



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

INFO

Dear Members, السلام عليكم

July 31, 2019.

Attached herewith are letters which were sent to the PIACL Management and other agencies on different subjects; which are self-explanatory.

- Urgent/Motor Transport Agreement. 31st July 2019.
- Anomalies in Flight Operations observed during Hajj. 23rd July 2019.
- Hotel Accommodation – Paris (CDG). 19th July 2019.
- Technical Evaluation of Hotac – Lahore. 19th July 2019.
- Non-issuance of Cockpit Crew Uniform. 18th July 2019.
- Disbursement of Int'l outstation allowance in USD. 16th July 2019.
- Crew Room / Exclusive Rest Area. 16th July 2019.
- Letter from PALPA Legal Counsel to PIACL regarding Pension 8th April 2019
- Violation of PALPA-PIAC Working Agreement 2011-2013. 20th March 2019
- Salary deduction of 73 First Officers. 15th March 2019.
- Crew Fatigue with double sets/Augmented crew. 15th March 2019.
- Letter to the Honourable Prime Minister of Pakistan 1st March 2019
- Illegal Supervisory assignment on B777 by contractual pilot. 4th February 2019.
- Letter to the Honourable Chief Minister of Sindh. 29th January 2019.

We are in the process of continuous negotiations with the Flight Operations and the Higher Management and will keep you posted on developments.

With Best Regards,

Capt. Rizwan Gondal
PRESIDENT



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/220/270

July 31, 2019.

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

SUBJECT: URGENT / MOTOR TRANSPORT AGREEMENT

Dear Sir,

This has reference to the ongoing Motor Transport Agreement for cockpit crew at domestic stations signed by the PIACL management.

It is placed on record that in last PALPA -PIACL Utilization Committee Meeting dated 5th July 2019 (Agenda item no 12), PALPA raised its concerns over some kind of Motor Transport Agreement being planned unilaterally. It was clarified by the management that Flight Operations is unaware of any such change of Transport Agreement.

Regrettably, it is now appearing as a fact that a unilateral Motor Transport Agreement is signed without taking PALPA on board, which probably will be implemented tomorrow i.e. 1st August 2019 at 1200 AM but unfortunately no official communiqué has been made so far to intimate PALPA. We take this as a major breach of trust and also assert that this act is a blatant violation of PPM Admin Order (No A.O 32/2011 dated 17/11/2011 Item 6.34 page number 44)..... and clause 3.8. of PALPA-PIAC Working 2011-2013, reproduced below.

Quote:

PPM Chapter-6 Clause 6.34

TRANSPORTATION.

Transport for Pilots will be air-conditioned and clean. Corporation will ensure that the drivers are well rested. Corporation will provide the names of all the Drivers to the Association employed on domestic stations it will be the responsibility of the driver to put the luggage in and out of the vehicle. The Transport has to be approved according to the specification mutually agreed with the Association. Seats should be proper and Seat Belts must be installed. Identity card must be issued and displayed by all drivers, while on duty.

Un-Quote:

Contd: P/2.

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

Tel : (+9221) 3586-8860, 3582-4037, 9925-1128, PALPA UAN : (+9221)111-172-572 (111-1-PALPA), Fax : (+9221) 3586-2312

E-mail : info@palpa.org.pk Web : www.palpa.org.pk

Quote:

PALPA-PIAC Working Agreement 2011-2013

3.8. TRANSPORTATION.

Transport for Pilots will be air-conditioned and clean. Corporation will ensure that the drivers are well rested. Corporation will provide the names of all the Drivers to the Association employed on domestic stations .It will be the responsibility of the driver to put the luggage in and out of the vehicle.

The Transport has to be approved according to the specification mutually agreed with the Association. Seats should be proper and Seat Belts must be installed. Identity card must be issued and displayed by all drivers, while on duty.

Un-Quote:

It is pertinent to mention here that the transport facility besides provision of certain level of luxury warrants a necessity concerning safety and security of crew. It is highlighted that there have been negligence in the past where a group of drivers assigned on crew pick and drop while using PIA transport got arrested by Pakistan Rangers on account of their terrorist activities.

PALPA has the legal right to be part of any agreement in which Pilots are involved, PALPA as a body could have further contributed its honest input/share keeping the cost cutting vision of the incumbent PIACL management in mind for the betterment of PIACL and Pilots both, but regrettably PALPA was completely disregarded in the whole process.

It was the responsibility of the Flight Operations Department and a mandatory requirement to intimate PALPA in advance before execution of such an Agreement with details of its terms and conditions, details of CNIC copies of all drivers along with their valid Driving licences and their personal police/security clearances certificates, vehicles Registration copies with insurance policy details, VHF set on vehicles with fire extinguishers, number of duty shifts involved, Crew coordinators Names and numbers, on all domestic stations, contractor's name, company's name with details of office address, telephones and email details, the selection of vehicles to cater for monsoon season.

The role of Association serves as a fire wall in safeguarding the rights of its membership and such a constructive role has always been recognized and duly complemented by your predecessor Directors. On the basis of our working experience with you, it is highly unfortunate to say that the Executive Committee is of firm opinion that your role to act as our counterpart in discharging your services towards common objectives as custodian of PIA Pilots' Welfare, Safety, Security has been non-cooperative and not upto the mark and often becomes the basis of demoralization amongst the pilot community whereas in these hard and struggling times of our National Flag Carrier, PIA Pilots are putting in extra mile and proudly stand shoulder to shoulder with higher management for PIA's revival and its smooth flight operations specially during Hajj season.

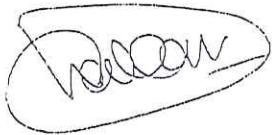
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(03)

PALPA would like to put this on record that while following the unilaterally signed new Motor Transport Agreement, there exist anomalies and compromises on safety and security related issues such as non security cleared drivers or due to an inappropriate insurance contract of the vehicle/its occupants (passengers) etc. Therefore, the burden on any unforeseen security and safety related occurrence shall be borne by the signing or approving authority and the PALPA membership shall not be responsible.

In the light of the above mentioned grievances, you are hereby advised to involve PALPA for the formulation of a legal Transport Agreement.

With Best Regards,

A handwritten signature in black ink, enclosed within an oval-shaped border. The signature appears to be 'Chakar Ali Shah'.

Capt. Chakar Ali Shah
Acting GENERAL SECRETARY

Copy to:-

- Chief Pilot Corporate Safety - PIACL
- Chief Pilot Planning & AIMS – PIACL



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/123/269

July 23, 2019.

Chief Pilot Planning & AIMS,
Flight Operations Department,
Pakistan International Airlines,
KARACHI AIRPORT.

SUBJECT: ANOMALIES IN FLIGHT OPERATIONS
OBSERVED DURING HAJJ

Dear Sir,

This is to inform you that during the crucial phase of Hajj operation, negligence on the part of few concerned in our department is taking its toll on PIA and causing unnecessary anguish to our crew.

Following recent complaints received by PALPA from its members is communicated through this letter.

1. Capt. Asad Avais following his pattern was planned to return to base on PK-301 dated 23rd July 2019. Additionally, FO Shamsheer Razzak and FO Nadir Magsi, after performing their Hajj pattern, travelled supy from UET-ISB to avail their onward supy travel from ISB to KHI on PK-301/23.07.2019, were all denied boarding by the traffic staff at the last minute, even after their boarding cards were issued.

For the record, the crew that was required at base has now checked-in to the hotel. This has caused disruption in their pattern and the airline is burdened with unnecessary financial penalty. PALPA is in close liaison with the flight operations department for the smooth flight operations and putting an extra mile.

