



# COCKPIT

ISSUE # 10, 2007

Pakistan Airline Pilots' Association

October 01, 2007

## PALPA NEWS BULLETIN

Affiliated with

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

### DEAR MEMBERS:

السلام عليكم

This Cockpit Issue comes to you during the Holy month of Ramazan. This sacred month shall be followed by Eid-ul-Fitar. We take this opportunity to wish all our members and their families a very HAPPY EID.

### PALPA ANNUAL DINNER & PRESENTATION OF AWARDS:

It is with great pleasure and pride that we apprise you of an extremely well attended annual dinner held in the PALPA Club House premises on Tuesday the 4<sup>th</sup> of September 2007. The Chairman PIA, graciously accepted to be the Chief Guest on the occasion. The function started with a tour of the PALPA Club House facilities for the Chief Guest and the accompanying Senior Management officials. A brief on the professional aspects of the Association, in line with the committees of IFALPA, was conducted in the Conference room.

Guests from PIA, Civil Aviation, representatives of fellow Associations and Unions, distinguished guests and number of dignitaries attended the dinner. A large number of members including retired members with their spouses graced the occasion.

The proceedings of the evening were started with recitation of the Holy Quran by Mr. Noman Ahmed. It was followed by an introduction of the Chief Guest, Mr. Zaffar A. Khan, by the General Secretary. The excerpts of the introduction are reproduced hereunder:-

### WELCOME ADDRESS BY THE GENERAL SECRETARY F/O. ARIF MAJEED:

LADIES & GENTLEMAN.

Before I introduce our honourable Chief Guest for the evening, I take this opportunity to thank him for taking out his valuable time for PALPA Annual Dinner & Awards Ceremony.

"Mr. Zaffar A. Khan took over charge of the National Airline on 9<sup>th</sup> April, 2007 as the 28<sup>th</sup> Chairman. He is a corporate veteran with over 38 years of multi-faceted experience of Business Management."

"Soon after completing his mechanical engineering from Peshawar University in 1967. Mr. Khan took one year training program in Engineering Disciplines in Japan. Upon returning to Pakistan in 1969 he embarked upon a rewarding career, starting with ESSO Pakistan Fertilizer Company (later known as Exxon Chemical). In 1973, he was transferred overseas and for the next 10 years served Exxon chemical in Hong Kong, USA, and Singapore. He returned to Pakistan in late 1982 and was appointed Vice President Marketing and Director on the Board of Exxon Chemical Pakistan Ltd. In the years that followed, he rotated through all the divisions of the company namely, Marketing, Manufacturing, Finance and Corporate Services. In 1991 Exxon divested its equity in the company and he played a role in the first employee-led buyout in the corporate history of Pakistan which resulted in Engro Chemical Pakistan Ltd. In 1997 he was appointed president and CEO of the company and he held that position until attaining the mandatory retirement age of 58 years in January 2004."

"In recognition of his outstanding services, Mr. Zaffar A. Khan has been conferred with the Civil Award of Sitare-e-Imtiaz by the Government of Pakistan."

"With this impressive personal profile of the Chief Guest all of us in PIA should hope for the better times in the National Airline. I now call upon president PALPA to give his address."

### ADDRESS OF PRESIDENT PALPA CAPT. KHALID HAMZA:

Extracts from the President's address are reproduced below:

Honourable Chairman PIA, my fellow pilots, respected seniors, ladies & Gentlemen.

"The premises where we assemble today is indeed one of its kind, available to only a few pilots' association in the world. This has come about due to the untiring efforts of all PALPA members especially our senior colleagues. Once a solid foundation was laid then there was no looking back."

"We also manage Pilots' Occupational Disability Fund known as (PODF), a subsidiary of PALPA. It is a fund sustained by the contribution of pilots on monthly basis. This fund has so far contributed a considerable amount to 20 pilots on medical groundings or death during service in the period since 1996. The current coverage against medical groundings is Rs. 600,000/-. The PODF coverage to our members is a huge benefit and a source of comfort especially so when the pension benefits are meagre and cost of living sky rocketing."

