

Netting Your Worth in Business Aviation

2026-2027 CABIN CREW

Daily Rates Benchmark - Global



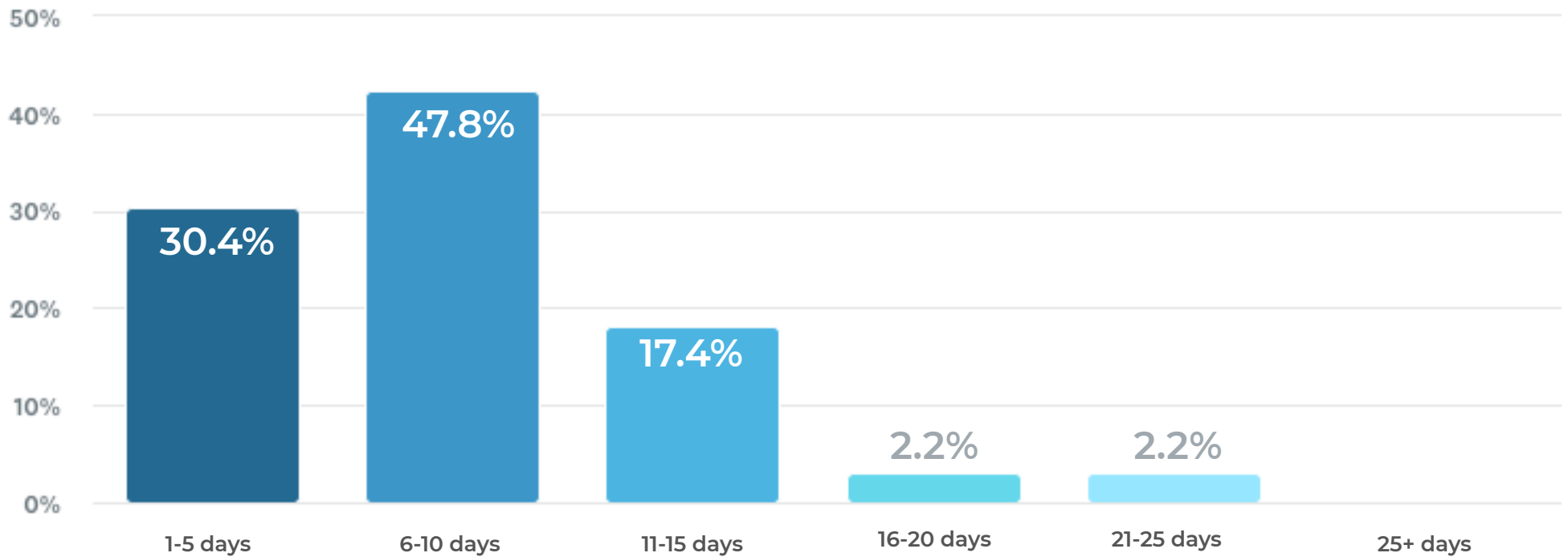
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Global Benchmark Daily Rates



*- Regions with limited responses therefore, unable to cacluate conclusive range.

Global Average Days Flown (Per Month)



(USA is omitted from this compiled data)

Key Insight Snapshot

- Nearly 80% of contractors fly 10 days or fewer per month
- The dominant global range is 6–10 days/month
- High-utilization flying (15+ days) is rare at ~4.4%

Summary

Globally, contract cabin crew report an average of approximately 8 days flown per month. The majority of respondents fall within the 6–10 day range, reinforcing the highly flexible, on-demand nature of independent business aviation staffing. Only a small percentage report flying more than 15 days per month, confirming that high-utilization schedules remain uncommon across the global contract market.



Global Reimbursable Expenses / Per Diem

(USA omitted in this data tracking)

Across responses, reimbursement structures fall into four primary models:

- Reimbursed expenses with no limits
- Reimbursed expenses with limits
- Per diem-based systems
- Hybrid models (per diem + receipts / actuals)

REIMBURSED EXPENSES

Reimbursed Expenses With No Limits

This model represents operators who reimburse actual expenses without predefined caps, typically with an expectation of reasonable spending.

