



PAKISTAN AIRLINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/122/452

November 02, 2013.

Director Flight Operations,
Flight Operations Department,
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

**SUBJECT: NON-PROFESSIONAL WORKING/ ATTITUDE OF
FLIGHT OPERATIONS DEPARTMENT**

Sir,

The Executive Committee expresses utter disbelief at the unilateral decisions/working of the Directorate of Flight Operations, few decisions/proposals of the Flight Operations department are mentioned below.

• **CONTRACT PILOTS:-**

Capt. Ahsan Rehman's contract was renewed unilaterally, whereas it was decided to phase out all contractual pilots upon the maturity of their respective contracts. The Supreme Court of Pakistan has ordered that contractual appointments in place of regular appointments be dispensed and as a result of which services of several employees on contract were terminated in different departments. In contempt of the court order two B-747 contractual pilots namely F/O Talib Ali (P-64673) and F/O Mansoor Mahmood (P-64752) have been re-hired, by Flight Operations Management, despite our letter PALPA/G/123/396 dated 6th August 2013, addressed to Chief Pilot Planning & Scheduling, which clearly states that Executive Committee has taken a **unanimous decision**, "*that there should be no contracts whatsoever in PIA*".

It comes to us as a matter of great concern and dismay that the Flight Operations having agreed to accede the Association's position on not renewing any further contracts has once again breached our agreement and understanding; line of action that seems to be catching on in epidemic proportions within your ranks.

It is urged by the Association that these contracts be terminated so as to honour the agreement with us, **specially in revelation of your recent claims to the Board of Directors-PIA as to how the regular workforce of pilots suffice to meet your requirement for smooth operations.**

• **VIOLATIONS OF FDTL:-**

The claims by your office to have sufficient pilots to run the operation smoothly and yet the waivers authorized by PALPA have been misused time and over. This is causing stress to the pilots, both mentally and health wise; which make pilots prone to accidents. The safety has always been the top priority of any airline of repute and is non-negotiable. Pilots are compelled to perform duties over and above the PCAA regulations as a routine matter.

Furthermore, PIA has reacquired acceptable safety ranking to operate in the European, GACA & FAA airspaces after heavy financial penalties. PIA is still under strict monitoring on safety; and such violations can undermine PIA operations in the most lucrative markets.

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• **CREW LAYOVERS, PATTERNS, TRANSFERS & POSTINGS:-**

- (i) You have recently proposed revised layover plans for HKG & NRT instead of BKG & PEK respectively. The said proposal was never evaluated and recommended by the Finance.
- (ii) Your claim "Patterns are management prerogative and can be planned accordingly", is in violation of Clauses 3.1 and 3.1.1 (b) PALPA-PIAC Working Agreement 2011-13.
- (iii) Clauses 3.1.1 (e) and 5.1.2 PALPA-PIAC Working Agreement 2011-13 have been violated by proposing transfers/postings of cockpit crew without taking PALPA's consent. Furthermore, such proposals are invalid without Marketing Plan, Corporate Plan for new fleet to be inducted and fleet availability from Engineering.

• **PROMOTION PLAN:-**

Letter reference PALPA/G/122/402 dated 30th August 2013 has already been despatched in which it has been suggested to initiate an extensive Promotion Plan starting from ATR First Officers onward.

Pilots from B-737 have been promoted to A-310 and the course will commence effective 25th November 2013. It has been planned by the Corporate Department that four (04) B-737-800s will be inducted preferably on damp-lease and our B-737 pilots will be given the first opportunity to fly these aircrafts subject to fulfilling their CAA requirements. On the contrary, you have planned B-737 crew for A-310 Transition Training. The transition course should hence be disbanded in favour of the damp-leased aircraft and promotions should accrue from the ATR as per seniority and requirements to be determined in liaison with PALPA and must not be pursued in isolation by Flight Operations.

With the induction of (10) A320s the projected requirement of pilots impresses upon the urgent need for a definitive promotion plan to preclude the need for further waivers from the Association. It is suggested that we proactively work towards that end instead of whimsical decision making.

We assure you that these moves do not bode well in cultivating a trust based relationship with the Association that expects all understandings with us to be honoured with dignity and should not be misconstrued as acquiescent weakness, but are testament of our untiring efforts to strive to work with what can only be seen to be an erratic and noncompliant Flight Operations set up.

The Association would like to emphasize that the waivers are offered as a relief arrangement till the system can sustain more efficient Flight Operations whereas the safety is continuously compromised by violating FDTLs, which also makes us vulnerable to a continuous media onslaught. PALPA will review the waivers in the forthcoming Executive Committee meeting. In the meanwhile, you are requested to kindly prepare the operations of flights in accordance with the PALPA-PIAC Working Agreement 2011-13. The Association is generously conceding all waivers to enable the Flight Operations, we at the very least expect this gesture to be on a somewhat reciprocal basis.

Thanking you,

Yours sincerely,



Capt. Suhail Baluch
PRESIDENT

Copy to:-

- The Chairman – PIAC
- The Managing Director – PIAC