASSOCIATION

### Financial Statements

for the year ended 31 March 2025

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**NEW ZEALAND AIR LINE PILOTS' ASSOCIATION**  
**Statement of Financial Position**  
**as at 31 March 2025**

	Note	2025 \$	2024 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	8	817,851	929,044
Investments	9	1,000,000	-
Trade and other receivables	10	70,984	100,876
Taxation refundable	5	-	22,025
<b>Total current assets</b>		<u>1,888,835</u>	<u>1,051,946</u>
<b>Non-current assets</b>			
Property, plant and equipment	6	6,323,469	6,229,883
Other investments	7	237	249
<b>Total non-current assets</b>		<u>6,323,706</u>	<u>6,230,132</u>
<b>Total assets</b>		<u><b>8,212,541</b></u>	<u><b>7,282,078</b></u>
<b>EQUITY</b>			
Accumulated funds		<u>7,749,694</u>	<u>6,550,268</u>
<b>Total equity</b>		<u><b>7,749,694</b></u>	<u><b>6,550,268</b></u>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	11	306,054	345,967
Funds held on behalf	13	39,062	46,933
Employee benefits	12	116,928	103,350
Bank Loan - current	14	-	235,560
Taxation payable	5	803	-
<b>Total current liabilities</b>		<u>462,847</u>	<u>731,810</u>
<b>Non-current liabilities</b>			
Bank Loan - non-current	14	-	-
<b>Total non-current liabilities</b>		<u>-</u>	<u>-</u>
<b>Total equity and liabilities</b>		<u><b>8,212,541</b></u>	<u><b>7,282,078</b></u>

On behalf of the Board

  
 President

22 MAY 2025  
 Date

  
 Vice President (Finance)

22.05.2025  
 Date


UHY HAINES NORTON (AUCKLAND) LIMITED  
 For identification purposes only

The accompanying notes form part of, and should be read in conjunction with, these Financial statements


**NEW ZEALAND AIR LINE PILOTS' ASSOCIATION**  
**Statement of Comprehensive Income**  
**for the year ended 31 March 2025**

	Note	2025 \$	2024 \$
Subscriptions		4,511,526	4,248,105
Rental Income		179,117	188,000
Other income	2	10,214	5,690
<b>Total income</b>		<b>4,700,856</b>	<b>4,441,795</b>
Governance		186,606	87,427
Industrial		499,055	331,947
Technical safety and security		25,177	20,273
Membership welfare and benefits		131,260	180,815
International activities/commitments		126,459	103,070
ATC activities		47,154	78,284
Overseas conferences, meetings and trainings		66,294	19,965
Finance and administration	3	2,422,930	1,988,620
<b>Total expenses</b>		<b>3,504,934</b>	<b>2,810,400</b>
<b>Surplus before finance expenses</b>		<b>1,195,922</b>	<b>1,631,395</b>
Finance income	4	37,906	9,370
Finance expenses	4	508	65,009
<b>Net finance surplus</b>		<b>37,399</b>	<b>(55,640)</b>
<b>Surplus before income tax</b>		<b>1,233,320</b>	<b>1,575,755</b>
Income tax expense	5	33,894	28,567
<b>Surplus after income tax</b>		<b>1,199,426</b>	<b>1,547,188</b>
<b>Total comprehensive income for the year</b>		<b>1,199,426</b>	<b>1,547,188</b>

On behalf of the Board

  
 President

22 MAY 2025  
 Date

  
 Vice President (Finance)

22-05-2025  
 Date

UHY HAINES NORTON (AUCKLAND) LIMITED  
 For identification purposes only

The accompanying notes form part of, and should be read in conjunction with, these Financial statements



## NEW ZEALAND AIR LINE PILOTS' ASSOCIATION

### Statement of Changes in Equity for the year ended 31 March 2025

	Accumulated funds \$	Building maintenance fund \$	Total \$
<b>2025</b>			
Opening balance - 1 April 2024	6,550,268	-	6,550,268
Surplus for the year	1,199,426	-	1,199,426
<b>Closing balance - 31 March 2025</b>	<b>7,749,694</b>	<b>-</b>	<b>7,749,694</b>
<b>2024</b>			
Opening balance - 1 April 2023	5,003,080	-	5,003,080
Surplus for the year	1,547,188	-	1,547,188
<b>Closing balance - 31 March 2024</b>	<b>6,550,268</b>	<b>-</b>	<b>6,550,268</b>

UHY HAINES NORTON (AUCKLAND) LIMITED  
For identification purposes only

The accompanying notes form part of, and should be read in conjunction with, these Financial statements

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## NEW ZEALAND AIR LINE PILOTS' ASSOCIATION

### Statement of Accounting Policies for the year ended 31 March 2025

#### SIGNIFICANT ACCOUNTING POLICIES

##### General information

New Zealand Air Line Pilots' Association (the Association) is an association domiciled in New Zealand. (Incorporation Number: 509009, NZBN: 9429042676249)

The Association is the professional organisation and union representing pilots, air traffic controllers and flight service operators of New Zealand.

