



FEDERATION OF INDIAN PILOTS

MINUTES OF THE 25TH ANNUAL GENERAL MEETING OF THE FEDERATION OF INDIAN PILOTS (FIP) HELD AT THE OFFICE OF FIP, GATE NO: 2, AIR INDIA COMPLEX, KALINA, SANTACRUZ (EAST), MUMBAI - 400029. INDIA ON 30TH SEPTEMBER 2022 AT 13:00 HRS

1. The Meeting was called to order at 13.00 P.M. However, due to lack of quorum, the meeting was adjourned and reconvened at 13:30 P.M. Some members participated in the meeting in Person at FIP Office, and others joined through ZOOM online meeting platform.

2. Following Committee Members Present:

- a) Capt. Surinder Mehta, President;
- b) Capt. Subhashish Majumdar, Vice President (on Zoom)
- c) Capt. C.S. Randhawa, Secretary;
- d) Capt. Neha Kulkarni, Member
- e) Capt. Kanthimathinathan, Member
- f) Capt S. Sabu, Member (On Zoom)

3. Following Members Present: In Person:

- a) Capt. G.P. Nambiar
- b) Capt. M. Vasavada
- c) Capt. Parag Parelkar
- d) Capt. B. N. Ramamurthy

4. Following Members Present: On Zoom:

- a. Capt. Paresh Nerurkar
- b. Capt. Kiran Reddy
- c. Capt. Prem Shankar
- d. Capt. C. V. Madhu
- e. Capt. Sangita Bangar
- f. Capt. Prem Shankar
- g. Capt. Abhishek Sinha
- h. Capt. Rishi Goswami
- i. Capt. Vikas Thakur
- j. Capt. Vijay Bhaskar
- k. Capt. Deven Kanani
- l. Capt. Atulya Kumar
- m. Capt. Rajesh Sarang
- n. Capt. Sanjay Karve,
- o. Capt. Varun Chakrapalli

...2/-

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- p. Capt. Shankar Narayanan
- q. Capt. Atul Bhatia
- r. Capt. Himanshu Rawat
- s. Capt. Rahul Deshpande
- t. Capt. Amol Gautam
- u. Capt. Abhinav Ghelot
- v. Capt. Vikas Thakurdesai
- w. Capt. Sagar

- 5) Capt. Surinder Mehta chaired the meeting and requested Capt. C.S. Randhawa to take it forward.
- 6) **Agenda No 1: Read and adopt Minutes of the 24th AGM held on 31st December 2021.**
- 7) To begin with, Capt.Randhawa read the Notice and Agenda of the Annual General Meeting, which was already circulated to members. He enquired with the members if all consented to the Minutes to which Capt.Varun from Go Air, Bangalore had a suggestion with regard to Agenda Point No.5 - the future location of FIP Office. He suggested that for easy accessibility to Pilots the FIP Office could be located in the Airport Terminal and since FIP is a Pilot body, it could approach GVK or the airport authority who could provide space at concessional rate.
- 8) Capt.Randhawa replied that FIP members consist of retired Pilots also and these members would not be able to enter the premises without an ID Card. Secondly, the rent of the premises at the airport terminal would be very high. The Committee had decided to go for lease of office premises in commercial area preferably in close proximity to IAAS so that both the units could be easily accessible. Capt. Randhawa informed the members that the Committee is on the look out for the premises and would most likely finalise by the end of the year 2022-23. With no further queries, the Minutes of the 24th Annual General Meeting were taken as read and passed unanimously
- 9) ***“RESOLVED THAT the Minutes of the 24th Annual General Meeting of the Federation of Indian Pilots held on 31st December 2021 are read, approved and adopted.”***

Proposed by: Capt.Sanjay Karve, Govt.of Maharashtra
Seconded by: Capt. Varun Chakrapalli, Go Air

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10) Agenda No 2: Adoption of Annual Accounts of FIP along with Auditors' Report for the year ended on 31st March, 2022 including appropriation of surplus:

11) Capt. Randhawa informed the members that the Audited Balance Sheet along with Auditor's Report and the Report of the Management was already circulated to all the Members. He informed Mr. Thomas to read out the Report to all the Members after which members could come forth with observations or objections or suggestions they could give after the report was read. Mr. Thomas read through the Report of the Management. As there were no comments on the Report, the following resolution was passed unanimously

