

**GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA**

UNSTARRED QUESTION NO:2791
ANSWERED ON:23.07.2009
EXODUS OF PILOTS
Dubey Shri Nishikant

Will the Minister of CIVIL AVIATION be pleased to state:

- (a) whether any contract/condition is prescribed for pilots joining public airlines so as to prevent their exodus in the best interest of the serving airlines;
- (b) if so, the details thereof;
- (c) whether the Government is aware that the pilots serving in the public airlines are preferring to join private airlines being lured with lucrative offers;
- (d) if so, the details thereof indicating the number of pilots left the public airlines during each of the last three years and the current year;
- (e) the steps taken by the Government to control/check the exodus of pilots; and
- (f) the approximate expenditure borne by the Government for producing a full-fledged commercial pilot?

Answer

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF CIVIL AVIATION(SHRI PRAFUL PATEL)

(a) and (b): Yes, Sir. The trainee Pilots in erstwhile Air India were and are still required to execute a bond to serve at least for 5 years from the date of completion of training. They are also required to deposit post dated cheques of Rs. 25 lakhs along with a letter of irrecoverable guarantee and indemnity bond for Rs. 25 lakhs backed by two guarantors. The trainee pilots in erstwhile Indian Airlines likewise, are required to execute an Agreement/Surety Bond to satisfactorily complete the training and to serve the company at least for 10 years on being absorbed as Second Officer/First Officer. In the event of their leaving the company before 10 years, they are liable to pay Rs. 10 lakhs as damages to the company. The trainee pilots also furnish security deposit of amounts from Rs. 2.75 lakhs to Rs. 7.5 lakhs for a period of 5 years.

(c) and (d): 18 pilots in 2006, 3 pilots in 2007 and 4 pilots in 2008 have resigned from NACIL. In addition, 13 Senior Trainee Pilots/Trainee Pilots have submitted their resignation, which have not been accepted. However, no information is available about joining of Private Airlines by those pilots who have left the company.

(e): Apart from executing the bond and security deposits by the trainee pilots, the following steps have been taken to control the exodus of pilots:

- (i) Six months notice required for resignation;
- (ii) Career Progression pattern revised to inject the concept of `fly more, earn more`;
- (iii) Memorandum of Settlement with ICPA providing enhanced benefits and flying allowances on the basis of hours flown;
- (iv) increased command training;
- (v) Settlement to allow the company to utilize services of superannuated and type rated pilots for a further period of 2 years;
- (vi) Insurance coverage of Pilots.

Air India matches the emoluments paid by established domestic carriers in India, besides higher level of job security and other conditions of service that are much more favourable than those applicable in private airlines. These added incentives are adequate to stem the flow of experienced pilots from the airline

(f): Air India incurs an approximate expenditure of Rs. 26.00 lakhs on the training of a pilot.