The Association's registered office and principal place of business is: 14 Amelia Earhart Avenue, Mangere,

These special purpose financial statements of the Association are for the year ended 31 March 2025.

##### Statement of compliance and basis of preparation

These special purpose financial statements comprise Statement of Comprehensive Income, Statement of Changes in Equity, Statement of Financial Position, Accounting Policies; as well as the Notes to these statements.

These special purpose financial statements are a special purpose report that have been prepared to meet the requirements of the Rules of the Association and internal management purposes.

These special purpose financial statements are presented in New Zealand Dollars (NZD).

These financial statements are prepared using a special purpose framework and are not intended to comply with New Zealand generally accepted accounting practice (NZ GAAP). Accordingly, the financial statements should only be relied on for the expressly stated purpose.

The accounting principles recognised as appropriate for the measurement and reporting of earnings and financial position on a historical cost basis have been used, with the exception of certain items for which specific accounting policies have been identified.

##### Changes in accounting policies

There have been no changes in accounting policies. All policies have been applied on bases consistent with those used in previous years.

##### Property, plant and equipment

Property, plant, and equipment consists of the following asset classes:

- Land;
- Buildings;
- Building Fitouts;
- Furniture and Fittings; and
- IT Equipment.

Land is measured at historical costs, and buildings are measured at historical costs less accumulated depreciation. All other asset classes are measured at cost, less accumulated depreciation and impairment losses.

##### Additions

The cost of an item of property, plant, and equipment is recognised as an asset only when it is probable that future economic benefits or service potential associated with the item will flow to the Association and the cost of the item can be measured reliably. All repairs and maintenance costs are charged to the Statement of Comprehensive Income.

In most instances, an item of property, plant, and equipment is initially recognised at its cost. Where an asset is acquired through a non-exchange transaction, it is recognised at its fair value as at the date of acquisition.

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## NEW ZEALAND AIR LINE PILOTS' ASSOCIATION

### Statement of Accounting Policies for the year ended 31 March 2025

#### Subsequent costs

Costs incurred subsequent to initial acquisition are capitalised only when it is probable that future economic benefits or service potential associated with the item will flow to the Association and the cost of the item can be measured reliably.

#### Disposals

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount of the asset. Net gains and losses on disposals are reported in the Statement of Comprehensive Income.

#### Revaluation

Land and buildings are revalued with sufficient regularity to ensure that the carrying amount does not differ materially from fair value and at least every three years.

Where material parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

#### Depreciation

Depreciation is charged at the same rates as are allowed by the Income Tax Act 2007. Depreciation is charged to the Statement of Comprehensive Income. The following rates have been used:

Buildings	1.50% SL
Furniture and Fittings	9% - 30% DV
IT Equipment	13% - 67% DV
Building Fitouts	20% - 48% DV

The residual value and useful life of an asset is reviewed, and adjusted if applicable, at each financial year-end.

#### Non-derivative financial instruments

Non-derivative financial instruments comprise cash and cash equivalents, trade and other receivables, and trade and other payables.

Non-derivative financial instruments are recognised initially at fair value plus, for instruments not at fair value through profit or loss, any directly attributable transaction costs. Subsequent to initial recognition non-derivative financial instruments are measured as described below.

A financial instrument is recognised if the Association becomes a party to the contractual provisions of the instrument. Financial assets are derecognised if the Association's contractual rights to the cash flows from the financial assets expire or if the Association transfers the financial asset to another party without retaining control or substantially all the risks and rewards of the asset.

#### Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less.

#### Investments

Bank term deposits for periods exceeding 90 days are classified as investments and are initially measured at the amount invested. Interest is subsequently accrued and added to the investment balance. After initial recognition bank term deposits are measured at amortised cost using the effective interest method less impairment.



