

**GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA**

UNSTARRED QUESTION NO:5376
ANSWERED ON:27.04.2015
PAYMENT OF SALARY TO AIR INDIA EMPLOYEES
Kodikunnil Shri Suresh

Will the Minister of CIVIL AVIATION be pleased to state:

- (a) whether Air India has been paying salaries and other allowances to its pilots, co-pilots and crew members on time;
- (b) if so, the details thereof and if not, the reasons therefor along with the steps taken by the Government to address their grievances;
- (c) whether Air India Pilots` body has urged the Directorate General of Civil Aviation (DGCA) to look into this issue; and
- (d) if so, the details thereof and the response of DGCA thereto?

Answer

Minister of State in the Ministry of CIVIL AVIATION (Dr Mahesh Sharma)

(a) and (b): Yes, Madam. Salary upto March 2015 has been paid to the pilots, Co-pilots and Crew Members. Flying Allowance for February 2015 has been paid to Pilots and Cabin Crew,. The Flying Allowance to Pilots and Cabin Crew for a particular month is paid at end of next month, due to financial condition of the Airline.

(c) : Yes, Madam.

(d) : Indian Commercial Pilot`s Association (ICPA) in their representation addressed to the Directorate General of Civil Aviation (DGCA) dated 02.04.2015 had raised the following major issues pertaining to co-pilots:

- i. They are being paid an ad-hoc payment
- ii. They are forced to work overtime without any remuneration
- iii. No payment of domestic night stops which adds up to their financial burden
- iv. Leave is not granted which causes illness

In view of the fleet augmentation of Air India, an exercise for recruitment of Trainee Pilots having Commercial Pilots` License (CPL) from IGRUA was carried out in September, 2010 and candidates selected in this recruitment exercise were issued appointment letters as Trainee Pilot enumerating the terms and conditions of training scheme. However, before training could commence CVC intervened in the training process on a complaint and decision regarding commencement of training could be taken only in November, 2012 after clearance from CVC.

The Board of Air India in July, 2012 has decided that pilots in future would be engaged on contract basis. Contract letters in respect of Pilots who have successfully completed training and all the required checks, was issued by Air India indicating therein the terms and conditions of their contractual appointment. These include the pay scale, payment of other allowances as admissible to other regular Pilots of Narrow Body in equivalent grade including Provident Fund, Gratuity and also their entitlement for passages, medical and leave etc. All the Pilots have been given initial contract for 5 years which is extendable for another 5 years subject to satisfactory performance.

The said co-pilots, as per the contract, would have been paid an amount of approx. Rs.1.82 lacs per month for fixed flying of 72 hours. Since they have not signed the contract letters, they are presently being paid an adhoc amount of Rs.1,50 lacs per months. The average flying of these co-pilots is approx. 60.35 hours per month, which is less than the average flying hours of a regular co-pilot on A-320 family aircraft. As per DGCA CAR, they can fly to a maximum of 1000 hours in a year which is about 84 hours per month. Also there is no payment for domestic night stop to a regular pilot in Air India. The said pilots are being provided with hotel accommodation, pickup & drop facility for operating the domestic sector night stop. The regulatory leave in respect of these pilots are being strictly complied. As regards obligatory leave from the employers perspective, the same are granted to these pilots on case to case basis taking into account the operational and other requirements in the Regions and the reasons behind the leave requisition. These pilots have been advised to accept / sign the contract letter and on post-acceptance, they will be entitled to all the terms and conditions mentioned in the said contract letter.