



COCKPIT

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PALPA NEWS BULLETIN

Affiliated with

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

Dear Colleagues

السلام عليكم

The membership deserves to be congratulated on the successful signing of Circular 31/2007 dated 24 March 2007. **REVISED TERMS AND CONDITIONS OF SERVICE: PILOTS.** This Executive Committee had all along kept you informed on the status and progress of the pending issues. These issues were inherited by this Executive Committee but as they were adversely affecting the pilots and creating unnecessary anxiety the Executive Committee kept pursuing the higher Management to resolve the pending issues.

The Senior Vice Presidents of Flight Operations were time and again requested to take up these matters but the response was not forth coming. The current Flight Operation Manual stipulates the duties of the Senior Vice President as follows.

“Direct and support chief Pilots, Chief Flight Engineers and General Managers in dealing with flight crew welfare, disciplinary, personal and admin problems/issue.” (1.2, Chapter 1, page 5)

Having exhausted all options to get the remedy, the Executive Committee informed you through INFO on 15-03-2007 about the luke warm response from the Management. Our whole hearted cooperation was not recognised. The fact that the operation on entire network was being successfully carried out by 466 pilots, which is a 119 short of the required strength, according to the Flight Operations Departments' latest statistics.

The Flash of 19 Mar 07 was sent out to you with information that the Flight Operations Manual, a legal document approved by Civil Aviation Authority (Pak), signed by the incumbent Senior Vice President, Flight Operations and distributed to all pilots, will be followed henceforth.

The membership upheld our stance and gave us full support. **The co-pilots of B-777s were fully supportive, which the PALPA Executive Committee appreciates and is proud of.** The pilots of other equipments also contributed positively but there were a few individuals who showed ignorance and kept their personal interests above that of PALPA. Unlike the previous times, this Executive Committee decided to publish the names of those who disregarded the instructions of PALPA. The Executive Committee leaves their case to be decided by the membership. The list of such pilots is available at PALPA.

The Circular 31/2007 dated 24 March 2007 has been posted on the PALPA site and the hard copies are also available. However, it is necessary to clarify and highlight the issues taken and also to put these in the right perspective. **Virtually all these issues were passed on to this committee by the previous Executive Committees.**

**PENSION.
PENDING SINCE 01 JAN, 2003.**

From Circular# 31/2007 on dated 24th March 2007.

Revision of Pensionable heads of salary and percentage for Pilots shall be carried out by the Management by 23rd April, 2007.

A committee has been formed to carry out the necessary ground work to finalize the heads and the formula to calculate the pension. The conclusion shall be communicated to you as and when it is concluded.

**MEMBERSHIP OF CONTRACT PILOTS:
PENDING SINCE APR 2003.**

From Circular# 31/2007 dated 24th March 2007.

The Clause in the Service Agreements of contractual pilots regarding non-membership of professional Association / body shall be deleted by 30th March, 2007.

This is a major break through as this professional body could not afford to leave so many pilots employed in Pakistan International Airline on contract, out of its fold. The necessary amendment, in the PALPA Constitution as approved in the Annual General Meeting 2007, is being vetted and would be circulated to you for your formal approval. After inclusion of this clause in the PALPA Constitution the contract pilots will become permanent members of PALPA. Besides enhancing our numbers, the future of the Association shall also be secured. The letters to individuals are been issued indicating deletion of clause 8 of their contracts.

ACCEPTANCE OF RESIGNATION AND EARLY RETIREMENT.

From Circular# 31/2007 dated 24th March 2007.

A Pilot's request for early retirement or resignation from service shall only be entertained, if the Pilot has served PIA for minimum 20 years and shall be subject to recovery of expenses incurred on training and under-supervision flying. Recovery shall only be made in the case of Pilot who has less than two years productive service on respective equipment and shall be on prorata basis by counting each completed month.

This arbitrary action on part of the Management had created a feeling of 'bondage' amongst the pilots. Having contributed productively for a period of 20 years, the pilots have now an option open to switch Jobs in any other airline, if they so desire. Another discriminatory clause of changing training cost from the pilots leaving on early retirement has been 'clipped' to 24 months of productivity on that particular equipment.