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## NEW ZEALAND AIR LINE PILOTS' ASSOCIATION

### Statement of Accounting Policies for the year ended 31 March 2025

#### Trade and other receivables

Trade and other receivables are measured at cost reduced by appropriate allowances for estimated recoverable amounts. Bad debts are written off when identified.

#### Trade and other payables

Trade and other payables are measured at cost.

#### Impairment

The carrying amounts of the Association's assets are reviewed at each balance date to determine whether there is any objective evidence of impairment. If any such indication exists, the assets recoverable amount is estimated.

An impairment loss is recognised at the carrying amount of an asset exceeds its recoverable amount. Impairment losses directly reduce the carrying amount of assets and are recognised in the Statement of Comprehensive Income.

Estimated recoverable amount of investments and receivables carried at amortised cost is calculated as the present value of estimated future cash flows, discounted at their original effective interest rate. Receivables with a short duration are not discounted.

Estimated recoverable amounts of other assets is the greater of their fair value less costs to sell and value in use. Value in use is determined by estimating future cash flows from the use and ultimate disposal of the asset and discounting these to their present value using a pre-tax discount rate that reflects current market rates and the risks specific to the asset. For an asset that does not generate largely independent cash flows, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

Previously recognised impairment losses on assets may be reversed if there is a positive change in the estimate of the recoverable amount, but only to the extent of the prior cumulative impairment losses.

#### Members' funds

Members' funds are processed on a cash basis. As such there may be premiums receivable from members and payable to insurance agencies which are not reflected on the Statement of Financial Position.

#### Employee benefits

##### Annual Leave

A liability for annual leave is recognised at each reporting date. The liability falling due more than 12 months after reporting date is discounted to present value.

#### Provisions

A provision is recognised when the Association has a present legal or constructive obligation as a result of a past event and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the future cash flows. Where discounting is used, the increase in the provision for the passage of time is recognised as a finance cost.

#### Borrowings

Borrowings are initially recognised at their face value plus transaction costs. After initial recognition, all borrowings are measured at amortised cost using the effective interest method. Borrowings are classified as current liabilities unless the Association has an unconditional right to defer settlement of the liability for at least 12 months after the balance date.

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## NEW ZEALAND AIR LINE PILOTS' ASSOCIATION

### Statement of Accounting Policies for the year ended 31 March 2025

#### Revenue recognition

Revenue comprises the fair value of the consideration received or receivable for the sale of goods and services in the ordinary course of the Association's activities. Revenue is shown net of Goods and Services tax, returns, rebates and discounts.

The Association recognises subscription and registration revenue upon receipt.

All other revenue sources are recognised when it is possible that future economic benefits will flow to the Association.

#### Finance income

Finance income comprises interest income. Interest income is recognised using the effective interest method.

#### Expenses

Operating lease payments

Payments made under operating leases are recognised in the Statement of Comprehensive Income on a straight line basis over the term of the lease.

#### Borrowing costs

Borrowing costs are recognised as an expense in the financial year in which they are incurred.

#### Income tax

The income tax expense recognised in the Statement of Comprehensive Income is the estimated income tax payable in the current year, adjusted for any differences between the estimated and actual income tax payable in prior periods.

#### Goods and services tax

All amounts are shown exclusive of Goods and Services Tax (GST), except for receivables and payables that are stated inclusive of GST.

**NEW ZEALAND AIR LINE PILOTS' ASSOCIATION**

**Notes to the Financial Statements  
for the year ended 31 March 2025**

<b>2 Other income</b>	<b>2025</b>	<b>2024</b>
Other income	10,214	5,690
	<b>10,214</b>	<b>5,690</b>
<b>3. Finance and Administration</b>	<b>2025</b>	<b>2024</b>
Audit fees	20,905	26,820
Tax fees	16,137	18,398
Depreciation	221,621	199,131
Employee benefits expense	1,233,664	1,069,176
Other	930,602	675,095
	<b>2,422,930</b>	<b>1,988,620</b>
<b>4. Net finance income and expenses</b>	<b>2025</b>	<b>2024</b>
Interest income	37,906	9,370
Total finance income	<b>37,906</b>	<b>9,370</b>
Finance expenses	508	65,009
Total finance expenses	<b>508</b>	<b>65,009</b>
<b>5. Taxation</b>	<b>2025</b>	<b>2024</b>
<b>Reconciliation of effective tax rate</b>		
Surplus/(Deficit) before tax	1,233,320	1,575,755
Non-assessable surplus/(deficit): derived from the circle of membership	(1,318,511)	(1,653,424)
Timing differences	207,241	180,729
Deduction allowed for non-profit organisations (s DV 8)	(1,000)	(1,000)
Taxable income	121,050	102,060
Taxation expense at 28%	33,894	28,577
Imputation credits	-	(10)
Income tax expense	<b>33,894</b>	<b>28,567</b>
<b>Current tax</b>		
Opening balance	(22,025)	22
Current income tax expense	33,894	28,567
Terminal tax refunded / (paid)	1,645	(47,396)
Resident withholding tax paid	(12,711)	(3,214)
Dividend withholding tax	-	(4)
Closing balance	<b>803</b>	<b>(22,025)</b>



