

## **Changes to Retirement Travel Benefits (RTB) for Cabin Crew on Contract (effective 1 Feb 2016)**

With effect from 1 February 2016, the following changes will apply to RTB for Cabin Crew on contract:

1. Cabin Crew of Chief and Inflight Supervisor ranks will be eligible for retirement and RTB at the end of their fifth 5-year contract. This applies to crew who complete their fifth contract on or after 1 February 2016.
2. For Cabin Crew who start their Cabin Crew-In-Absentia (CCA) scheme on or after 1 February 2016, the CCA period (from notification of pregnancy to the end of the maternity leave period) will be counted towards their years of service with the company.
3. The RTB policies for Cabin Crew on contract before and after the changes are illustrated in the table below:

<b>Eligibility for RTB</b>		
<b>Rank</b>	<b>Before 1 Feb 2016</b>	<b>From 1 Feb 2016</b>
<b>FS/FSS</b>	On completion of fourth 5-year contract	No Change
<b>LS/LSS</b>	On completion of fifth 5-year contract	No Change
<b>CS/CSS/IFS</b>	On completion of sixth 5-year contract	On completion of fifth 5-year contract
<b>Female Crew (all ranks)</b>	CCA period not counted towards years of service for RTB	CCA period counted towards years of service

4. The RTB\* are as follows:

<b>For Self and Spouse Only</b>	
<b>Years of Service in Company</b>	<b>Annual RTB on SIA Services</b>
<b>25 years or more</b>	Tier 1 - One FOC subload and two SQZL subload tickets
<b>From 10 years to below 25 years (from 15 years to below 25 years for those who join on or after 1 September 1996)</b>	Tier 2 - One SQZM subload ticket
<b>Below 10 years (below 15 years for those who join on or after 1 September 1996)</b>	NIL

*\*Note: For Cabin Crew who joined the Company on or after 01 January 2009, the RTB is limited to 5 years after retirement.*