"Mr. Chairman, this body has always been fully involved and supportive of the PIA Managements policies which have been conducive and beneficial for the growth and well-being of the airline."

"The input available to the Higher Management from this body has always been constructive. The pilots of any airline are a precious human resource and all airlines ensure that the pilots are kept motivated in terms of their Working Conditions. The world is seeing a severe shortage of experienced pilots in the aviation industry. The result is attractive offers being given to pilots to lure them into leaving their jobs for more handsome packages. Our airline has spent a colossal amount over the years in training the pilots and all efforts should be made to preserve this experience, it is indeed an enormous asset of the airline, like other technical/professional employees of the airline."

"Sir, I would like to draw your kind attention towards making the Contract Pilots permanent employees as they are young and most susceptible to proaching going on the aviation industry."

"Mr. Chairman, the employees of the airline are looking upto you to turn it around. With each change at the top echelon the employees have a renewed hope of airline's turn around. With the introduction we have just heard about you, the pilots and the employees of all departments in PIA have the confidence that you are our man. If an impartial assessment is carried out, it will reveal sufficiently that the higher management's decision in the past have harmed the airline more than the work force. Therefore we request you that your priority should be to give a clear guideline to the workers, through your carefully selected higher managers, then only would the results be forth coming to the airline's stability and financial viability."

"Sir, we want to be part of the airline which is appreciated and not condemned all the time in the media and other forums. With your faith in us and our faith in you we can turn around this airline to its glorious past."

I once again thank you and now i request you Sir, to kindly say a few words and thank you very much ladies & gentlemen.

**ADDRESS BY THE CHIEF GUEST**  
**MR. ZAFAR A. KHAN:**

The Chairman spoke on the various issues afflicting PIA, with the proposed changes in the overall operational plan

to cut the loses which are building up at an alarming rate of Rs. 1 billion per month. With the new strategy, he hoped the losses would only reduce. Once this is done and positive trend is shown, he said the Government has assured him of injection of finances into the airline to make it financially more viable. He urged all employees to work ceaselessly to put the Airline back on track. Some portions are reproduced here under for your perusal.

"A rough estimate suggests that we have an immediate need of approximately half a billion dollars to bail the airline out," said Mr Khan. "We have to improve our infrastructure, replace old aircraft with fuel-efficient ones, construct new hangars and fix electricity problems since our generators are too old. All these require capital and it is difficult to generate revenue."

Justifying the imminent sacking of employees, he said: "We have 430 to 440 employees per aircraft as compared to other good airlines, which have 200 employees for one aircraft. "Currently, we have a workforce of over 18,000 and if we go by the international standard, almost one-fourth of the total employees, or around 5,000, should be counted under rightsizing. "Ultimately, we have to address this (rightsizing) issue some time next year in a sensible and humane way," he explained.

Regarding the highly-publicized European Union (EU) ban on 20 PIA aircraft, the airline chief said a partial lifting of the ban on 11 aeroplanes resulted from a Recovery Action Plan submitted to the EU. "However, they said the implementation of the plan would be a challenge for the airline," he added, disclosing that the EU had imposed a condition on lifting the ban on 11 aircraft, which required all such aircraft to obtain clearance from Pakistan's Civil Aviation Authority (CAA). "The CAA has already cleared one," he said. "We are in no hurry and are working in sequence with the CAA."

While refusing to divulge the exact monetary loss resulting from the ban, Mr Khan only said that PIA had suffered immense brand damage. Maintaining that safety and reliability remained the airline's priority, he said, "There were deficiencies in some areas, mainly issues of system and procedure."

**PALPA CLUB HOUSE UPDATE:**

The work on the top floor is progressing at a satisfactory pace. The target date of completion of construction is 31<sup>st</sup> December, 2007 which shall be followed by the furnishing of the guest rooms. The masonry work is almost complete comprising plastering, laying of marble floors and tile work in the washrooms. The paint work is 60% complete and so is the polish work of wooden fixtures.

