



# COCKPIT

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Pakistan Airline Pilots' Association

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## PALPA NEWS BULLETIN

*Affiliated with*

*International Federation of Airline Pilots' Associations & International Transport Workers Federation*

DEAR MEMBERS:

السلام عليكم

The year 2006 has finished on a fairly good note except for the Fokker crash, which happened in July 2006. The loss of our colleagues was indeed a great tragedy for the entire membership and the respective families. The contributory factors of such crashes are not paid requisite emphasis; as such, the repetition is most likely to happen. In this crash, FDTL was one of the major causes, an area to which the Management is paying scant attention. Whatever document is referred to the ANO 3A, FOM 2006 or Admin Order 17/2001, gross violations of Flight Duty Time are observed. The Flight Operations are planned haphazardly and the entire planning and scheduling is base on adhocism and favouritism and carried out arbitrarily. The crews are going overboard to keep the schedule running while compromising their family lives and risking their health. The medical waivers of scores of pilots bear enough testimony to prove this point. **Time and again, we have requested the members to look after themselves as the duty time limitations are devised after extensive research, over an extended period of time, for their benefit.** Unnecessarily exposing oneself to health hazard or accepting/agreeing to operate flights on short notices or on off days are risks one can do without.

### SALARY PACKAGE:

To put things in the correct perspective, the incumbent Executive Committee managed to have a substantial pay rise after a break of almost five years. **A 20% rise on Basic Pay only was given by the previous Chairman on his own,** while PALPA had no say or consulted about it. This meagre increase in amount was virtually negligible or to put it more appropriately given as a token money.

The Working Agreement signed in 1995, which lapsed in 1998, was the last time any PALPA Executive Committee had a negotiated pay rise. It would be pertinent to point out that at this juncture the Working Agreement is suspended and the Government at the central level is anything but a civilian government. We are pleased to inform the membership that the second tranche has already been included in the salaries effective 1st January 2007. There are, however, a few anomalies, which have been taken up with the Management. We are sure to clarify this issue with the Management and seek redressal of any wrong interpretation at their end. **Once settled you shall be informed through an INFO/NOTICE.**

### TAX ON FLYING ALLOWANCE:

The salary raise took place in May 2006 and within a month the Flying Allowance was taxed by the Central Government. This has been an aspect, which has been a touchy one for the crew. With the budget session approaching this subject came up every year and created an unnecessary anxiety amongst the membership. A heavy tax ranging from 13% upto 20% was clamped on the Flying Allowance. This became a major challenge for the Executive Committee, as the entire pay rise after restructuring would have been neutralized.

With great difficulty and through our personal efforts and contacts, the Executive Committee could convince the higher ups in the Finance Ministry and the CBR to annul/review this arbitrary decision. A flat rate of 2.5% was agreed to by the senior government officials and an amendment made in the Finance Bill 2006. This change was communicated to the membership and a Special General Meeting was convened. Barring a few individuals, an overwhelming majority agreed to the reasons and logic the government had on levying this tax. Although this exemption was always there but the pressure on government from the world monetary bodies was so intense that nothing lower than this tax would have been acceptable at any level. **We thank the vast majority of our membership to have understood our predicament and approved our stance on this sensitive tax issue.**

### DEDUCTION OF PALPA SUBSCRIPTION:

Just when we had handled the Flying Allowance Tax issue, the Human Resource Department of PIA put up another spanner in our way by getting an approval though ELT regarding non-deduction of PALPA monthly subscription. The reason floated was that the Unions and Associations were suspended; as such, the deduction at source is not justified. **The Executive Committee took up this matter with full vigour and managed to convince the Chairman to reverse this decision.** The reason given was that this deduction has no repercussions for the Airline and that it has traditionally been there.

### MEMBERSHIP ISSUE:

During the first year of this term, numerous issues, which affected the members because of their own doing or otherwise were handled by the Executive Committee. As the representative body we stand by our members whenever they

need our support and would do our best to get them justice. However, certain situations in which our crew gets trapped are avoidable.

