



# COCKPIT

Issue # 05/2009

Pakistan Air Line Pilots' Association

December 15, 2009

## PALPA NEWS BULLETIN

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

### DEAR MEMBERS:

السلام وعلیكم

This Cockpit issue comes to you at a time when the incumbent Executive Committee's tenure is about to be completed. The year 2010-2012 election schedule has been sent to you. The Election Committee, headed by Capt. Aftab Zia, has volunteered to take on the difficult and onerous job for the sake of the community. The Executive Committee and the entire membership is thankful to these senior colleagues who would spare their valuable time for conducting the entire process, spanning over 30 days, for the overall benefit of the membership.

The exuberance and excitement associated with the Elections is prevalent and the candidates are conducting their electioneering, some had started as far back as January 2009. The heartening aspect of PALPA election is that it is always conducted in the true democratic character. Whenever any individual or a group of individuals have tried to derail the system for their own benefit, it has been robustly contested by the members and the final outcome has always been the overwhelming majority's victory. We hope that this spirit will prevail this time also and a new Committee will be elected and inducted smoothly. We wish the very best of luck to all who are willingly volunteering their services for the community.

### **EXECUTIVE COMMITTEE'S TENURE 2008-2010:-**

It would be appropriate to highlight the events of the last two years and the onslaught of the management, which the incumbent Executive Committee had to endure. We took the pressure on ourselves and those who have spent enough time in the Association would endorse that no Executive Committee had to confront any management in the past, the way this one had to do. It became a very tough proposition dealing with a management which is headed by a pilot.

Having said that, the Executive Committee all along knew that it has the full support of the membership and if any wrong would be attempted against the community, we had the backing to take the management head on. This is not a mere slogan but we had to show our collective strength a few times to achieve our goal. The end result is that we have a Working Agreement 2009-2011, proudly achieved after a period of over a decade.

There were suspicions, doubts and reservations that this document will not be finalized and concluded in this Executive Committee's term. The Executive Committee had worked hard, bore personal financial brunt and those who were in the PALPA Negotiation Committee had to work overtime to achieve what has been achieved ultimately. This was our right and all of us deserved it. A solid base line has been set and the future Executive Committees have a parameter to work on and improve.

### **ACHIEVEMENTS/HIGHLIGHTS:-**

Briefly this Executive Committee did, followed, confronted and/or resolved the following issues, not necessarily in the same order:-

1. Re- registration of the Association under the Societies Act.
2. Accomplished to undo discrimination between captains and co-pilots in allocation of hotel accommodation, especially in the Pearl Continental Hotels within Pakistan.
3. Resisted and blocked the parallel movement of Captains on the top equipments i.e. B-747 and B-777.
4. An additional injection of over 350 million rupees in the pre July budget of the Pilots' emoluments/salaries of the Flight Operations.

5. A PALPA request to the chairman of the Standing Committee on Defence resulted in scrapping of discriminatory RSO 2000 through the National Assembly. Only the Gazette Notification is awaited.
6. Unprecedented support in pre & post Hajj operations, especially the one underway now with the perilous security threat. Long duty hours were accepted instead of crew slip in Peshawar and Quetta.
7. Time frame reduced from three years to 18 months for contractual pilots to become permanent members of the Association.
8. LAST BUT NOT THE LEAST, SIGNING AND FINALIZATION OF THE WORKING AGREEMENT 2009-2011.



The salient features and the significant changes as communicated to you through INFO dated 25th September 2009 and issued vide Admin Order 44/2009 dated 25th September 2009 regarding SALARY PACKAGE, BENEFITS & FACILITIES OF PILOTS are listed below:-

- Hourly Flying Allowance enhanced from Rs. 300-700 per hour from zero to 35 yrs according to the seniority.
- Maintained the non-slip Flying Allowance at 80% of the hourly flying rate.
- Payment on vouchers for refused days off after every month on self claim basis.
- Pilots will be entitled to minimum of seventy guaranteed (70) hours Flying Allowance per month.
- Pilots flying more than 75 hard hours shall be entitled to payment @ double the flying allowance for hours flown in excess of 75 hours.
- Pilots shall be paid normal flying allowance, on Supy sector also while operating cum supy / supy cum operating, on up and down flights.
- The Pilot shall be paid Flying Allowance at the normal flying rate for actual hours flown for Simulator PNF duties.
- Pilots operating (02) flights in a calendar day shall be paid non-slip flying allowance for those sectors involving his/her return to the base.
- During layover at domestic stations where hotel accommodation is not provided, pilots shall be paid Rs. 6,000/- (Six Thousand) per day.
- Pilots will be entitled to double the hourly rate admissible for flying allowance specified as under:-

- |                             |                    |
|-----------------------------|--------------------|
| a. Single Set               | Exceeding 10 hours |
| b. Augmented Crew           | Exceeding 11 hours |
| c. Double Crew (2 Sectors)  | Exceeding 12 hours |
| d. Double Crew (LR/SLR/ULR) | Exceeding 13 hours |
- Excess duty expenses in case of supy travel will be paid for all the hours in excess of sixteen (16) hours flight duty time, at single hourly flying allowance rate.
  - Route Check Pilots will be entitled to Route Check Allowance at ten (10) hours of their normal flying allowance, per month.
  - At least four (4) days off at base shall be indicated in the roster.
  - On flights originating from the base, Non-Slip Flying Allowance shall be applicable on all sectors, except the last sector on which the crew is traveling supernumerary to base.