**AUDIT REPORT.**

The Audit Report for the period January 07 to June 30<sup>th</sup>, 2007 has been prepared by the auditors and shall come up for discussion in the next Executive Committee meeting. As approved by the Annual General Meeting the audit shall be prepared for the financial year as per the Government of Pakistan regulations. However, a consolidated two six monthly reports shall be presented in the Annual General Body Meeting in Feb 07 for security and approval.

LEGAL CASES:

Ever since we have acquired the services of a reputed legal adviser, we have obtained legal advice on various issues from time to time, some of it in detailed written form.

In addition the following cases are being contested.

1. Constitutional petition No. 143 of 2003.
2. Revival of Civil Aviation case D – 851 of 1999 (B-737 Inspectors Qualification case).
3. F/O Umer Cheema and others case for refund of training cost.
4. F/O Mehboob Ahmed's Case.
5. Capt. Bucha / PODF case (by lawyer Mr. Mohsin Tayab Ali as per his own request).

We may now need to contest the refusal to grant early retirement to pilots, who have completed 20 years service, by the Airline.

STATUS OF PENDING ISSUES:

PENSION: The Finance and Pension Committee of the Management has worked on the proposal submitted long time back by the PALPA Executive Committee. The Executive Committee was assured of an outcome within the month of September 2007. The figures and calculation percentages of pension has not yet been given to us for finalization. Although delayed, the Executive Committee has not relented the pressure on the Management. It is a very sensitive matter for all of us and needs to be addressed as soon as possible. The following letter on the subject has been sent to the Chairman PIA.

Subject: PENSION.  
26<sup>th</sup> September, 2007.

Sir,

I am constrained to write to you on the above subject.

Apart from previous correspondence, numerous letters in the recent past i.e. PALPA/G/06/388 dated May 15, 2007, PALPA/G/35/390 dated May 18, 2007 and PALPA/G/35/422 dated July 11, 2007 addressed to the Deputy Managing Director PIA have borne no fruit. In addition, numerous telephone calls and several meetings have taken place and we have even over-looked the deadline of 23<sup>rd</sup> April 2007 agreed upon to sort out this issue.

Yesterday, the CFO informed us that this was not likely to be sorted out in the near future, though the DMD had been indicating that the matter was almost finalized.

You will understand that we as elected members owe a duty to our community to sort out this fundamental issue and we have run out of excuses to explain the delay to them. The excuse of consulting the "Actuary" has become quite stale.

Sir, I am appealing to you as a last resort, to direct the concerned personnel to sort out this matter urgently. We

shall, otherwise, have no option but to inform the membership that we have failed to sort out this matter because the management is using stalling tactics and has no intention of sorting out this touchy issue in spite of agreeing to do so via Clause 'H' of their Circular No. 31/2007 dated 24<sup>th</sup> March 2007.

Signed  
VICE PRESIDENT

TICKETS: In spite of our best efforts, in formulating a mechanism to have a system in place for confirmation of seats on NSI travel, this issue stays unresolved. Having exhausted all options a letter has been despatched to the Deputy Managing Director PIAC, and all relevant departments highlighting the failure of the system and the subsequent resentment amongst the cockpit crew. The Senior Vice President, Flight Operations, has been kept in the loop but so far his intervention, if any, has not resulted in any positive outcome. The letter is reproduced below:-

Subject: TRAVEL ON LEAVE.  
6<sup>th</sup> September 2007.

Dear Sir,

Reference is made to numerous letters and reminders on the subject of Travel on Leave.

The clause mutually agreed and inserted in the Circular No. 36/2007 dated 24<sup>th</sup> March 2007 has totally failed to produce the desired results in spite of your personal intervention. The modalities of confirmation of seats, when available, have been worked out many times but whatever was proposed by the concerned departments and agreed to by the PALPA Executive Committee has miserably failed to produce the desired results.