Common themes:

- “No limit” reimbursement policies
- Expenses reimbursed based on receipts
- Professional discretion expected (budget-conscious behavior implied)

Key insight:

This model is commonly associated with higher-end or owner-operated accounts where trust-based spending is standard.

Reimbursed Expenses With Limits

These policies define caps on spending, often tied to meal, hotel, or daily allowances.

Reported limits include:

- \$100–\$200 per meal or day (varies by country)
- \$130 budget-controlled daily allowance
- UK HMRC standard: ~£72/day
- Contract-specific approval required in some cases

Key insight:

Limit-based reimbursement is often used in structured flight departments or corporate-controlled environments.



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PER DIEM

Most Common Structure Globally

Per diem compensation is the most frequently referenced global model.

Reported ranges include:

EUR-based:

- €90/day
- €150/day

GBP-based:

- £80/day
- £85/day (including all meals)
- UK HMRC-aligned structures noted

Key Per Diem Variations

- Flat daily rate per destination
- Higher per diem for international travel
- Country-adjusted allowances
- Meal-inclusive vs flexible spending models

Hybrid Models (Per Diem + Receipts or Actuals)

A significant portion of respondents reported blended systems, examples:

- Per diem + receipt reimbursement for excess meals
- Actual expenses reimbursed up to a capped threshold
- \$100–\$200 per diem + receipts for overages
- “Budget-conscious actuals” model
- Approval-based discretionary spending

No Per Diem Models

A smaller subset reported:

- No per diem provided
- Full expense reimbursement instead
- “Nothing provided” in certain cases
- All expenses handled via direct reimbursement process



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SUMMARY

No universal standard exists.

Reimbursement systems vary widely based on:

- Country
- Operator type
- Contract structure
- Client expectations

Global cabin crew reimbursement structures are highly variable, with no standardized industry model. The most common approach is a per diem-based system, typically ranging from \$80 to \$150 USD per day or local currency equivalents.

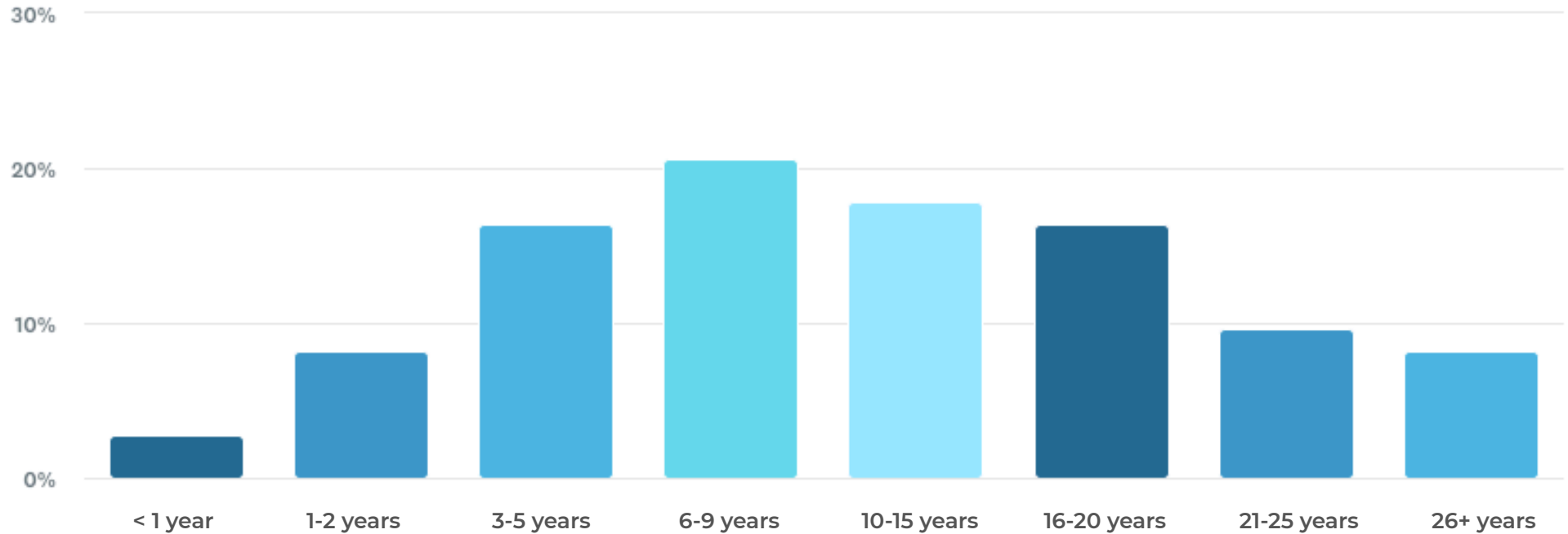
Reimbursement policies range from unlimited expense coverage with professional discretion to strict daily or meal-based limits, with many operators adopting hybrid systems that combine per diem allowances with receipt-based reimbursement for excess expenses.