## 6. Property, Plant and Equipment

	Cost	Current year depreciation	Accumulated depreciation	Carrying value
<b>2025</b>				
Land	3,864,888	-	-	3,864,888
Buildings	1,960,113	(29,402)	(90,655)	1,869,457
Building fitouts	516,881	(97,605)	(264,274)	252,607
Furniture and fittings	457,531	(70,782)	(146,252)	311,279
IT equipment	121,964	(23,832)	(96,726)	25,238
	<b>6,921,376</b>	<b>(221,621)</b>	<b>(597,907)</b>	<b>6,323,469</b>
<b>2024</b>				
Land	3,864,888	-	-	3,864,888
Buildings	1,960,113	(29,402)	(61,254)	1,898,859
Building fitouts	461,249	(108,118)	(166,669)	294,580
Furniture and fittings	234,436	(42,813)	(75,469)	158,967
IT equipment	96,027	(18,799)	(83,438)	12,589
	<b>6,616,712</b>	<b>(199,131)</b>	<b>(386,829)</b>	<b>6,229,883</b>

	2025	2024
<b>7. Other Investments</b>		
Non-current investments		
Shares - Air New Zealand	237	249
	<b>237</b>	<b>249</b>

	2025	2024
<b>8. Cash and Cash equivalents</b>		
Bank balances	817,851	929,044
	<b>817,851</b>	<b>929,044</b>

The Association has bank accounts with BNZ Bank. It has arranged a legal right of set-off between its trading accounts, call deposit accounts and its bank overdraft. Accordingly these balances have been netted in the Statement of Financial Position.

	2025	2024
<b>9. Investments</b>		
Short-term Bank Deposits	1,000,000	-
	<b>1,000,000</b>	<b>-</b>

	2025	2024
<b>10. Trade and other receivables</b>		
Current		
Trade and other receivables due from related parties (Note 17)	30,000	25,000
Trade receivables - other	62,338	59,273
Doubtful debts	(38,240)	-
Prepayments and other receivables	16,886	16,603
	<b>70,984</b>	<b>100,876</b>

	2025	2024
<b>11. Trade and other payables</b>		
Trade payables	156,433	140,098
Non-trade payables and accrued expenses	122,678	152,293
Trade and other payables to related parties (Note 17)	-	-
GST liability	26,943	53,575
	<b>306,054</b>	<b>345,967</b>

	2025	2024
<b>12. Employee benefits</b>		
Liability for annual leave and days in lieu	116,928	103,350
	<b>116,928</b>	<b>103,350</b>

13. Funds held on behalf	2025	2024
<b>(A) HIMS</b>		
Opening balance	2,495	2,964
<b>Income</b>		
Interest received	47	52
Contribution received	10,000	1,000
	10,047	1,052
<b>Outgoings</b>		
Expenses	(8,074)	(1,520)
	(8,074)	(1,520)
<b>Closing balance</b>	<b>4,469</b>	<b>2,495</b>
<b>(B) PAN</b>		
Opening balance	44,438	37,915
<b>Income</b>		
Interest received	565	322
Contribution from stakeholders	53,900	51,608
	54,465	51,931
<b>Outgoings</b>		
Expenses	(64,311)	(45,407)
	(64,311)	(45,407)
<b>Closing balance</b>	<b>34,592</b>	<b>44,438</b>
<b>(C) Other members' funds - member assistance</b>		
Opening balance	-	540
<b>Outgoings</b>		
Funds distributed	-	(540)
Other outgoings	-	-
	-	(540)
<b>Closing balance</b>	<b>-</b>	<b>-</b>
<b>Total funds held on behalf</b>	<b>39,061</b>	<b>46,933</b>

14. Bank Loan	2025	2024
Loans due in one year	-	235,560
Loans due after one year	-	-
<b>Total</b>	<b>-</b>	<b>235,560</b>

The loan from the BNZ Bank are charged with floating interest rate and is secured against property owned by the Association at 14 Amelia Earhart Avenue, Mangere, Auckland. The term of the loan is 3 years and matures on 3 March 2025.

