



# PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

## INFO

Dear Members, السلام عليكم

March 12, 2026.

The Executive Committee filed a Constitutional Petition No. 999 of 2026, Pakistan Airline Pilots' Association & Others Vs. Federation of Pakistan & Others (Medical Facilities) before the High Court of Sindh, which was taken up by the Constitutional Bench on 11<sup>th</sup> March 2026.

By the blessing of ALLAH, we are pleased to inform the membership that an injunction has been granted by the Honourable Court regarding our medical facilities, thereby PIACL has been directed to provide the approved medical facilities as per **Personnel Policies Manual dated 30<sup>th</sup> June 2024 as per clause 20.02.37 (Medical Facilities for Pilots Crew Medical Center)**, the said clause is attached for your ready reference.

The next date of hearing is fixed on 7<sup>th</sup> April 2026.

The Executive Committee recognizes and appreciates Capt (Retd) Naqi-ur-Rehman, Capt (Retd) Shuja Naqvi, Capt (Retd) M. S. Khan and Capt (Retd) Bayar who volunteered to assist PALPA as additional petitioners in its endeavour to uphold community interest.

The Executive Committee will keep the membership posted on the progress of this Petition.

With Best Regards,

Capt (Retd) Arif Majeed  
GENERAL SECRETARY

	<p>d- All medical certificates issued at foreign stations shall continue to be submitted to GM (Medical Services) for verification / countersignature.</p> <p>e- “Medical certificate issued by a private doctor shall be submitted to HR Manager concerned who after verifying that no disciplinary action has been initiated against concerned employee shall forward it to the medical division for countersignature.”</p>	
20.02.34	Ambulance, when available, shall be provided for serious cases between their homes and Dispensary/Specialist or Hospital where referred. No reimbursement for ambulance/taxi hired privately shall be admissible.	
20.02.35	Employee shall remain entitled to medical treatment during paid leave from any of the Company doctors.	
20.02.36	<p>a- Any expenditure incurred on treatment without the approval of the C o m p a n y Medical Officer of the stations shall not be reimbursed.</p> <p>b- C o m p a n y shall not reimburse any expenditure incurred by the employees who spend their leave at stations where Company’s Doctors are not located.</p> <p>c- At stations where Company Doctors are not designated, no liability shall be accepted by the Company.</p>	
20.02.37	<p><b><u>Medical Facilities for Pilots</u></b></p> <p><b>Crew Medical Center:</b> At Karachi / Islamabad / Lahore, the Company will provide medical care / treatment to Pilots, their eligible families and dependent parents at the Aircrew Medical Centre, which will be headed by an Aviation Medical Specialist. At least one Flight Surgeon and a Lady Doctor will be on duty exclusively for Pilots and their families and will attend others only in emergency. The Company will provide medical care / treatment at mutually agreed and approved hospitals after functional hours, for Pilots and their families where medical treatment will be available to them on presenting PIA I.D Card / Family Card. Meanwhile the C o m p a n y shall continue to provide medical care/treatment at the present Medical Facilities available.</p> <p>In case a Pilot is referred to a specialist by the PIA / CAA Medical Board, the Chief Flight Surgeon will provide assistance in arranging necessary appointment(s) with the Specialist(s) as early as possible. During the period, the Pilot is temporarily unfit and waiting for the appointment, he/ she will be considered on sick leave.</p> <p>Medically Grounded / Retired Pilots (normal retirement), their eligible children and dependent Parents will be entitled to medical care / treatment as active pilots.</p>	<p>Authority: A.O.05/2020 Dated: 30-04-2020</p>



**Medical Treatment**

Ambulance will be provided for Pilots and their families for serious illness, for transportation between Pilot's residence and the dispensary/specialist's clinic or the hospital where the patient is referred to. This arrangement will be applicable to Karachi, Islamabad and Lahore bases.

Spectacles / contact lenses will be provided, up to a ceiling, as approved by the Management from time to time, as an aid to flying duty if endorsed on the license. However, dentures will be provided only in case of accident while on duty.