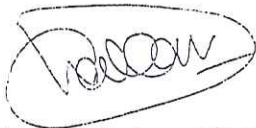
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(02)

2. Capt. Faisal Hameed and FO Furqan, as per their pattern were detailed to travel supy on PK-353/22.07.2019. They were told to wait as their seats were not confirmed. At the time of counter closure, they were given seats in Economy class, but once they boarded the aircraft, it was observed that a Ground Engineer was given seat (2C), in the Economy Plus which is in contrary to the standing instructions as per Circular CEO/GENL/2016 dated 5th May 2016. The Crew after taking notice, raised objection with the Traffic staff. However, they cooperated just to save the flight from delay. It is pertinent to mention here that such cooperation from our crew is often exploited and taken for granted.

We hereby expect management to probe into these kinds of matters and take necessary action to offer trouble free working conditions to our members and by also considering that in this dire need of crew during the hajj operation, such unprecedented events could lead to disruption of smooth operations.

With Best Regards,



Capt. Chakar Ali Shah
JOINT SECRETARY

Copy to:-

- Chief of Flight Operations/DFO



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/122/267

July 19, 2019.

Chief of Flight Operations/DFO
Flight Operations Department,
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

SUBJECT: HOTEL ACCOMMODATION – PARIS (CDG)

Dear Sir,

PALPA as an organization protects the welfare of the pilot community & works in collaboration with regulatory authorities to provide assistance in achieving safer skies & a safe aerodrome ground and Flight Operations environment.

It is pertinent to mention that sub-standard hotel accommodation during layovers causes restlessness, anguish, fatigue and physical and mental stress. The very nature of a pilots' job demands freedom from all sources of stress. We are sure that you are very well aware of the fact that the above mentioned elements can adversely affect Flight Safety.

Recently, PIACL management arranged accommodation for our re-current training crew on adhoc basis at Residhome Rosa Parks - Paris (CDG). This hotel has not been evaluated by PALPA Hotel Committee, which is contrary to the PALPA-PIAC Working Agreement 2011-2013.

PALPA has received numerous complaints from our members regarding Residhome Rosa Parks – Paris (CDG), especially during the recent heat wave; the air-conditioning system completely failed. The re-current training crew and the instructors who are planned for night simulators on regular basis are going through a great deal of discomfort, thereby affecting their performance. Such a compromise on training could lead to flight safety issues.

While we appreciate the efforts made by CEO PIACL by taking personal interest in alleviating this problem in coordination with President PALPA; however, regrettably, the matter is still pending.

Contd: P/2.

(02)

This hotel is not a first class hotel. It lacks basic facilities such as Room Service Food, Laundry, Low Noise Level, Sun-Block Curtains and Halal Food in the vicinity of the area. These are mandatory requirements for crew rest and comfort.

It is reiterated that PALPA has clarified the correct definition of "First Class Hotel" in the meetings with PIACL Hotel Committee held in the PIACL Board Room (Ref: PALPA/06/447 dated 26th October 2017).

The definition of First Class Hotel defined in different dictionaries as well as on the web is;

Quote

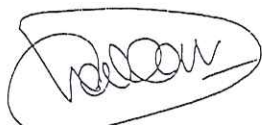
- *A first class hotel is usually coincides with 5 star hotel. They provides top quality services at day and night, the quality of room decor are awesome, provides extensive amenities & more.*
- *A First class hotel. A hotel offering top quality services and, usually, a prime location and extensive amenities.*
- *Constituting or belonging to the first, highest, or best group in a system of classification: a first-class hotel.*

Un-Quote

Notwithstanding the lack of facilities at the hotel for the re-current training crew, it has come to our knowledge that the operating crew on regular scheduled flights to Paris will also be accommodated in this hotel from 18th August 2019. In this way, we are putting the airline into further jeopardy as far as flight safety is concerned.

You are therefore, requested to take a stand and exercise the authority vested upon you as the custodian of a just safety culture.

With Best Regards,



Capt. Chakar Ali Shah
Acting GENERAL SECRETARY

Copy to:-

- Chief Executive Officer – PIACL
- Director Flight Safety – PIACL



PAKISTAN AIR LINE PILOTS' ASSOCIATION

AFFILIATED WITH :
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INTERNATIONAL TRANSPORT WORKERS FEDERATION.

Ref: PALPA/G/122/265

July 19, 2019.

Chief of Flight Operations/DFO
Flight Operations Department,
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

SUBJECT: TECHNICAL EVALUATION OF HOTAC AT LAHORE
FOR COCKPIT CREW LAYOVER.

Dear Sir,

It is to inform you that the Executive Committee in its meeting held on 4th July 2019 discussed the hotel accommodation at Lahore for cockpit crew.

Capt. Bilal Chughtai, Executive Committee Member, who was assigned by PALPA to evaluate Hotel facilities for Lahore was already aware about the bidding rates, informed to him by Mr. Siddiqui, Hotac Manager PIACL. Whereas financial bids are supposed to be sealed in separate envelopes and to be opened after the completion of Technical Evaluation process. This tantamount to a gross violation of PPRA rules.

After numerous complaints received from our members regarding the substandard and safety issues of Park Lane Hotel, the undersigned was assigned by the President to visit Park Lane hotel-Lahore for quality inspection. As per findings, the rooms lack the facility of water sprinklers in washroom/room, a fire evacuation plan with "emergency exit signs" on floor, a designated fire assembly area, which is a mandatory requirement for technical evaluation and comes under the safety ambit. The disaster of hotel crown plaza is not a distant memory, the residents of the hotel lost their lives and our crew suffered from third degree burn. PIA operation got effected, all because of comprise on safety standards. We fail to understand that how this hotel got qualified by the evaluation committee, which in no way can score 70 points to pass through the technical evaluation.

While the Park Lane Hotel, Lahore is substandard and has not enough rooms to meet the standards of an airline that does its major operations from Lahore. On many occasions, the rooms are not blocked despite the list forwarded to them on day to day basis. The crew that arrives at the hotel especially at late hours usually doesn't get room and is sent to hotel one. Hotel One itself is worse than the Park Lane Hotel and the crew lose their valuable time in arguments and travelling to another hotel. All this in the overall scenario could seriously affect Flight Safety Operations.

Contd: P/2.

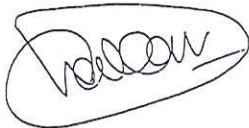
(02)

Recently, FO Faizan Junaid after operating flight from London to Lahore after 14 hrs of duty (from check-out to check-in) was offered a Room at Park Lane Hotel Lahore, which had a stretcher bed (pictures attached), after refusing to check-in the hotel, he was offered another room after 45 minutes of arguments. According to the complaint of Faizan Junaid to PALPA, he could not sleep properly and had to check out early to proceed back to Islamabad. We will continue to receive such complains in future. This substandard hotel is causing unnecessary stress and discomfort to our crew which can lead to flight safety hazard. Furthermore, it is tarnishing the image of PIA and demotivating crew, which is already putting an extra mile to make the flight operations smooth.

We as an Association are working towards the betterment of our airline and our membership. We value Flight Safety above all else. Our professional pilots are conducting themselves with great honour and pride. However, the exploitation of their willingness and cooperation should not be taken for granted.

Sir, I on behalf of PALPA and its membership, request that you hold an inquiry on this lapse and re-evaluate another hotel in the area as per PALPA-PIAC Working Agreement 2011-2013 and revert to the previous practice. Meanwhile we will appreciate, if the crew is accommodated in the previous hotel.

With Best Regards,



Capt. Chakar Ali Shah
Acting GENERAL SECRETARY



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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INTERNATIONAL TRANSPORT WORKERS FEDERATION.

Ref: PALPA/G/122/263

July 18, 2019.

Director Procurement and Logistics,
Pakistan International Airlines,
P.I.A. Head Office,
KARACHI AIRPORT.

