



COCKPIT

Issue # 07

Pakistan Air Line Pilots' Association

November 15, 2008

PALPA NEWS BULLETIN

Affiliated with

International Federation of Air Line Pilots' Associations & International Transport

DEAR MEMBERS:

السلام وعلیکم

INTRODUCTION:

This 'Cockpit' issue is being brought out to update you on the activities that have taken place since the last issue No. 6/2008 of 20th August 2008. The Executive Committee is fully cognizant of the anxiety and frustration that the members are enduring. The messages emanating are not very encouraging and the scenario gets even worse with the ever prevalent rumours. The endeavour is being made to bring to you the interactions and correspondence that has taken place, on our specific issues, with the Management.

If you recall, in the last COCKPIT we had highlighted the announcements the Honourable Managing Director PIA had made in the premises of the Association on 27th July 2008. The revelation of the evening was Management's willingness to provide the pilots a salary package on the pattern of Emirates Airlines. We also communicated to you our acceptance of the offer in toto. As a consequence, a committee was formed and a couple of meetings held. In our INFO dated 15th October 2008, we informed you about the inadequate response of the Management and the anticipated outcome of the negotiations. Other options available on the salary structure to the Association are being worked out and the same shall be communicated to the Management in due course of time.

Besides the pay package issues pending since 2003 are rationalization of pension and applicability/practicability of NS-1 Travel. These two issues have been pursued for a very long time without reaching an acceptable outcome.

PENSION:



The pension issue is always referred to the PIA Actuary and the delay tactics come into play instantly. The logic and calculations given are generally lengthy and tedious and made even more complicated by addressing the

issue in a roundabout way. The Managing Director has instructed the concerned to handle this matter with the aim of resolving it. Our next meeting is now overdue and the signal is awaited from the Actuary to undertake the discussion on the subject.

NS-1 TRAVEL:



The proposal given by the Managing Director PIA for NS-1 travel has been deliberated upon by the Executive Committee. There are reservations on the proposal and needs further discussion within the Executive Committee and with the Management. The Executive Committee is aware of the difficulties the members and the families had to go through in the past summer holiday season.

The Executive Committee members have done their utmost to help get the members seats confirmed and succeeded to quite an extent, but we agree that this is not the way to run a system.

The membership should rest assured that the Executive Committee shall keep persevering to achieve results on the above referred issues. The Management has been apprised of these time and again and we have not lost hope.

On a positive note, the following have been amicably concluded with the Management. The MD's personal intervention in resolving these matters is highly appreciated:

1. Reversion of employees sons' age to 27 years for issuance of NS-1 tickets.
2. Diagnostic facilities for the retired pilots in Agha Khan/equivalent hospitals in Islamabad/Lahore.
3. 95% rebated ticket for our retired colleagues.

4. Provision/renovation of Briefing Rooms at Islamabad/Lahore. The same has been requested for in Karachi.
5. Arrangements for provision of medicines at the pilots' residences, if purchased from the market.
6. Priority to the pilots and their families in the Aircrew Medical Centres.

REPEAL OF PIA SUSPENSION OF TRADE UNIONS & ASSOCIATIONS: _____ 

The Gazette Notification of the Government referring to lifting of the suspension order 2001 has been received by the Association. There are certain legal glitches and the Association is doing its utmost to resolve them. All relevant Government functionaries are being approached and our legal advisors are fully involved in the matter.

It is indeed a great event in PALPA's calendar and the Executive Committee congratulates the entire membership of having sailed through the turbulent times successfully, after almost eight long years. The event shall be celebrated whole heartedly once all issues are settled as we would want them to be.

The Executive Committee wants to re-affirm that our Association is an absolutely non-political entity. The successive Executive Committees' have followed that path religiously and there should be no doubt in anyone's mind that the Association shall continue to pursue the same course, which is absolutely apolitical.

This clear stance has been the hallmark of our esteemed Association and our colleagues over the years have done their best to safeguard this position. This clarification was deemed necessary to set the record straight.