**Inter departmental personnel or authorities at the airports should not be given any reason for complaint and all efforts should be made to avoid or handle tactfully all such scenarios.** These cases not only bring a bad name to the community but also become an impediment in the way of Executive Committee's dealings with the higher management. It is requested that every one of us should keep the honour and prestige of PALPA supreme.

### WORKING CONDITIONS:

With the financial package almost done, the Executive Committee is committed to strive to improve the Pilots' Working Conditions. Not that we have not tried but many non-issues have taken up a fair amount of our time and energy. It is also important to highlight here that all welfare/admin issues have been left for PALPA to handle and our Flight Operations Department neither acts nor supports PALPA's efforts to remedy the deteriorating conditions. This stance of our Department does not deter us from taking up the matter robustly with the Higher Management. **WITH YOUR SUPPORT, WE ARE CERTAIN TO ACHIEVE THE BEST POSSIBLE RESULTS.**

For our members and their families following issues are on our priority list:

- Pension Heads and the governing Formula.
- International Travel on Annual Leave.
- Leave Accumulation/encashment.
- Medical Facilities for Serving/Retired Pilots.

### PALPA CLUB HOUSE UPDATE:

It is very heartening to report that the members and their families are using the PALPA Club House facilities extensively. The main Lawn and the guest rooms have earned us a handsome amount in the last quarter of 2006. The tempo is continuing in year 2007 as well. Needless to emphasize our guest rooms at times becomes the only available accommodation when the Management fails to provide hotel accommodation to the crew for onward duties. The contract pilots of PIA have been offered the Club House membership on a reasonable charge. A few individuals have responded while others are expected to contact us. This will enhance the membership of the Club and would hopefully encourage and pave way for contractual pilots to become permanent PALPA members.

The Club House up gradation work is going on at a reasonable pace. The flooring of the top roof is being re-done because of the shoddy work carried out in late nineties. The cracks, which have developed were leading to seepage in the third floor rooms. Once the roof is done the Masonary work will then be undertaken on the third floor. We hope to complete the remaining guest rooms by the end of 2007.

### ANNUAL GENERAL MEETING REMINDER:

Members are once again reminded that the Annual General Meeting of PALPA shall be held on Saturday 24th February 2007 at 17:00 hrs. at the PALPA premises.

The AGM will be followed by a Dinner. All members are requested to attend the meeting.

### BI-MONTHLY TEA PARTY FOR RETIRED PILOTS:

Through this Cockpit we once again want to remind our senior colleagues about the Tea Party which will take place on the 1st Tuesday of March 2007. This is an activity which is introduced by this Executive Committee, which has had a very healthy response from the Retired Pilots. The event takes place every two months on the 1st Tuesday of the month.

### SAD DEMISE OF CAPT. ALI KHAN :

With profound grief we inform our members that Capt. Ali Khan left us for his heavenly abode (INNA LILLAHE WA INNA ELAIHE RAJEOON) after a prolonged sickness, on 25th January 2007 in Karachi.

We pray to the Almighty Allah to give courage to our colleague's family and relatives to bear this irreparable loss.

**WE REQUEST ALL OF YOU TO RECITE SURAH-E-FATEHA FOR THE DEPARTED SOUL.**

### OBITUARIES :

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

- |    |                      |         |
|----|----------------------|---------|
| 1. | Capt. Zubair Subhani | Mother  |
| 2. | F/O. Riaz-ul-Haq     | Father  |
| 3. | Capt. Tariq Balouch  | Mother  |
| 4. | Capt. Salim Lodhia   | Wife    |
| 5. | Capt. Eizaad Ali     | Brother |
| 6. | F/O Riffat Haye      | 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!)



**F/O ARIF MAJEED**  
General Secretary

### LAST WORD :

**KINDLY AVAIL YOUR P-LEAVE AND 10 DAYS OFF EACH MONTH AS PER YOUR ENTITLEMENT.**

**LONG LIVE THE UNITY OF PILOTS.**