



PAKISTAN AIRLINE PILOTS' ASSOCIATION

AFFILIATED WITH :
INTERNATIONAL FEDERATION OF AIR LINE PILOTS' ASSOCIATIONS &
INTERNATIONAL TRANSPORT WORKERS FEDERATION.

FLASH

CREW LAYOVER AT PESHAWAR.

Dear Members:

January 25, 2010.

اسلام وعلیکم

Management has re-introduced Peshawar layover in violation of the Working Agreement 2009-2011, clauses 3.1.1 & 3.6. (attached)

With anti terrorist operations being conducted in Bara, Darra and Waziristan, the areas bordering Peshawar city, over an extended period of time we have witnessed direct repercussions in Peshawar city. These terrorist acts are making headlines not only in the National but Worldwide media, with articles declaring Peshawar as the most volatile and dangerous city in the region.

This security issue is being taken very lightly by the Management, but infact it is a hard reality which was drilled home when Capt. Yousuf Mamsa was martyred in the terrorist attack on PC hotel Peshawar. This re-introduction of layover at Peshawar is generating stress on spouses, children and family members, reviving the tragic images of the incident.

This creates immeasurable mental stress on the crew members and their families. The FOM also clearly states in General Crew Conduct sub para General Health and Physical Fitness that **"Decrease of fitness under the influence of mental stress may also occur. It is the responsibility of the crew member to decide whether or not he/she is fit for flight duty in such circumstances"**. The preface of the document also states that it is **"mandatory for all flight crew to strictly adhere to this official document"**.

The ANO Three-A, in the FDTL chapter, clause 7.2 clearly states that **"Crew members shall not act as operating crew if they know, or suspect that their physical or mental condition renders them unfit to operate. Furthermore, they must not fly if they know that they are, or likely to be, in breach of this ANO....."**

When the Peshawar layover was discussed with the Management, instead, it wanted the Executive Committee to re-negotiate/trade-in the clause 3.22.3 (attached) of the Working Agreement 2009-2011. Considering the safety, security and genuine concern of our members, the Executive Committee out rightly disagreed with the proposal, as the contents of clause 3.22.3 were settled in the Ministry of Defence. The Executive Committee kept its stance of not operating layover flights into Peshawar and insisted the Management not to plan flight patterns with Peshawar layover.

HAVING EXHAUSTED ALL OPTIONS AND BASED ON THE ABOVE MENTIONED FACTS AND EVALUATION BY OUR LEGAL ADVISORS, THE EXECUTIVE COMMITTEE IS CONSTRAINED TO URGE OUR MEMBERS NOT TO OPERATE FLIGHTS PLANNED WITH A LAYOVER AT PESHAWAR.

Thanking you,

Yours sincerely,

Capt. Imran Usman
PRESIDENT

(2)

**Extract of the relevant clauses from the
Working Agreement 2009-2011.**

3.1

PILOT CENTRAL SCHEDULING & UTILIZATION COMMITTEE.

A Central Scheduling / Utilization Committee will be constituted, which will comprise of equal number of members from the Association and the Corporation. The Committee will be presided over by the Director Flight Operations or General Manager Crew Planning & Scheduling. The committee will meet monthly, on a day indicated in the respective crew roster, preferably at the beginning of the month. The terms of reference (TOR) of the committee will be as follows:-

3.1.1. To review and recommend:

- (a) The yearly planning of Pilot utilization.
- (b) Slip patterns.**
- (c) Block times.
- (d) Infringement if any, of flight time limitations and reasons thereof.
- (e) Posting/ Positioning of the Pilots.
- (f) Leave roster and its adherence.
- (g) General plan of next month's utilization.
- (h) Quarterly balancing and monthly monitoring of flying hours/days out as per clause 3.7.1.

3.6.

RE-SCHEDULING OF CREW SLIP PATTERNS / SCHEDULES.

If the crew slip patterns/schedule is found to be impracticable, the Association and Corporation in **consultation** may evolve new crew operating patterns.

3.22.3

Flight on which Flight Duty Time exceeds ten (10) hours with departure timings between 2200 – 0600 hours (local time) shall not be planned for more than two (02) sectors.