Following is the extract of the letter of thanks sent to the MD PIAC on signing of the Working Agreement 2009-2011.

Ref: PALPA/G/06/311 dated 23rd November 2009.

Dear Sir,

On behalf of the entire membership and the Executive Committee, I take this opportunity to thank you for concluding and signing of the Working Agreement 2009-2011.

It was a document, which was forcibly taken away from PALPA in 2001 by a dictatorial regime, which resulted in deteriorated working conditions for the pilots of National Airline. Although the process of negotiations was long and cumbersome, but the end product in the shape of a signed Working Agreement was a sense of relief for the incumbent Executive Committee and all members of the Association.

The Executive Committee is sure that the management will get all the clauses/agreements of the said document, implemented in the shortest possible time. We shall be thankful for expediting and instructing all cadres of the management, who are responsible for ensuring the implementation of the Working Agreement 2009-2011.

Thanking you,

Yours sincerely,

S/D  
F/O Arif Majeed  
GENERAL SECRETARY

### **PALPA CLUB HOUSE:-**

Concurrently, the PALPA Club House also got its share and was progressively upgraded and improved. Major works are listed below:

1. A top of the line 'Kone' elevator was installed in the PALPA Club House.
2. A 500 KVA transformer procured and made operational to cater for increased power demand with the completion of the entire Club House infrastructure.
3. Face uplift and flooring with ENVICRETE of the parking area of the main building, which was long overdue.
4. Completion of the Club House basement, thereby bringing an end to the construction work started years ago.
5. Payment of water charges in instalments, which was outstanding for over 15 years, thereby restoring the City Government's water supply to the Club House.

THE HEARTENING FEATURE OF COMPLETION OF ALL THESE MAJOR PROJECTS IS THAT THE FINANCES WERE FULLY ARRANGED THROUGH PALPA'S OWN RESOURCES AND NO LOANS OF ANY SORT WERE PROCURED. THIS IS INDEED A GOOD OMEN AND A CAUSE OF IMMENSE RELIEF. ALHAMDOLILLAH, IT IS AN ACHIEVEMENT, WE ALL SHOULD BE RIGHTFULLY PROUD OF.

### **ANNUAL DINNER 2009:-**

The PALPA Annual Dinner 2009 is overdue, primarily because of the over commitment of the Executive Committee in the finalization of the Working Agreement 2009-2011. However, the invitations for the Chief Guests for the function were sent out in July 2009 to the President, Prime Minister and the Defense Minister in the descending order. The Executive Committee is awaiting a positive response. We are hopeful that the Annual Dinner shall be held in the month of December 2009. The final programme shall be communicated to you through INFO.

Similarly, the Annual Dinners at Lahore and Islamabad bases are also over due. The Executive Committee is cognizant of the fact that these events have to be arranged at the earliest.

### **WORKING AGREEMENT 2009-2011:-**

The Working Agreement 2009-2011 is being printed and your hard copy shall be sent to you as and when the copies are ready for dispatch. However, the same has been posted on the PALPA website. For your perusal and reference, you may access the Working Agreement 2009-2011 from the PALPA website.

### **PALPA WEBSITE (www.palpa.org.pk):-**

PALPA website is kept fully updated for the benefit of the members. The latest addition to the site is the Working Agreement 2009-2011. In spite of the fact that all relevant information needed by the membership is posted on the site, only about half the members have their passwords to the site. Without the acquisition of the password, the members cannot access the documents, directory, policies etc. These are readily available, therefore it is strongly suggested that all members should sign up online at the earliest to stay abreast with the events of the PALPA, besides having accessibility to the related/professional documents.

### **VICTIMIZATION OF PALPA MEMBERS:-**

The Association's members had to endure the victimization of the management because of their overwhelming support to PALPA. Two of our members are still being harassed through concocted, fictional and illusionary inquiries because of no fault of theirs.

The factual position is that the Management officials, dealing with these members, at a certain point in time, have faltered and goofed up badly while fulfilling their respective duties in their official positions. For their lapses and lack of application of relevant and applicable rules at the appropriate time, these officials are being spared and protected, while our members are being harassed and victimized.

