



COCKPIT

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PALPA NEWS BULLETIN

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

DEAR MEMBERS:

اسلام علیکم

Eid Mubarak to our respected colleagues and their families.

By the grace of Allah, all of us have had the blessings of the Holy month of Ramazan followed by the auspicious occasion of Eid.

I am sure everyone has enjoyed the festive time of the year. In our busy schedule and hectic routine let us not forget the families of Capt. Hamid and F/O Abrar, who must have gone through painfully sad moments during this period. Let all of us once again pray to Allah to grant the departed souls highest place in their heavenly abodes and their families the strength to bear this irreparable loss. (AMEEN).

INTRODUCTION

CAREER PLAN: The Cockpit issue is being taken out regularly to update the membership on the latest happenings. Since the last time a special General Body meeting was convened on the subject of CAREER PLAN. The meeting generated a heated discussion and the final outcome was that the word "equation" should not be used and the "option" should be given to even those who are on the ATR. This favour to the Management, if granted, should be for a limited and a specified period of time. The current scenario is that due to availability of enough pilots to the Management because of grounding of F-27 aircraft, the situation has eased off for the time being.

PENDING ISSUES: The PALPA Executive Committee has once again reminded the Chairman PIAC about outstanding issues through a letter, followed by a meeting with the Chairman on 12th October, 2006. The Chairman has been conveyed the strong resentment of the membership and we expect a positive outcome on these issues in the near future. The extracts of the subject letter are reproduced below for your perusal.

Subject: PENDING ISSUES:

"In spite of the dedication and selfless contribution by PALPA members, the Management has not sorted out/resolved the issues, which are related to the working conditions and were essential elements of the MoU signed in November 2005. The Committee representing Management had assured the PALPA Executive Committee that the genuine demands would be met within six months starting 1st April 2006, but it was not to be. The letters sent out by PALPA on varying subjects at different times have not been given due emphasis whereby the Executive Committee had to bear the brunt of its membership while requesting them to cooperate and help run the operation smoothly.

"The copies of the letters sent out during this period are attached herewith for your perusal and ready reference. Most of these subjects will have negligible financial impact on the Corporation and if rectified urgently would help enhance the level of motivation, besides removing unnecessary irritants, which the pilots face on regular basis. Urgency in solving these issues is requested to satisfy the just demands.

The patience of the membership and that of the PALPA Executive Committee has reached its threshold. For many months the attitude adopted by the concerned departments i.e. Flight Operations, Marketing, and Traffic etc. has forced us to bring these issues to your personal attention once again. The issues, which need immediate attention, are once again enumerated below:

"PENSION FORMULA: The formula to calculate the pension enforced before the restructuring of the Cockpit Crew salaries be implemented with immediate effect. Capping of pension amount is against the fundamental rights of the employee and challengeable in the Court of Law.

"ACCUMULATED LEAVE: The Circular Nos. 31/2005 dated 31st April 2005 and 039/2006 dated 5th June 2006 should either be withdrawn in toto **OR** the pilots be given their accumulated leave **OR** encashed as per the Corporation's rules.

“FAMILY TRAVEL: The seats for international travel in particular for serving/retired pilots should be confirmed as per the instructions sent out from the office of Director Marketing on the subject of **Booking in `D` class**, dated 21st April 2006, which should not be left at the mercy of programmers in the CRC. The system should be so programmed that no personal intervention at any level is required. Once confirmed, the traffic staff should have no authority to deny/degrade the boarding. Company travel is our privilege, as such it should not be taken as loss of revenue.

“DOMESTIC TRAVEL: Serving/Retired Cockpit Crew should be allowed to travel in the Club Class when travelling on their own, as has been the practice in the past. The travel is **‘Subject to Load’** as such; non-availability of seat in the Club Class would automatically be down graded to economy plus/economy class as applicable.

“RETIREMENT: Voluntary retirement should not be impeded provided the criteria laid down in the relevant policy is fulfilled. This again tantamounts to the right of the employee, which cannot be tampered with. In the business of aviation, a disgruntled pilot is a Flight Safety hazard as such he is likely to cause incidents/accidents.

“MEDICAL: The current dichotomy in the medical policy for Serving/Retired Pilots needs to be reviewed. The pilots who have served with dedication for decades cannot be maltreated at this stage of their lives. Majority of them have never availed any medical facility while they were in service and when they need it most, they are being deprived unfairly”.

Signed
GENERAL SECRETARY
PALPA

OUTCOME: In the meeting with the Chairman it was concluded that all these issues should be discussed at the earliest and resolved amicably. The Executive Committee has principally decided that the issues like Pension or Retirement, if not agreed to by the Management, will be taken up in the Court of Law. It has been emphasized adequately to the Management that these issues are our rights and cannot be taken lightly. The Management has also been apprised to take up these points on urgent basis to eliminate unnecessary irritants. The Executive Committee will communicate to the membership of the latest on these subjects as and when concluded.