Overall, reimbursement practices are highly dependent on operator type, contract structure, and geographic region, with increasing use of flexible hybrid models to accommodate international operational variability.



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Global Participant's Years of Experience



((USA omitted in this data tracking))

The global contract cabin crew market is predominantly composed of mid-career professionals, with the largest concentration of respondents reporting between 3 and 15 years of experience. However, the data also reflects a substantial presence of highly experienced crew, with more than one-quarter of respondents reporting over 16 years in aviation. Entry-level participation remains limited, suggesting that most professionals enter the independent contract market after establishing foundational experience in structured aviation roles.

Additionally, qualitative responses highlight a highly fluid workforce, with many participants transitioning between active flying, temporary pauses, and contract-based engagements.



Calculating a Monthly Retainer

Retainers may be structured on a month-to-month basis or extend across multiple months. When multiple months are involved, each monthly guarantee should be treated independently. In other words, tracking resets at the beginning of each month for purposes of day allocation and reconciliation.

Under a retainer agreement, independent contractors are typically engaged under an exclusive arrangement for the defined period. This ensures availability for the client throughout the term of the retainer, which is both a reasonable expectation and a standard practice in many business aviation contracts.

Key Retainer Questions to Clarify

When evaluating or negotiating a retainer, consider confirming the following:

1. Are “hard days off” included in the agreement?

For example, are you allocated several consecutive days each month for personal scheduling, appointments, or rest periods? Some operators accommodate this structure, while others may not due to operational demands.