12) ***"RESOLVED THAT the Annual Accounts of FIP and IAAS comprising of Balance Sheet as on 31st March, 2022 and the Income and Expenditure accounts for the year ended on that date and the Auditor's Report thereon, be and are hereby approved and adopted."***

Proposed by: Capt. Atulya Kumar

Seconded by: Capt. Rajesh Sarang

13) Agenda No 3: Appointment of Auditors for the year 2023-24 and to fix their remuneration:

14) The Secretary, Capt. Randhawa informed the members that Mr. Piyush Chhajed from M/s. Chhajed & Doshi, Chartered Accountants, were the present Statutory Auditor of FIP. They were allowed to continue last year with a consolidated fee of Rs.60000/-He enquired with the members whether we should continue with the same auditor or members would like to go for a change. As members were of the opinion to continue with the same, Auditors. M/s.Chhajed & Doshi to continue as Auditors for 2023-24 on the same terms. Following Resolution was proposed and passed unanimously:

15) ***"RESOLVED THAT Mr. Piyush Chhajed from M/s.Chhajed & Doshi, Chartered Accountants to continue as the Statutory Auditors of FIP for the year 2023-24 on the same terms as last year i.e. at a consolidated fee of Rs.60000/- plus applicable taxes."***

Proposed by: Capt. Shankar Narayanan, Blue Dart

Seconded by Capt. Vikas Thakur, Indigo

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16) Agenda No 4: To read and adopt the Report of the Managing Committee for the year 2021-22.

17) The report of the Managing Committee for the year 2021-22 was read by Mr. Thomas and unanimously adopted.

18) ***"RESOLVED THAT the Report of the Managing Committee for the year 2021-22 is unanimously approved and adopted."***

Proposed by: Capt. Shankar Narayanan, Blue Dart

Seconded by Capt. Vikas Thakur, Indigo

19) Agenda No 5: To discuss adverse decisions related to Class I Medical evaluation and DGCA medical assessments affecting members:

20) Capt.Randhawa stated FIP has been informed by the members that they are harassed when they go for Medicals and therefore this point is put up for discussion as an agenda in this AGM. The same was also highlighted by even Capt.Subhashish Majumdar.

21) Capt. Atul Bhatia from Indigo, started the discussion by stating that he has sent a white paper to DGCA airing the thoughts of many of them. With specific reference to IAM Bangalore, he stated that like him many others too feel that IAM, Bangalore, is more of a training establishment for future medical specialist who are looking to find subjects to do their study and do doctorate without any ethical consideration. By asking people to do test beyond the medical purview, pilots are put into a loop. He stated that he too was put into a loop for more than 2 years and similar harassments were faced by many of his colleagues too. He felt that other Air Force Establishments are not so much of a problem and IAM is more so because it is a training place. He was of the opinion that since there are many Class I Medical Examiners all over India than the Air Force Centre, the industry should breakaway from Air Force Centre and have its own aviation capability within the industry itself.

22) Capt. Randhawa endorsing the views expressed by Capt .Atul informed that a few years ago FIP had taken up the issue of privatation of medical upto a certain extend and assessment by empaneled Doctors endorsed by DGCA but DGCA did not want this and wanted to continue overseeing it. He opined that Air Force Doctors are not interested in testing Civil Pilots but DGCA continues insisting on it. Hence, he felt the matter needs to be taken up with DGCA and the Ministry of Civil Aviation as the present Minister of Civil Aviation is very pro-active and he is for pilots.

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23) Capt. Subhashish Majumdar put his point for discussion, while thanking Capt. Bhatia for his very informative and exhaustive report, he stated that there has been broad spectrum of inputs received from our members. At one point it is the harassment faced by pilots at various medical Centres and there is another spectrum where genuinely affected pilots have been denied PMU by perpetual TMU. Capt. Majumdar voiced his concern stating that Pilots with Govt agencies may continue to get regular salary even if they continue with TMU but pilots who are with private airlines may lose their job if they are TMU and will also lose the monetary benefits of PMU if TMU is prolonged and denied PMU. He agreed to Capt. Randhawa's statement that the matter need to be taken up with the Minister for policy change which requires delinking Air Force from evaluation of civil pilots and also to take up the pending cases of PMU where Pilots have been dragged on continuously.

