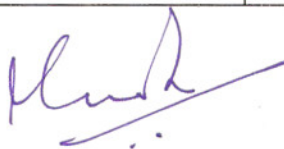


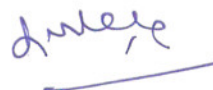
Promotion / Career Progression in PHL

The company is having two different types of schemes of promotion / career progression in respect of regular and contractual employees. The regular and contractual employees are classified into various groups / cadres and becomes eligible for consideration for promotion on completion of qualifying period, the details are given below :-

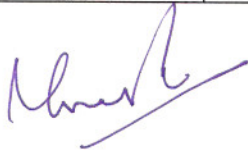
A) Regular Employees

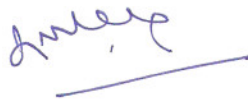
Group / Cadre	Level	Pay Scale	Qualifying period for Promotion to next level / grade
<u>Non-Executives</u> 1. House Keeping , Gardner, Sweeper etc.	G-1	4050-125-6200	Eight years
	G-2	4400-140-6800	Eight years
	G-3	5050-155-7550	Eight years
	G-4	5350-190-7850	---
2. Un-skilled / Semi Skilled	H-1	5050-155-7550	Eight years
	H-2	5350-190-7850	Seven years
	H-3	5500-205-8150	Seven years
	H-4	6000-225-9150	---
3. Drivers	D-1	5350-190-7850	Eight years
	D-2	5500-205-8150	Seven years
	D-3	6000-225-9150	Seven years
	D-4	6600-285-9700	---
4. General Engineering (Ancillary Trade)	T-1	5350-190-7850	Five years
	T-2	5500-205-8150	Five years
	T-3	6000-225-9150	Five years
	T-4	6600-285-9700	Four years
	T-5	7350-320-10800	Four years
	T-6	7950-345-11900	Fours years
	T-7	8650-440-13300	-----
5. Skilled / Highly Skilled (Aeronautical)	J-1	6000-225-9150	Five years
	J-2	6600-285-9700	Four years
	J-3	7350-320-10800	Four years
	J-4	7950-345-11900	Fours years
	J-5	8650-440-13300	Four years
	J-6	9500-480-14600	Four years
	J-7	10750-550-16750	----





6. Skilled / Highly Skilled (Non-Technician)	C-1	6000-225-9150	Five years
	C-2	6600-285-9700	Four years
	C-3	7350-320-10800	Four years
	C-4	7950-345-11900	Fours years
	C-5	8650-440-13300	Four years
	C-6	9500-480-14600	Four years
	C-7	10750-550-16750	----
Executives 1. (Officers / AMEs)	E-1	20600-46500	Three years
	E-2	24900-50500	Three years
	E-3	29100-54500	Three years
	E-4	32900-58000	Four years
	E-5	36600-62000	Four years
	E-6	43200-66000	Two years
	E-7	51300-73000	---
2. Pilots	E-1	20600-46500	Endorsement on Company's Helicopters
	E-2	24900-50500	Three years + 1550 hrs of h/c flying + IR or CHPL + 2050 hrs of flying including 500 hrs as PIC
	E-3	29100-54500	Three years + 2500 hrs of h/c flying including 1000 hrs as PIC on type + IR or CHPL + 2550 hrs of flying including 1000 hrs as PIC
	E-4	32900-58000	Four years + 2500 hrs of h/c flying including 1000 hrs as PIC on type + IR
	E-5	36600-62000	Four years + 2500 hrs of h/c flying including 1000 hrs as PIC on type + IR
	E-6	43200-66000	---





B) Contractual Employees

Group / Cadre	Level	Qualifying period for career progression
Flight Attendant / Junior Technicians	1	5 ½ years
	2	4 ½ years
	3	4 ½ years
	4	4 ½ years
	5	4 ½ years
	6	4 ½ years
	7	----
AMEs	B	3 ½ years
	C	4 ½ years
	D	4 ½ years
	E	---
Pilots	Pilots-A	Endorsement on Company's Helicopters
	Pilot-B	3 ½ years + 1550 hrs of h/c flying + IR or CHPL + 2050 hrs of flying including 500 hrs as PIC
	Pilot-C	3 ½ years + 2500 hrs of h/c flying including 1000 hrs as PIC on type + IR or CHPL + 2550 hrs of flying including 1000 hrs as PIC
	Capt-A	4 ½ years + 2500 hrs of h/c flying including 1000 hrs as PIC on type + IR
	Capt-B	4 ½ years + 2500 hrs of h/c flying including 1000 hrs as PIC on type + IR
	Capt-C	----

Besides qualifying period there are certain other conditions which are also taken into consideration for releasing promotions / career progression to regular and contractual employees. The Details in brief of such conditions are as follows.

- a) ACR / PER
- b) EOL/Unauthorised absence & DA/Punishment
- c) Reward / Award
- d) QRs
- e) Incident / accident in case of pilots