REMINDER
SUBJECT: NON-ISSUANCE OF COCKPIT CREW UNIFORM

Dear Sir,

Our earlier correspondence on this subject is also referred. (PALPA/G/122/129 dated 26th September 2018, PALPA/G/122/188 dated 19th April 2017, PALPA/G/122/407 dated 12th July 2017, PALPA/G/122/422 dated 12th September 2017, PALPA/G/122/432 dated 15th September, 2017, and PALPA/G/06/443 dated 12th October, 2017.

It is to remind you that the issue of Cockpit Crew Uniform entitlement. The Cockpit Crew uniform has not been provided for the last five years.

Nevertheless, our esteemed members have maintained the standard deserving at representing our National Flag Carrier, on their own expense. But at times, it is difficult to standardize, due to non availability of a standardized vendor.

As per Chapter-43, Appendix-A of PPM, PIACL is responsible to provide the crew with a standardized uniform.

A number of meetings have already been held with the management regarding Uniform.

Please find attached the fabric and its specifications, please note that design change of the uniform can be carried out in consultation with PALPA. However, the facility to be provided uniforms to Cockpit Crew has to be provided on an urgent and must basis in the interim.

You are requested to kindly resolve this pending issue at your earliest.

With Best Regards,

Capt. Chakar Ali Shah
Acting General Secretary

Copy to:-

- Chief of Flight Operations - PIACL
- Chief Pilot Standards Inspection/Technical – PIACL



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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INTERNATIONAL TRANSPORT WORKERS FEDERATION.

Ref: PALPA/G/06/262

July 16, 2019.

The President & CEO,
Pakistan International Airlines,
PIA Head Office,
KARACHI.

SUBJECT: DISBURSEMENT OF INTERNATIONAL OUTSTATION
ALLOWANCE IN US DOLLARS.

Dear Sir, السلام عليكم

A letter was written on the issue of outstanding foreign allowance on January 09, 2019 reference PALPA/G/06/187 (Copy attached as Annex-A).

However, PALPA was informed by the management that due to the restrictions imposed by the State Bank of Pakistan on the issuance of foreign currency, PIACL is unable to disburse the foreign allowance in US dollars.

PALPA agreed to accept on the conditions that this disbursement of foreign allowance in PKR shall be at the inter-banking rates and this was verbally accepted and committed by you.

For the month of August 2018, the dollar allowance disbursed on 23rd May 2019 was @ Rs. 138 per dollar, which did not correspond to the interbank rate, which was Rs. 152.25 per dollar (copy attached as Annex-B). On our insistence, we were given assurances by you that not only will the difference be made up, but also that future conversions will be at the prevailing inter-banking rate as per the State Bank of Pakistan.

The same anomaly was repeated for the month of September 2018, in that the amount disbursed in PKR on 3rd July 2019 was @ Rs. 148.20 per dollar, whereas, the inter-bank rate was Rs. 158 per dollar (copy attached as Annex-C).

Contd: P/2.

(02)

The already aggrieved membership over disbursement of foreign allowance into PKR was to some extent calmed by your assurances, which we had intimated to them at your behest and on your words. But your inaction is both inexplicable and embarrassing.

You must appreciate that since the allowance is invariably used at foreign stations; we lose twice by first receiving the money in PKR which is not even at the inter-bank exchange rate and then re-convert the same into foreign currency for stations outside the country. You may be aware that during these unusual circumstances where PKR is not only difficult to convert into foreign exchange within country but is almost impossible at outstations.

Under the circumstances, we are left with no choice but to only accept outstation allowance in US dollars as per clause 2.11.1. of PALPÁ-PIAC Working Agreement 2011-2013.

Quote

2.11.1 Foreign Station:-

Pilots shall be entitled to outstation allowance @ US\$ 5/- per hour from blocks on till blocks off at slip stations (flight time excluded). This allowance shall be payable for international flights.

Un-Quote

We request that all outstanding foreign allowance be reimbursed at the earliest and that it be done in US dollars.

We also request that a copy or reference of the State Bank instruction/notification as quoted by you, disallowing reimbursement in US dollars be forwarded to us so that we can take up the matter at the proper forum.

With Best Regards,



Capt. Rizwan Gondal
PRESIDENT



ANNEX-A

PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/06/187

January 09, 2019.

The President & Chief Executive Officer,
Pakistan International Airlines,
P.I.A. Head Office,
KARACHI AIRPORT.

SUBJECT: DISBURSEMENT OF INTERNATIONAL OUTSTATION ALLOWANCE

Dear Sir,
السلام عليكم

We are pleased to learn that the financial department of PIACL is actively working towards disbursement of international outstation allowances for crew, which have been pending for over ten (10) months.

As per advice of our tax consultant and legal counsel, the Executive Committee of PALPA has unanimously decided not to accept the foreign outstation allowance in PAK rupees.

We are well aware of the financial health of the airline, however, PALPA members have been cooperating for the last 10 months, therefore, it is requested that the disbursement of outstanding payments be made in US dollars as per PALPA-PIAC Working Agreement 2011-2013.

With Best Regards,

Capt. Ali Mansoob
GENERAL SECRETARY

























Pakistan Inter Bank Forex Rates

As on Thu, May 23 2019, 23:56 PST (GMT+5)

Select Date

ANNEX - B

Date

Currency	Symbol	Bank Buying TT Clean	Bank Selling TT & OD	Yesterday Difference	Trend
 Australian Dollar	AUD	104.33	104.67	-0.13	⬆️ 
 Canadian Dollar	CAD	112.85	113.22	-0.42	⬆️ 
 Danish Krone	DKK	22.66	22.73	-0.03	⬆️ 
 Euro	EUR	169.19	169.75	-0.26	⬆️ 
 Hong Kong Dollar	HKD	19.33	19.4	-0.01	⬆️ 
 Japanese Yen	JPY	1.3755	1.3801	0.0009	⬆️ 
 Saudi Riyal	SAR	40.47	40.6	-0.02	⬆️ 
 Singapore Dollar	SGD	109.93	110.29	-0.16	⬆️ 
 Swedish Korona	SEK	15.74	15.8	0.02	⬆️ 
 Swiss Franc	CHF	150.45	150.94	0.35	⬆️ 
 UK Pound Sterling	GBP	191.88	192.52	-1.16	⬆️ 
 US Dollar	USD	151.75	152.25	-0.1	⬆️ 

























ANNEX-C

Pakistan Inter Bank Forex Rates

As on Wed, Jul 03 2019, 11:41 PST (GMT+5)

Select Date

Date

Currency	Symbol	Bank Buying TT Clean	Bank Selling TT & OD	Yesterday Difference	Trend
 Australian Dollar	AUD	110.72	111.13	-0.76	
 Canadian Dollar	CAD	120.8	121.19	-0.89	
 Danish Krone	DKK	23.94	24.01	-0.22	
 Euro	EUR	178.64	179.25	-1.6	
 Hong Kong Dollar	HKD	20.31	20.56	-0.18	
 Japanese Yen	JPY	1.4708	1.4755	-0.003	
 Saudi Riyal	SAR	42.16	42.39	-0.4	
 Singapore Dollar	SGD	116.74	117.2	-0.98	
 Swedish Korona	SEK	16.95	17.29	-0.12	
 Swiss Franc	CHF	160.73	161.3	-1.16	
 UK Pound Sterling	GBP	199.28	199.95	-2.69	
 US Dollar	USD	158.3	158.8	-1.5	



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INTERNATIONAL TRANSPORT WORKERS FEDERATION.

Ref: PALPA/G/122/261

July 16, 2019.

Director Works,
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

REMINDER – 1
SUBJECT: CREW ROOM / EXCLUSIVE REST AREA

Dear Sir,

This is in reference to our telephonic conversation regarding cockpit crew room facility at Allama Iqbal International Airport, Lahore and previous letters in this regard (Copies attached).