CONTRIBUTION OF PALPA MEMBERS FOR CAPT. HAMID'S FAMILY.

An amount equivalent to 4% of the gross salary of all pilots members as per the PALPA constitution, has been collected and the cheque is ready to be given to Mrs. Hamid.

The PALPA Executive Committee has also decided to collect 2% for F/O Abrar Chughtai from the salaries of all pilots in the month of December-2006.

The Executive Committee also concluded that the contribution would be subject to approval from individual members. If anyone does not agree to contribute for this noble cause may communicate his decision to PALPA in writing, the last date being the 20th November, 2006”.

BOEING-737 INCIDENT PK-257 DATED 3RD SEPTEMBER, 2006

Capt. Shayan & F/O. Faisal Janjua's professional act of saving a B-737, which had its elevator blown off during the flight PK-257 to Doha, Qatar, is highly appreciated. The cool manner in which the emergency was handled deserves utmost appreciation and commendation. The Management showed an indifferent attitude by not projecting it in the manner it deserved to have been portrayed in the media. A brief summary of the incident is mentioned as under:

PK-257 EMERGENCY LANDING IN DOHA, QATAR:

“Capt Shayan Haqqee and F/O Faisal Janjua were detailed on PK 257 (KHI-DOH-KHI). When they came on the aircraft they found engineers working on the aircraft and then after a little while aircraft was released for the flight to Doha. There were 2 Ground Engineers on board also. During all phases of flight, crew was experiencing airframe vibration and the same was reported to the Ground Engineers on board. While descending into Doha, there was a very loud bang and the aircraft started shaking badly. The crew declared an emergency. On the approach when they extended the landing gear there was no indication in the cockpit. The crew discontinued the approach and made a low pass at 1000ft to get a verification from the tower for landing gear extension and then did a visual check through cabin too. They made another approach and landed safely. The ATC of Doha were very helpful. They were no injuries and passengers were all safe”.

Through this write up, PALPA Executive Committee acknowledges the manner in which a very serious emergency was handled by the crew.

Capt. Shayan and F/O Faisal Janjua deserve genuine appreciation for the professionalism they displayed in salvaging an extremely tricky situation, thereby saving valuable lives and the PIA aircraft. You have made all of us proud. (Well done)



BOEING-737 AFTER LANDING.

WRIT OF THE CAPTAIN

In response to our letter on the subject of Authority of Captain on board the aeroplane, the Management has issued and distributed the following, dated 16th October, 2006 to maintain the writ of the Captain. The same is reproduced below for your perusal.

Subject: ADHERENCE TO SOPs AND CARS.

"The authority of operating captain of a flight is established in accordance with Civil Aviation Rules and company regulations. The commander of a flight is responsible for safe conduct of the flight and has full authority to issue instructions whenever deemed necessary.

Cabin crew on duty, are required to follow all commands of operating captain. If at some point it is felt by the Senior Purser/Lead Cabin Crew or any operating crew that a certain instruction is not within the norms of laid down procedures, he/she shall not create any situation on the flight but report it after the flight for Management's information and action as deemed necessary.

It is important to understand that the laid down chain of command must invariably be followed strictly as it is a mandatory CAA requirement for safe conduct of any flight. **The captain's authority must not be questioned at any stage.** Strict adherence is mandatory to these instructions".

Signed
General Manager,
Flight Services.

It need not be emphasized that the writ of the Captain is unchallengeable but to preclude any untoward situation, the members are requested to exercise utmost caution in exercising their authority while in command.

SALARY ENHANCEMENT

The Executive Committee has initiated the process of enhancement of salaries in January 2006. The Management will be informed about the distribution of the amount it concluded with PALPA Executive Committee to be disbursed in January 2007. The PALPA Executive Committee fully appreciates the way membership is cooperating and hopes that we don't reach a situation where we have to withdraw this extra cooperation.

ON ASSUMING OFFICE

PALPA Executive Committee welcomes Capt. Furqan as the new Senior Vice President (Flight Operations) w.e.f. 1st November, 2006. The Executive Committee also congratulates him on his new assignment and hopes to work with him for the overall benefit of the pilot community. Through this write up we assure the new incumbent of our support and hope that Capt. Furqan will reciprocate accordingly.

FOREIGN CONSULTANT

The PALPA Executive Committee is closely monitoring the developments taking place on hiring of a foreign consultant into the Flight Operations Department. The Chairman had been apprised about the serious repercussions such an induction would have on the overall working conditions in the Department. This unprecedented change is a serious reflection of mismanagement that prevailed and a sober review needs be taken by those holding various posts there.

These gentlemen have collectively brought the Flight Operations Department at a juncture which has humbled and humiliated the entire pilot community. This era and the one before this will go down in our history as a period which brought huge embarrassment to everyone connected with the Flight Operations.

