



# COCKPIT

Issue # 01/2009

Pakistan Air Line Pilots' Association

February 10, 2009

## PALPA NEWS BULLETIN

Affiliated with

International Federation of Air Line Pilots' Associations & International Transport Workers Federation

DEAR COLLEAGUES:

السلام عليكم

The year 2009 started during PIA's Hajj Operation. By the Grace of Allah the Pre & Post Hajj operation went smoothly and safely. Our pilots' contribution has been duly recognised by all and sundry and the Executive Committee acknowledged their effort through the print media. This was primarily done to let the nation know that under extremely trying working conditions, our pilots went beyond the call of duty to successfully achieve the stipulated target of carrying over 130,300 hajjis to the Holy land. The bulk of Hajj operation was carried out by the B-747 closely followed by B-777. The hall mark of the operation was the serviceability of the B-747s which stood the test of such a mammoth operation. Similarly, for the first time since the induction of B-777s, these aircraft were operated from Peshawar and Quetta. Besides this, other aeroplanes in the fleet also contributed significantly in conducting the operation on the normal PIA network. All in all, it was a very successful operation and all our pilot members deserve to be congratulated whole heartedly.

It would be appropriate to mention here that the Management's decision to operate PIA's own aircraft and not the leased aircraft, as has been the practice earlier, for the Hajj operation and partially cutting down on other routes was a financially beneficial strategy. The impact of leased aircraft has always been a huge burden on the Airline and its consequences have been disastrous.

With the foregoing, it would be appropriate to mention that this strategy was only workable with the full support of the PIA departments directly related to this operation in general, and PALPA's all out support, especially in the context of FDTLs', in particular.

Never before has PIA been headed by one of our own esteemed member as the Managing Director of the Airline. The entire membership appreciates this fact and that is why the Executive Committee assured the incumbent Management of its unstinting support to make the operation a resounding success.

Now with all this behind us, the Executive Committee expects an equally matching response from the Management. We are not asking for the moon but are pursuing only those issues which have been a source of irritation and bitterness. The Executive

Committee during this period has been actively involved in getting them resolved. Numerous meetings and correspondences have taken place but the result has not been forthcoming. This does not auger well for the simple reason that the Management comprising of pilots in key appointments does not want to resolve the issues which they have themselves been advocating and fighting for when they were not in the managerial slots. It is a real puzzle as to what happens so suddenly that the entire perspective of our own people change overnight and they start refuting and advocating on the contrary. This trend has been seen in almost all the Managements of the recent past.

Additionally, we are confronted by a limited number of people who are rotated in the Flight Operations Department by different Managements. These gentlemen must not forget that they are first the PALPA members and then Management pilots. Their decisions/actions have a far reaching impact and the community has suffered immensely by such arbitrary and Management friendly decisions. This trend started with the authors of Admin Order No. 17/2001 and goes on unabated. The damage done since then has yet to be recovered. The issues like tickets, pension and tampering of Flight Duty Time Limitations etc are the remnants of those decisions which our own pilot members have inflicted upon its own community.

Although we generally carry on with our day-to-day business but it is pertinent to sum up by mentioning that our own members while in the Management have been instrumental in damaging/downgrading our perks and privileges. The Executive Committee requests the incumbent Management to undo the harm done to us by previous Managements and rise to the occasion by restoring our just demands.

To carry this out, it shall only be appropriate to treat the pilots as a separate entity in special pay group which is not an unjust demand. In fact that is how we all were hired in the Airline. The other employees were bracketed in groups from 1-10 as such giving reasons to sort out various matters such as Pay and Allowances, pension and NS-I Travel etc along with them is a trend/practice seen of late. It surely is Managements prerogative to compensate other employees as it deems necessary, but the pilots should be dealt with exclusively and in accordance with

their special pay group status. The Executive Committee hopes that this point shall be considered in its actual spirit by the Managing Director PIAC, as it has always been done in the past.

To list briefly, the Executive Committee has taken up the following points which have been pending for or taken away by the Management from time to time. These, as you would appreciate, are issues which the current and the previous Executive Committees have been pursuing/following with the Managements.