The crew room at Allama Iqbal International Airport-Lahore is inadequate in terms of space. There is, however, another adjacent room which is vacant. It is requested that this vacant room be designated as crew room and necessary refurbishment be made by providing specific itinerary (Water Dispenser, Coffee/Tea Maker/Electric Kettle, LCD, WiFi connection, Coat and Cap Hanger, Pillows/Cushions, Sofa cum beds and other Furniture).

Crew rooms are also utilized by foreign crew as available at most International Airports.

You are requested to please take suitable measures at the earliest to offer relief against crew fatigue and smooth Flight Operations.

An early reply shall be highly appreciated.

With Best Regards,

Capt. Chakar Ali Shah
Acting GENERAL SECRETARY

cc: Chief of Flight Operations (CoFO/DFO) – PIACL



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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INTERNATIONAL TRANSPORT WORKERS FEDERATION.

Ref: PALPA/G/10/257

July 09, 2019.

Chief Pilot North,
Flight Operations Department,
Pakistan International Airlines,
PIA Booking Office, The Mall,
RAWALPINDI.

Dear Sir,

The Flight Operations Department has been relocated to the new Islamabad Airport. It is understandable that this has convenience the day to day handling of the operations.

The earlier office in the Mall road was in the heart of the city and provided easier access to the employees in matters not directly involving actual operations of flights. This move is causing a lot of problems for the crew; especially those retired, in terms of medical and ticketing facilities and sanctions.

It is requested that these facilities be restored to the earlier city office because of the distance and time involved to travel to the new airport.

With Best Regards,

Capt. Haqqi
JOINT SECRETARY

MAIL/RP-1
April 8th 2019

Pakistan International Airlines Corporation Limited,
To be served through its Company Secretary at PIACL Head Office,
Located at Karachi Airport,
Karachi

Addressee,

Under instructions of our clients; Pakistan Airlines' Pilots' Association (in its capacity as the Bargaining Representative) and persons better detailed in Appendix I attached herewith; we address you in following terms:

1. That our clients (mentioned in Appendix I) were, during subsistence of service, members of the Cockpit Crew serving the interests of Pakistan International Airlines Corporation Limited's ("PIACL") flying operations. They were all permanent employees and are, by dint of such classification, entitled to retirement benefits (including monthly pensionary payments).
2. That disputes arising out of interpretation of various policies concerning (in particular) calculations of monthly pensionary benefits culminated in the filing of Constitutional Petition No. D-2353 / 2014 by our clients (through the Bargaining Representative) before the Sindh High Court at Karachi. The proceedings lastly referred were heard and dismissed by a Division Bench of the Sindh High Court on 23.09.2016. The principal ground causing dismissal was that the parties were governed by non-statutory rules and, therefore, could not maintain a Constitutional Petition.
3. That the judgment that came about was thereafter challenged before the Supreme Court of Pakistan by way of Civil Appeal No. 585 / 2018. In terms of its Judgment dated 16.01.2019, the Supreme Court upheld the rule whereby filing of a Constitutional Petition before a High Court is prohibited in case the rules governing the aggrieved persons' employment are non-statutory in nature. However, the Supreme Court concluded by observing that all persons retiring from service with PIACL as members of its Cockpit Crew shall be entitled to receive pensionary benefits calculable on last salary received (in terms of Circular No. 21 / 2003 dated 31.07.2003).
4. That we (under instructions) contend that our clients have not been, at any point in time, extended the benefits of Circular No. 21 / 2003. We must correct the record to demonstrate that policies which are deemed beneficial in application are to be enforced retrospectively. In this regard, and now supplemented by the orders of the Supreme Court, Circular No. 21 / 2003 shall regulate all matters concerning grant of pensionary benefits to retired employees (as classified above). This particular benefit is to be extended to our clients (and persons similarly placed) from the date of their superannuation.
5. That it is, therefore, expected that upon receipt of this NOTICE, and within a period not exceeding Fourteen (14) Days therefrom, necessary calculations should be concluded in favor of our clients. All shortfalls in terms of pensionary dues must be disbursed to our clients once properly calculated without delay. Failure on the part of PIACL to cause the strictest compliance of the orders of the Supreme Court shall result in

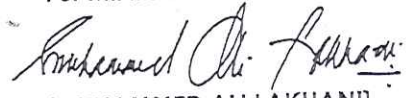
Suite # 516, Clifton Centre, Block-5,
Khayaban-e-Roomi, Clifton, Karachi
Tel: 92-21-35293148/ 92-21-35293149

Associate Islamabad Office: Suite # 4,
1st Floor, Shalimar Centre,
F-8 Markaz, Islamabad
Tel: 051-2250834

initiation of legal proceedings; either Civil and / or Criminal; at your sole risk as to costs and consequences, which may be noted accordingly.

6. That whatever has been stated herein is "WITHOUT PREJUDICE" to our clients' rights at law and in fact, and in particular their right(s) to supplement contentions.

For M.A.I. Lakhani & Co,


[MUHAMMED ALI LAKHANI]

APPENDIX I

[Better description of persons addressed]

1. Captain ® Javed Afzal;
2. Captain ® Nayyar Nazir;
3. Captain ® Imran Aziz;
4. Captain ® Mahboob Haq;
5. Captain ® Khalid Zarif Khan;
6. Captain ® Aamir Kamal;
7. First Officer ® Ayaz Akbar Hashambhoy



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/122/236

March 20, 2019.

Chief of Flight Operations/DFO,
Flight Operations Department,
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

SUBJECT: VIOLATION OF PALPA-PIAC WORKING AGREEMENT 2011-2013

Dear Sir,

We are in receipt of an injunction granted in respect of Suit No. 514/2019, on March 18, 2019, wherein PIACL has been directed to *"till the next date of hearing, PIA shall only appoint contract pilots in line with the Working Agreement and upon fulfilment of Chapter 34.12.04 of the Personnel Policies Manual"*.

In view of the above referenced injunction, PIACL shall refrain from deviating from PALPA-PIAC Working Agreement 2011-2013, consequently; the violation of clause 4.7 of PALPA-PIAC Working Agreement 2011-2013 be ceased forthwith by not utilizing Capt. (Rtd) Waqar Hassan, contracted pilot, for any supervisory assignment.

With Best Regards,

Capt. Ali Mansoor
GENERAL SECRETARY

Copy to:-

- Acting President & CEO - PIACL



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/06/231

March 15, 2019.

The President & CEO,
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

SUBJECT: SALARY DEDUCTION OF 73 FIRST OFFICERS.

Dear Sir, السلام عليكم

In continuation of our stance on the unilateral deduction, contrary to Annexure-A of Admin Order No. 07/2016 dated 31st May 2016, and on which there have been a number of correspondence by PALPA as the sole legal representative of all our members.

It is pertinent to point out another serious anomaly affecting our new pilot employees (List attached).

The list of the First Officers being forwarded through this letter contains names of those who did their first flight after 1st April 2016, wherein they logically do not fall under the already contested practice.

You may recall that this was highlighted on your last visit to PALPA House. I therefore, request you to reassess the case of these first officers and not only stop any further pay deductions, but also reimburse any deductions already made from their salaries.

