



COCKPIT

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Pakistan Air Line Pilots' Association

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PALPA NEWS BULLETIN

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

DEAR MEMBERS:

السلام عليكم

The higher Management has yet again been changed. With this latest change history has been made in which an esteemed Senior PALPA member has taken over as the MD PIAC. Never before a PIA pilot has occupied that seat in the National Airline.

The elevation of Capt. Aijaz Haroon to that status has been welcomed by all and sundry. As an Association we heartily congratulate him and wish him luck. Not only PALPA but the entire human resource of the Airline is looking upto him as a harbinger of success. In his previous appointments in the Airline he had certainly delivered positively and the culture of those departments had gone through a radical change.

Therefore it is safe to assume that the employees of PIA have the ability to deliver in the existing scenario, provided they are guided and motivated effectively. The Association has always emphasized this aspect to all previous Chairmen/MDs' that the actual worth of the Airline is its Human Resource, which needs to be looked after. The experience of this Airline is being exploited by other regional airlines only because PIA is unable to motivate its work force and take the requisite work out of them. The pilots being the backbone of the Airline are doing a wonderfully good job and by the grace of Allah the Flight Schedule is going on smoothly and safely.

With the change at the highest level, our Flight Operations Department has also gone through the replacement of its DFO. Capt. Shuja Naqvi has taken over from Capt. Naveed Aziz. The out going DFO had a short stint in the office but the level of cooperation and understanding of mutually agreed targets was indeed a breath of fresh air. The same spirit is being carried

on by the incumbent DFO, albeit his added responsibilities. The Cabin Crew department is now working under the DFO. The Flight Operations team of the DFO has much more to handle with virtually the same resources.

All the General Managers previously designated as Chief Pilots, have to prove that the changes envisaged by the MD are doable and achievable. The immense responsibility on the Flight Operations and the achievement of its targets are being critically watched by the entire Airline. In pursuit of the designated aims the Association assures all of our esteemed members appointed in various capacities in the Management its fullest support. We would like to heartily congratulate and wish the following the best of luck in their respective assignments.

- | | |
|--------------------------|--|
| • Capt. Shuja Naqvi | Director Flight Operations |
| • Capt. Shahid Hussain | General Manager (Technical) Ops |
| • Capt. Omer Ishak | General Manager (Coordination) Ops |
| • Capt. Humayun Muzaffar | General Manager (Crew Training) |
| • Capt. Salman | General Manager (Corporate Safety & HSE) |
| • Capt. Saleem Ahmed | Ex-Officio General Manager (B-777) |
| • Capt. Akeel Akhtar | Ex-Officio General Manager (A-310) |
| • Capt. Kaleem Chughtai | Ex-Officio General Manager (ATR) |
| • Capt. Bayar | General Manager (PHS & RS Division) |

FIXED SALARY PACKAGE:-

The Association has prepared Fixed Salary Packages, which have to be debated and approved by the Executive Committee. Our endeavour is to get a Fixed Salary Package approved in order to ensure emoluments distribution based on seniority. This arrangement shall ensure that every one flies his share of flying quota and the equipment and routes have no bearing on his/her Salary Package. Additionally, this shall encourage pilots

to take leave, not be worried about handling their finances while in training phase or being temporarily grounded on medical grounds.

The onus of rostering, scheduling and optimum utilization shall be on the Flight Operations. The department will have to ensure equitable distribution of flying while the crew will have to carry out their share religiously.

The Association appreciates the fact it has to work out the details meticulously which takes into account all related aspects. Once and if the arrangement is finalized the membership shall be taken into confidence before implementation.

MEETINGS WITH THE MANAGEMENT:-

The Executive Committee has had a few meetings with the Management in which various issues, pending for a considerable period of time, were discussed. The MD PIAC was very receptive and positive and dealt each issue separately and gave decisions. These are mentioned here briefly:-

- **Domestic Travel:-** The Cockpit crew shall be issued the Economy Class Ticket and accommodated accordingly. However, if no seats are available in economy class then, subject to availability of seats in economy +, the crew and the families shall be adjusted in Economy +.
- **Rebated Tickets For Retired Pilots:-** The Retired pilots shall be given 95% rebated tickets as is applicable to the serving pilots. The Admin Order shall be issued shortly.
- **Early Retirement:-** No pilot shall be stopped from seeking an early retirement provided he meets the criteria agreed to earlier through Circular No. 31/2007, dated 24th March 2007.
- **Medical Facilities For Retired Pilots:-** The MD PIAC has directed the GM Human Resource & Administration to give him a complete report on the subject with the aim of streamlining the process and all bottlenecks regarding medical for retired colleagues.
- **NS-I Travel:-** The Association is endeavouring yet again to have a fool proof system to have the seats confirmed for the crew and their families travelling on NS-I. The IT department has supposedly developed the software which will enable the system to automatically screen the seats which have less than 36 hours from the scheduled departure and confirm them, provided there were seats available in the Club Class.