24) Capt. Bhatia once again reiterated that at one point of time civil pilots were a very small clan and were therefore put under Air Force but now, they have outgrown the number and have to be independent, to which Capt. Majumdar agreed to.

25) To conclude this point Capt. Randhawa mentioned that this point will be taken up with the Ministry of Civil Aviation to delink it from Armed Forces. Capt. Majumdar stated that in the interim, cases of PMU for genuinely affected pilots should also be taken up. Capt. Himanshu Rawat put forth his views as follows:

- a) He strongly recommended a Consultant in Aerospace medicine who can tabulate the differences in medical standards in the world and in India. There are cases like surgery, angioplasty, pulmonary bypass, where the grounding in India is 3 months to one year where as in the world it is 6 weeks to 6 months. Capt. Rawat suggested that there are Class 1 Medical Examiners in the country having credentials with FAA, CAA or Australian or New Zealand Authorities and they will be able to highlight on these standards. The requirements of ICAO Manual of Aerospace Medicine are not followed.
- b) No where in the world is the Medical Report subject to review by the Regulator. The Doctor who examines, his word should be final and the Regulator should just be intimated. Only if there are any doubts should the regulator come to the picture.

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26) Capt. Himanshu stated that the above points should also be taken up with the Ministry because DGCA just follows Policy. The Policy needs to be changed. The Licence renewal procedure is a loss of manpower, loss to the industry and loss to the country as it is holding back aviation, the rules and regulations which are antiquated.

27) Capt. Randhawa appreciated the views expressed by Capt. Himanshu Rawat and stated that these points need change in Policy which can be done only through the Ministry and the Minister being very proactive the matter will be taken up at the Ministry Level .

28) Capt. Majumdar enquired that since the Pilots are facing problem of medical at IAM, whether the matter could be taken up with DGCA about not having medicals at IAM. Capt. Randhawa negated it stating that the traffic of medicals is quite high and medical centres are limited. The matter can be taken up, but in his opinion it may not see the light.

29) Capt. Atul Bhatia, Capt Rahul Deshpande and other Pilots had reservations about IAM medical Centre and came forward with various views and suggestions. Some stated that pilots were subjected to invasive examinations, other stated that the Pilots are kept holding for results for a very long time i.e. nothing less than 4 hours whereas at other private centres the medical is done in 2 hours, other centres permit mobile to be carried whereas IAM wants the mobile to be kept in the guard-room.

30) Capt. Randhawa assured that the issue of long delay in giving the report and not allowing mobile to be taken on- person, will be addressed.

31) One of the Pilot wanted to know whether it was in the purview of the Pilots not to accept IAM Bangalore for medical to which Capt. Randhawa responded stating that the medical form had 3 choices from which the Pilot can opt for any of the IAF medical boarding centres.

32) The basic points discussed where many pilots gave in their inputs were that to first get Air Force out of medical and secondly stop the process of assessment.

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33) After hectic deliberations, Capt. Subhashish Majumdar summarized the discussions and came to the conclusion as:-

- a) To engage the services of expert medicine specialist and make him summarize these points and propose an aviation policy based on the best practices of Regulators.
- b) Engage the services of an expert to guide on the proposed new policy.
- c) To stop the duality of having the assessment of medical done.

34) He also stated that all these issues have to be addressed at multiple level:

- a) Policy Level – with the Ministry
- b) Guidelines level
- c) DGCA Implementation level.

35) Capt. Randhawa mentioned that points discussed have been noted, they will be consolidated and will be put up in a letter to the Ministry and the DG. Some of the members were against taking up the issues with the DG but Capt. Randhawa insisted that certain point like harassment of pilots at medical Centre, can only be handled by the DG and hence has to be addressed to the DG. On stop to the process of medical assessment, Capt. Randhawa, once again reiterated that the process will take time and it cannot be stopped immediately.

