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## China Southern Airlines Introduction

China Southern needs more than 50 captains for its wide body fleet, Airbus A330, B777 and B787.

While looking for type rated line captains for its wide body fleet, the airline offers A330 non-type rated positions to A320, A340 and A380 captains. In the case of the B777 and B787, it accepts for upgrade Boeing glass cockpit captains. It offers reverse basing whereby candidates can be based in select China Southern gateways in Australia, Europe and North America.

China Southern Airlines was established on 1 July 1988 following the restructuring of the Civil Aviation Administration of China. Since then, it acquired and merged with a number of domestic airlines, becoming one of China's "Big Three" airlines (alongside Air China and China Eastern Airlines).



China Southern Airlines is based Guangzhou. It is a member of Sky Team. China Southern Airlines serves 193 destinations in 35 different countries worldwide. China Southern transported 110 million passengers in 2015, ranking the carrier first in Asia and the 3<sup>rd</sup> in the world in passenger terms (Data source: IATA), topping all Chinese airlines for 37 years.

From its main hubs at Beijing Capital International Airport and the Guangzhou Baiyun International Airport, the airline flies to 193 destinations using a fleet of more than 600 passenger and cargo transport aircraft, including Boeing 737, 744, 757, 767, 777 and 787 and Airbus 319, 320, 330 and 380.

The airline fleet is ranked the first in Asia and the fifth in the world (Data source: IATA) in terms of fleet size. China Southern Airlines was the first airline in the world to operate both A380 and B787.

## China Introduction

China today has the second largest economy on the world. While initially economic growth was mainly driven by exports, today China is moving towards a consumer economy. Twenty percent of China's population of 1.4 billion people is considered middle class by Western Standards. This middle class is the major driver of China's growing consumer economy. It is also the most important component of the Chinese air transportation industry.

The airline business in China is growing by leaps and bounds. Chinese airlines load factors are amongst the highest in the world. Pent up demand continues to drive airline growth. Air travel is accessible to more and more Chinese consumers as cheap fares are available from most airlines.



The rapid growth of air transportation has led to intense competition between airlines for aircraft and pilots. As the available pool of experienced Chinese pilots is not sufficient to support airlines growth, Chinese airlines have to resort to international flight crew labor markets to secure the necessary experienced captains needed to sustain their growth. According to government rules, Chinese airlines have to demonstrate that they have enough pilots before taking delivery of new aircraft. This is adding additional pressure in a situation of expat pilot shortage.

The intense competition between Chinese airlines and the pilot shortage has led to an escalation of remuneration packages offered to expat pilots. It has also led to better rotation option offerings, going from full time residency offering the best remuneration to four weeks on / four weeks off with lower remuneration. This is in effect being on vacation six months of the year for the same remuneration, if not better in most cases, than home remuneration. As the CAA medical examiners gain more experience with expats, and perhaps because of the shortage, the last year or two have seen more flexibility with medical examination.

There are a lot of misconceptions in regard to China and to life in China. Many Westerners who have not visited China have a mindset created by the medias. Most pilots arriving in China for the first time for a screening have the same reaction, “I did not know China was like this”. The streets are chock-a-block full of recent cars. Audis, Mercedes, BMWs, Citroens, SEATs, Hondas, Toyotas, Hyundais, Volkswagen, etc... fill the streets. Most of them are built in China. Rush time traffic congestion more than easily matches western cities. Most cities have their Ferrari, Lamborghini, Porsche dealerships.

Remove the Chinese street signs in business districts and one could easily believe to be in New York, Chicago, Frankfurt or Sydney. Most street signs in many cities are both in Chinese and English.

Western quality level lodging accommodations are available everywhere in China at accessible prices. Depending on locations, monthly rentals for a two bedroom apartments can vary between 1,000 \$US to 2,000 US\$.



Ground transportation is very cheap in China. This is especially the case for taxis. Subway fares are dirt cheap. As most pilots live in the same areas, most Chinese airlines have established pick up points where shuttle vans pick up pilots to take them to the airport.

Medical services in China are top level. Your AeroPersonnel local representative will help you to identify expat medical resources where English is spoken. While most Chinese airlines provide medical insurance coverage, this coverage is tied with employment with the airline. In case of a major medical event, accident or illness, this would lead to the loss of medical and termination of contract/medical coverage. This why it is strongly suggested to maintain independent medical insurance coverage. Being in an expat hospital without medical insurance is not a good idea. Expat medical coverage is available at very reasonable rates, currently 168 \$US a month.

Food in China is not a problem. Two major western supermarket chains are present in all major cities. These are Carrefour (French) and Metro (German). Access to western staples is easy in most cities. Chinese cuisine (not the westernized version) is a discovery in itself. Chinese people love their food and drinks. They eat in restaurant quite often. A traditional Chinese meal, with the multitude of small different dishes is a very social event, and a culinary experience. For cost of living in China information, visit <http://www.numbeo.com>.

For expats, the key to success in China is to go with an open mind. Chinese people love Western culture. Learn to discover Chinese culture and the favor will be returned.

## Guangzhou Introduction

Guangzhou, previously known as Canton, is the capital and largest city of the Guangdong Province. It is the 3rd-largest City of China, behind Beijing and Shanghai.