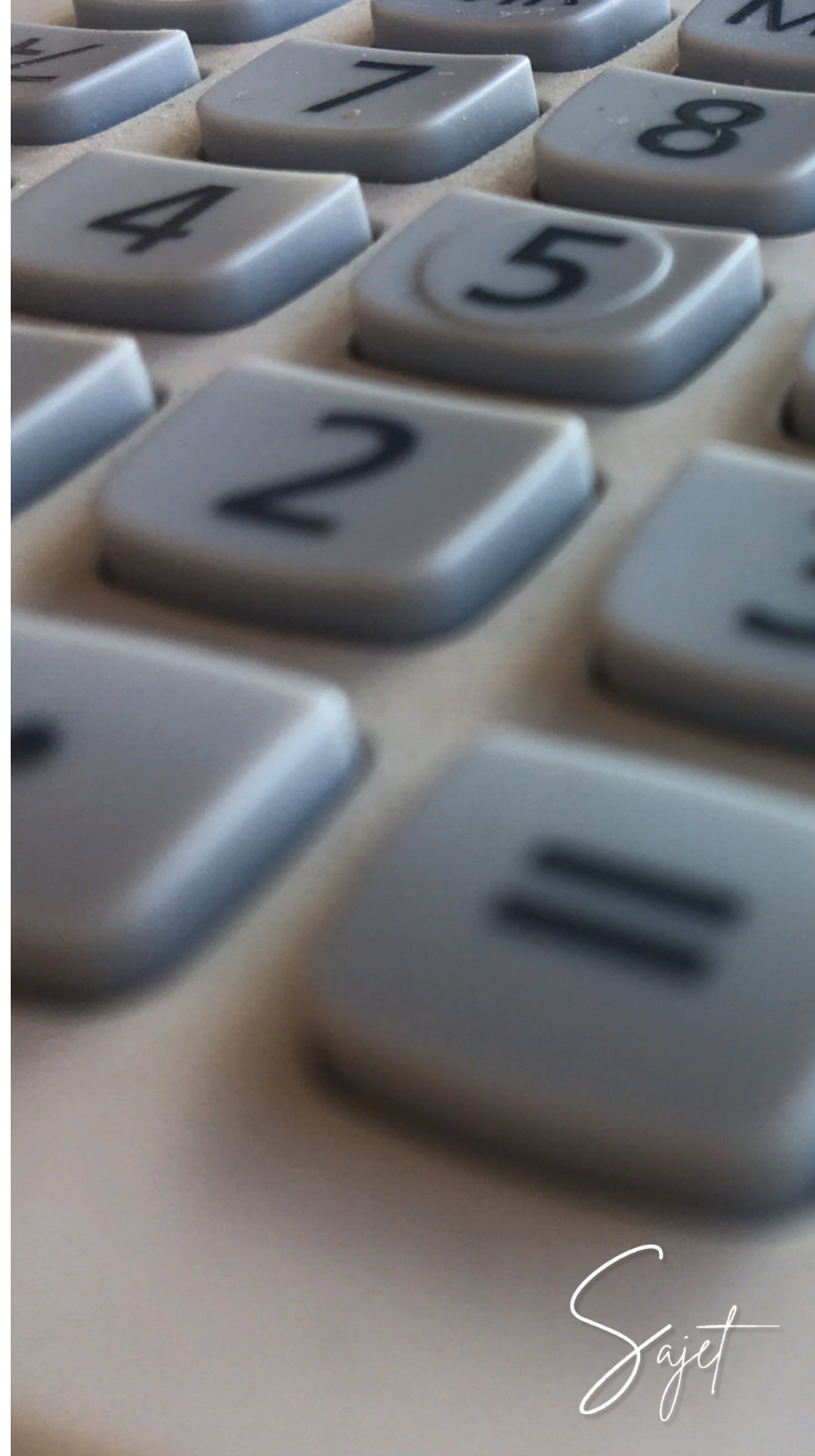
2. What happens once the guaranteed number of days is reached?

Once the monthly contracted days are fulfilled, are you released from exclusivity and free to accept additional work, or does exclusivity continue through the remainder of the retainer period?

3. How are additional days compensated?

If you are requested to fly beyond the guaranteed monthly days, are those additional days paid at your standard daily rate (or a premium rate)?

This should be clearly defined in the agreement.



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Important Consideration

If fewer days are flown than the guaranteed minimum - for example, a 10-day monthly retainer resulting in only 8 days flown - the financial structure typically still favors the contractor's availability commitment and exclusivity to the client. In most professional agreements, the retainer is designed to secure access to the contractor's time, not strictly match utilization.

That said, well-structured retainers should be mutually beneficial, providing income stability for the contractor while ensuring priority access for the client.

Example Calculations

Using the data averages collected -

Average 6-10 days per month > Median is 8 days \times €445/day = €3,560 per month