With Best Regards,

Capt. Rizwan Gondal
PRESIDENT

Copy to:

- Chief Financial Officer – PIACL
- Chief of Flight Operations – PIACL
- Chief of Human Resource - PIACL

First flight between 01-Apr-2016 to 07-Mar-2019

08-Mar-19

S. No	P. No	Name	Pos	Base	ATR First Flight	Date
1	66576	BILAL ATHER	FO	KHI	Pk-536 KHI-SKZ	03-May-16
2	66572	ROOSHAN ASHRAF	FO	KHI	Pk-584 KHI-DEA	03-May-16
3	66602	ARJF BIN SHAHID	FO	KHI	Pk-580 KHI-MUX	03-Apr-16
4	66616	ADNAN KAMAL	FO	KHI	Pk-503 KHI-GWD	06-Apr-16
5	66613	M AZAM KHAN	FO	ISB	Pk-536 KHI-MJD	01-Jun-16
6	66614	ANEEL AHMED	FO	KHI	Pk-330 KHI-MUX	18-May-16
7	66608	SHAN KHAN YOUSUFZAI	FO	KHI	Pk-681 ISB-MUX	29-Jul-16
8	66615	SHAHBAZ KHAN	FO	ISB	Pk-590 KHI-SKZ	21-Jun-16
9	66622	HARIS SOHAIL	FO	KHI	PK-330 KHI-MUX	15-Jun-16
10	66628	HASSAAN ANSARI	FO	KHI	Pk-501 KHI-TUK	16-Apr-16
11	66620	TASNEEM ZAHIR	FO	KHI	Pk-536 KHI-MJD	09-Jun-16
12	66621	MUHAMMAD A. ABDULLAH	FO	KHI	Pk-584 KHI-DEA	20-Apr-16
13	66627	ATTA MOHAMMAD	FO	KHI	Pk-582 KHI-RYK	09-Jun-16
14	66630	ZAIGHAM AMJAD	FO	KHI	Pk-380 KHI-MUX	13-May-16
15	66612	NADIR MAGSI	FO	KHI	Pk-588 KHI-BHV	06-Jul-16
16	66626	UMAR FAROOQ	FO	LHE	Pk-588 KHI-BHV	05-Jul-16
17	66618	MEHDI RAZA	FO	ISB	Pk-681 ISB-MUX	28-Mar-17
18	66624	SHAHZEB JUNAID	FO	KHI	Pk-312 KHI-LHE	25-Jun-16
19	66619	HASHAAM MAQSOOD	FO	KHI	Pk-582 KHI-RYK	06-Apr-16
20	61022	SYED ASAD JAWED NAQVI	FO	KHI	Pk-540 KHI-SKZ	31-Jul-16
21	66924	M TAHIR	FO	KHI	PK-330 KHI-MUX	08-Nov-16
22	66925	SHUMAILA MAZHAR	FO	ISB	Pk-681 ISB-MUX	22-Aug-16
23	66926	QURATUL AYEN	FO	KHI	Pk-536 KHI-MJD	30-Mar-17
24	66928	MARYAM MUJTABA	FO	ISB	Pk-536 KHI-SKZ	30-Aug-16
25	66930	AREEBA TIPU	FO	KHI	PK-330 KHI-MUX	11-Aug-16
26	66932	BALOCH	FO	ISB	Pk-588 KHI-KHI	06-Aug-16
27	66933	N RIAZ	FO	LHE	Pk-580 KHI-MUX	02-Sep-16
28	66934	NAVEED AHMED	FO	ISB	Pk-655 ISB-LHE	17-Nov-16
29	66935	ASIF AMIN SHAIKH	FO	ISB	Pk-681 ISB-MUX	28-Oct-16
30	66937	SOHAIL ZAUR	FO	KHI	Pk-651 ISB-BHV	11-Aug-16
31	66938	FAHAD MALIK	FO	ISB	Pk-536 KHI-SKZ	04-Oct-16
32	66939	RAHEEL AHMED	FO	KHI	PK-330 KHI-MUX	01-Dec-16
33	66940	AZMAT ALI	FO	KHI	Pk-342 KHI-LYP	12-Nov-16
34	66941	M AYAZ KHAN	FO	KHI	Pk-536 KHI-MJD	10-Nov-16
35	66942	SHERAZ KHAN	FO	KHI	Pk-536 KHI-SKZ	19-Jul-17
36	66943	M AHMED JAWED	FO	LHE	Pk-588 KHI-BHV	29-Mar-17
37	66944	M UMAIR TARIQ	FO	LHE	Pk-525 KHI-UET	10-Feb-17
38	66945	SHAHIRUKH JAVA	FO	LHE	PK-330 KHI-MUX	01-Oct-16
39	66946	M. NAVEED IFTIKHAR	FO	KHI	Pk-536 KHI-SKZ	04-Apr-17
40	66949	HAMZA BIN IMRAN	FO	KHI	Pk-588 KHI-BHV	08-Sep-16
41	66950	SAAD TARIQ	FO	KHI	Pk-536 KHI-MJD	01-Apr-17
42	66951	UZAIR ANSARI	FO	KHI	Pk-525 KHI-UET	11-Nov-16
43	66952	RIFAT ULLAH	FO	ISB	Pk-588 KHI-BHV	21-Dec-16

First flight between 01-Apr-2016 to 07-Mar-2019

08-Mar-19

S. No	P. No	Name	Pos	Base	ATR First Flight	Date
44	66953	HAIDER MUKHTAR	FO	KHI	Pk-590 KHI-SKZ	03-Dec-16
45	66954	EMAD FAROOQI	FO	KHI	Pk-390 KHI-SKZ	03-Feb-17
46	66956	ADEEL SAFDAR MALIK	FO	KHI	Pk-536 KHI-SKZ	06-Dec-16
47	66957	SULTAN MALIK	FO	KHI	Pk-390 KHI-SKZ	04-Feb-17
48	66958	KAMAL MUSHTAQ	FO	ISB	Pk-503 KHI-GWD	31-Mar-17
49	66959	AAMIR SHAHZAD MARWAT	FO	ISB	Pk-503 KHI-GWD	12-Apr-17
50	66960	SHAIKH SALEEM ABBAS	FO	KHI	Pk-584 KHI-DEA	26-Jan-17
51	66961	OSMAN HASHIM	FO	KHI	Pk-372 KHI-ISB	06-Dec-16
52	66962	SALEH SALEEM ABBASI	FO	ISB	Pk-536 KHI-SKZ	10-Feb-17
53	66963	SAAIED AURANGZEB	FO	KHI	Pk-503 KHI-GWD	07-Dec-16
54	66964	OMAS CHANDIO	FO	KHI	Pk-372 KHI-ISB	07-Dec-16
55	66965	SAAD AIJAZ DURRANI	FO	ISB	Pk-681 ISB-MUX	27-Jan-17
56	67158	FAYYAZ HAIDER	FO	KHI	Pk-582 KHI-RYK	18-Apr-17
57	61032	ASIF IQBAL SOOMRO	FO	ISB	Pk-589 ISB-BHV	03-Jun-18
58	67167	AFNAN ALI SHAH	FO	KHI	Pk-536 KHI-SKZ	05-Jun-18
59	67999	HAFIZ HABIB ISHAQUE	FO	LHE	Pk-530 KHI-SKZ	12-Jun-18
60	68000	ALI HASAN	FO	KHI	Pk-588 KHI-BHV	11-May-18
61	68001	SHAHZEB ZIA	FO	KHI	Pk-530 KHI-SKZ	28-Jul-18
62	68002	SAQIB HUSSAIN	FO	KHI	Pk-530 KHI-SKZ	13-Jun-18
63	68003	WAQAS	FO	ISB	Pk-530 KHI-SKZ	15-Jul-18
64	68004	ASAD	FO	ISB	Pk-532 KHI-SKZ	17-Aug-18
65	68005	WASIF MAHMOOD	FO	LHE	Pk-584 KHI-DEA	29-Jul-18
66	68006	ROHAIL FAKHAR BUTT	FO	LHE	Pk-588 KHI-BHV	13-Aug-18
67	68007	S REHAN IQBAL ZAIDI	FO	KHI	Pk-536 KHI-MJD	18-Oct-18
68	68008	MAHIPAL	FO	KHI	Pk-580 KHI-MUX	20-Dec-18
69	68009	RAJA JAHANZEB ZAHID	FO	KHI	Pk-503 KHI-GWD	15-Dec-18
70	68010	SHAHERYAR MEHMOOD KHAN	FO	KHI	Pk-582 KHI-RYK	27-Dec-18
71	68011	USAMA AHMAD	FO	LHE	Pk-650 LHE-ISB	14-Dec-18
72	68013	SAHAAB FARRUKH	FO	KHI	Pk-650 LHE-ISB	07-Mar-19
73	68022	DAANIAL MANSOOR JANJUA	FO	KHI	Pk-588 KHI-MUX	07-Mar-19



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

March 15, 2019.