COCKPIT CREW SUPY TRAVEL: _____ 

1. The Cockpit Crew detailed for supy travel is requested to adhere to the pattern. However, if due to personal reasons, they may travel out of pattern. But in the latter situation, the club class seat may not be available as such the crew is requested not to insist for a club class seat.
2. Another situation is when the crew coming back from international flights continue to their home bases inspite of the fact that they are detailed to operate a domestic flight the next day as per pattern. This type of travel creates problem for the scheduling department besides troubling our fellow pilots who have to forgo their rest to operate such flights.
3. The extract from the INFO dated 15th October 2008 on the subject of down gradation of supy crew to domestic class is reproduced hereunder:

"THE PALPA EXECUTIVE COMMITTEE SHARES THE SENTIMENTS OF ITS MEMBERS REGARDING DOWN GRADATION FROM CLUB CLASS ON SUPY TRAVEL, AS PER CIRCULAR DFO/M-275/2008 DATED 29TH SEPTEMBER 2008 AND HENCE SHALL NOT BE ACCEPTABLE. YOU ARE THEREFORE, INFORMED TO CONTACT PALPA IMMEDIATELY, IF ANY SUCH ACTION IS TAKEN".

WAIVER FLIGHTS: _____ 

The Executive Committee has been cooperating with the Flight Operations department to facilitate the Airline's operations run smoothly. The arrangement has been the Association's contribution to assist the Flight Operations to carry out the Flight Schedule with lesser than required number of pilots. This Executive Committee has carried on with the Association's tradition of granting waivers on Hajj flights besides 12 other waivers on the PIA network.

The Hajj Operations are already underway and the Airline has decided to carry out this mammoth operation with its own crew and aircraft. This is indeed a challenge for all of us as PIA employees and more so the pilots who have to go beyond the call of duty to accomplish this target. The Association has given full cooperation to all flights operating out of Pakistan to Jeddah/Madina. This shall be a great contribution from our members and needs to be appreciated by all and sundry in the Management.

The Association wishes all its members the best of luck in accomplishing this task safely, professionally and Inshallah successfully. On the contrary, the request by the Management for swapping two waivers was not accepted by the Executive Committee to which the Flight Operations Management reacted and cancelled a course of B-777 aircraft.

Keeping this spirit of helping the Airline, the Executive Committee in its INFO on 15 the October 2008 sent out the following message.

"THE PRE AND POST HAJJ OPERATIONS SHALL BE GIVEN UN-INTERRUPTED SUPPORT BY THE EXECUTIVE COMMITTEE AND THE MEMBERSHIP".

FLIGHT DUTY TIME LIMITATIONS (FDTLs): _____ 

The Executive Committee strongly feels that the FDTLs have to be adhered to in letter and spirit by all the members. In the paragraph about granting of waivers the Association's way of helping out the Airline is spelt out. These waivers requested for by the Management have been agreed to by the Executive Committee, after due deliberations.

With this background, there is no reason for any of our members to take this responsibility on themselves. All our members are aware that the Executive Committee has been empowered by the membership to deal with the

management on its behalf. Therefore, the Executive Committee's decision of granting a specific number of waivers do not leave any reason for the members to violate the FDTLs at their personal level. We seek your full and unstinting support on this subject and request all of you not to violate FDTLs. If a situation develops where you anticipate such an eventuality then you are requested to apprise the Executive Committee and seek guidance and advice. Please also refer to our INFO on the subject dated 15th October 2008. The main theme of the referred INFO reads as:

“THE EXECUTIVE COMMITTEE IS ALREADY CO-OPERATING ADEQUATELY BY EXTENDING SELECTED WAIVERS TO THE MANAGEMENT FOR SMOOTH OPERATIONS OF THE AIRLINE (COPY ATTACHED).

YOU ARE REQUESTED TO DESIST FROM VIOLATING THE FLIGHT DUTY TIME LIMITATIONS”.

MEDICAL FACILITIES: 

The Executive Committee has through its untiring efforts developed a systematic method of providing medical facilities and helping our serving/retired crew and their dependents. In spite of our best efforts, a separate crew room with a dedicated doctor in Air Crew Medical Centre Karachi has not yet been established, although the authorization for the same has been granted.