Complete Free dental treatment, excluding gold filling, dentures, crown, orthodontic treatment and bridges, will be provided at Air Crew Medical Centers in Karachi, Lahore and Islamabad or by the approved Dental Surgeons / Orthodontist, when referred by the Company Doctor.

Diathermy, infrared, ultraviolet exposures acupuncture and physiotherapy treatment will be provided at Company's dispensary and / or other approved clinics when advised by the Company doctor.

Pilots suffering from serious illness will require medical fitness clearance from Flight Surgeon or any Medical Officer deputed by Chief Flight Surgeon, before they are allowed to resume flying duties. Scheduling Section will not place any Pilot on flying duty without such certificate, if the prior illness of the Pilot is in its knowledge.

All medical attention must be obtained from Company's approved doctors. No bill for re-imburement of professional fee or medicines from other doctors will be entertained except when treatment is taken on emergency basis, i.e. for accidents, or other ailments requiring urgent medical treatment, during or after working hours of the Crew Medical Centre. A country wide list of doctors / hospitals approved by the Company will be made available to the Pilots.

When a Pilot is grounded by a flight Surgeon, the Chief of Flight Operations will be informed of the grounding by the Flight Operations Directorate at the first available opportunity for discussion with the Chief of Flight Operations. After being temporarily grounded due medical reasons, medical division shall arrange Medical Board to send the Pilot abroad when the local authorities are unable to determine their medical fitness or a definite medical conclusion amongst specialists treating the Pilot cannot be arrived at, within a period of thirty (30) days, subject to approval from competent authority.

Indoor treatment will be provided in the hospitals mutually agreed and approved, as notified from time to time. Admissions in these hospitals at the base stations will be with the approval of Flight Surgeon, and Company's Medical Officer in case of outstations who will act on the directives issued by the Chief Flight Surgeon. Arrangement be made with approved hospitals for Pilots / family to



get admission/ treatment in case of emergency on production of PIA identity card.

When a private air-conditioned room is available in a hospital approved as aforesaid but a Pilot desires admission in any other hospital/clinic, necessary permission will be given as a special case by the Chief Flight Surgeon. If such permission has been obtained by the Pilot for treatment in the hospital/clinic of his/her choice and the cost of treatment at such hospital is higher difference between charges of the two hospitals shall be borne by the Pilot concerned. Bills will be settled on reimbursement basis.

All investigations and pathological examinations will be carried out at a p p r o v e d Laboratory in all Crew Base Station.

Medicines and surgical material considered necessary by the C o m p a n y ' s Doctor for treatment of Pilot will be provided at the Company's expense.

Nursing facilities available in the hospital will be provided at the Companys expense.

In case of serious illness, additional nursing facilities will be allowed as considered necessary subject to prior approval of Chief Flight Surgeon or Company's Medical Officer, at the Company's cost.

Pilots will be entitled to consult the Company's doctors at the C o m p a n y Air Crew Medical Centre(s). In addition, Pilots and their families will be entitled to consult such Medical Specialists, as are approved, in their clinics / hospitals with prior approval.

Reimbursement of maternity expenditures shall be allowed twice during service upto a ceiling of Rs.25, 000/- in normal delivery cases.

**Sick Report at Out Station.**

Medical certificate from private doctors will not be accepted by the Company, where C o m p a n y designation doctors are available.

Pilots falling sick on duty at an out station will be entitled to full medical attention by a doctor approved by flight surgeon. Where such arrangement does not exist, all treatment expenditure will be reimbursed provided attending physician confirms in writing to the satisfaction of flight surgeon, that the crew member concerned was given necessary medical attention under emergency.

