

"Could you tell us more about this?"

Basically it all arose because this new way of doing things somehow had to be squeezed into the old-dated methods. After all, we had to make it worthwhile for the pilots to increase their productivity. But the present system operates on completely the opposite principles: the lower your productivity, the higher your salary".

"So how did you find a solution?"

"We linked everything to the final result, that is, to profit. We have cut out everything, salary scales, per kilometre payments, classes, bonuses of all sorts, night time payments, group payments and so on. We only use 40% of the above-target profit for crew salaries".

"In other words, even if they fullfil the plan, the crew doesn't get anything?"

"Not a ruble".

"But aren't you running a risk? After all, there are twelve of you, and for a whole year..."

"I don't think so. Our calculations back us up. But, of course, any experiment carries a risk, and we do have a certain amount here. After all, the manager of our enterprise also took a risk when he signed this agreement. He knew that sooner or later leasing aircraft would be a reality. So it is better to try out and learn with this concept on one plane now than with the whole fleet later and live to regret it".