Ref: PALPA/G/36/224

Director General/Secretary Aviation,
Pakistan Civil Aviation Authority (PCAA),
HQs Civil Aviation Authority,
Old Terminal-1, Jinnah International Airport,
KARACHI.

SUBJECT: CREW FATIGUE WITH DOUBLE SETS/AUGMENTED CREW

Dear Sir, السلام عليكم

We write this letter to inform you that PIACL has recently introduced some changes in FDTL planning which carries a very high element of fatigue.

PIACL management has started to operate flights to (ISB-PEK-ISB), (ISB-RUH-ISB), (ISB-MED-ISB), (ISB-DXB-PEW-KHI), with double/augmented crew and is in the process of planning (KHI-KUL-KHI). This is a recent cost cutting exercise that PIACL has embarked upon, which in our considered opinion, gives precedence to commercial aspects over crew rest requirement/fatigue concerns, which in turn is becoming basis of compromised flight safety.

The operation of augmented flights bilaterally was agreed upon between PALPA and PIACL considering and keeping pilot fatigue and flight safety as a primary factor. The present operation is in violation of the bilateral PALPA-PIAC Working Agreement 2011-2013 as per clause 3.7.1. (c):

Quote

(c) AUGMENTED CREW (THREE PILOTS OPERATIONS).

Augmented crew operations shall be avoided as far as possible. However, if unavoidable, it will be applicable on Jet aircrafts only and not applicable where frequency of scheduled flight of any equipment is more than once a week.

Un-Quote

We want to highlight some serious concerns raised by our members.

1. The above mentioned flights are up and down flights, and in case of (ISB-PEK-ISB), crew are required to leave the aircraft, follow the arrival immigration/customs exit and join back after necessary fresh immigration/custom formalities as its deemed a terminator flight by Chinese Authorities. Therefore, our crew can't avail the allocated time for rest as all four crew members have to disembark and leave the aircraft and return which officially requires a minimum of 12 hours of rest at the point of disembarkation.

A terminator flight is "A specific type of flight path along a segment of a procedure along with a specific type of termination of that flight path, as specified by the International Civil Aviation Organization (ICAO)".

2. Rest periods before and after the flight for double set are not defined by the operator and are not reflected on their rosters.

Contd: P/2.

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

Tel : (+9221) 3586-8860, 3582-4037, 9925-1128, PALPA UAN : (+9221)111-172-572 (111-1-PALPA), Fax : (+9221) 3586-2312

E-mail : info@palpa.org.pk Web : www.palpa.org.pk

3. Occupying a relief seat hardly enables our crew, to plan and complete their mandatory rest, for a safe completion of a flight. The relief seats provided in the business class, seriously compromise the rest requirement of our crew. The designated crew rest area in AP-BMG/BMH is not according to the defined rest specifications. PIA has never used or planned these aircraft on any LR flights. PCAA/ICAO ANO defines crew rest area as a two adjacent flat beds with fully reclining seats and in case of non-availability of such a crew rest area, regular business class seats cannot be planned as a replacement on such flights.
4. Flight times are not equally distributed as both sectors have significant difference in flight times; therefore division of rest is not balanced.

Recent incidents of heart attacks amongst PIACL pilots may not compound instantly but are a result of sustained in flight stresses, cumulative fatigue and inadequate rest. Besides, crossing many time zones in few hours causes a shift of day and night cycles with minimum shift of circadian rhythm affecting the bio imbalance of the air crew, resulting in physical and emotional over stress leading to coronary diseases. All these are stressful under normal conditions and can further affect the pilot's reaction and action if faced with an emergency situation.

PIACL scheduling has failed to keep in mind the effects of fatigue, compounding adverse effect on crew health and therefore safety of flight. The same is reflected in a number of Captains' debriefs and therefore, the majority of our crew are reluctant to accept these flights. However, those on contract are forced to carry out these duties under pressure in fear of losing their contracts. This is a very dangerous trend and needs to be addressed by the PCAA and the ICAO.

The ANO 91.0012 dated 7th April, 2011, Issue: Five, lacks clarity in case of FDTL CONCERNING DOUBLE SET, (Non-LR & LR). Excepting time zones crossings only, rest period before and after the flight and flight duty time limitations applies equally for flights with double sets/Non-LR and LR Flights. Furthermore, the ANO-012-FSXX-6.0 dated 1st January 2018 which was finalized after thorough scientific research giving significant priority to health was held in abeyance only due to financial interests of the Operator, jeopardizing health of our members which is against legitimate expectancy right of healthy living for all.

PALPA is under oath to keep safety as our utmost priority and is duty bound to raise and share our members concerns with the Regulatory Authority. Therefore, we would like to hold on record the contents of this letter in case of any flight safety incident or accident in future.

Please also refer to letters No. HQCAA/1803/56 dated 12th September, 2000 and HQCAA/1801/78/CMO/923 dated 9th February 2001. These letters highlight serious concerns raised from the Regulatory Authority to the Operator.

Sir, you are requested to apprise us of your understanding, interpretation and subsequent remedial action on the anomalies mentioned in this letter.

With Best Regards,



Capt. Rizwan Gondal
PRESIDENT

Copy to:-

- The Honourable Minister for Aviation – Govt. of Pakistan
- Acting President & CEO - PIACL
- The President-Safety Investigation Board
- Director Flight Standards - PCAA
- Chief of Aviation Medicine - PCAA
- Chief of Flight Operations/DFO - PIACL
- Chief Pilot Flight Safety - PIACL
- Chief Medical Officer – PIACL
- Chief Pilot Planning & AIMS - PIACL

Enclosed:- ANO/De-lurif (Annexure -A & B)

ANNEX - A

- a) In a week (7 consecutive days);
- b) In a calendar month, 30 consecutive days;
- c) In 365 consecutive days – 12 months.

7.2 Maximum flight time and maximum flight duty period

7.2.1 Maximum flight time is defined as the time from 'blocks Off' to 'blocks On' and maximum flight duty period is defined as a period which commences when a flight or cabin crew member is required to report for duty that includes a flight or a series of flights and which finishes when the aircraft finally comes to rest and the engines are shut down at the end of the last flight on which he/she is a crew member.

7.2.2 Maximum flight time and maximum flight duty periods applicable to operations by flight and cabin crew members shall be as follows:

a)	Flight Crew Compliment- Aircraft weight category above 5700 Kgs.	Flight time	Flight duty period
	(i) Single crew compliment		
	• Two crew cockpit	09 hrs.	12 hrs.
	• Three crew cockpit	10 hrs.	13 hrs.
	(ii) Multiple crew compliment		
	• Two crew cockpit	11 hrs.	13hrs.
	• Three crew cockpit	12 hrs.	15hrs.
	(iii) Double crew	16 hrs	18 hrs
b)	Flight Crew Compliment- Aircraft weight category below 5700 Kgs.	Flight time	Flight duty period
	(i) Agricultural spray	04 hrs.	09 hrs.
	(ii) Flying School, Aerial Work Operation below 1500 feet above ground level (AGL)		
	A) Without air-conditioning	04 hrs.	09 hrs.
	B) With air-conditioning	5.5 hrs.	12 hrs.
	(iii) Charter, Flying School, Aerial Work Operations above 1500 feet above ground level (AGL)		
	A) Single Pilot	06 hrs	09 hrs.
	B) Two or more Pilots	08 hrs.	12 hrs.
c)	Cabin Crew Compliment	Flight time	Flight duty period
	(i) Single crew	12 hrs.	16 hrs.
	(ii) Multiple crew (additional 50% to single crew compliment)	14 hrs	18 hrs.
	(iii) Double crew	16 hrs	20 hrs.