**FLIGHT OPERATIONS MANUAL (FOM)**



An INFO was sent to the membership to clarify the doubts which resulted after the placement/issuance of the FOM dated 25th March 2008. This document was prepared by the Flight Operations Management previous to the incumbent Management and the one before that. This was done without any mutual agreement or concurrence from the Association. The reason given then and now is that the FDTLs and other features of Chapter-23 of the FOM are being taken to the limits of the ANO THREE-A dated 2nd November 2005, to preclude the chances of asking for waivers from CAA (PAK) as this has been a huge hindrance in smooth operation in situations where unexpected delays etc occur. The understanding reached with the Association is that no FDTL, being followed currently (the Annexure sent to you earlier along with INFO dated 9th January 2009), shall be violated as far as the planning/scheduling is concerned. However, if there is an exigency to go upto the limits of ANO Three-A then the Executive Committee of the Association shall be approached for waiver(s) as and when such a situation arises.

As spelt out in the INFO, kindly be rest assured that there is no change in the FDTLs and the current FOM should not be taken as a document with enhanced FDTLs.

**INTERNATIONAL ROAMING FACILITY FOR PALPA EXECUTIVES:-**



As communicated to you earlier through INFO, the Principal Office Bearers (POBs) have been given Ufone connections with international roaming. This facility will only be used when contact cannot be established with the POBs' on their personal phones within Pakistan. For your convenience the cell numbers are mentioned against each Executive Committee post.

For the benefit of members, it is important to mention that these connections are post-paid and the bills shall be scrutinized to ensure that no misuse has taken place.

Capt. Imran Usman	President	0332-3888701
Capt. Suhail Baluch	Vice President	0332-3888702
F/O Arif Majeed	Gen. Secretary	0332-3888703
F/O Sohail Ahmed	Joint Secretary	0332-3888704
Capt. T.M. Rabbani	Joint Secretary	0332-3888705
F/O Zahid	Joint Secretary	0332-3888706
Capt. Sadiq Rehman	Treasurer	0332-3888707

**REGISTRATION OF PALPA - AFRESH:-**

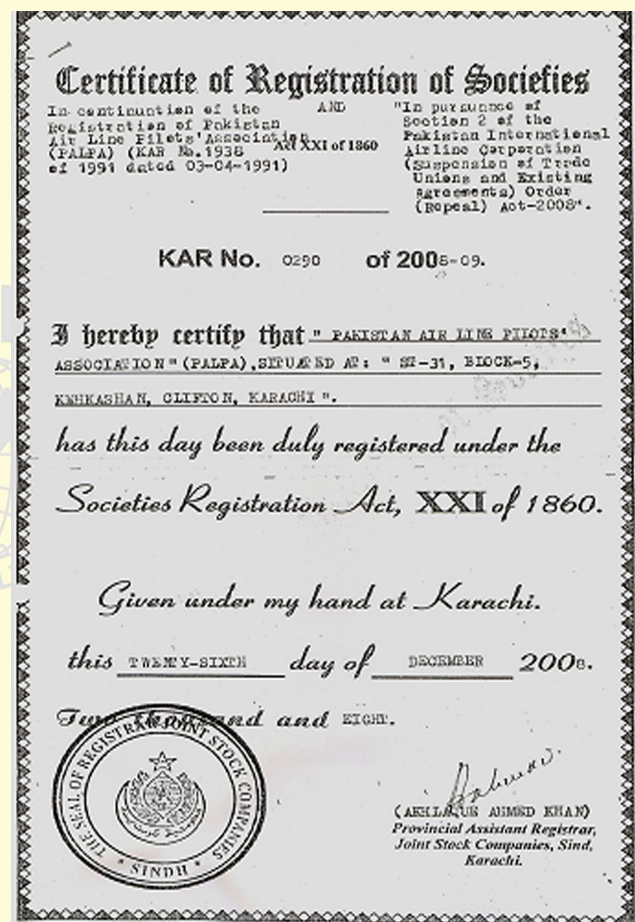


In the last Cockpit issue you were apprised that the Executive Committee is in the process of getting the Fresh Registration of PALPA. This is a requirement according to the Government Notification KAR 0290 of 2008-9 dated 26th December 2008.

After having gone through the entire process meticulously, keeping all avenues and interests of the Association in mind including its assets, and after having lengthy deliberations with the legal experts, the papers were submitted on 26th December, 2008.

By the Grace of Allah, the Re-registration process went smoothly and a certificate has been issued as per our requirements. These requirements had to be spelt out to ensure that no harm of any sort comes to our Association or to its interests now or afterwards. The certificate has been submitted to the concerned department in the Management and an acknowledgment received. Hence this has concluded the entire process.