NS-I TRAVEL.

From Circular# 31/2007 on dated 24th March 2007.

In case of leave travel of Pilots on international routes, booking of seats against NS-I tickets shall be made in Economy Plus / Economy Class and shall be confirmed in Club Class within 36 hours instead of 24 hours, prior to schedule departure time, subject to availability of seats.

This Executive Committee had got an assurance from the Management that seats in Club Class will be confirmed 36 hours prior to departure of the Flight. This was circulated through the INFO and COCKPIT, but sadly the true implementation could not be done for lack of will on the part of the concerned departments. In spite of repeated reminders to the Management and reference to cases brought up by Pilots to PALPA Executive Committee, the CRC was not instructed adequately. **Although assurance of implementation has been given this time but we have to practically see it happen to believe that necessary instructions have been passed to all concerned.**

PALPA Executive Committee is pursuing the NS-1 Domestic Travel and rebated tickets on domestic sectors in Club Class subject to load with the Management. The latter, if agreed to, will give the crew a much better chance of travel on domestic sectors.

ANNUAL INCREASE.

From Circular# 31/2007 dated 24th March 2007.

Pilots have already been given increase in basic pay at a uniform rate of 10%, effective 1st January 2007 vide Circular No.02/2007, dated 09-01-2007. Annual increase in basic

pay @ 10% shall also be allowed to them in the year 2008, subject to announcement of merit increase for other employees of the Corporation.

The Annual Increase negotiated by this Executive Committee @ 10% had been given to the pilots from 1st January 2007. The amount earlier taken by the Management out of our kitty of Rs. 225 million for year 2007 for the Annual Increase has been adjusted back in the Pilots Disturbance Allowance. The table in the circular 31/2007 shows an amended Pilots' disturbance allowance (this is what the Executive Committee had suggested before disbursement of Rs. 225 million for year 2007). Therefore the matter now stands resolved.

KITTY FOR 2008.

From Circular# 31/2007 on dated 24th March 2007.

Rs.225 million will also be paid in the year 2008 w.e.f. 1st January 2008 in addition to above.

The circular 02/January 2007 did not specify the amount payable to the pilots for year 2008. The same has now been added in the Circular 31/2007 issued on 24 March 2007.

ACCUMULATION OF PRIVILEGE LEAVE. PENDING SINCE AUG 2005.

From Circular# 31/2007 on dated 24th March 2007.

Pilots shall be allowed to accumulate Privilege Leave upto 365 days during entire service, as per rules existing prior to Circular No. 31/2005, dated 30-08-2005.

The accumulation of leave has been reverted back for the pilots and the earned leave can now be accumulated upto 365 days. However, the Executive Committee strongly suggests that you must ensure that proper procedure is followed by the Flight Operations Human Resources Department to accumulate your earned leave. Generally the pilots do not bother as to how their leave is carried over to the next year and accumulated and/or cancelled.

CAREER PLAN:

The career plan is being negotiated with the Flight Operations Department. **The Circular of 31/2007**

has linked the career plan with the removal of clause 8 in the contract of the contract pilots. The Executive Committee has to weigh the options fully and will keep the larger interest of the community supreme. The final outcome shall be communicated to you, when finalized.

ANNUAL DINNER AND AWARD.

As a tradition at annual dinners, we present commemorative shields to members who have retired from active service as pilots or have been medically grounded. These shields are given in recognition of their meritorious services to PIA and the PALPA, and to the out-going Executive Committee members.

This year PALPA is also planning its Annual Dinner and Awards Ceremony very soon at PALPA CLUB HOUSE.

This Dinner shall be a family affair; spouse and children are cordially invited, as soon as the date is finalized, it would be intimated to all members.

IFALPA ANNUAL CONFERENCE:

A delegation comprising Capt. Nayyar Nazir, Vice President, PALPA and F/O. Officer Janjua, IFALPA Director, represented PALPA at the 62nd IFALPA Annual Conference at DUBROVNIK CROATIA, from 16th to 20th March, 2007.

