

## ROSTERING NEWSLETTER AUGUST 2000

I have taken the unusual step of including a newsletter of my own to accompany the August Roster.

I am afraid that as a result of "contract compliance" and the inevitable reduction in flexibility that accompanies any such work-to-rule, the company has had to make a number of changes to the August Roster in order to protect the integrity of the commercial operation:

- In general terms there are more duty days on each roster and less guaranteed days off (G days).
- A number of O days have been added to the roster to provide a degree of flexibility, particularly after ULR patterns. It is important to note that O days following a ULR pattern, form part of a "recovery period," as specified in the Flight Time Limitations Scheme. In such cases, if a crew member does operate the ULR pattern as specified on the published roster then any such O days will not be available for use by the company.
- ~~We have tried to maintain request G-days where possible (and the "trump card" system for a block of G-days remains in place) but for obvious reasons it has been more difficult to grant request G days under the current circumstances.~~

I would like to emphasise that such changes to the August Roster are not out of any sense of retribution towards contract compliance. They simply represent a pragmatic approach to provide daily flight coverage at a time when we can no longer rely on the goodwill of many crew members. August 2000 is a particularly busy period for the airline for a number of reasons:

- August is a peak month for travel on Cathay Pacific worldwide but the load factors this year are particularly strong. We have to be mindful of the commercial operation and the travelling public.
- Fleet utilisation is also particularly high this year following the addition of the DHL overnight freight operation (with accompanying high penalty charges for any delays or cancellations).
- The training task remains extremely high in preparation for the delivery of 12 aircraft next year and the training rosters do require some flexibility to tailor the training to each individual's requirements.
- Finally, August is the typhoon season and the accompanying disruption to the flight schedule is well known to you all.

I sincerely hope that such changes to the roster construction will be temporary in nature. The company team will continue to work hard over the summer months in an effort to complete the complex process of drafting new roster practices for introduction later in the year.

In the meantime I apologise for any inconvenience caused.



Chris Hoyland.