PALPA Executive Committee will do its utmost to salvage the situation by finding an amicable and principled solution in consultation with the Senior Vice President (Flight Operations). **We are open to any positive change but let this be absolutely clear that any reform which would adversely affect our Working Conditions will be resisted robustly.**

SERIOUS SICKNESS

Till going to the press, Capt. Ali Khan is seriously ill and fighting for his life in the Kidney Centre, Karachi. He is going through dialysis on regular basis which can only be corrected through a kidney transplant. The members are requested to pray for his health and recovery and it would be much appreciated if anyone could help him find a donor. This needs to be done on emergent basis as Capt. Ali Khan doesn't have any other option available except this one.

OBITUARIES:

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

- | | | |
|-----|----------------------|----------------|
| 1. | F / O Arshad Saeed | Father |
| 2. | Capt. Raffat Jamil | Father-in-Law |
| 3. | F / O Aman | Father |
| 4. | F / O A.B Alvi | Father |
| 5. | Capt. S. Mumtaz | Mother |
| 6. | Capt. Ayesha Rabia | Father |
| 7. | Capt. Zafar Ahmed | Father |
| 8. | F / O Irshad Khan | Father |
| 9. | Capt. Salim Ahmed | Brother-in-Law |
| 10. | F / O Saeed A. | Brother-in-Law |
| 11. | Capt. Khoso | Father |
| 12. | Capt. M. Karim Mirza | Brother |
| 13. | Capt. Amjad Zia | Father |

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!)

HEALTH SEGMENT

1. BEATING STRESS: Beating stress when flying can be very difficult.

Relax, take a deep breath and de-stress. The following tips should help you to enjoy a more relaxed and stress free flight.

- Ensure that you get a decent night's sleep before flying, as tiredness can compound stress.
- Planning ahead can help avoid many situations which contribute to a stressful flight.
- Always leave plenty of time to complete all the formalities like customs, immigration, security checks etc especially at large busy airports. It is vital that you provide additional time to accommodate these possible obstacles.
- When waiting for the flight, try to relax your mind, rather than getting wrapped up in any delays or crowds, which may begin to cause nervous energy released as stress.
- Time permitting; dissipate excess energy by taking a brisk walk or doing physical exercises before the flight.
- Avoid alcohol as this will only disorientate and tire you further.
- Drink plenty of water the night before, during the flight and even afterwards to avoid dehydration.

2. ACTIVITIES TO BURN 100 CALORIES

Activity	Duration in (Minutes)
● Fast Running	09
● Fast Walking	15
● Walking Normal Pace	23
● Gardening	24
● House Work	27

★ **REMINDER : Membership is requested to show utmost care & professionalism as the CAA(Pak) is carrying out random checks regarding various aspects of Flight Safety**

3. RECOMMENDATIONS FOR NORMAL BLOOD PRESSURE & CHOLESTEROL:

(According to WHO Guidelines)

BLOOD PRESSURE:

<140/90 mm hg and <130/80 mm hg for patients with diabetes.

CHOLESTEROL:

According to ATP III Guidelines (Revised 2006)

Lipid Profile	Normal	With Known Heart Disease
Cholesterol	<180 mg/dl	<160 mg/dl
LDL Cholesterol	<100 mg/dl	< 70 mg/dl
HDL (Males)	>35 mg/dl	> 35 mg/dl
HDL (Females)	>45 mg/dl	> 45 mg/dl

4. CLASSIFICATION OF WEIGHT BY BODY MASS INDEX (BMI) IN ADULT ASIANS.

Formula:

BMI= Weight in kgs divided by height in meter square.

Classification	BMI	Risk of Co-morbidities
Underweight	<18.5	Low
Normal range	18.5-22.9	Average
Overweight	>23	
At risk	23-24.9	Increased
Obese 1	25-29.9	Moderate
Obese 11	> 30	Severe

The Asia-Pacific Perspective WHO 2000

5. DAILY CALORIC REQUIREMENTS:

● **Non-Active:** 1500 Kcal approximately.

● **Active:** 1800 + Kcal (depending on the type of activity).

LAST BUT NOT THE LEAST

Reproduced below is a letter dated 7th November, 2006 written to the Chairman PIAC, regarding Revision of Pilots Salary.

Subject:- DISBURSEMENT OF RS. 225.0 MILLIONS FOR 2007 REVISION OF PILOTS SALARY

"Reference is made to the above-mentioned subject and Circular No. 36/2006 dated May 26, 2006 notifying revised salary structure of Pilots.

The approval of staggered increase of Rs. 225.0 millions each in years 2007 and 2008 to be given to the pilots by the Management is due by January 2007. Disbursement and distribution of the said amount amongst the pilots has been done by PALPA Executive Committee, which has to be communicated to the concerned officials in the Management.

As we are already in the last quarter of the year 2006, your directive in this regard to the concerned officials will be highly appreciated, so that a smooth transition from year 2006 to 2007 is achieved.

We hope you would appreciate the gravity of the situation and would personally intervene, if required, to expedite the finalization and disbursement of Rs. 225.0 millions for the year 2007".

President PALPA



ARIF MAJEED
General Secretary

LONG LIVE THE UNITY OF PILOTS.

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