Note : Flight crew undertaking single and two pilot operations within single duty will be governed by the limitations of flight undertaken at later stage of flying.

7.3 Maximum Flight Time / Duty Time Limitations for Long Range (LR) / Ultra Long Range (ULR) Operations

Flight Crew Compliment	Flight time	Flight duty period
(a) 2 Sets of Crew	16:00 hrs.	18:00 hrs.
(b) 2 Sets of Crew + 1 Crew Member	18:00 hrs.	21:00 hrs.

7.3.1 Rest Requirements

- a) Rest period prior to LR flights shall be 24 hours prior to the scheduled departure.
- b) Rest period prior to ULR flights shall be 24 hours including one local night prior to the schedule departure.
- c) At destinations outside Pakistan a minimum of 24 hours rest shall be provided.

Note: Operators shall take into consideration the time zone crossing and crew familiarity with the destinations while planning the crew for an LR / ULR flight.

Annex-B

Captain Debrief Report

Flight Date:	12/02/2019	Flight No:	853
Sector:	PEK - ISB	Aircraft:	77A / BNC
STD:	1035	ATD:	1134
STA:	1705	ATA:	1731
Captain ID:	31775	Captain Name:	IUJAN
		Delay on Dep:	0059
		Delay on Arr:	0026

DEPARTED 0030MTS BEHIND SCD. 0023MTS CONSEQUENTIAL FURTHER 0037MTS WERE DUE TO INSUFFICIENT GROUND TIME PLANNED BY FLIGHT OPERATIONS. IT IS FOR THE INFORMATION OF CONCERN THAT AS ADVISED AND INSTRUCTED TO THE CREW THERE IS A REGULATORY REQUIREMENT OF CHINESE IMMIGRATION'S AND CUSTOMS FOR ALL ARRIVING CREW REGARDLESS OF WHETHER THEY ARE ON LAYOVER OR TRANSFERRING THROUGH CHINESE AIRPORT TO REPORT TO IMMIGRATION AND HAVE THEIR LANDING BE REGISTERED ALONG WITH ARRIVAL CREW AND GD. ALL CREW AND ACCOMPANYING GROUND ENGINEERS ONBOARD FOR MAINTENANCE COVERAGE HAD TO GO THROUGH IMMIGRATION CONTROL BUT LUCKY ON SPECIAL REQUEST AND AS A FAVOUR CREW WERE ALLOWED TO RETURN TO AIRCRAFT WITHOUT ROUTING THROUGH DEPARTURE IMMIGRATION SECURITY AND CUSTOMS FORMALITIES AS IS THE PROCEDURE. THIS AS INFORMED WAS A SPECIAL TREATMENT AND IS NOT TO BE ASSUMED AS THE NORMAL PROCEDURE. THIS SHORT PROCEDURE TOOK ALMOST 0045MTS. WITH RUSHED PROCEDURES AND ASSISTANCE OF SUPY CREW FLIGHT PREPARATIONS WERE DONE AND THUS FURTHER DELAYS WERE CURTAILED IF AND WHEN THESE PROCEDURES ENFORCED A TRANSIT TIME OF 0230MTS WOULD BE REQUIRED INSTEAD OF 0130MTS AS PLANNED. IT IS HIGHLIGHTED THAT THESE TWO SECTORS LE ISB-PEK AND PEK-ISB ARE HIGH WORKLOAD AND STRESSFUL SECTORS AS THEY ARE CLASSIFIED AS CATEGORY B AIRFIELD OPERATIONS FURTHERMORE FLIGHTS TO AND FROM CHINA ALSO REQUIRES SPECIAL TRAINING TO OPERATE AND AT OCCASIONS REQUIRE EDTOETOPS OPERATIONS AND TO ADD TO THE HIGH WORKLOAD AND STRESS THE CHINESE AIRSPACE DUE TO LIMITED OPTIONS ON ROUTE DIVERSTIONS, COMMUNICATION BARRIERS AND NON-FAVOURABLE ATC RESTRICTIONS OF MAINTAINING NON FUEL ECONOMICAL LOWER LEVELS AND AIRSPEEDS PARTICULARLY DURING WEATHER ACTIVITIES ENROUTE IS NOT ONLY STRESSFUL BUT ALSO REQUIRES CONSTANT VIGILANCE AND MONITORING BY FLIGHT CREW PARTICULARLY DURING FLIGHT AT NIGHT TIME AND PRESENCE OF ADVERSE WEATHER. ALTHOUGH THESE SECTORS WERE OPERATED BY DOUBLE SETS OF CREW BUT YET ALL CREW FELT FATIGUED AND STRESSED DUE TO CONSTANT DISTURBANCE IN CABIN BY PASSENGERS AND SERVICES. CABIN LIGHTS TOO WERE TOO WERE FAULTY AND COULD NOT BE DIMMED. IT HAS BEEN OBSERVED BY PREVIOUS EXPERIENCES ON THESE SECTORS THAT DUE TO CONGESTIONS AND HEAVY AIR TRAFFIC IN CHINESE AIRSPACE FLIGHTS DO NOT DEPART ON ALLOCATED PLANNED SLOT TIMES RESULTING IN DELAYS AND LONGER THAN PLANNED DUTY HOURS AND IN CASE OF FLIGHT DIVERSTIONS FROM DESTINATIONS ADDS ON TO CREW FATIGUES AND STRESSES. ALL THESE FACTORS ARE STRESSFUL FOR FLIGHT CREW IN PARTICULAR AND OTHERS IN GENERAL AND MAY HANPER JEOPARDISE FLIGHT AND PASSENGER SAFETY. THE FLIGHT SAFETY AND FLIGHT OPERATIONS MAY RE-EVATUATE THESE SECTORS FROM SAFETY POINT TOO INSTEAD OF COMMERCIAL ASPECTS ONLY. THIS IS AN OBSERVATIONS AND OPINION OF ALL OPERATING CREW OF THESE SECTORS.

Debrief:



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/01/220

March 01, 2019.

His Excellency,
The Prime Minister,
Islamic Republic of Pakistan,
Prime Minister Secretariat,
ISLAMABAD.

Respected Sir, السلام عليكم

Pakistan Airline Pilots' Association (PALPA) lauds the vision shown by Honourable Prime Minister in handling the toughest situation through de-escalation and reconciliatory measures.

Realizing the seriousness of the situation along our Eastern border, we the Pilots, members of the Pakistan Airline Pilots' Association (PALPA) attach itself with the pulse of the nation to voluntarily and willingly offer any service in the defense of Pakistan.

We believe that war is a combined duty of the entire nation and not just of the Armed Forces. It is both our moral and patriotic duty in this hour of need. It will be a singular honour, if our services can be utilized towards this noble cause.

History states that PIA Pilots have always been at the forefront, whenever need arises to defend our beloved homeland.

With Best Regards,

Capt. Rizwan Gondal
PRESIDENT



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/06/205

February 04, 2019.

President & Chief Executive Officer,
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

SUBJECT: ILLEGAL SUPERVISORY ASSIGNMENT ON B777 BY CONTRACTUAL PILOT

Dear Sir,

PALPA and its membership is in full support of PIACL higher management's initiatives which are taken in great interest of reviving the National Flag Carrier and our membership is on the front line in contributing to these efforts by going an extra mile which will aid our ailing airline to pull up from turbulent waters INSHAH ALLAH.