36) **Agenda Point No.6: To discuss the DGCA CAR on testing for psychotropic substances/drugs and find ways to safeguard the best interests of stakeholders:**

37) Capt. Randhawa informed the members about the new CAR dated 31.1.2022 issued under Indian Aircraft Rule 24 regarding procedure for examination of the aviation personnel for consumption of psychoactive substances. He read out the applicability clause and mentioned that the CAR is applicable to commercial airline and scheduled airlines. It started from ICAO and one region GCAA, one of the first regulatory bodies to start testing pilots and cabin crew about 12/13 years back and subsequently many countries have started carrying out this test.

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38) He gave a brief on how this test came into effect and committee formed in which aviation medicine specialist were there, there were other doctors and they came submitted their report and the draft CAR was put up. Stake holders did give their views but whether DGCA considered all those views is not known. With the high cost of conducting this test, the matter went back and forth from airline to DGCA which designated two labs and the airlines subjected the test to those joining the airlines. The initial test costed Rs.2800/- but if tested positive the confirmatory test which is very exhaustive costed Rs.30000/-

39) Capt. Majumdar opined that although operators had started subjecting their crew to these tests, the DGCA policy appeared to be inconsistent with Rule 24 of the Indian Aircraft Rules 1937 wherein a pilot is required to be free of intoxicating substances for only upto 12 hours prior to exercising the privileges of the licence. These urine tests on the other hand could detect the presence of substances up to 15 days prior, making pilots vulnerable to prosecution in the event of unintentional consumption of substances. This Aircraft Rule was displayed for the members' reference. He felt that there was merit in legally challenging the CAR in the light of this inconsistency and emphasized that swab tests are reliable, cheaper and have a smaller detection window safeguarding the interests of all whilst conforming to Aircraft Rule 24.

40) Capt. Randhawa opined that as amending a Rule involves Parliamentary ratification, changing Rule 24 would be a long-drawn process. Countries have their methods of conducting this test. Gulf is one of the first Regulatory bodies to conduct test based on urine analysis. Capt. Randhawa further stated that FIP would hire an Aviation Medicine Specialist and he would be given the task of finding out if this is the only authorized method of carrying out the test. He opined that if we were to legally challenge this, it would be a long-drawn battle.

41) Capt. Subhashish Majumdar stated that it would require an indept understanding of the whole situation. It is not the objection to the introduction of drug testing system but the point of contention is the implication of the method being used to test pilots. If you see Aircraft Rule No.24, there is a legal aberration to Clauses (1) and (2) of the rule

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42) Capt. Majumdar felt that the cause for concern in case of urine testing in India is that there are draconian laws or rules such as the NDPS Act, which will affect the pilot adversely if tested positive. The NDPS Act is a law, with non-bailable provisions. If this law is implemented, it will affect the pilot badly if tested positive and will be beyond the control of DGCA as the police and anti-narcotic cell would take over.

43) He stated that oral swab testing is already implemented in some countries, and some are in the process of implementing. He stated that this methodology will benefit the Pilot and the airline, as it would be cheaper to enforce, and it will fulfil the objective of the DGCA CAR and Aircraft Rule 24.

44) Capt. Neha Kulkarni mentioned that change in methodology can bring a lot of saving to the Airline but expressed her view that even if a Pilot report FIT, he can fail the drug test. It was her suggestion that such cases should be put up by the Airline to and FIP can take it forward to the DGCA.

45) Capt. Amol Gautam also stated that test is being done post flight, simulator/ground classes rendering clear cut violation of Rules.

46) Capt. Priti Kohal was of the opinion and all agreed that something needs to be done on various front for which it would need to pass resolution for FIP to take it forward whether legally/providing financial backing, trying to find solution for betterment of pilots

47) On the various suggestions and views expressed by Capt. Majumdar Capt. Neha and others, Capt. Randhawa while concluding the point assured that the issue of psychotropic substances/drugs will be taken up with the Ministry and DGCA. Also, he stated that FIP will be hiring Aviation Medical Specialist to look into what is the methodology of conducting the test that is being followed worldwide. He assured members that FIP will strongly take up the issue but also stated that he is not quite aware whether the inputs given by the stake holders or individuals were taken into consideration when formulating the draft CAR. In this matter Capt. Majumdar stated that even FIP had written a detailed letter to DGCA on this issue.

