

	Full Salary per month	Living Allowance per month	Annual Bonus per month	Extra Air Travel Allowance per month	Annual Remuneration
Captain (P1)	USD19,500 (After Tax)	USD2,500 (After Tax)	USD2,000 (After Tax)	USD1,000 (After Tax)	USD300,000 (After tax) (25,000/month)
Base	Shanghai PR China				
Routes	Current international routes operated by the CES Shanghai A330 include Paris, London, Amsterdam, Istanbul, Singapore, as well as several cities in Australia such as Sydney and Melbourne, and some cities in the Middle East.				
Reverse Scheduling Points	Currently not scheduled, but CES successfully had them before, and again open to the RSP concept where there is minimum number of Cpts and dependant on operational feasibility and crew preferences.				
Contract Term	CES provides 3 years Contract Term. (CES may provide the contract term till 60 retirement age if age is over 58)				
Training Period and Remuneration	USD12,000 per month (After Tax) for the first 3 months (even if training is not finished), then Full Salary plus Living Allowance plus Extra Air Travel Allowance is paid				
Annual Bonus	Annual Bonus starts accruing from after passing the check to line and paid annually with each Dec remuneration. If there is accident or incident then depending upon the severity a deduction could be made.				
Flying Hours	Minimum 840 hours calendar year (70hrs/month). Overtime Allowance of USD345 per hour (after tax) when above 75 hours per month, calculated and paid quarterly.				
Monthly Roster	10 consecutive days off / 20 or 21 consecutive days on, Feb will be 18 or 19 depending upon year				
Annual Leave	15 annual leave days per contract year				
Sick Leave	Cpts are entitled to sick leave due to health problems. The company doesn't provide fixed sick leave days because all annual income shall pay for Capt's productivities.				
Commuting Travel	CES provides 12 return ticket sets per calendar year for the Capt from the pilot's nearest MU port to Shanghai (or wherever rostered to pick up the line flying or attend training etc) that are confirmed economy class (business upgrade may be available to purchase, which the Extra Air Travel allowance could be used for). Within the 12 tickets allocated per calendar year, family member tickets are available on a standby economy class basis.				
Staff Travel	CES provides from the 6th month after the start of contract, valid access to China Eastern(MU) and Skyteam staff travel for discounted tickets as per the IATA ZED-MIBA (Zonal Employee Discount Agreement-Multilateral Interline Business Agreement) policies of the staff travel. (This is same policy for Chinese pilots)				
Insurance	Accident Insurance provided by CES. Expat Medical Insurance can be provided by the Broker.				
Social Security Insurances	Comprises of Pension, Medical, Unemployment Insurances. According to Chinese Labor Law, both Capt (approx one third) and CES (approx two thirds) shall pay social security fee. Based upon social security fee percentage of 2024, the amount from the Capt is about USD548 per month, which is collected monthly from the Capt's from after-tax monthly remuneration. The majority of the social security fee (Pension component) can be refunded to the pilot after the expiry of the labor contract, and transferred outside China.				
Hotel Accommodations	CES will provide hotel accomodations in China during screening till the start of contract. Layover hotel accommodation and meals are provided (4 star) by CES.				
Ground Transport	CES provides ground transport at base between HQ to the relevant airport/aircraft. Layover ground transport between airport and hotel are provided by CES.				
Tax	After tax means after Chinese personal income tax, not any other countries income tax.				

Requirements

Highly Experienced A330 P1 Cpts (PIC), with international experience

1000 hrs PIC on A330, and be reasonably current

5000 hrs total flight time, not including simulator time

Hold ILS landing CAT 1

ICAO English Level 5+ preferred, but Level 4 may be accepted

No record of aviation accidents or incidents

Initially preference may be given to those with CAAC licenses, to speed up onboarding of selected Cpts, but otherwise most ICAO licenses accepted

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