**Treatment During Leave**

Pilots will be entitled to the following medical facilities during leave:

- Within Pakistan, during the period of leave, Pilots and their families will remain entitled to all medical treatment and facilities to which

they are entitled whilst the Pilots is on duty with the Company doctor(s) or any doctor, hired by the Company, on full time/part time basis or when referred to approved consultants. Company will reimburse all expenditure incurred by the Pilots for his / her treatment during leave at stations within Pakistan where Company's doctors are not located. Such expenditures will be approved by the flight Surgeon within a period of 30 days from submission of claim. However, reimbursement for family members shall be applicable for emergency treatment only.

- During leave abroad, should a Pilot require medical attention/treatment for a life threatening / serious illness, or emergency and in the absence of the Company's doctor, expenditure so incurred on such treatment, will be reimbursed subject to post-facto approval of the Chief Flight Surgeon.

- Emergency cases abroad of spouses / children of Pilots will be treated as per Company Policy.

**Inoculation And Vaccination.**

Inoculation and vaccination considered necessary by the Company's doctor, for the preservation of general health will be carried out at Company's dispensaries or Government Centre's at Company expense.

**Treatment Abroad**

Serving Pilot requiring treatment abroad for those ailments for which treatment is not available locally, will be sent on Company expense on the recommendations of Chief Flight Surgeon, subject to approval of the competent authority.

- In case of treatment abroad Pilot shall be provided accommodation at hotels, in addition to the travel facilities and allowance as per existing rule.

**Treatment For Family**

Family members of Pilots and retired/grounded Pilots will be entitled to the same free medical treatment facilities as applicable to Pilots, within Pakistan at PIA Medical Centers/approved doctor's clinics.

Treatment for special child/children will be provided by the Company for life.

**Sickness In Family While a Pilot Is Out Station**

In case of sickness in a Pilot's family, on recommendation of the Medical Officer, the Pilot may be informed by the Flight Operations Directorate immediately and his / her return to base arranged by first available service.

**Medical Entitlement for Family After the Death of a Pilot**

	<p>The families of those pilots, who expire while serving, shall be eligible for medical treatment as per Company rules. However, family member of Pilot who dies while on duty shall be eligible for treatment for life until becoming in-eligible due age or remarriage.</p>	
<p>20.02.38</p>	<p><b><u>Medical Facilities for Aircraft Engineers:</u></b></p> <p>Full time medical treatment will be arranged by the Company to serving / retired Aircraft Engineers and their families / family members of deceased aircraft / dependents as per Company's rules. A separate medical Centre on Ground floor equipped with Pharmacy &amp; Air-conditioned waiting area shall be provided for Members and their families.</p> <p>At least, Two senior medical officers &amp; Two lady doctor will be on duty all the time during working hours exclusively for Aircraft engineers and their families and will attend others in emergency only.</p> <p>Members shall be provided immediate medical care at airport vicinity in case of emergency, clinics/dispensaries equipped with emergency equipment, doctor, paramedical staff and ambulance with driver shall also be located within the close proximities of engineering facilities preferably inside the apron area on all base stations round the clock.</p> <p>In case of emergency Ambulance will be arranged. Apron permit for Drivers and Ambulance can be arranged for bringing the patient from Engineering in case of emergency.</p> <p>Orthopedic / Dentures / Hearing aids / artificial limbs/Crutches, Spectacles / Contact Lenses, Collar and other support shall be provided as per company policy.</p> <p>Company shall provide medical treatment to the Aircraft Engineers and their families in the hospitals arranged by the Company and as notified from time to time after functional hours on presenting PIA II) Card / Family ID Card. In case of hospitalization, patient will be sent at his / her own choice but only in the PIA approved hospital as per his / her entitlement at his own responsibility.</p> <p>If the members desires admission in any other hospital / clinic which is not approved by the Company, necessary permission may be given by the doctor deployed for engineers OPD. The difference between charges of the two hospitals / treatment as paid by PIA shall be borne by member concerned.</p> <p>Medicine / Surgical material considered necessary by the Company's doctor for treatment of disability of self, spouse/dependent shall be provided free of cost. Proper facilities shall be provided for children.</p>	<p>Authority: A.No.06/2020 Dated: 30-04-2020</p>