The system is being run on trial basis and, hopefully, by the time this COCKPIT reaches you the system would be functional and in place. The Association shall convey to you the procedure and if any action has to be taken by you while booking your seats.

The MD PIAC assured the Executive Committee that he will personally look into making a system which has no human intervention.

- **Pension:-** The MD PIAC was apprised of the entire case and the unilateral and discriminatory, clauses which are being applied in calculating pilots pension. The MD was of the view that the matter will be resolved and anything that is discriminatory or unjustified shall be removed.

LOCKING THE COCKPIT DOOR AND ENTRY:-

An INFO has been displayed in the Flight Operations at Karachi, Islamabad and Lahore in which the members have been requested to adhere strictly to the in-flight procedures of unlicensed crew visiting the cockpit during Flight and keeping the cockpit door closed and locked during all phases of Flight.

In a couple of instances our crew was reported to have disregarded these instructions which resulted in these instances appearing in the print and electronic media. Although inquiries conducted separately for these cases by the Flight Operations department found no fault on the part of respective crews but the Association and its membership earned a bad name. The Association served a legal notice to the reporter of a private TV channel who approached the MD PIAC to intervene and refrain the Association from pursuing the litigation. On the reporters' assurance and MD's advice the Association agreed to drop the proceedings, on the condition that incidents related to the flight crew, if any, shall be verified before being circulated in the press.

The Association requests all its members to be extra careful as there are elements who are working against the very idea of the Airline being headed and governed by a pilot.

PALPA SUB-COMMITTEES:-

The Executive Committee had formed various PALPA Sub-Committees to facilitate the working in the Association, the list of which was circulated to you earlier. In case you have a query or an idea or you would like to work in a particular sub-committee as a co-opted member, you may contact any member of the respective Sub-Committee. The basic idea of these Committees is to keep the

Association focused on professional aspects, in line with the developments and the changes taking place at the International level in the Aviation Industry.

Your input shall be highly appreciated.

RETIREES:-

In the year 2008 from 16th April to 15th June, 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:

- | | |
|-----------------------|---------|
| 1. Capt. Khalid Karim | P-35217 |
| 2. Capt. Tauqir | P-29251 |
| 3. Capt. Ali Hamid | P-31123 |
| 4. Capt. Bakhtyar | P-25535 |
| 5. Capt. Usman Younus | P-22900 |

PALPA CLUB HOUSE UPDATE:-

This is to apprise you all about the on-going projects and progress in the affairs of the PALPA Club House, during the last month.

1. Presently over 70% of PALPA Club House is being lit by energy saver bulbs. This change shall ensure a huge saving in cost of electricity besides conservation of energy.
2. An electric lawn mower has been purchased to keep the lawns trimmed at all times.
3. Room donation rates have been revised, keeping in view the rising cost of utilities. The lawn donations remain the same but separate charges for a rented generator shall be applicable. Further, to protect our lawn and property, in general, a panel of approved caterers/decorators will be the sole providers for events on the lawns.
4. All donations shall be subject to sales tax @ 16% (Govt. taxation policy) from 1st July 2008.
5. Gymnasium timings have been made more flexible. New dumb bells, weights, twister and bench press have been purchased.
6. Swimming Pool timings have also been changed due to the pressing demands from many of our life members' spouses and their children.
7. Yoga classes, are now being conducted by a lady instructor, for ladies only. The evening classes have

been filled. However, morning classes may be provided more ladies are interested to join the class.

The Club Committee is providing light snacks by the pool side. The process of buying a multi media has already been initiated. Once procured, we hope to resume movies and dinners on weekly basis. You will be informed of the progress as soon as it materializes.