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48) Agenda Point No.7: To discuss whether the DGCA's interpretation of Aircraft Rule 67A regarding issues such as e-logging, logging of PIC hours

49) To start with on this point, Capt.Randhawa read out point No. 5 and 6 of Aircraft Rule 67A and stated that Capt. Neha Kulkarni and he had a meeting with DGCA on the e-log issue where Director Licensing and representatives of DGCA were present. He mentioned that they spelt out regarding Rule 67A and reported what happens in other regulatory bodies. The expat Pilots in India maintain 2 log books. In DGCA log book they would log the time they were at control and in FAA book they would log the full hours. Capt.Randhawa stated that they argued with the DGCA officials that as PIC he is under control from Chocks-off until Chocks on but they insisted that the Pilot logs in the hours at the control only and he stated that even after argument with them they could not break the ice and put the matter forth for discussions by the members.

50) Capt. Majumdar started with mentioning that this point was mainly put as an agenda referring to the meeting Capt. Randhawa and Capt. Neha Kulkarni had with DGCA and because the current method of e-logging was *prima facie*, inconsistent with Aircraft rule 64 as there is no legal provision for electronic logging since the Rule clearly states that "all entries must be made in ink". He mentioned that DGCA is not empowered to amend or act in contravention of the Aircraft Rules. The Rules are subservient to the Aircraft Act which is a statutory law of Parliament and Aircraft Rules are subservient to the Aircraft Act and DGCA is subservient to the Rules. The CAR cannot be inconsistent with the Aircraft Rules 1937. Hence we have to start challenging DGCA's rampant inconsistencies with the law of the land because CARs are meant to be subservient to the rules and the laws.

51) Capt. Neha Kulkarni mentioned about the meeting with DGCA in which they also discussed the complaints and suggestion from members about EGCA logging and interface issues. She mentioned that they had taken feedback emails from members and taken up with DGCA officials. Mr. Koshi, with whom the matter was discussed, did make a note and stated he will take it forward. She also made a mention that they informed Mr. Koshi that there were many apps in the market which could do a better job of logging as compared to the DGCA site. From the discussions, it was quite clear that this website was made to make DGCA work streamline and digital and not created for ease of pilot logging and he kept reiterating this point.

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52) Capt. Amol Gautam stated that the ULR flight logging are contradictory to the Rules in the CAR and FIP as a body should take this up.

53) Capt. Himanshu Rawat, referring to what was mentioned by Capt. Subhashish Majumdar stated that since the law of the land was being violated, we should challenge these issues in Court.

54) Capt. Randhawa, on summing up above issues stated that first of all this matter should be kept before the Ministry informing that this CAR is in contravention of the Rules and it needs to be corrected and allow Ministry to take up with DGCA. Resorting to legal battle would only end up the case just piling up with other umpteen number of cases and would not be a wise decision. He was of the opinion that legal course should be kept as a last resort.

55) Capt. Varun from Go Air opined that most of the Airlines are using ARMS software and the same is being used by his Company. He suggested, since most of the Airlines are using ARMS, DGCA can take the date from ARMS. Capt. Neha responded that as per DGCA this system will be shortly put into effect. DGCA is waiting for all Airlines to upgrade their system to integrate to ARMS with no requirement for pilot to put each input. Capt. Varun also suggested to get monthly print out of hours logged from DGCA system and add to the log book to which Capt. Randhawa stated that e-logging and e-log is a way forward and most carriers in Europe and Trans-Atlantic have E-logs.

56) Capt. Randhawa responded to the issues raised by Capt. Abhinav Ghelot on logging P1 & P2 hours and the cumbersome process of logging hours on a ULR and query from Capt. Subhasish Majumdar regarding physical log book when Pilot seeks employment abroad.

