



# COCKPIT

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## PALPA NEWS BULLETIN

Affiliated with  
International Federation of Airline Pilots' Associations & International Transport Workers Federation

DEAR MEMBERS:

السلام عليكم

Eid Mubarak & Happy New Year.

The term of the incumbent Executive Committee is about to be completed and the election process for the next Executive Committee has been initiated according to the PALPA Constitution. It is indeed a good omen that our elections take place on regular basis every two years and there has never been any interruption in this process. However, the last elections could have being jeopardized by some individuals who had moved the Court against the contesting candidates. The case was contested robustly and by the grace of Allah the judge hearing the plea dismissed it and refused to grant stay. Although the mystery of who provided the official documents from PALPA office still remains but a fair guess can be made. In this useless pursuit the Association had to spend Rs. 300,000/-, an amount which could have easily been saved. It is hoped that this unprecedented event is never repeated in future.

The elections for this prestigious Association should be taken in the same spirit in which the members volunteer to serve the community. The contestants are fully aware of the fact that they have to sacrifice their time and energy and have to come upto the expectations of the membership. Similarly, it is important for the members to vote in those individuals whom they think are ready to forgo their personal preferences, have no personal agenda and are trustworthy and honest.

This Association has gone through rough times but has always sailed through it. Even today

our Working Agreement is suspended but the clout of this Association is such that virtually nothing happens unless it is consulted and the consent taken. Whenever the Management has done the contrary, the community has stood up against it and reversed any order/circular imposed arbitrarily.

Another important aspect that needs our utmost attention is the dwindling number of pilots in the Association. In year 2000 we had 595 pilots in the Association and in the coming elections we will have 438 pilots eligible to vote. This is an alarming state but can be rectified if the contractual pilots are made permanent members. The Executive Committee had carried out the exercise of amendment to the relevant clauses of the constitution but failed to get the retired pilots consent as such the status quo remains.

It is also pertinent to point out here that with the weak and indifferent Flight Operations Managements in the recent past the burden of responsibility has increased manifold on the Association. The issues which fall in the charter of duties of the SVP Flight Operations and his team keep pending for years and no action is taken to rectify them. Whereas planning, scheduling flights/roster of the pilots, their training etc. are the primary responsibilities of the Flight Operations but issues like medical, leave, travel, hotels etc. are no less important to be brushed aside. The FOM clearly states the duties of the SVP Flight Operations.

With this laxity on the part of Flight Operations, the Association has to get these issues resolved. Even the seat confirmations for pilots and their families have been done by the active involvement of the Association, as no system devised by the concerned in the Management has worked efficiently.

The Executive Committee in its term has done its utmost to get all the pending issues resolved. There are some issues like leave accumulation, permanent employment of contract pilots and the medical facility for the serving pilots, which have been resolved. However, the early retirement issue is being handled on arbitrary basis, the confirmation of seats on leave is nowhere close to any systematic procedure and the pension issue pending since 2003 is still being debated with the Management. The Executive Committee will continue to strive to get these issues resolved in the remaining weeks of its tenure.

#### CAREER PLAN:-

Career Plan has a serious impact on the emoluments of the pilots as the take home is directly proportional to the equipment one is operating on. The only apparent solution to this is the fixed salary package of the pilots which is dependent only on the years of the service. Till such time such a package is proposed, approved and implemented, it has to be tackled in the prevailing circumstances.

Therefore, it would be appropriate to mention here that the Career Plan has been a thorny issue for the last six months or so. The arbitrary issuance of a circular of 6th July 2007 on Career Plan by the Management had no formal agreement with the Association. Such important documents are always signed by both the parties before issuance or implementation. Exchange of drafts does not mean that PALPA has agreed to it. Additionally, we had an assurance from the Flight Operations Management on 3rd July 2007 that no such move shall be initiated without a mutual understanding and only three days later the subject circular was issued.

The Executive Committee never wanted to agree on any system in which seniority is bypassed or arbitrary movement of any individual takes place. The lateral movement issue has been a hotly debated one. The Executive Committee had laid down strict conditionalities like resolution

of pension, tickets and early retirement, with the main condition being a PIAC Board decision clearly stating the grounding/redundancy of B-747, with proper time frame and its subsequent utilization.

Without this assurance, the Flight Operations detailed pilots from B-747s to B-777. A PALPA Flash was sent out stating that it had nothing to do with this lateral movement. Through an earlier decision of the Court, a senior PALPA member, Capt. Haroon raised the issue in the Court which upheld its earlier decision and clearly stated that there shall be no lateral movement.

We commend his personal efforts for the job well-done. The matter being of a serious nature needs careful handling but let me emphasize here that favouritism and nepotism, if tried, has a strong resistance at personal and collective level, within the community.

#### PALPA CLUB HOUSE UPDATE:-

It is indeed with great pleasure we announce that the entire construction work of the top floor is completed. The construction of the Squash court and the Gymnasium in the Basement is underway. The furnishing of the guestrooms on the 2nd floor is in the process and it is hoped that by the time this Executive Committee's tenure is completed the entire floor would be functional and operational. The only hitch, however, would be the electric power generation if all rooms are occupied and optimum utilization of the electric resource at the Club House is made. The KESC has been paid the initial charges for the provision of an additional 500 KVA transformer and the outcome is expected as is generally the routine in these government departments.

As four floors would be fully functional in due course of time, it would be pertinent to mention that an elevator will have to be installed in the Club House at the earliest to facilitate the movement.

