



PAKISTAN AIRLINE PILOTS' ASSOCIATION

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

INFO

PALPA-PIAC WORKING AGREEMENT 2011-2013

Dear Members:-

السلام عليكم

February 09, 2013.

The untiring efforts of the PALPA Executive Committee has finally borne fruit. This effort would have come to nothing without the overwhelmingly favourable accommodation and vision of the Chairman PIAC. You will appreciate that in such dire financial conditions of the Airline, for the Chairman to approve a substantial raise is in deed commendable and also shows the amount of faith he has put in all the employees more so on the pilots.

Now it is our turn to show that we are as mindful of the situation and should therefore do our utmost to cut operational cost by saving fuel on each and every sector flown. The membership should be aware that 56% of the annual budget is incurred on fuel only. Our efforts to do so will not only help to reduce the financial expenses of the airline, it will also prove that the Chairman's decision to enhance our emoluments was commercially viable.

During our meetings with the management, we laid emphasis to increase the Basic Salary, Flying Allowance & enhancement of Mandatory Days Off from Four (04) to Five (05). The enhanced emoluments are shown in the table as under:-

2.2. **BASIC PAY:-**

Pilots shall be entitled to basic pay with an even yearly increment in respective class which shall be in accordance with length/years of service in the Corporation from first productive flight as a Pilot:-

Class	Initial Basic Pay	5% Annual raise per annum.
<i>I</i>	<i>24,025/-</i>	
<i>II</i>	<i>30,662/-</i>	
<i>III</i>	<i>39,134/-</i>	
<i>IV</i>	<i>49,945/-</i>	
<i>V</i>	<i>63,744/-</i>	
<i>VI</i>	<i>81,356/-</i>	
<i>VII</i>	<i>103,833/-</i>	

Contd:P/2.

2.4 FLYING ALLOWANCE:-**2.4.1** Pilots shall be paid Flying Allowance at the following revised rates, w.e.f. 1st January 2013:

Classes	Rate (Rs./Hour)	Yearly Increment
I	1,900/-	50/-
II	2,500/-	50/-
III	3,300/-	50/-
IV	4,300/-	50/-
V	5,300/-	50/-
VI	6,300/-	50/-
VII	7,300/-	50/-

Note: The Flying Allowance shall be the basis for calculation of Excess Duty, Denied Rest, Non-Slip, Night Flying, Dead Heading, and Denied Days Off etc.

2.16 REFUSED DAYS OF PAYMENT

Pilots are entitled to 10 days off at base each month, free from all duties. However, they may be utilized for flying duties on any off-day, with their consent. Pilots shall be entitled to payment of refused days-off at a uniform rate of Two (02) hour of Flying Allowance per day, after certification by Chief Pilot Crew Planning & Scheduling or his nominee, on payment voucher at the cash counter on monthly basis.

At least five (5) days off at base shall be indicated in the roster. If any of these days off are not indicated in the roster, these shall be treated as refused days off. However, subject to Pilots concurrence these days off may be utilized, in which case refused days off credit will be given. In case of leave, these marked days will be reduced on a pro-rata basis.

The under mentioned heads were deferred keeping in view the financial health of the airline.

- **Night Flying Allowance**
- **Foreign Out-Station Allowance**
- **Command Allowance**

Now we need to prove ourselves worthy of the raise given so that we can confidently put forth the deferred demands in our next Working Agreement.

Keeping in view a sense of belonging/sense of achievement, our efforts will go a long way in the recovery of the airline. The membership must appreciate that the average operating cost of PIA fleet is over Rs. 30,000/- per minute. Our efforts must be to reduce this cost through various means keeping the safety of operations paramount.

The above enhancement in the emoluments of all PIA employees including pilots has been sanctioned by the Chairman PIAC and for pilots it is through Admin Order No. 06/2013 date 8th February 2013. According to the PIAC Act, formal approval of financial matters has to be ratified through PIA Board of Directors. Chairman PIAC has promised that he will ensure ratification by the Board of Directors in their meeting on 18th February 2013.

We request the membership that any further queries in this regard should be done through PALPA only. Rumours inevitably crop up due to irresponsible and ignorant individuals and should not be heeded to.

In the end, we are grateful to the Chairman and his team especially the Managing Director, Director Flight Operations, Director Admin & HR, Director Coordination - Chairman Secretariat, Chief Pilot Planning & Scheduling & Chief Pilot Technical for a patient understanding and for a long term corporate/executive decision by the Chairman PIAC.

Thanking you,

Yours sincerely,



Capt. Suhail Baluch
PRESIDENT

LONG LIVE THE UNITY OF PILOTS.