The conference was well attended and numerous issues relating to the pilots world wide were discussed and solutions proposed. PALPA representatives updated the delegates about the current status and the progress made in the recent past.

On the final day of the Conference a Gift, Presentation took place. PALPA gave a hand woven carpet to the hosts- Croatian-ALPA. A nice gift was presented to the out going IFALPA President, Capt. Dennis Dolan, also.

PODF ELECTION:

PODF Elections were held on 24th February, 2007 and a new Board of trustees has taken over the charge. Following are the new trustees of the PODF.

- | | |
|-----------------------|---------------|
| 1. Capt. Imran Usman | Chairman |
| 2. Capt. Atif Ullah | Vice Chairman |
| 3. Capt. Zarak Khan | Secretary |
| 4. F/O. Abid Hussain | Treasurer |
| 5. Capt. Pervez Islam | Trustee |
| 6. Capt. Ilyas Najmi | Trustee |

We congratulate all the newly elected trustees on their election to this prestigious organization. We wish them the best of luck in their assignment.

NEW CHAIRMAN OF PIAC:

Mr. Zafar Ahmed Khan has taken over as the Chairman PIAC. PALPA welcomes him in the Airline. Following felicitation letter has been sent to him by the President PALPA:

“It is with great pleasure that we welcome your appointment as the Chairman of Pakistan International Airlines. The Airline, as you are aware, is going through the worst crises in its history and there exists a general feeling of anxiety, frustration and insecurity amongst its employees.

We are fully confident, that under your able guidance and leadership these crises can be surmounted. With your appointment to this august office, we have no doubt in our minds that your experience and clear vision to run the affairs of the Corporation would restore the confidence and morale of its employees, which is imperative for the smooth and efficient functioning of the Airline.

Please accept our sincere congratulations on your appointment as Chairman PIAC. We at PALPA, the professional body of Pilots in Pakistan, assure you of our full support and cooperation at all times and hopes that all efforts would be made by the Management to take the Airline out of the current dismal situation.

We wish all the success and God speed in your new assignment.”



Capt. Khalid Hamza
President

RESIGNATIONS: CAPT. FAROOQ AHMED AND CAPT. JAN.

Capt. Farooq Ahmed has resigned as Joint Secretary-I from PALPA, the reason is best known to him. Capt. M. A. Ameen was placed 4th in the declared election waiting list of 2006 Election Results for the post of Joint Secretary. As per Chapter VI, Article 1, of PALPA Constitution he has been nominated as joint Secretary-III by the Executive Committee in its meeting held on 3rd April, 2007.

Earlier, Capt. Eizad Ali was also nominated as an Executive Committee Member in place of Capt. Jan who had also resigned due to his personal reasons.

RETIRED PILOTS:

In the year 2006 / 2007, following of our senior Pilots have retired from the service of the Corporation after having served the Airline for many years with honour and dignity.

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|--------------------------|--------------------------------|
| 01. Capt. M. Rafiq | 13. Capt. Zafir-ul-Haq |
| 02. Capt. Munir Akhtar | 14. Capt. Syed Suleman Nabi |
| 03. Capt. Zaidi | 15. Capt. M. Zubair |
| 04. Capt. Najam | 16. Capt. Zabih |
| 05. Capt. M. R. Mirza | 17. Capt. Anjum |
| 06. Capt. Farrukh | 18. Capt. Mazhar Ahmed |
| 07. Capt. Irteza | 19. Capt. Syed Naqi-ur- Rehman |
| 08. Capt. Akram | 20. Capt. Baig |
| 09. Capt. Khalid Pervaiz | 21. Capt. Hanif Ameen |
| 10. Capt. Jehanzeb | 22. Capt. Khalid Mufti |
| 11. Capt. Humayun Raza | 23. Capt. Pervez Saeed |
| 12. Capt. Jamil Gill | |

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

WITH BEST WISHES AND A LOT OF HAPPY LANDINGS TO ALL.



F/O ARIF MAJEED
General Secretary

LONG LIVE THE UNITY OF PILOTS.