



PAKISTAN AIRLINE PILOTS' ASSOCIATION

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

INFO

DEAR MEMBERS:

August 09, 2010.

السلام عليكم

At the outset, let me commend the entire membership for its utmost support to the Executive Committee for a period of three weeks? The Executive Committee was compelled by the refusal of the management to honour its commitment concluded and mutually signed in the Working Agreement 2009-11.

The Executive Committee kept you apprised of the events throughout this campaign. In the same context, following is the Agreement reached between the PALPA Executive Committee and the Management, in the presence of Secretary Defence, Ministry of Defence, Rawalpindi.

1. BAHRAIN INCIDENT

The show cause notices issued to Captain and First Officer shall be withdrawn, with immediate effect.

Inquiry would be initiated against Flight Steward Badar Munir by a three member Inquiry Committee constituted by the Ministry of Defence, in such a way that two names each shall be forwarded by PIAC and PALPA latest by 9th August 2010. The MOD shall then select one each from the names recommended as members of the Inquiry Committee. To select the Chairman of the Inquiry Committee, the PIAC shall provide a list of non pilot GM's, and the MOD shall select one of those as Chairman of the Inquiry Committee.

PALPA representative shall be allowed to attend the IC proceedings as an observer.

The inquiry shall be conducted under PIA Employees (Service & Discipline) Regulations 1985 as amended up to date and the IC shall proceed on daily basis to finalize its proceedings within a maximum period of ten days.

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(2)

2. SENIORITY ISSUE

- i). The seniority issue with respect to the pilots inducted before 2001 stands settled/finalized and conclusive.
- ii). With respect to the seniority of the pilots inducted after 2001, the issue will be decided by a Committee. The composition of which will be as following:-
 - Representative of MOD Chairman
 - Representative of PIA Management
 - Representative of PALPA
- iii) The parents in PIAC management or PALPA Executive Committee, whose sons/daughters were inducted on or after 2001, shall not be part of the said Committee.

The said Committee while finalizing the seniority will be resolved **in terms of the clause 5.5.2 of PALPA-PIAC Working Agreement 2009-11.**

Promotion cases of PIA pilots who were inducted on/or after 2001, shall be held in abeyance till the finalization of the recommendations of the said Committee.

The Committee shall finalize its recommendations within one month.

3. PENSION

In order to resolve this long outstanding issue, it has been decided to constitute a Committee comprising the following:-

- Secretary Finance/ Representative Chairman
 - Secretary Defence/ Representative Member
 - DFO – PIAC.
 - Representative of PALPA/as nominated by the President-PALPA.
- PIAC Actuary shall assist the Committee

The Pension Committee shall finalize its recommendations maximum by 30th September 2010.

It has been agreed by MOD that the formula decided by the above said Committee shall form the basis for pension calculation for the other cadres of PIAC.

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4. NS-I TICKET

Management will strictly abide by clause 7.1.4.1. and will withdraw its letter No. MDS/310/2009, dated 15th May 2009. Management will strictly abide by the clause 7.1.4, and sub clauses 1 to 11. It has been decided that all bookings in this category shall be confirmed in Economy class and once on board the Captain shall accommodate the ticket holders in Business class subject to the availability of seats.

PIA will look into the possibility of developing a separate Reservation Booking Designator (RBD) in the SABRE system to cater for an automated seat confirmation in line with the agreed procedure in the PALPA-PIAC Working Agreement 2009-11. If this option is not practicable/possible, the methodology mentioned above shall remain in vogue for ensuring the seat confirmation/availability with addition of the following:-

- a) A method should be devised that shall direct the Passengers Handling Services (PHS) to prioritize the NS-I Business Class over Economy Class passengers during up-gradation to Business Class.
- b) No NS-I passenger to be listed in the Passengers Available for Disembarkation (PAD) list.

5. FLIGHT DUTY TIME LIMITATIONS (REFERENCE ANO 9100.12, ISSUE FOUR DATED 20TH APRIL 2010).

The Committee fully agreed that the pilot's rest is supreme and that safety can not be compromised over revenue under any circumstances. The Chair appreciated PALPA's efforts and its genuine concerns to ensure safety. However, any motive other than from either side shall not be encouraged. In order to resolve this issue, it has been considered necessary that the ANO-12, Issue-IV, has to be reviewed. For the said purpose, following Committee shall be constituted by the MoD.

- DDG, HQs CAA (Chairman)
- Representative of Department of Flight Standards, HQCAA.
- Representative of PIAC.
- Representative of PALPA.
- Pilot Representative of Private Airlines operating in Pakistan.

This Committee shall revise ANO-12, Issue-4, within a maximum period of one month from the signing of the Agreement in MoD and submit the alterations/changes for final approval of MoD.

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(4)

6. VIOLATION OF ARTICLE-3, OF PALPA-PIAC WORKING AGREEMENT 2009-11.

The Management and PALPA will strictly abide by the related clauses of Article-3 of the PALPA-PIAC Working Agreement 2009-2011.

No retaliatory/punitive action will be taken against any PALPA member by the PIAC management/PALPA with regard to the current disputed issue and any show cause notice/explanation asked for be any party unconditionally withdrawn.

However, henceforth, disciplinary action will be taken against any pilot violating the above Working Agreement.

7. CONTRACTUAL EMPLOYMENT OF PILOTS

On this issue, the Committee decided to keep it pending till finalization of the following modalities:-

- (i) The PIAC management shall finalize and forecast its fleet/route expansion forecast in the light of its business development plan.
- (ii) The management shall strictly abide by the clauses 5.5.6 and 5.9 of the Working Agreement (2009-11).
- (iii) In the light of the above, the management shall then project the exact requirement of pilots to be employed on contract basis along with the period/duration for which the pilots shall be required.
- (iv) The above said exercise shall be completed by the management in **active consultation** with PALPA within a maximum period of one month.
- (v) On the basis of the above, MOD will then workout the criteria for selection and the terms and conditions of hiring pilots on contract and ensure its implementation by the PIAC management.

Having apprised you of all sticking points discussed and finalized in the MoD, the Executive Committee requests you not to compromise FLIGHT SAFETY under any circumstance. Accepting and operating flights against the agreed parameters/conditions laid down in the PALPA-PIAC Working Agreement 2009-11 can land pilots in hazardous situations, which should be avoided at all costs. Let us change the safety culture by a positive change in the way we have been going overboard to help the management.

Thanking you,
Yours sincerely,


Capt. T. M. Rabbani
GENERAL SECRETARY

LONG LIVE THE UNITY OF PILOTS.