The Executive Committee still hopes that these inquiries will be quashed and better sense will prevail for the continued harmony and cordial relations, for the overall benefit of the Flight Operations and the Airline.

### **TEMPORARY SICKNESS OF COCKPIT CREW:-**

The following of our members/contractual pilots are temporarily grounded. We pray to Almighty ALLAH for their expeditious and full recovery – Ameen.

- |                           |       |
|---------------------------|-------|
| ➤ Capt. Humayun Muzaffar  | B-777 |
| ➤ F/O Shahid Ali Muzaffar | B-737 |

## PROMOTION AS CAPTAINS:-

The following pilots have gained the coveted status of becoming a Captain in the Airline since the last issue of COCKPIT. It is a great milestone in any pilot's professional career, as such needs a special mention in the COCKPIT.

➤ Capt. Akhlaq	B-737
➤ Capt. I. Kaleem	B-737
➤ Capt. Tayyab	B-737
➤ Capt. Altaf Sadiq	B-737
➤ Capt. Abid Choudhry	B-737
➤ Capt. Abdul Rauf	B-737
➤ Capt. Tariq Mehmood	ATR

CONGRATULATIONS TO ALL AND OUR WISHES FOR MANY, MANY HAPPY LANDINGS.

## WELCOME ABOARD:-

The Association is pleased to inform the membership that the following PIA contractual pilots have been absorbed on permanent basis as per Assistant Manager Human Resource; Flight Operations. It is indeed a welcome move and we wish our fresh members long and productive period with the Association.

➤ F/O Syed Saleem Ali	P-52614
➤ F/O Zeeshan Qadir Khan	P-55174

The process of permanency of pilots after 18 months (as agreed in the working agreement 2009-2011) is underway. The beneficiaries shall be informed accordingly in due course of time.

## MEMBERS WHO VIOLATED THE COMMUNITY'S TRUST:-

The following members willfully violated the FDTLs twice, in spite of the fact that these violations put their licences in jeopardy. The Executive Committee has decided to let you know of who all acted brazenly against their community's interest:-

● Capt. Qidwai	B-777
● Capt. Altaf	B-777
● Capt. Riffat Saeed	B-777
● Capt. Syed Salim	B-777
● F/O Saeed A.	B-777
● Capt. Asmat	A-310
● Capt. Saleemuddin	A-310
● Capt. Saeed Khan	A-310
● Capt. Mujeeb	A-310
● Capt. Jehanzeb Ghazali	B-737
● Capt. Shehzad Aziz	B-737
● Capt. Waqar Hasan	ATR



Following are the management pilots who have operated flights in total disregard to the rules and regulations mentioned in the FOM. As management pilots they cannot attend office and operate flights on the same day. This is a clear violation of the Flight Safety and Flight Duty Time Limitations:-

● Capt. Shuja Naqvi	B-777
● Capt. Salman	B-777
● Capt. Fahim	B-777
● Capt. Qasim Hayat	B-777
● Capt. Junaid Younus	B-777
● Capt. Saleem Ahmed	B-777
● Capt. Akeel Akhtar	A-310
● Capt. M.S. Ghani	A-310
● Capt. Kaleem Chughtai	ATR
● Capt. Mohsin Khan	ATR

## QUOTES- REGARDING LIFE/AGE:-

- ❖ To get old is to go from passion to compassion.
- ❖ Many people never reach eighty because they waste time trying to stay at forty forever.
- ❖ Young people think the old are ridiculous. The old know that the young are ridiculous.
- ❖ In the eyes of youth there burns a flame. In the eyes of the old there shines a light.

## OBITUARY:-

With profound grief, we inform our members that our senior colleagues Capt. ® Humayun Raza & Capt. ® Siraj Ali left us for their heavenly abode

إِنَّا لِلّٰهِ وَإِنَّا إِلَيْهِ رَاجِعُونَ

We pray to Almighty Allah to give courage to our colleagues' families and relatives to bear this irreparable loss. May the departed souls rest in peace Ameen!

The Following of our colleagues have lost their loved ones since the last issue of 'COCKPIT'.

1.	Capt. Mian Wasim (Rtd)	Wife
2.	Capt. Imran Usman	Father-in-Law
3.	Capt. Israr (Rtd)	Wife
4.	Capt. Farrukh Shafiq	Father-in-Law
5.	Capt. M.S. Ghani	Father
6.	Capt. Nauman	Sister
7.	Capt. S. Hayat (Rtd)	Mother
8.	Capt. Shahab Anis	Father
9.	Capt. Hamid Arif	Father-in-Law
10.	Capt. Shahid Ayub	Mother
11.	F/O Waqar	Father
12.	F/O Shahid Ali	Son

We pray for the departed souls an elevated place in their heavenly abode. Ameen!

F/O ARIF MAJEED  
General Secretary

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LONG LIVE THE UNITY OF PILOTS.

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