

Salary issue of Cabin Crew

*59. SHRI RAMA CHANDRA KHUNTIA : Will the Minister of CIVIL AVIATION be pleased to state:

- (a) whether it is a fact that the Cabin Crew of Air India Charter Ltd. are getting only 1/3 of Air India Cabin Crew although Air India Charter Ltd. company is earning profit; and
- (b) the total number of Cabin Crews in Air India, Alliance Airlines and Air India Charter Ltd., Air India Express, Company-wise and the details of their salary structure, D.A. and other allowances, company-wise?

THE MINISTER OF CIVIL AVIATION (SHRI VAYALAR RAVI): (a) The salary structures of the Cabin Crew of Air India are governed by the wage agreement entered into with the respective unions and they are appointed on a permanent basis, whereas, the Cabin Crew of Air India Express are appointed on a contractual basis for fixed period of three years at a fixed pay-scale.

(b) The total number of Cabin Crew in Air India, Alliance Air and Air India Charters Limited are 3210, 246, 294 respectively. The details of the salary structures and other allowances of the Cabin Crew are given in Statement.

Statement

The details of the salary structures and other allowances of the cabin crew

1. PAY & ALLOWANCE AT MINIMUM AND MAXIMUM OF PAY SCALE FOR CABIN CREW OF AIR INDIA (Wide Body) AS ON 01.10.2011

Salary	Minimum	Maximum
1	2	3
Basic Pay	6575	9275
Dearness Allowance	10296	14525
House Rent Allowance	1973	2783
City Compensatory Allowance	300	300
Kit Maint. Allowance	850	850
Conveyance Allowance	800	800
Cell Phone Calls	500	500
Service Allowance	500	500
Education Allowance	350	350
TOTAL (A)	22144	29882

1	2	3
B: Flying Allowance (average rate of 70 hours of flying)		
Subsistence Allowance	35875	35875
Flying Allowance	17938	17938
TOTAL (B)	53813	33813
TOTAL (A+B)	75957	83695

2. PAY & ALLOWANCES OF CABIN CREW of AIR INDIA LIMITED (NARROW BODY) E/W NACIL(I) as on 31.03.2011

Designation	Cabin Crew
1	2
Pay-Scale (Revised)	5720-8200
PAY & ALLOWANCES	5720
V.D.A. 141.5%	8094
HRA	1716
CCA	200
Telephone Allowances *	200
Education Allowance	350
Check Cabin Crew Allowance	150
Special Pay	1360
Positioning Allowance	500
TOTAL	18290
B(I) Variable PLI	
Flying Allowance (60/75 Hours)	
Rate per hours (Rs.275)	16500
TOTAL Variable PLI B(I)	16500
B(II) fixed PLI (Fixed Productivity)	750
TOTAL Fixed PLI B(II)	750
TOTAL B(I)+B(II)	17250
TOTAL A-B Salary Allowances	35540

1	2
Flying Allowance Rates	
Upto 5 years	275
5- 10 Years	350
10-15 Years	600
15-20 Years	650
20-25 Years	750
Above 25 Years	850

*Telephone allowance of Rs.100/- p.m. on not having telephone at their residence and Rs. 200/- p.m. on for having telephone at their residence (Fin./Rule/202/809 dt. 16.10.1995). This will not be payable to Cabin Crew, Air Hostess/Steward w.e.f. 1.12.1993 as they will be reimbursed telephone rentals and addl. Call charges to a maximum of 125 call (bimonthly).

3. PAY & ALLOWANCES OF CABIN CREW OF ALLIANCE AIR

Basic Pay	Rs. 4,000
House Rent Allowance	Rs. 1,200
Kit Maintenance/Uniform Allowance	Rs. 3,000
Medical Allowance	Rs. 700
Retention Bonus to be paid after Completion of one year	Rs. 4,500
Flying Allowance upto 60 hrs./month	Rs. 200 per hour
Flying Allowance over 60 hrs./month	Rs. 250 per hour

4. THE DETAILS OF THE GRADE-WISE SALARY STRUCTURE OF AIRLINE ATTENDANTS AND OTHER ALLOWANCES IN AICL IS GIVEN BELOW:

Designation	Basic pay RS	Conveyance Allowance Rs	Uniform Maintenance Allowance Rs.	Kit Maintenance Allowance Rs.	Fixed Dearness Allowance Rs.	Fixed emoluments per month Rs.	Rate Per Flying Hour Rs.	Emoluments based on 80 hrs flying per month Rs.	Total Emoluments Per Month Rs.	Annual increment Rs.
Training	Stipend					8,000				
AA	6,000	500	2,500	3,000	1,500	13,500	200	12,000	25,500	100
Sr. AA	6,000	600	3,000	3,000	2,000	14,600	300	18,000	32,600	200
AAIC	7,000	700	3,500	3,000	2,500	16,700	400	24,000	40,700	300
CAA	8,000	800	4,000	3,000	3,000	18,800	400	24,000	42,800	400

Total number of Airline Attendants in AICL, flying wide-body aircraft, on secondment to Air India, as on October 31, 2011 is 283.

The details of the grade-wise salary structure of Airline Attendants and other allowances, while on secondment to Air India, is given below:

Year of contract	Basic per Months	Conveyance Allowance Rs	Uniform Maintenance Allowance per Month	Kit Maintenance Allowance	Fixed DA per month	Total Fixed Emoluments	+ Flying allowance @ 60 hrs. flying pm		+ Subsistence Allowance @ 60 hrs. flying pm		Annual increment
	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	Min	Max	Min	Max	(Rs.)
Training	Stipend										
1st to 3rd year	6,000	500	2,500	3,000	1,500	13,500	18,630	27,945	9,315	13,973	100

Note : Flying Allowance and Subsistence Allowance is based on actual number of hours flown. Above is indicative figure at 60 hrs. of flying.

In addition, the Airline Attendants are also entitled to a Reimbursement of Premium on Medi-Claim up to an amount of Rs. 6,000/- per annum.