THE PRESIDENT AND THE EXECUTIVE COMMITTEE CONGRATULATES THE ENTIRE MEMBERSHIP ON THE SUCCESSFUL COMPLETION OF THIS PROCESS, ALBEIT THE FACT THAT OURS WAS A FULLY REGISTERED AND ESTABLISHED ASSOCIATION FOR ALL THESE YEARS.



**BULK SMS FACILITY:-**



The PALPA Executive Committee has made arrangements for sending bulk SMS message to all the members whenever an urgent information has to be disseminated to them. This has already been incorporated, but it would be important for you to ensure that your current cell number is available in our system. For the convenience of those members who are on flights or their cells are off for whatever reason, the message shall stay stored for upto 24 hours only.

However, to ensure that the complete/necessary information reaches the entire membership, the SMS shall be followed by our original system of mailing the INFO/FLASH etc.

#### **COCKPIT/CABIN CREW RELATIONSHIP/ CONDUCT ON FLIGHTS:-**



Of late, some instances have occurred where there have been unnecessary altercation/arguments amongst the Cockpit & Cabin Crew while on flights. This reflects very poorly on all of us as professionals. The Executive Committee feels that with the revival of Unions/Associations, the pilots should handle all such situations in a mature and tactful manner. The fact that this revival has been affected after eight (08) long years, it is quite natural that the Unions/Associations shall take some time to adjust to this newly earned authority and some immature elements may exploit their political clout.

PALPA, though suspended during this period, had its influence intact and the recent revival has not brought about any significant change in its working or modus operandi.

#### **PALPA CLUB HOUSE:-**



**ELEVATORS:-** The PALPA Club House elevator has been installed and the trial runs are being carried out. The elevator should be fully functional within a week.

**SWIMMING POOL:-** The renovation work on the Swimming Pool has already started. The endeavour shall be to make it fully functional by the 15th March 2009.

**BASEMENT:-** The construction Committee has approved the flooring work of the PALPA Club House basement. The flooring/tiling once complete, the rooms shall then be used for various purposes, in phases. The Squash Court, Gymnasium and Billiard Room shall be made operational first, to provide these facilities at the Club House.

#### **WORKING AGREEMENT:-**



The PALPA Negotiating Committee is working at a quick pace on the Working Agreement to be able to submit the same in the first half of the month of February. The Gazette Notification has annulled all agreements reached earlier as such it has become imperative to negotiate a New Working Agreement with the Management at the earliest.

#### **PENSION FOR WIDOWS:-**



The Management has issued an Admin Order No. 62/2008 dated 27th November 2008 in respect of the pension issue.

The Managing Director, PIAC has issued the following instructions regarding pension, through Director HR Admin & Coordination.

This Admin Order shall be beneficial to the category of those widows whose pensionable period of ten years has elapsed and their pensions ceased. However, for others the subject Admin Order has to be carefully examined before the option is exercised.

#### **THE FOLLOWING IS THE EXTRACT FROM THE SUBJECT ADMIN ORDER, WHICH IS SELF-EXPLANATORY:-**

#### **ADMISSIBILITY OF LIFE-TIME PENSION TO WIDOW / WIDOWER OF DECEASED EMPLOYEE/PENSIONER.**

1. Management is pleased to announce admissibility of life-time pension to widow/widower of a deceased employee/pensioner in accordance with the applicable rules and following conditions:
  - a. 50% pension facility to widow/widower shall be allowed for life-time or till re-marriage and shall cease upon the death of widow / widower.
  - b. This policy shall be effective January 01, 2009 and shall also cover all widows'/widowers existing on December 31, 2008 who shall meet the criteria for pension as prescribed by the Management, from time to time.
  - c. Notwithstanding above, the widow/widowers existing on December 31, 2008 shall have the option to continue with current policy of 100% of monthly pension for 10 years from the date of employee's retirement. Such an option in writing must be sent to Insurance and Terminal Benefits Section by 31st March 2009.
2. The widow/widower shall apply to Manager Insurance and Terminal Benefits for payment of 50% monthly pension w.e.f. 1st January 2009, on the prescribed form as per Appendix "A" to this Admin Order along-with necessary documentary evidence.
3. All other conditions/provisions governing payment of pension shall remain unchanged.
4. All relevant orders/circulars and provisions in PPM stand amended to this extent only.

KINDLY CONTACT THE ASSOCIATION IN CASE OF ANY CLARIFICATION.