Sir, in your first ever official meeting with the incumbent Executive Committee in the month of November 2018, followed by your public address to PALPA members in PALPA House Auditorium and during your recent visit for Hi-Tea at PALPA House, it was clearly mentioned that PALPA will be taken on board of any policy decision and all actions will be taken bilaterally.

It is extremely unfortunate to mention that there are few elements within your team who have their own vested interests and are unnecessarily causing unrest within the pilot community, which in turn de-motivates our members.

It is important to note that the simulator session for B-777s are planned, which are to be conducted by a contractual pilot unfortunately (Annex-A), which is in clear violation of the PALPA-PIAC Working Agreement 2011-2013. To add insult to injury, it is also a violation of the directives passed by the Board of Directors of PIACL, as indicated in Annex-B.

Furthermore, the letter sent by Chief Pilot Training, clarifies that NO SUPERVISORY ASSIGNMENT shall be offered to ANY CONTRACTUAL PILOTS (Annex-C).

In our previous communiqué, (Annex-D, Para-3), the Chief of Flight Operations/DFO has clearly mentioned that no policy of giving supervisory assignment to superannuated pilots is under consideration.

Therefore, we call upon you to take immediate action against those individuals who continue to violate laid-down procedures/agreements and cancel the above mentioned training which is planned illegally.

With Best Regards,

Capt. Ali Mansoob
GENERAL SECRETARY

Copy to:-

- Chief of Flight Operations/DFO – PIACL
- Chief Pilot Training – PIACL

DFC/M-89/2014
Date: May 12, 2014

President
PALPA
KARACHI

EXTENSION IN SERVICE OF PILOTS ON CONTRACT BASIS

Dear Sir,

In Board of Directors Meeting held on 06th June 2014, it has been decided that services of pilots shall be utilized till the age of 62 years after superannuation, on contract Basis, pending decision on enhancement of the utilizing services of pilots till the validity of their Flying License.

The salient features of the scheme would be as listed below:-

- I. The pilots shall continue to fly till the age of superannuation. (i.e. during the period of their LPR also). After attaining the age of superannuation (i.e. 60th years) the Pilots shall continue to fly for another two years on Contract Basis (i.e. 62 years of age),
- II. The Contract of two years shall be offered to all Pilots across the board and the management shall not have any discretionary power in this regard. The arrangement shall be of permanent nature till decision on enhancement of retirement age.
- III. During the Contract of two- years the pilots shall receive the last drawn salary and Flying allowances, which shall remain fixed during the period of contract. However, all other clauses of PIAC-PALPA Working Agreement shall be applicable to Pilots on Contract.
- IV. The Contract shall be offered to all pilots across the board.
- V. The pilots on Contract shall not be eligible for any management assignment.
- VI. The Board of Directors has approved the subject scheme, therefore, only Board of Directors has the authority to review the scheme if required in future.
- VII. For purposes of promotion on next higher equipment, the productive service of pilot shall be considered till 62 years of age. It implies that promotion can be effected till 59 and half years of age.

In case any further points need clarification, a meeting can be held at an early date to remove any ambiguity and implement the arrangement.

This letter is being sent with the consent of Managing Director PIAC


Capt. Qasim Hayat
(Director Flight Operations)

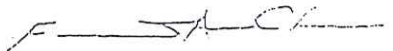
2

CPCT/07/112
22ND July, 2016

✓ President PALPA

SUPERVISORY ASSIGNMENT - CONTRACTUAL PILOTS

In continuation to the consultations between PIACL Management and PALPA, it has been agreed upon that no supervisory assignment shall be offered to any contractual pilots.



CAPT. FARRUKH CHEEMA
Chief Pilot Crew Training

Copy to:

Director Flight Operations



ANNEX - C

3

PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/11/405

July 12, 2017.

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

REMINDER

SUBJECT: SUPERVISORY ASSIGNMENT – CONTRACTUAL PILOTS

Dear Sir,
السلام عليكم

1. Reference Director Flight Operation's letter DFO/M-89/2014 dated 12th May 2014, clause-V, "The pilots on Contract shall not be eligible for any management assignment". (Copy attached)
2. Reference Chief Pilot Training Letter CPCT/07/1112 dated 22nd July 2016, regarding the above mentioned subject. (Copy attached)

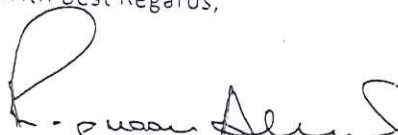
It is transpired through some reliable sources that some of our pilots who are close to their superannuation are running around to fulfil their personal attainment, trying to pave ways to exercise the privileges of DCP-A, DCP-B, SFI and/or TRI after superannuation during their contract. Furthermore, they want to continue with their office/managerial assignment too.

This action if taken will strongly be rejected and opposed by the Association as it is against PALPA-PIAC Working Agreement 2011-2013, which will also hamper the career progression of the Active/Junior pilots.

It is strongly suggested that no such illegal move to be entertained by the Directorate of Flight Operations.

Your early response in this regard shall be highly appreciated.

With Best Regards,


Capt. Rizwan Ahmed
GENERAL SECRETARY

PLACED IN	INFO, DFO, Confidential
DATED	20-07-2017
SIGNATURE	<i>[Signature]</i>

ANNEX - D
DIRECTOR FLIGHT OPERATIONS

2:50 PM

(X)

Ref : DFO/FO/ Pilots/2017
Date : 19th July, 2017

To,

Capt. Rizwan Ahmed
General Secretary PALPA

SUPERVISORY ASSIGNMENT - CONTRACTUAL PILOTS

1. This refers to your letter dated 12-07-2017 on the above subject.
2. On behalf of the Flight Operations Department, I assure you that everything will be done in accordance with applicable PALPA Working Agreement.
3. It may be added that no policy of giving Supervisory assignment to superannuated Pilot is under consideration. The career progression of junior Pilots shall not be blocked.

[Signature]

(CAPT. UZAIR KHAN)
Chief of Flight Operations



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

Ref: PALPA/G/01/202

January 29, 2019.

The Honourable Chief Minister,
Sindh,
Chief Minister Secretariat,
KARACHI.

Dear Sir, السلام عليكم

I am grateful to you for according me time for an audience with you. I also thank you for patiently hearing our plea for help in matters directly affecting us now and those that will be of concern in future.

In order to bring on record our verbal conversation, I am writing this note just in case your busy schedule precludes attention to our problems.

Sir, Pakistan Air Line Pilots' Association (PALPA) was formed in 1954 and is a non-political, professional and constitutional body representing the permanent/retired pilots of the National Flag Carrier. It is a cohesive and ever growing community.

Sir, the three main problems that we would like your help are listed as under:-

1. Our members and their families face considerable difficulty in finding a place for burial in the existing graveyards. If PALPA can be granted a convenient space for graveyard in the city precincts, it would help the entire community to be in one place.
2. With the increasing cost of living, our active and retired pilots, find it difficult, if not impossible to own a property of their own. I therefore, request that sufficient tract of land be allotted to PALPA for a Housing Scheme for our pilots. It is further requested that the mode of payment be arranged on subsidised rates on instalments. PALPA has already registered a PALPA Co-operative Housing Society Ltd, (PCHS) (Regd. No. K2298/09).
3. In our PALPA House in Clifton, there is no provision of sweet water for the occupants and the office workers, whereas, sweet water is regularly supplied to the neighbouring bungalows. You may like to know that the connection of sweet water was cut off due to some road work many years ago. However, we are regularly billed for water. I request that the sweet water pipeline be restored for the PALPA House.

Sir, I will be grateful if our requests are sanctioned and the relevant departments be instructed to allay our problems.

With Best Regards,

Yours sincerely,

Capt. Rizwan Gondal
PRESIDENT

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

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E-mail : info@palpa.org.pk Web : www.palpa.org.pk