



## PAKISTAN AIRLINE PILOTS' ASSOCIATION

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

# INFO

**Dear Members,**

October 07, 2011

We are pleased to apprise the membership with some important developments which include an action initiated by one of our member and the achievements of Executive Committee. We assure you that in future also we would strive to do everything possible for the betterment of the membership and the airline without compromising PALPA Constitution and PALPA-PIAC Working Agreement.

The developments are enumerated herein below:-

**PALPA INSTITUTE OF AVIATION & MANAGEMENT SCIENCES:** - You are aware that all our members have long cherished the dream of establishing an Institute of Aviation and Management Sciences (PIAMS). We are pleased to announce that after following lengthy and hectic efforts, we are ready to announce admissions for the first batch commencing INSHALLAH end of this month. We are short of funds at this point and time therefore, the Executive Committee has decided that one hour flying allowance be deducted for the initial start of this institution from all our members.

One (01) hour flying allowance is a minimum requirement for this noble cause. Members are requested to donate/contribute any extra amount, books or any other material that may help in advancement of the project.

Initially the Institute shall be functional in basement area of PALPA Club House and the same has been developed to house the Institute. The work is in progress and the class rooms are almost ready. We welcome the members to visit the facility and give their views/suggestions.

**COURT CASE OF CAPT. SHUJA NAQVI:-** After the change of management in February 2011, the majority of the pilot community had expressed unwillingness to fly with Capt. Aijaz Haroon, Capt. Shuja Naqvi and Capt. Haroon Abdullah as it would create safety issues. The MoD and PIA management had intervened to resolve the issue of Capt. Shuja Naqvi; where after Capt. Shuja Naqvi made some commitments and requested PALPA to convince the pilot community to reconsider flying with him. The commitments of Capt. Shuja Naqvi are as under:-

1. Capt. Shuja Naqvi will not go to media against PALPA or its membership.
2. Withdrawal of the case against PALPA unconditionally.
3. Regret note, expressing his desire to forgive and forget any actions that might have been against PALPA or its membership during his tenure as Director Flight Operations.

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Capt. Shuja Naqvi never fulfilled his commitment but instead filed a second suit/case against PIA/PALPA through its MD, DFO, Chief Pilot Planning & Scheduling, General Secretary – PALPA and Suhail Baluch by name and not by designation as President PALPA. The purpose of suing Capt. Suhail Baluch by name is nothing but an arm twisting tactic but let us assure you that our President is in high spirits and would not succumb to any such pressure. This suit carries a prayer of compensation of Rupees Two Crores for Capt. Shuja Naqvi and attempt has been made to create an impression that PALPA is behind the sentiments of the pilot community.

The conduct of Capt. Shuja Naqvi is contrary to what he had assured and his actions are not only ill advised but also will remain unhelpful to him and he has to face the sentiments of the pilot community. In such a situation we are unable to intervene or help Capt. Shuja Naqvi.

We have already asked our legal advisor to defend us in the cases being instituted against PALPA by the disgruntled elements and God willing we shall be vindicated and the persons acting against the Association and the airline would never succeed in their intentions. Nevertheless, we pray that better sense prevails and it is realized that it is unethical and immoral to work against your own community/airline and by doing so they would ultimately regret their such decision. Perhaps such regret would be too late and would not rectify the loss which they perpetrate on the Association and the airline. We earnestly request members having ill will against PALPA to kindly reconsider and re-evaluate themselves. The Executive Committee is available for redressal of grievances of its members and if there is an issue they are always welcome to approach us, rather than taking extreme actions.

#### **DISCIPLINARY ACTION TAKEN AGAINST MEMBERS AFTER FEBRUARY 2011.**

Number of show cause notices were issued to various members who had acted against the Association in February 2011. The membership of all such members excepting those who have not submitted any explanation, have been restored after issuing them letter of Caution. The unity of pilots has been kept supreme in arriving at such a decision. We have requested the reinstated members to exercise restraint in future and to follow and respect PALPA Constitution, PALPA-PIAC Working Agreement and instructions issued from time to time by the Executive Committee.

**PROBATION/CONFIRMATION OF PILOTS:-** We feel extremely proud to announce that by the grace of God we have been successful in getting PIA Board approval in respect of reduction in probation period and confirmation as permanent employees of the contractual pilots.

PALPA after deliberated negotiations with the management finally convinced them that pilots should be inducted on permanent basis and their confirmation should be subject to satisfactory performance of maximum six (06) months after first productive flight.

We appreciate the Managing Director PIAC, Director Flight Operations and Director Admin & HR for their cooperation and help for resolution of this long awaited anomaly.

All concerned pilots are requested to get their confirmation letters from the HR department of Flight Operations. We welcome the permanent members of the fleet to join PALPA. The membership forms are available at PALPA Secretariat as well as on PALPA Website ([www.palpa.org.pk](http://www.palpa.org.pk)).

We wish the pilots being confirmed all the best in their career and many happy landings. We expect them to perform their duties with utmost commitment and devotion.

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**BRIEF ON PALPA-PIAC WORKING AGREEMENT 2011-2013:-** Membership will be happy to know that the proposed PALPA-PIAC Working Agreement 2011-2013 has been negotiated and agreed by the management excepting two articles (Article -2 & 11). For Article-2- Pay Allowances, Perquisites and Benefits the main hurdle is the availability of CFO while for Article-11 – Pension Fund, the availability of the Secretary Finance, Government of Pakistan is necessary.

We are hopeful that these two Articles will be negotiated favourably in the coming week.

**CAPT. MUJEEB'S GROUNDING, HARD LANDING AT MILAN:-** Capt. Mujeeb has been grounded on MoD instructions for making a hard landing at Milan on DFO's verbal order. We object to such instructions and would never allow undermining the authority and judgment of DFO. Such decisions can only be taken by professionals having vast experience of flying and pilots can not be browbeaten at the whims and caprices of officials having no flying experience. This amounts to discouraging, discomforting and demoralizing the pilot in command and would create stress thus leading to unsafe flying environment.

**UNIFORM FOR COCKPIT CREW:-**

We have recommended personalized uniform for PIA pilots, which have been designed exclusively by one of the best in the field. The design would be "patent" so as to ensure exclusivity. The uniform will be put on display at all bases and we would welcome suggestions, if any.

In the end, we submit that PALPA is always available to the membership for any assistance and assure you of our utmost cooperation. We request you to kindly ignore and discard different rumours being spread by unscrupulous elements so as to dislodge our unity and remain steadfast so as to frustrate such evil designs.

Thanking you,

Yours sincerely,



Capt. T. M. Rabbani  
GENERAL SECRETARY