The diagnostic facilities for the retired pilots and their dependents have been restored after authorization by the MD PIA. This is a humanitarian gesture, which deserves our wholehearted appreciation. This facility shall benefit our retired colleagues and save them a lot of unnecessary anxiety and tension.

To facilitate our members and their families, the relevant telephone contact numbers are reproduced here for all the crew bases:

KARACHI

Aircrew Medical Centre	0214388491/4521704
Reception Cell Number (24 Hrs)	0322-2262015
Chief Flight Surgeon (Dr. A.Q.A. Akhund)	0333-2132186
Dr. Siraj-ul-Hassan	0300-2541201
Dr. Lutf Shah	0321-2105511

LAHORE

Dr. Hassan Abrar	0321-8137073
Dr. Tehmina Farooqui	0334-3266938
Ambulance Cell	0323-4658478

ISLAMABAD

Dr. Wadood Afridi	0300-9150233
Dr. Monaza	0345-9469117
Ambulance Cell	0345-5370571

PESHAWAR

Dr. Rizwan	0300-5204900
------------	--------------

TEMPORARY SICKNESS OF COCKPIT CREW: 

This subject has been neglected in the past as such it has been decided that a mention of our temporarily sick cockpit crew list should be published along with their contact numbers. This shall be a way of keeping in touch with these esteemed PALPA members, while boosting their morale and spirit when they are not enjoying the medically fit status.

A pilot's job is to be in the air but the medical status might temporarily restrict a pilot to be in what is his/her due - THE COCKPIT.

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

1. Capt. M. Shamim	(B-747)	Mob: 0300-2428693
2. F/O Riaz-ul-Haq	(B-747)	Mob: 0333-4702614
3. Capt. M. A. Amin	(A-310)	Mob: 0300-9506626
4. Capt. Saleemuddin	(A-310)	Mob: 0333-2137705
5. Capt. Farrukh Shafiq	(A-310)	
6. Capt. Jilaneer	(A-310)	Mob: 0300-2418160
7. Capt. Eizaad Ali	(A-310)	Mob: 0300-5220651
8. F/O Zaryab	(A-310)	
9. F/O Sibtain	(A-310)	
10. F/O Ali	(A-310)	Mob: 0321-4424420
11. Capt. Kamran Khan	(B-737)	Mob: 0333-3256870
12. Capt. Shafaat	(B-737)	Mob: 0320-5040297
13. Capt. Najam Rasheed	(B-737)	Mob: 0300-9566343
14. F/O Irfan Ashraf	(B-737)	Mob: 0300-5281127
15. F/O Jamshed	(ATR)	Mob: 0301-2571007

PROMOTION AS CAPTAINS: 

The following pilots have gained the coveted status of becoming a Captain in the Airline in the year 2008. It is a great milestone in any pilot's professional career, therefore needs a special mention in the COCKPIT. This is another first in the COCKPIT and shall be continued to inform the membership of this change in a pilot's career.

B-737

1. Capt. Shahzad Aziz
2. Capt. Uzair
3. Capt. Ahsan Zaidi


ATR

1. Capt. Maliha
2. Capt. Turab
3. Capt. Ather
4. Capt. Ijaz
5. Capt. Fahim Khan
6. Capt. Riffat Haye
7. Capt. Tariq Samad
8. Capt. Hamid Arif
9. Capt. Humayun Wahid
10. Capt. Janjua

WELCOME ABROAD: 

The Association is pleased to inform the membership that the following PIA contractual pilots have been absorbed on permanent basis as per Assistant Manager Human Resource; Flight Operations dated 23rd July 2008. It is indeed a welcome move and we wish all our fresh members' long and productive period with the Association.