AVERAGE 6-10 DAYS PER MONTH



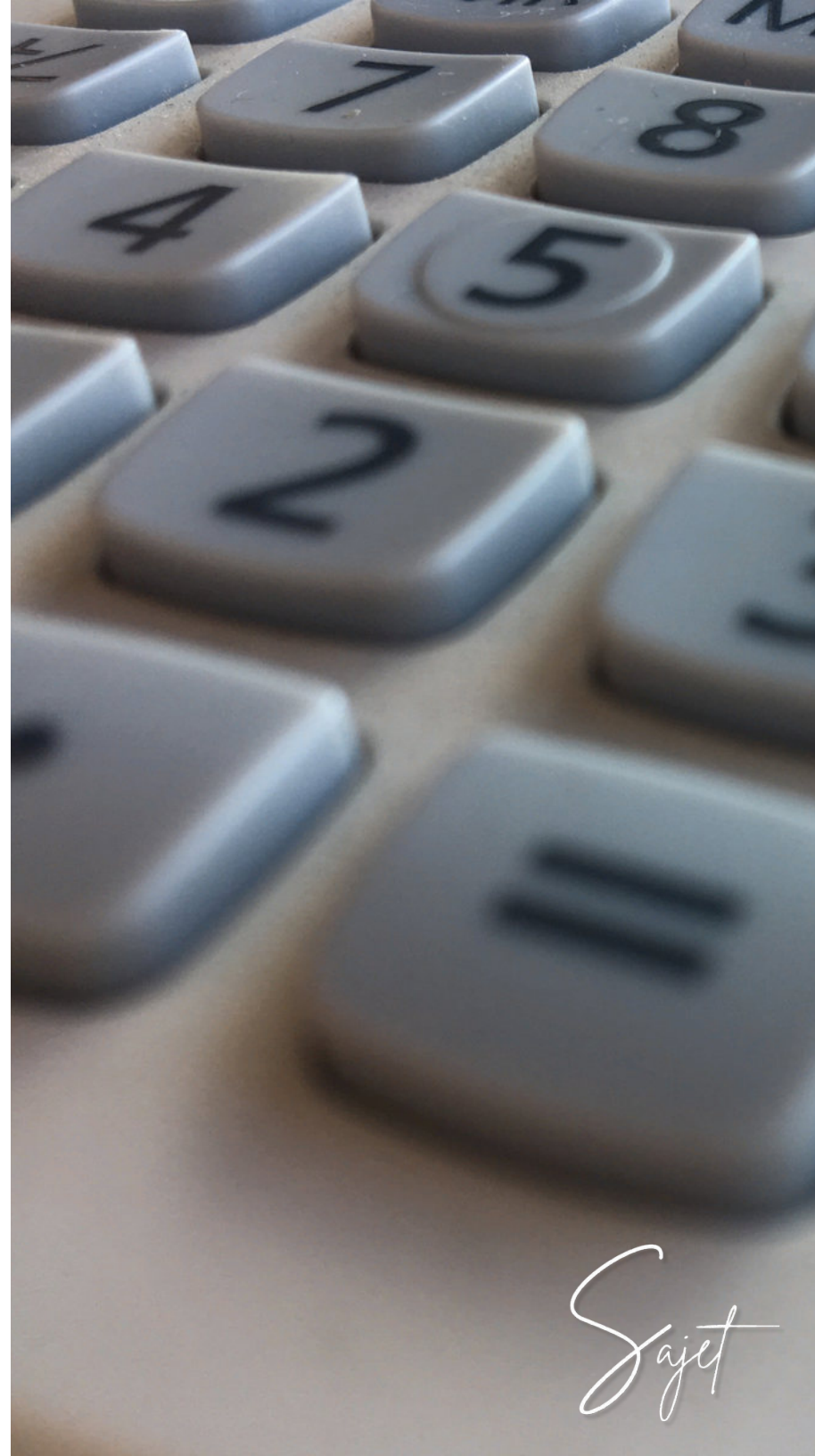
$$€445 \times 8 \text{ DAYS} = €3,560$$

Average 11-15 days per month > Median is 13 days \times \$500/day = \$6,500 per month

AVERAGE 11-15 DAYS PER MONTH



$$\$500 \times 13 \text{ DAYS} = \$6,500$$



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2026-2027 Global Daily Rates & Related Data

This valued resource data is provided complimentary and can be sourced on the following websites:



sajetsolutions.com

RESOURCES
2026 Global Daily Rates



thecfaconnection.com

RESOURCES/SUPPORT
Positions and Salaries

