

**GOVERNMENT OF INDIA  
CIVIL AVIATION  
LOK SABHA**

STARRED QUESTION NO:268

ANSWERED ON:17.12.2015

Exodus of Pilots from Air India

Patil Shri Vijaysinh Mohite;Singh Dr. Bholu

**Will the Minister of CIVIL AVIATION be pleased to state:**

- (a) the total expenditure incurred by the Air India for imparting training to an individual pilot during each of the last three years and the current year and the number of pilots resigned from the company during the above period;
- (b) whether the Air India has witnessed exodus of 50 highly trained pilots in the recent past to leading private Indian low cost carriers, if so, the details thereof;
- (c) whether the Air India proposes to take preventive action in containing poaching including signing of bonds by new pilots, if so, the details thereof and the likely effects of the said arrangement on the new entrants;and
- (d) the other corrective steps taken by the Air India to prevent mass exodus of its pilots?

**Answer**

Minister of CIVIL AVIATION

(Shri Ashok Gajapati Raju Pusapati)

(a) to (d): A statement is laid on the table of the House.

STATEMENT IN REPLY TO PARTS (a), (b), (c) AND (d) OF LOK SABHA STARRED QUESTION NO.268 ANSWERED ON 17.12.2015 REGARDING EXODUS OF PILOTS FROM AIR INDIA TABLED BY SHRI BHOLA SINGH AND SHRI MOHITE PATIL VIJAYSINH SHANKARRAO, MPs.

(a) & (b): The details of expenditure incurred by Air India for imparting training in respect of Airbus and Boeing Fleet for last three years and current year are at Annexure-I. The details of the 173 Pilots who have resigned from the company during the last three years and current year are at Annexure-II.

(c) & (d): As per present policy of Air India, all pilots are appointed on fixed term contract of five years. Each pilot is required to give a bank guarantee for amount equivalent to training cost which would be invoked if any pilot leaves the company before completion of five years of fixed term contract.

Corrective steps taken to prevent mass exodus of its pilots:

1. Cabinet Committee on Economic Affairs (CCEA) has authorised the Ministry of Civil Aviation for periodic review of pay allowances and perks of pilots based on the prevalent market standards. This will help in resisting attempts by competing airlines from poaching of Pilots on account of lesser pay and perks as compared to the industry standards.
2. The career progression of co-pilots has been addressed through their upgrade training.
3. Pilots are given open access to voice their grievances of day to day issues, and immediate steps are taken for remedial action.
4. Staff on Duty travel of pilots has been streamlined.