57) Agenda Point No.8: To discuss the empanelment of Aviation Medicine Specialist to guide members on medical issues and term of engagement:

58) Capt. Randhawa briefed the members that a need was felt to engage the services of an Aviation Medicine Specialist because Civil Doctors are not that conversant with aviation medicine. Some civil doctors are qualified as aviation medicine specialist who are by and large from Air Force. He also mentioned that the Managing Committee have come to a consensus there is a need to engage one person on retainership. Until now we have one application received through email from Dr. Sanjay Bhargav retd Air Cmdr from Air Force Hospital, Johrat, he just retired from AF and he is on the panel for Class 1 medical. We are going to engage with him on retainership

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on how much time he can devote and the amount may be decided by the members than will take his expert advise on SME on any matters related to medical of pilot and other matter which other regulatory bodies follow. He will be fulcrum of what we want to project and take up with DGCA.

59) Capt. Subhashish Majumdar put in his suggestion and proposal as follows:

If we engage a doctor on retainership it would kind of restrict our scope of work. Better idea would be having an empanelment of doctors who will ensure certain discount to our members and provide medical advice and examination process. In case of expert advice, we could engage them for specific task on case-to-case basis which would save us money and give a broad spectrum on doctor we chose from based on their expertise and other factors.

60) Capt. Rishi Goswami was in agreement on the suggestion of empanelment of doctors who could provide medical advice on psychotic substances and look into the legal aspect.

61) Capt. Vikas Thakurdesai suggested utilizing the funds for medical research or fund candidates for research work.

62) Capt. Majumdar appreciating the idea stated that already research is being taken up by various bodies in India but the Regulator does not take much heed to it as there appeared to be other underlined objectives. He stated that since FIP has funds, they can form a subcommittee to select and sponsor research project.

63) The second point made by Capt. Vikas was that we have to move away from Air Force hence invite more and more doctors qualified in civil aviation medicine and have civil aviation medical panel in future. On this point Capt. Neha stated that this point was debated even in the last AGM but so far unable to identify them. Some of the suggestions that came forward were:

- a) If Minister is approachable and proactive, we can have this rolling and have an Civil Aviation Medical Panel outside the purview of DGCA altogether.
- b) Capt. Rawat suggested: In the letter to the Minister, there are Class 1 Medical Examiners accredited to DGCA, they are also accredited to FAA, CAA or CASA they would be the best to argue our case. They will be able to convey that same examination for same individual for different Licenses the standards are different. Suggested Doctors who are not reporting to DG-MS (Air)

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- c) Capt Sabu: why don't we move away from DGCA standards. Go through Class 1 Medical Doctors to represent our case as they too have vested interest. Capt. Priti Kohal also added to this that she agreed to Capt. Sabu's point.
- d) Capt. Thakur was of the opinion that sponsoring a candidate for research was a good idea and how to get a candidate, he suggested we can get the mileage by getting visible through social media, twitter, linked in. Capt. Neha informed, FIP has Facebook and Instagram and no twitter as you are tagged on twitter and if we cannot respond as FIP it would antagonize members.
- e) After discussions, Capt.Randhawa came to the closure of the point by summing up the discussion as we have an empanelment of Aviation Medicine Specialists and will not engage them on retainership. The Aviation Medicine Specialists would be engaged only when a requirement exist.

64) Agenda Point No.9: Discussion regarding future of GMC policy owing to possible massive drop in member participation:

65) At the outset Capt. Varun informed the Committee that the current GMC did not have an option for lower Sum Assured, there was no intermediary Sum Assured between 10 lakhs and 25 lakhs , no option to step back on SA cover. To clarify this point Capt.Randhawa stated that there was a rider by the Insurer and the Broker that the member will have to opt for same sum assured in case there is claim in the previous policy.

66) Capt. Neha also mentioned that TATAs have given its employees Rs.7.5 lakhs premium free Policy with marginal premium for top-up upto Rs.25 lakhs. She stated that with such a big group of employees covered under a policy, they would have a better bargaining power compared to FIP. However, in FIP you get a premium product with relationship manager who helps in assisting filing claims or meeting urgencies versus when dealing with company mediclaim policy, but the price difference is massive.

67) Capt. Mehta informed that we could not compare Company's Mediclaim Policy to FIP. The Company can offer fixed number of employees whereas at FIP it's a voluntary product and we cannot assure the Insurance Company a fixed amount of premium as a result when the claim ratio is high the premium too is very high.