This had been an extremely irritable point amongst the crew because if even once in a year the families cannot travel in peace, then what good is this ambiguous facility. The behaviour and indifferent attitude of the staff handling the reservations and issuance of seats give an impression, albeit not wrongly, that they have the blessings of the higher Management.

With this background, it has been decided by the Executive Committee to convey to you the following:-

1. The procedure developed for confirmation of the seats 36 hours prior to the departure has totally failed. Therefore, a new workable system with no glitches of any kind whatsoever be made and then whatever is decided should be followed in letter and spirit.
2. The sublo seats on domestic travel be provided in the Club Class. However, as an interim arrangement on temporary basis, the same may be provided in the economy plus. We have your verbal commitment on this as such the same may kindly be expedited.

I hope you will appreciate the concern that prevails amongst the Cockpit Crew. Additionally, this is a privilege, which is not even availed by the crew every year, as they are not granted leave (approximately 30% crew are given leave every year). The treatment meted out by the

pleasure of a peaceful travel, which is the finest and foremost privilege available to the Cockpit Crew internationally.

Signed  
GENERAL SECRETARY

#### MEDICAL STATUS OF CREW:

The rate at which the cockpit crew is becoming temporarily unfit is alarming. The matter has been brought to the notice of all concerned specially the Chief Flight Surgeon. The Management does not agree, albeit wrongly, with our assertion that the Flight Patterns and Fatigue are the major contributory factors. There is a dire need to amend the patterns and make them transparent and known. Additionally, the flying needs to be distributed equitably on all equipment so that nobody is unnecessarily burdened. This fact has been brought to the attention on numerous occasions, of those responsible with the task of Planning/Scheduling and monitoring in the Flight Operations Department. The results are keenly awaited.

#### PALPA WEBSITE:

It is once again brought to your attention that the PALPA Website is kept fully updated at all times. All relevant documents are available for your ready reference besides other interesting topics. The links available make search engines like yahoo and hotmail easily accessible and so are the AIMS, PIA history, IFALPA, ITF etc. You are requested to avail this facility which is kept up to date for your convenience. Kindly register yourself at your earliest opportunity.

#### ANECDOTES:

- I couldn't repair your brakes, so I made your horn louder.
- Since light travels faster than sound, people appear bright until you hear them speak.
- The two most common elements in the universe are hydrogen and stupidity. But not in that order.
- Money isn't everything but it sure keeps you in touch with your children.
- There are three sides to any argument: your side, my side and the right side.
- Doing nothing is very hard to do; you never know when you're finished.
- Never argue with a fool. People might not know the difference.

#### RETIRED PILOTS:

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

#### Pilots retired on Superannuation

Capt. Parvez Saeed  
Capt. Bhatti  
Capt. Javed Khan  
Capt. Saeed Khan  
Capt. Tajammul  
Capt. Aijaz  
Capt. Mumtaz ul Haq  
Capt. M. Karim  
Capt. Furqan

#### Pilots retired on Medical Grounding

Capt. Mian Waseem  
Capt. Zia Kazmi  
Capt. Khuwaja Arshad

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

#### GOOD HEALTH: Body Mass Index.

To maintain correct weight needs no emphasis An idea about Body Mass Index will help you maintain optimum weight, which in turn will keep you away from a lot of chronic diseases like hyper tension, diabetes and Heart Conditions.

A body mass index between 18.5 – 24.9 is normal. Body mass index is obtained by dividing weight in pounds by height in inches and dividing that result again by height in inches. Multiply that number by 703 to obtain BMI. If you use metrics, divide weight in kilogram's by height in meters squared.

#### CONTRIBUTIONS:

"Sahara" Trust being operated by Mr. Abrar ul Haq, singer and philanthropist, has requested PALPA members for Zakat donations. All those members interested in contributing for this noble cause may leave their crossed cheques in PALPA or send them directly to Sahara Trust. (Tel: 042 111800111).

#### OBITUARIES:

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

1. Capt. Zubair Farooq Brother & Sister-in-Law
2. Capt. Sohail Baluch Two Brothers

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.

(4)