

SKYPOINTER E-BULLETIN

April 2023



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GENERAL SECRETARY'S REPORT

By Phil Flower



Winter is over and the bookings across the industry are up but that does not translate into pay settlements. What we are seeing across the industry is companies raising prices above and beyond inflation but not making similar increases in the salaries they pay their staff.

Whilst some exceptional costs have to be covered, the disparity between increases in salaries and the costs charged to consumers are too often significantly out of balance. Although businesses share a legitimate aim to increase profitability, that cannot be at the expense of the people who deliver the service to the customer.

We are aware of at least one company that held funds in group companies located offshore and then argued that they could not afford a fair pay rise for their pilots. The fact

that much of the offshore money had been earned in the UK was well known to the pilots.

Pilots are not fools; they quickly see through such smoke and mirrors and vote with their feet. Companies who behave in this way then struggle to service their contracts or fly the routes they operate. The net result is a few make a short-term profit but suffer a long-term loss.

For too long now aviation has relied on the fact that flying is a career ambition for many. Costs are passed on to the pilot rather than building a sustainable employment model that brings in new talent, develops staff and rewards them for what they do. This model will fail and the early signs are already appearing with companies now talking openly about reintroducing cadet schemes

Safe flying ✈️

ANNOUNCEMENT – ANNUAL GENERAL MEETINGS

4th October 2023 (Provisional)



We are pleased to announce that the Annual General Meetings of the Independent Pilots Association will take place on 4th October 2023 (provisional).

Every year we try to provide members as much notice as possible to give our members the best opportunity of being able to attend. We understand that some of you will not be able to commit until your roster is issued nearer the time – but we are also aware that some of our members can request specific days off if sufficient notice is given.

The venue for the meetings is yet to be confirmed; however, they will take place in South East England.

We encourage our members to attend as the event provides an opportunity to meet with Directors and EC members, as well as IPA staff who work on your behalf throughout the year.

The meetings include a general update for both the association and the union. Additionally, a separate report is usually given specifically on the work undertaken by the union. This allows us to highlight the employment and regulatory issues affecting members across the industry.

This year, we are also planning to include an employment Q&A session, if there is sufficient uptake.

Please submit your expression of interest in attending the meetings and the proposed Q&A session to office@ipapilot.com

We look forward to meeting as many of you as possible in October. ➡

SUBSCRIPTION RATES

It won't have escaped your notice that the price of just about everything is going up these days. However, for now, that is not the case with our subscription rates.

At the IPA, we pride ourselves in providing you with the very best personal service possible at a highly competitive subscription rate. From time to time this rate is reviewed against the costs we incur in providing this service to you the member. Of course, these costs are also frequently reviewed and reduced where possible, but not to the point where the services to our members would be impacted.

From April 2023, a new cost will be incurred, namely a levy payable to the Certification Officer which is the regulator of trade unions. In much the same way as the CAA is funded by those it regulates, so it will now be the case with the Certification Officer levying the unions they regulate.

This cost is in addition to our existing costs, but we are pleased to report that the latest review of subscription rates concluded that no increase is necessary at this time.

The IPA has not increased its rates since March 2019, and due to the



uncertainty COVID-19 posed to the industry, rates were reduced by a third for a period of six months in 2020. Therefore, we believe that the cost of membership continues to represent good value for our members.

At this time, we cannot say when an increase in subscription rates will be implemented. However, costs have risen significantly and appear unlikely to come down, so it is likely that an increase will be necessary in the near future. As always, we'll try to minimise any rise when it does become necessary. 🚧