- | | |
|------------------------|---------------------------|
| 1. F/O. K Haroon | 12. F/O. Adil Javed |
| 2. F/O. Omer Rashid | 13. F/O. Sadia A. Aziz |
| 3. F/O. Qasim Qadir | 14. F/O. Ahsan Kamran |
| 4. F/O. Asim Manzar | 15. F/O. Tanver-ur-Rehman |
| 5. F/O. Baset Rehman | 16. F/O. Adnan A. Malik |
| 6. F/O. Samiullah | 17. F/O. Irfan Ashraf |
| 7. F/O. Bilal Chguhtai | 18. F/O. Imran-ul-Islam |
| 8. F/O. Faisal Younas | 19. F/O. Abid Hamza |
| 9. F/O. Shariq-ul-Haq | 20. F/O. Shaukat Mehmood |
| 10. F/O. Farooq Malik | 21. F/O. Asim Aziz |
| 11. F/O. Rakhshanda | |

COCKPIT CREW HOTELS: _____ 

The cockpit crew hotels have been degraded at a deliberate pace for over a decade now. The officials in the Management have totally disregarded the fact that the first class hotels are more of a necessity for the Airline's schedule requirements rather than for the crew. The crew are being put up in hotels which are way below the required standards and most of the times these contracts are signed clandestinely. The discovery of such actions is generally a surprise sprung on the crew at arrival destinations.

If followed closely, the change of hotels has been carried out by a few individuals, who have been in the Flight Operations Management off and on, in the set ups of the recent past. There have been some who are not even PALPA members but have been given authority to decide on behalf of members. This practice shall not be acceptable any more.

Additionally, the cockpit crew hotels within Pakistan are charging more than 100 US dollars as such there is no reason for reacting adversely/miserly while choosing hotels abroad.

The recent instances are the hotel for B-737 crew in London for simulator/recurrent training, arbitrary change of hotel in Jeddah for hajj operations and the change of hotel in Dubai.

The Management must realize that such meagre savings in the past have not brought about any significant change in the economic status of the Airline, nor will it happen in the future. The results of such steps will, therefore, not accrue any positive results financially. On the contrary, the crew is un-necessarily subjected to mental and physical anguish for no rime or reason, resulting in anxiety and ill feeling. The last INFO states clearly:-

“THE CONTRACT HAD BEEN SIGNED FOR COCKPIT CREW ACCOMMODATION DURING HAJJ OPERATIONS AT HOTEL AS-SALAM, JEDDAH WHICH IS VALID UPTO JUNE 2009, BETWEEN THE PIA REPRESENTATIVES IN JEDDAH AND THE HOTEL MANAGEMENT. (COPY AVAILABLE IN PALPA). THE CHANGE OF HOTEL AT THE OUTSET OF THE HAJJ OPERATIONS TO HOTEL AL-BADAR WAS DONE UNILATERALLY TO PUT THE CREW UNDER UNNECESSARY ANXIETY”.

PALPA CLUB HOUSE: _____ 

ELEVATOR: The elevator for the PALPA club house building has arrived. The vestibule and elevator housing is being prepared for its installation. The process of making it fully operational is expected to take about four weeks.

500 KVA TRANSFORMER: The transformer and requisite cable has been procured for the Club House. The Executive Committee is negotiating with the City Government for the road cutting and laying of cable upto the transformer. The bureaucratic hassles are delaying the process and the change of guard in the KESC is another factor impeding the installation of 500 KVA transformer.

OBITUARY:

With profound grief, we inform our members that our senior colleague Captain (Retd) Feroz Z. Khan and F/O Kashif left us for their heavenly abode.

إِنَّا لِلّٰهِ وَإِنَّا 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!

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

- | | |
|--------------------------|---------------|
| 1. Capt. Usman Younus | Father |
| 2. Capt. Laeeq | Mother |
| 3. Capt. S. M. Qasim | Mother |
| 4. Capt. M. R. Mirza | Mother-in-Law |
| 5. Capt. Ishtiaq Qureshi | Mother-in-Law |
| 6. F/O Ashraf | Father |
| 7. F/O Omar Khayyam | Father |
| 8. F/O Ikram | Mother-in-Law |

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



F/O ARIF MAJEED
General Secretary

LONG LIVE THE UNITY OF PILOTS.