#### **TEMPORARY SICKNESS OF COCKPIT CREW:-**



The following of our members/contractual pilots are temporarily grounded. We pray to Almighty ALLAH for their expeditious and full recovery – Ameen.

#### **PERMANENT MEMBERS.**

1. Capt. Imran Rafi (B-777) Mob: 0300-2013311
2. Capt. Janjua (ATR) Mob: 0300-8247646
3. F/O Shaukat

#### **CONTRACTUAL PILOTS.**

4. F/O Usman Choudhry (ATR)

#### **PROMOTION AS CAPTAINS:-**



The following pilots have gained the coveted status of becoming a Captain in the Airline since the last issue of COCKPIT. It is a great milestone in any pilot's professional career, therefore needs a special mention in the COCKPIT.

#### **B-737**

1. Capt. Salim Bilal
2. Capt. Khalid Anwar
3. Capt. Shahab Anis
4. Capt. Daud Malik

## WELCOME ABOARD:-



The Association is pleased to inform the membership that F/O Syed Abdul Moin, PIA contractual pilot has been absorbed on permanent basis as per Assistant Manager Human Resource; Flight Operations. It is indeed a welcome move and we wish our fresh member long and productive period with the Association.

## ALTERCATION/DISAGREEMENT AMONGST THE MEMBERS:-



The Executive Committee has time and again requested that in an event of altercation/disagreements, the members should approach their Association immediately to resolve such matters. The cases when taken to the PIA Management or CAA (Pakistan) or any other outside Agency bring a bad name to the Association. Together we can resolve all the problems without involving others to restrict our issues to stay within the community.

## OBITUARY:

The sad demise of F/O Mansoor Ahmed after operating PK-792 on 20th & 21st November 2008. It was indeed a very sad incident in which the things could have been handled better than they were. There could have been lack of understanding of the scenario or some communication gap, but the decision making had serious deficiencies. There is a lesson for all of us that the typical Pilot Incapacitation that we practice in our training sessions, is too limited in its scope and all of us need to broaden our vision when confronting such situations during our flights in future.

With also profound grief, we inform our members that our senior colleagues Captain (Retd) Bashir Akhtar, Capt. (Retd.) Maqsood, Capt. (Retd.) Asad Naqi Mirza & Capt. (Retd.) M. Karim Mirza left us for their heavenly abode

إِنَّا لِلَّهِ وَأَنَا إِلَيْهِ رَاجِعُونَ

We pray to Almighty Allah to give courage to our colleagues' families and relatives to bear this irreparable loss. May the departed souls rest in peace Ameen!

The Following of our colleagues have lost their loved ones since the last issue of 'Cockpit'.

1. Capt. Akeel Akhtar	Father
2. Capt. Sarwat Hayat	Mother
3. Capt. Haroon Abdullah	Sister-in-Law
4. Capt. Farrukh	Brother
5. Capt. Misbah	Mother
6. Capt. Khalid Iqbal	Mother
7. Capt. Tauqir	Mother
8. Capt. Shayan	Sister
8. F/O Zulfiqar Ali	Brother-in-Law
9. F/O Babar	Mother & Brother
10. F/O Arshad Bahsir	Mother

We pray for the departed souls an elevated place in their heavenly abode. Ameen!

## QUOTATIONS:-

- Like your body your mind also gets tired, so refresh it with wise sayings. (Hazrat Ali R.A)
- Journey of thousand miles begins with a single step.
- The most important thing a father can do for his children is to love their mother. (Anonymous)
- It is better to be defeated on principle than to win on lies.
- A pessimist sees difficulty in every opportunity; an optimist sees opportunity in every difficulty. (Sir Winston Churchill)
- There are not secrets to success. It is the result of preparation, hard work and learning from failures. (Colin Powell)

F/O Arif Majeed  
General Secretary

## LATE NEWS:-

The Executive Committee confirms that the hotel facilities in PC hotels and its related chains have been brought in line with the original contracts.

The extract of the letter from the DFO is placed below for your information.

Reference DFO/M/328/09, dated 4th February 2009.

President PALPA.

## AGREEMENT WITH M/S. PC HOTELS.

Dear Sir,

"We are pleased to inform you that M/s. PC Hotels has agreed to restore facilities of Cockpit Crew as per previous agreement".

Best Regards,

SD  
Capt. Shuja Naqvi

LONG LIVE THE UNITY OF PILOTS.

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