

**GOVERNMENT OF INDIA  
MINISTRY OF CIVIL AVIATION  
LOK SABHA  
STARRED QUESTION NO. : 268  
(To be answered on the 17<sup>th</sup> December 2015)**

**EXODUS OF PILOTS FROM AIR INDIA**

**\*268. SHRI BHOLA SINGH  
SHRI MOHITE PATIL VIJAYSINH SHANKARRAO**

**Will the Minister of CIVIL AVIATION**

**तागर विमानतल मंत्री**

**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**

**तागर विमानतल मंत्री**

**(Shri Ashok Gajapathi Raju Pusapati)**

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

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**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.**

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**Annexure-I**

**Expenditure incurred for imparting training to individual pilots**

i. Cost of Training of Pilots on fleet annually

**Boeing**

Annual Recurrent Training Cost per Pilot (Approx)	
2012	INR 2,94,000
2013	INR 3,47,200
2014	INR 3,80,080
2015 Up to Oct., 2015	INR 4,01,920

**Airbus**

Annual Recurrent Training Cost per Pilot (Approx)	
2012	INR 2,26,113
2013	INR 2,28,909
2014	INR 3,72,705
2015 Up to Oct., 2015	INR 3,01,329

ii. The Type Training cost of Pilots on Fleet:

**Boeing**

Type Training Cost per Pilot (Approx)	
2012	INR 19,74,000
2013	INR 19,79,602
2014	INR 21,57,222
2015 Up to Oct., 2015	INR 23,25,666

**Airbus**

Type Training Cost per Pilot (Approx)	
2012	INR 21,32,225
2013	INR 21,72,080
2014	INR 22,17,336
2015 Up to Oct., 2015	INR 22,94,886

**Details of Pilots who resigned as on 31.10.2015**

<b>Year</b>	<b>A320Family</b>	<b>B787</b>	<b>B777</b>	<b>B747</b>	<b>B737</b>
<b>2012</b>	02	1	14	1	5
<b>2013</b>	06	2	17	0	7
<b>2014</b>	39	2	5	5	3
<b>2015</b>	25	33	2	2	2
<b>Total</b>	72	38	38	8	17
<b>Grand Total</b>	<b>173</b>				