BNZ Bank Loan has been fully repaid on 18 April 2024 and the BNZ Bank Overdraft Facility has also been closed on 18 April 2024.

15. **Capital commitments**  
There are no commitments as at 31 March 2025 (2024: \$nil)

16. **Contingencies**  
There are no contingencies as at 31 Mar 2025 (2024: \$nil)

## 17. Related parties

### Identity of related parties

The Association has the following transactions and balances for the year with the related party - NZALPA Contingency Fund Trust (CFT).

All transactions with related parties are priced on an arm's length basis.

	2025	2024
<b>Income</b>		
Administration fee	5,000	5,000

Year-end balances arising from transactions with NZALPA Contingency Fund Trust

	2025	2024
Included in trade and other receivables	30,000	25,000
Included in trade and other payables	-	-

## 18. Subsequent events

There have been no other significant subsequent events that require adjustment or disclosure.

## 19. Operating lease commitments

	2025	2024
Current	-	1,697
Non-current	-	-
<b>Total</b>	<b>-</b>	<b>1,697</b>

NZALPA entered into a lease agreement with Fuji Xerox for rental of the DC7C3372 (Copier, Printer and Scanner) was signed during the financial year on 14 Jul 2020. The effective date of the lease is 1 Sep 2020 for a term of 49 Months ending 30 Sep 2024.

The lease of the DC7C3372 is currently on a month-to-month lease.



**INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF NEW ZEALAND AIR LINE PILOTS ASSOCIATION INDUSTRIAL UNION OF WORKERS  
INCORPORATED**

**Opinion**

We have audited the special purpose financial statements of New Zealand Air Line Pilots Association Industrial Union of Workers Incorporated ("the Society") on pages 25 to 35, which comprise the statement of financial position as at 31 March 2025, and the statement of comprehensive income and statement of changes in equity for the year then ended, and notes to the special purpose financial statements, including a statement of accounting policies.

In our opinion, the accompanying special purpose financial statements of the Society for the year ended 31 March 2025 are prepared, in all material respects, in accordance with the basis of accounting as described in the statement of accounting policies in the special purpose financial statements.

**Basis for Opinion**

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described below in the Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements section of our report. We are independent of the Society in accordance with Professional and Ethical Standard 1 (Revised) Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor, we have also provided tax services. We have no other relationships with, or interests in the Society.

**Emphasis of Matter – Basis of Preparation**

We draw attention to the statement of accounting policies in the special purpose financial statements, which describes the basis of accounting. The special purpose financial statements have been prepared to meet the requirements of the Rules of the Society and internal management purposes. As a result, the special purpose financial statements may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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## **Restriction on Responsibility**

This report is made solely to the Society's members, as a body. Our audit work has been undertaken so that we might state to the Society's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Society and the Society's members as a body, for our audit work, for this report, or for the opinions we have formed.

## **Responsibilities of the Governance Team for the Special Purpose Financial Statements**

The Governance Team is responsible on behalf of the Association for the preparation of the special purpose financial statements in accordance with the accounting policies in the financial statements and for such internal control as the Governance Team determines is necessary to enable the preparation of special purpose financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial statements, the Governance Team is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Governance Team either intends to liquidate the Society or to cease operations, or have no realistic alternative but to do so.

## **Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements**

Our objectives are to obtain reasonable assurance about whether the special purpose financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these special purpose financial statements.

As part of an audit in accordance with ISAs (NZ), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- (a) identify and assess the risks of material misstatement of the special purpose financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- (b) obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the



effectiveness of the Society's internal control.

- (c) evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- (d) conclude on the appropriateness of the use of the going concern basis of accounting by the Governance Team and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the special purpose financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- (e) Evaluate the overall presentation, structure and content of the special purpose financial statements, including the disclosures, and whether the special purpose financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Governance Team regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*UHY Haines Norton (Auckland) Limited*  
UHY Haines Norton (Auckland) Limited  
Chartered Accountants  
Auckland

*23 May 2025*  
Date







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