#### PALPA WEBSITE:-

It is very discouraging that the PALPA Website which is kept fully updated at all times is not made use of by the members adequately. The professional documents, circulars and all

PALPA correspondence is posted on the website for your ready reference. We urge you to find time to visit this site and stay current and updated with the affairs of the Association. The related links available on PALPA site would help you access other aviation related sites beside AIMS and search engines like Hotmail, Yahoo, and Goggle etc.

#### RETIREMENT MEMBERS:-

The tradition of inviting the honourable retired pilots on the first Tuesday of the month after every two months has been fully established and appreciated by the senior members.

The specific issues pertaining to tickets and medical of the retired pilots are being pursued on regular intervals but the response received from the Management is lukewarm. The DMD and all concerned have been reminded time and again verbally and in writing but satisfactory results have not yet been achieved. The issues are important and need to be carried forward till a positive response is received from the Management to rectify these to our satisfaction according to the laid down rules.

#### NOMINATION OF NEXT OF KIN:-

You are requested to nominate/update your next of kin with the PALPA and the PODF. It is important to mention that some members have different next of kin nominations in PALPA, PODF and in the Flight Operations. Kindly take time out to have the next of kin nominations at all these places the way you would actually want them to be.

#### SALARY PACKAGE 2008:-

The working of the tranche due in January 2008 has been submitted to the concerned in the Management. The Executive Committee had agreed on three proposals and the best one has been given for approval and implementation. It is hoped that this increase shall be reflected in the Salary slip of January 2008. We will communicate the outcome to you as and when the matter is resolved.

#### SHORTAGE OF PILOTS IN THE AVIATION INDUSTRY:-

An interesting article which appeared in the Newsweek of 24<sup>th</sup> December estimates that Asian Airlines alone would require 6000 additional pilots per year through 2020. The full article is available on the PALPA Website but the idea of making a mention of it in the Cockpit is to awaken the Management from the slumber and bring home the point that pilot is a rare and marketable commodity and needs to be nourished and looked after by the Airline. No one can do more to bring home this point to the higher Management than the incumbent Flight Operation Management. An immediate solution, as highlighted to the Chairman PIA and his team of senior Management time and again, is to increase the retirement age of the pilots to whatever is the current CAA's age limit for the pilots' license.

#### RETIREMENT PILOTS:-

In the year 2007 from October to December, following of our senior pilots have retired from the service of the Corporation after having served the Airline for many years with dedication and dignity.

#### PILOTS RETIRED ON SUPERANNUATION

Capt. Haleem  
F/O Zakauallah  
F/O Nasir H. Khan  
F/O Niaz Nabi

On behalf of the entire membership, we pray to the Almighty Allah for our retired colleagues and their family's wellbeing and success in everything they venture to do in future. We hold all them in high esteem and assure them of our fullest corporation.

#### QUOTABLE QUOTES:-

Always do right, this will gratify some people and astonish the rest.

(Mark Twain)

Try not to become a man of success, but rather to become a man of value.

(Albert Einstein)

Only when a tree has fallen can you take the measure of it. It is the same with a man.

(Ann Morrow Lindbergh)

A successful man is one who can lay a firm foundation with the bricks others have thrown at him.

(David Brinkley)

The elevator to success is out of order. You'll have to use the stairs... one step at a time.

(Joe Girard)

Every now and then, go away; take a little relaxation, because when you come back to your work, your judgment will be surer. To remain constantly at work will cause you to lose power of judgment. Go some distance away, because then the work appears smaller and more of it can be taken in at a glance, and a lack of harmony or proportion is more readily seen.

(Leonardo da Vinci).

If nothing seems to unify us, the fog does. It fills all empty spaces between humans, their homes and trees, covers them up under a light grey sheet of thick wool. It ends all differences between high and low, big and small, making everything look like one uniform entity.

(By 'Viewfinder').

#### HEALTH TIPS:-

Fat is required by the body as a ready source of reserve energy. It supplies essential fatty acids, carries fat soluble vitamins A, D, E, and K in the bloodstream for distribution, regulates the body's temperature and protects it from external damage, acting like a cushion underneath the skin.

It is very important to know nutritional facts about the types of fat, especially the cooking oils commonly consumed.

Omega 3, Omega 6 and Omega 9 fatty acids are very good for health, as they help prevent chronic diseases such as cancer, diabetes and heart attack.

#### PERCENTAGE OF FATTY ACID DISTRIBUTION IN VARIOUS OILS.

<u>ITEM</u>	<u>OMEGA-3</u>	<u>OMEGA-6</u>	<u>OMEGA-9</u>
Corn Oil	-	59	17
Coconut Oil	-	2	92
Flax Oil	57	18	9
Olive Oil	-	8	10
Safflower	-	79	8
Sesame	-	41	13
Sunflower	-	69	13
Walnut	8	51	16

#### **OBITUARIES:-**

Following of our senior colleagues have lost their lives:

إِنَّا لِلَّهِ وَإِنَّا إِلَيْهِ رَاجِعُونَ

1. Capt. ® Sadiq Ali Khan
2. Capt. ® T.H. Naqvi
3. Capt. Tamim

Following of our colleagues have lost their dear ones as mentioned against their names:

1. Capt. T. Muzaffar Mother
2. Capt. Sohail Tayeb Father
3. Capt. Arshad Khan Father-in-Law
4. Capt. T. M. Rabbani Mother
5. Capt. Sohail Baluch Mother
6. F/O Ather Ansari Mother

May Allah in his infinite mercy grant our colleagues and their families' strength, courage and patience to bear this irreparable loss. 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.

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ST-31, Block-5 Kehkashan, Clifton Karachi-75600, Pakistan.

Tel: +92-21-5824037, 5868860 Fax: +92-21-5862312 Email : info@palpa.org.pk www.palpa.org.pk