On humanitarian grounds; PALPA Club House Committee has agreed to hold charity movies once a month. An NGO, EXTRACORP, which is run by the youth for the youth, will screen motivational movies. The donations will be directed towards Physically and Mentally Challenged Youth (PMCY) to set up, own, manage and lead a conglomeration of enterprises to economically empower themselves.

EXTRACORP is managing set ups like "Pleasures", "The Bokeri", and a snack bar "Rangila" etc. Your presence at these events would not only add value, but would also motivate the youth from with-in and outside our community.

We look forward to your positive contributions. Please feel free to come over and share your valued ideas.

CHANGE OF RATES OF CULLIGAN WATER FOR PALPA MEMBERS:-

We would like to inform you that due to increase in the fuel and other utilities, the rates of Culligan purified water bottle has been increased by the Suppliers from Rs. 65/- to Rs. 75/- per bottle w.e.f. 1st July 2008. This is applicable to those who are being billed on monthly basis. Those members buying on coupons may convert on the billing system to buy water on cheaper rates. Kindly contact Mr. Rahat in PALPA for conversion. Members are requested to settle their bills as per the agreed new rate.

MEDICAL UPDATE:-

TAKE A SHORT NAP.

While a full night's sleep is vital to good health, stamina and alertness, a short nap can also do wonders for your mood and performance.

The American National Sleep Foundation offers these suggestions for good napping.

HEALTH TIPS.

- Limit the nap to 20 minutes to 30 minutes. This shouldn't leave you feeling groggy or interfere with your ability to fall asleep at night.

- Make sure you have a good sleep environment. Choose a cool, dark and quiet room to help you fall asleep and have a restful nap.
- Choose the right time to nap. Your body may not be ready for more sleep if it's early in the day, while napping too late can cause problems falling asleep at bedtime.

IS CHOCOLATE A HEALTH FOOD?

Pure chocolate (without added milk) contains more than 300 chemicals, and has been the subject of a number of studies by universities and other scientific organizations. Here's a quick rundown of the results.

- Cacao, the source of chocolate, contains anti-bacterial agent that fight tooth decay. Of course, this is counteracted by the high sugar content of milk chocolate.
- The smell of chocolate may increase theta brain waves, resulting in relaxation.
- Chocolate contains a mild mood elevator.
- The cocoa butter in chocolate contains a mono-unsaturated fat which may raise good cholesterol.
- Drinking a cup of hot chocolate before meals may actually diminish appetite; ideal for weight watchers.
- Men who eat chocolate live a year longer than those who don't.
- Chocolate may help keep blood vessels elastic.
- Chocolate increases antioxidant levels in the blood.
- Ancient healers have used chocolate to treat bronchitis and insect bites.
- The carbohydrates in chocolate result in a sense of well being.

GO FOR THE PUREST FORM OF CHOCOLATE, GENERALLY CALLED DARK CHOCOLATE.

GREEN TEA

- Add a twist of lemon to your green tea. Citrus juice increases the absorbability of the tea's antioxidants by more than five times.

QUOTES:-

1. If you want others to be happy, practice compassion. If you want to be happy, practice compassion.
2. Let freedom reign. The sun never sets on so glorious a human achievement.
(Nelson Mandela)
3. The difference between constructive and destructive criticism is simple: the former is what you give while the latter is what you get.
(Frank Walsh)
4. Among my most prized possessions are words that I have never spoken.
(Orson Rega Card)
5. What really flatters a man is that you think him worth flattering.
(Bernard Shaw)
6. It is better to be approximately right than precisely wrong.
(Warren Buffett)
7. I'm lazy. But it's the lazy people who invented the wheel and the bicycle because they didn't like walking or carrying things.
(Lech Walesa)
8. God made time, but man-made haste.

OBITUARIES:

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

- | | |
|------------------------|---------------|
| 1. Capt. N.A. Bucha | Wife |
| 2. Capt. Bakhtyar | Sister-in-Law |
| 3. Capt. T.M. Rabbani | Mother-in-Law |
| 4. Capt. Mumtaz-ul-Haq | Brother |
| 5. Capt. Humayun Raza | Mother |
| 6. F/O A.U. Asim | Father |
| 7. F/O Rauf | Sister |
| 8. F/O Shahab | Mother-in-Law |

إِنَّا لِلّٰهِ وَإِنَّا إِلَيْهِ رَاجِعُونَ

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.