



# TRANSPARENCY INTERNATIONAL-PAKISTAN

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18 October 2012

Managing Director,  
Pakistan International Airlines,  
Quaid-e-Azam International Airport,  
Karachi 75200

Sub: Complaint on the appointment of excess Flight Engineers on Contract by PIA, and also  
in violation of Estt. Division O.M. No. 2/48/84-ABC dated 23-1-1985

Dear Sir,

Transparency International Pakistan has received serious complaint on the appointment of excess Flight Engineers on Contract by PIA, and also in violation of Estt. Division O.M. No. 2/48/84-ABC dated 23-1-1985.

The complainant has reported that for Five Boeing 747, PIA requires 30 Flight Engineer and PIA has 26 regular Flight Engineers in service, according to the Minutes Ref: CPPS/03/02/12 dated 16<sup>th</sup> January 2012, issued by Capt Omar Ishak, Chief Pilot Crew Planning & Scheduling. (Annex-A).

However, it has been reported by the complainant that PIA does not have Five Operating Boeing 747, and according another letter of Capt Omar Ishak, Chief Pilot Crew Planning & Scheduling Ref CPPS/03/16/12 dated 9<sup>th</sup> May 2012, PIA will use 3 Boeing 747 aircraft which will be used in Haj Operations, as has been confirmed by the Engineering Department. (Annex-B).

The complainant has reported that against the requirement of 18 Flight Engineer for 3 Boeing 747 aircraft, PIA already has 21 regular Flight Engineers, and there are 18 Pilots for these Boeing 747. And also that the 21 Flight Engineers are getting paid guaranteed remunerations of 70 hours flying time per month, and that the average flying time for last two months is between 30-40 hrs/month. It means that even the services of the present 21 Flight Engineers are underutilized, but PIA has hired 9 additional flight Engineers on one year Contract, which is going to cost PIA at least Rs 50 million additional expenses, without any requirements.

Another violation reported in the hiring of these 9 Flight Engineers is that according to rules notified by the Establishment Divisions, Estt. Division O.M. No. 2/48/84-ABC dated 23-1-1985 ( Annex-C ), no person who has already attained the age of 60 years should be allowed to be in employment without obtaining prior approval of the Prime Minister.

TIP request the MD to kindly examine the complaint as it contains serious allegation of overstaffing, and loss of Rs 50 million, as well as the allegation of violation of rules in absence of Prime Minister's approval on the appointments of 9 Flight Engineers as required vide Estt. Division O.M. No. 2/48/84-ABC dated 23-1-1985, and if it is true, save the cost of hiring such additional crew which is not needed.

With Regards,

  
Syed Adil Gilani  
Adviser

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ANNEX B



Crew Planning & Scheduling  
Karachi Airport

CREW PLANNING & SCHEDULING DIVISION  
FLIGHT OPERATIONS

Dy. No: 2431  
Date: 12-01-2012  
G.M. LEGAL SERVICE  
PIA KARACHI

Cashy No. \_\_\_\_\_ Time \_\_\_\_\_  
Ref: CPPS/05/02/12  
Dated: 16<sup>th</sup> January, 2012.

Minute-1

Subject: Hiring of B747 Flight Engineers (Contractual Basis)

Reference Management decision to **continue flying five B747** during the Hajj 2012 and beyond, B747's being the major equipment used in the transportation of Hajjis to and from Jeddah.

The B747 will not only be used for Hajj flights but will also be used for the Airline Umrah operations starting from February 2012 in addition to the various domestic and international routes already in the schedule.

These B747's are also in use for various charter flights demand by the marketing department round the year.

Presently there are 26 regular Flight Engineers available in the airline out of which some will be retiring from active service this year.

Keeping in view the managements approval of five serviceable B747 aircrafts in the fleet for the year 2012-2013, same will require availability of 30 Flight Engineers.

It is strongly recommended that services of Flight Engineers maybe hired on contractual basis as and when required to keep the total strength of Flight Engineers to a **maximum of 30 (thirty)**.

Submitted.

Capt Omar Ishak  
Chief Pilot  
Planning & Scheduling

  
Chief Flight Engineer  
Director Flight Operations  
Director HR & Administration  
Managing Director

*Handwritten notes and signatures in the bottom right corner, including a large signature and several lines of text.*



CREW PLANNING & SCHEDULING DIVISION  
FLIGHT OPERATIONS

Ref: CPPS/03/16/12  
Dated :9<sup>th</sup> May, 2012

To,  
President  
FENA

**Subject: Hiring of Flight Engineers on Contract**

The Hajj Operations 2012 will be commencing effective 21<sup>st</sup> September, 2012. As confirmed by engineering Department PIA will be using three B747 aircrafts for Hajj Operations.

Due to superannuation of Flight Engineers in the year 2011-2012 we will be in need of hiring their services of Flight Engineers on contractual basis.

The necessary approval has been obtained form the competent authority to hire Flight engineers on contractual basis for a period of one year.

You are invited to attend a meeting in this regard tomorrow 10<sup>th</sup> May, 2012 at 15:00hrs in the office of the undersigned.

Regards

Capt Omer Ishak  
Chief Pilot  
Crew Planning & Scheduling

Cc: Director Flight Operations

invited to Establishment Secretary's d.o. letter No. 8/1/72-CV, dated 29-5-1972 and Establishment Division O.M. No. 2/2/78-CV, dated 24-12-1978. According to these instructions, the age of superannuation of all government servants should be 60 years and this should apply equally to government controlled corporations/autonomous bodies etc. and if such organizations have prescribed age beyond 60 years they were required to amend their recruitment/service rules and inform the Establishment Division of compliance. It was abundantly made clear that in case no communication was received, it would be assumed that the age of superannuation, as prescribed in their rules, is 60 years.

2. Contrary to the explicit instructions referred to above, it has come to notice that corporations/autonomous bodies have been re-employing persons after the date of superannuation without obtaining prior approval of the President.

3. It is, therefore, reiterated that no person who has already attained the age of 60 years should be allowed to be in employment without obtaining prior approval of the President\*.

[Authority - Estt. Division O.M. No. 2/48/84-ABC dated 23-1-1985].

Sl. No. 24

#### **Continuation in Service Beyond Superannuation**

The Prime Minister has taken serious notice of cases in which civil servants were allowed to continue in service beyond the date on which they attained the age of superannuation or completed the specified period of their re-employment on contract simply on the grounds that proposals for their re-employment beyond the age of 60 or beyond the period of re-employment had been submitted or were being submitted. This practice is in violation of government's clear instructions issued time and again. In this connection, attention is invited to circular (d.o. letter No. 4/1/84-R.I dated 20-6-1984).

2. The procedure for employment of civil servants after retirement should be strictly followed. It should particularly be ensured that all proposals for re-employment beyond the age of 60 or for extension of the period of current re-employment are made at least 6 months before the date of attaining the age of superannuation or the date of expiry of the current period of re-employment, as the case may be.

3. In case a proposal for re-employment has been submitted and no decision has been received by the date on which the civil servant concerned attains the age of 60 or completes the current period of re-employment, it is the responsibility of the head of office to ensure that the civil servant relinquishes the charge on such date.

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\* Prime Minister.