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68) Capt. Mehta assured the members that their suggestion regarding having more slabs and further benefits will be taken up during the negotiation. Some members wanted a change in Broker to which Capt. Neha stated that when the policy comes up for renewal the technical bid is put up to Insurance Companies and to Brokers and the most competitive bids are taken up for negotiation. One of the members stated that all members are not aware of the policy benefits and felt that the concept should be sold better. Members should have a reverse call back with FIP office answering to their queries as and when raised.

69) Taking into consideration the above information and various suggestions put by members, Capt. Mehta assured that suggestions and proposal put up by members would be taken up during the renewal process.

70) Agenda Point No.10: Tax saving measures that include but not limited to purchase of procedure trainers:

71) Capt. Randhawa, briefed the members that the Procedure Trainer is an FNBT but what is required is an FTD Level 5 or Level 6 which are so far not available in India. He informed the members that he has written to DGCA that there is a need to change the CARs regarding giving credits of training because at present everything is focused on FFS training. FTD Level 5 or Level 6 gives credits of training and reduce the utilization of FFS training. This proposal is still pending with DGCA since one year and several reminders have been sent. To put more light on the subject he requested Capt. Priti Kohal to take over.

72) Capt. Priti Kohal started by stating that currently there is a lot of recruitment taking place in the country and also people who want to upgrade to another aircraft or those getting back to flying after a long break due various reasons, would like to brush up on their procedures and memory items and this would be a good way to try and collaborate with the regulator and use it as a training tool. The approval of the members would be required to go ahead with the purchase and get it approved, get an instructor/FSI and take it forward.

73) One of the members queried about the cost of the FTD, Capt. Randhawa mentioned that FTD Level 5 or 6 would cost approx. Rs.10.0 Crores where as a Procedure Trainer which does not require certification may be from Rs.10 Lakhs and could go upto Rs.1.5 Crores. Capt. Randhawa also mentioned that a Procedure Trainer with touch screen would cost about Rs.1.5 Crores and one with Panel Diagram about Rs.1.0 to Rs.2.0 lakhs.

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74) Capt. Priti Kohal proposed Rs.60.0 Lakhs to Rs.1.5 Crores for a good standard one. Just a basic one would only be useful to the ab initio pilots and would not benefit everybody.

75) On query from one of the member, Capt. Randhawa stated that a generic PT would not benefit much but instead have A320 and B737 FTD which will be beneficial. Instead he suggested if we go for FTD Level 5 or 6, which is so far not available in India, its utilization would be much more than a Procedure Trainer and an FTD will also give credits.

76) On query regarding location, members were informed that though most of the Airlines are stationed in Delhi, for ease of control and space availability, it would prefer establishing it at IAAS in Mumbai which is a wing of FIP. Capt. Mehta made a mention that the aim was not for commercial purpose but to give training at a minimal cost to help the aviation community. He also stated that whatever money spent will save tax for FIP. After deliberation between the Committee and the members, Capt. Randhawa stated that initially FIP may go for a Procedure Trainer as it is more cost effective and then subsequently once the credits are given we can contemplate going for FTD Level 5 or 6 as per FAA standards. The Managing Committee to obtain the quotes and thereafter decide to purchase a Procedure Trainer. Alternatively, if DGCA offers credits, then an FTD could be purchased. This would also help us offsetting of payment of Income Tax.

77) Agenda Point No.11: Scholarship schemes for students of IAAS:

78) Capt. Randhawa informed that we had gone in for drone training programme and had corroborated with IGRUA and through Drone Destination who were doing the training with subsidies offered to members. We wanted to offset that amount to save taxes but unfortunately no members utilized it till now. Capt. Mehta stated that we could consider offering some rebate in fees as scholarship for deserving students in B.Sc aviation who want to go for flying.

79) Capt. Priti Kohal suggested offering scholarship as incentive to encourage students to do well at IAAS or as a saving for taking up to flying in future. To this Capt. Subhasish Majumdar was of the opinion that the funds are solely for the utilization of FIP members and whatever scholarship to be offered should be to licence holders as holding an Indian pilots' licence was the basic criteria for being a member. The B.Sc Aviation course is open to CPL holders and Licence holders and proposed to consider scholarship to meritorious candidates.

