



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

INFO

ATR/B737 FIRST OFFICERS

Dear PALPA Member,

October 29, 2013.

السلام عليكم

This is for the benefit of all my junior colleagues who are being misled through malicious rumouring. I have the ultimate responsibility to answer to my membership and set the record straight so that the concerns and misperceptions of the younger community are dispelled.

PALPA has highlighted the need for immediate promotions which have been stalled by successive flight operation managements, despite continuous reminders and follow ups from your association. We have now decided to aggressively pursue this issue and have carved out a road map for the career progression of our anxious members who must not feel alienated from the association and its efforts on baseless hearsay by those with self motivated interests.

For ATR First Officers' promotions are of utmost preponderance and we have made our position clear to a very rigid flight operations set up. Till such time that the surplus on this basic equipment is rationalised through promotions which we will ensure continues uninterrupted, a two Co-Pilot operation has been proposed to maximise utilisation of our junior members to provide them some reprieve financially and in terms of experience.

At this time the Executive Committee assures all members that seniority in the process of promotions shall not be undermined and we will NOT allow ourselves to be partial to any group but rather let seniority and merit prevail. PIA Corporate Planning has communicated to PALPA that four (04) 737-800s would be inducted on WET-LEASE by mid of November this year for a period NO LONGER than 02 to 03 months. PALPA strongly opposed the move on the premise that its own members had the first right to fly these aircrafts provided they make the cut. After a long drawn battle with the management, we have finally agreed to utilise our rated members for the equipment on DAMP-LEASE, for that our members will have to obtain the *permit* of the country from where the above stated B-737-800s are registered.

In line with the narrow body fleet replacement the Corporate Planning has definitively decided to induct the A-320 family of aircraft which are expected to be delivered from May 2014. Once again I would reiterate that PALPA is poised to respect the sanctity of seniority indiscriminately for all. Rest assured all our members would be placed as per their approved seniority list in line with projected requirements.

PIA is going through a transition and we must make concerted efforts to make this change effective and vibrant. We have assured the high ups of our resolve to keep working for the betterment of the airline as long as our legitimate interests are not held in abeyance. I have served my community to the best of my ability and intent and I urge all members to use better judgement and not lend credence to elements whose only aim is to hijack the working of the association for personal gains. I am available at all times to ease your concerns and apprehensions and would appreciate any feedback from you in making our efforts more fruitful.

Attachment: letter sent to DMD (ops) regarding two co-pilot operation on ATR.

Yours sincerely,

Capt. Suhail Baluch
PRESIDENT

"When there is no enemy within, the enemies outside cannot hurt you."

—Winston Churchill

ST - 31, BLOCK - 5, KEHKASHAN, CLIFTON, KARACHI - 75600 PAKISTAN.

Tel : (+9221) 3586-8860, 3582-4037, 9925-1128 Fax : (+9221) 3586-2312 E-mail : info@palpa.org.pk Web : www.palpa.org.pk



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/06/436

October 29, 2013.

Deputy Managing Director (Ops),
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

**SUBJECT: TWO CO PILOT OPERATION ON ATR AND
SUBSEQUENT PROMOTIONS THEREOF**

Sir,

Due to failed projections and indecisions in the past, a significant number of first officers on the ATR have been rendered surplus; a situation that is unsettling both for the employee and the management. In recent times there have been repeated reminders to maximise training efforts from the initial equipment but those processes have fallen through on one count or the other, as a consequence of which the higher equipments are facing shortages where as the ATR is left with a glut of first officers. The importance of immediate promotions cannot be overemphasised and the committee has already earmarked a promotion plan to rationalise the strength on all equipments, needless to say that the savings would be exponential. However as a makeshift measure the committee strongly feels that in order to optimise the productivity of these underutilised pilots, a two co-pilot operation must take effect.

This precedent has always been there in the airline and was employed as a means to expedite training in conjunction with quick experience which at present is being denied to the affected first officers in their scanty monthly rosters. In addition as per the latest corporate plan envisioned with the induction of 10 state of the art A320s by early next year the upper rung of first officers proceeding onto the A310s the juniors would be shy of the requisitioned experience to qualify for promotion, which could hold up the training process.

With this proactive step we expect a seamless and timely promotion/training plan which had left a lot to be desired in the past. The minuscule cost of extra flying pales out in comparison to the colossal savings the workforce of PIA pilots afford to the corporation alongside the savings that would ensue for the airline when these shortages and surpluses are equilibrated. An approval from the civil aviation authority shall be sought to this effect and it is urged that this be approved without delay.

Thanking you,

Yours sincerely,

Capt. Suhail Baluch
PRESIDENT

ST - 31, BLOCK - 5, KEHKASHAN, CLIFTON, KARACHI - 75600 PAKISTAN.

Tel : (+9221) 3586-8860, 3582-4037, 9925-1128 Fax : (+9221) 3586-2312 E-mail : info@palpa.org.pk Web : www.palpa.org.pk