...16/-

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:16:

80) Taking into consideration the above proposals and suggestions Capt. Mehta concluded the deserving ones would be considered.

81) Agenda Point No.12: Any other point with the permission of the Chair:

82) With the permission of the Chair, Capt. Varun from Go Air; put forth the following points and enquired on the status:

- a) i) What is the status of the Notice period CAR that is challenged in the Court;
ii) Whether Airlines had cut the pay during pandemic has this been brought to the attention of the Court;
iii) What is the reason, FIP lawyer was not present on the last hearing and the matter was adjourned to the next hearing?
- b) The President FIP had written to DGCA about e-logging. Has it been written in letter and subsequently the PG portal been invoked and no action has been activated;
- c) There are some airlines which are scrupulous and charging Rs.50 and Rs.70 lakhs to join and on the other hand saying we don't have pilots which is disincentivizing people from coming into the profession. Wanted to know whether we are going to condemn this or just be mute to it.

83) Capt. Randhawa's response to above points:

- a) As per the CAR a Commander was required to serve Company 12 months and a First officer 6 months notice period for which FIP went to Court on the basis of which interim relief was given to contract. The Notice period as per contract had to be honored by the Employer and the employee. Final order is awaited. With regard to NOC, the airlines insists on it but even if the matter were to be referred to the Ministry, the Ministry would not intervene.
- b) Pilots are inducted by taking high amount as training cost and paid meagre salary. To this Capt. Randhawa stated that though we are aware of this issue, even if it is taken up with the Ministry, they will not entertain it.

...17/-



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:17:

84) Capt. Varun wanted to know whether we can take up these industry practices with the court to which Capt. Randhawa stated that we can add all these things in the proceedings.

85) Capt. Anmol Gautam was of the opinion that FIP should play a bigger role in the welfare of Pilots. They should arrange to get pilots or a larger forum and take issues further. Capt. Neha stated that to take up all issues they are short of hands on deck just with 8 Committee members. More and more members should come forward and have sub-committees who can assist in taking matters forward.

86) Capt. Sagar stated that DGCA did play its role in the notice period by pulling up pilots who did not serve notice period by not allowing them to renew their licence when it came for renewal but later back and forth the pilots could do it. He also brought to the notice of the Committee that the Incident/Accident Report also takes a long time to be issued when all information is available with the Regulator and can be generated on the Portal.

87) Members had issues regarding information available on DGCA portal but still they have been asked to seek from the Airlines and the Airline sometimes have its own reservations for delaying or denying it. One of them suggested that using FIP platform, if this matter can be taken up with DGCA. The data is available with Air safety and they are doing a lot of functions with eGCA, they can add one more function and as far as they don't have information like having an incident or accident attributable to their proficiency, they should allow to download the certificate online.

88) Capt. Rawat stated that there should be accessibility to get Accident Incident Free Certificate

89) One of the Pilots suggested that what we need is a forum where you can have open communication with pilots from different airlines, different levels, to come up with different issues and the Committee members can generalize the issues and within the FIP Charters/Constitution, whatever issues FIP can take up, they may be put for volunteers to make sub-committees and get it sorted out. In this way we will not only have more members but we will have capacity to resolve more issues and in future we need conference or seminars we will have active members to contribute.

...18/-



FEDERATION OF INDIAN PILOTS

: 18 :

90) Capt. Subhasish Majumdar welcomed members to come forward with any proposals or ideas they have to form subcommittees, they should feel free and they would get full support.

91) Capt. Neha stated that Capt. Amol Gautam had mentioned about educational research, it would be great if he came on board and one MC member would work with him and in this way things can move forward.

92) One of the Pilots suggested that on 26th April which is "World Pilot's Day", FIP should come forward with a half page advertisement in the newspaper highlighting all the places where Indian Pilots have made an impact such as evacuation, other challenges etc.

93) Capt. Subhasish Majumdar welcomed the proposition and requested to discuss and take it forward.

94) There being no other agenda point to be discussed, the meeting ended with a vote of thanks to all the members.

Capt. C.S. Randhawa
Secretary – F.I.P.