Guangzhou is the main manufacturing center of the Pearl River Delta. It is one of mainland China's leading commercial and manufacturing regions. In 2013, the GDP reached US\$ 248 billion, per capita was US \$19,459. Guangzhou is considered one of the most prosperous cities in China.

The Canton Fair, formally the "China Import and Export Fair", is held every year in April and October by the Ministry of Trade. Inaugurated in the spring of 1957, the fair is a major event for the city. It is the trade fair with the longest history, highest level, largest scale in China

For the three consecutive years 2013–2015, Forbes ranked Guangzhou as the best commercial city of China.



Guangzhou's main airport is the Baiyun International Airport. It opened on August 5, 2004. This airport is the second busiest airport in terms of traffic movements in China.

Located just south of the Tropic of Cancer, Guangzhou has a humid subtropical climate influenced by the East Asian monsoon. Summers are wet with high temperatures, high humidity, and a high heat index. Winters are mild and comparatively dry.

## Guangzhou Cost of Living Table

	Avg.	Range
<b>Restaurants</b>		
Meal, Inexpensive Restaurant	20.00 ¥	20.00 - 25.00
Meal for 2 People, Mid-range Restaurant, Three-course	110.00 ¥	80.00 - 150.00
McMeal at McDonalds (or Equivalent Combo Meal)	29.00 ¥	20.00 - 40.00
Domestic Beer (0.5 liter draught)	6.00 ¥	5.00 - 7.00
Imported Beer (0.33 liter bottle)	16.00 ¥	11.00 - 20.00
Cappuccino (regular)	24.09 ¥	20.00 - 30.00
Coke/Pepsi (0.33 liter bottle)	3.45 ¥	2.50 - 4.50
Water (0.33 liter bottle)	2.40 ¥	2.00 - 3.00
<b>Markets</b>		
Milk (regular), (1 liter)	10.42 ¥	6.12 - 15.00
Loaf of Fresh White Bread (500g)	8.67 ¥	8.00 - 10.00
Rice (white), (1kg)	9.25 ¥	5.00 - 20.00
Eggs (12)	11.83 ¥	10.00 - 15.00
Local Cheese (1kg)	100.00 ¥	100.00 - 100.00
Chicken Breasts (Boneless, Skinless), (1kg)	17.33 ¥	15.00 - 20.00
Beef Round (1kg) (or Equivalent Back Leg Red Meat)	66.67 ¥	40.00 - 80.00
Apples (1kg)	10.00 ¥	8.00 - 12.00
Banana (1kg)	11.33 ¥	6.00 - 18.00
Oranges (1kg)	9.50 ¥	9.00 - 10.00
Tomato (1kg)	7.50 ¥	7.00 - 8.00
Potato (1kg)	8.00 ¥	6.00 - 10.00
Onion (1kg)	9.67 ¥	6.00 - 15.00
Lettuce (1 head)	4.50 ¥	3.00 - 7.00
Water (1.5 liter bottle)	4.50 ¥	3.50 - 6.00
Bottle of Wine (Mid-Range)	100.00 ¥	80.00 - 200.00
Domestic Beer (0.5 liter bottle)	5.83 ¥	5.00 - 7.00
Imported Beer (0.33 liter bottle)	13.40 ¥	6.00 - 16.00
Pack of Cigarettes (Marlboro)	20.00 ¥	15.00 - 22.00
<b>Transportation</b>		
One-way Ticket (Local Transport)	2.00 ¥	2.00 - 8.00
Monthly Pass (Regular Price)	237.50 ¥	100.00 - 400.00
Taxi Start (Normal Tariff)	10.00 ¥	10.00 - 10.00
Taxi 1km (Normal Tariff)	2.60 ¥	2.60 - 2.60
Taxi 1hour Waiting (Normal Tariff)	30.60 ¥	30.00 - 31.20
Gasoline (1 liter)	6.49 ¥	5.70 - 7.50
Volkswagen Golf 1.4 90 KW Trendline (Or Equivalent New Car)	140,000.00 ¥	120,000.00 - 150,000.00
Toyota Corolla 1.6l 97kW Comfort (Or Equivalent New Car)	?	
<b>Utilities (Monthly)</b>		
Basic (Electricity, Heating, Water, Garbage) for 85m2 Apartment	379.38 ¥	276.25 - 500.00
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	0.24 ¥	0.19 - 0.30
Internet (10 Mbps, Unlimited Data, Cable/ADSL)	103.75 ¥	80.00 - 150.00
<b>Sports And Leisure</b>		
Fitness Club, Monthly Fee for 1 Adult	291.67 ¥	250.00 - 400.00
Tennis Court Rent (1 Hour on Weekend)	50.00 ¥	40.00 - 60.00
Cinema, International Release, 1 Seat	60.00 ¥	40.00 - 80.00
<b>Clothing And Shoes</b>		
1 Pair of Jeans (Levis 501 Or Similar)	541.67 ¥	400.00 - 750.00
1 Summer Dress in a Chain Store (Zara, H&M, ...)	199.62 ¥	150.00 - 250.00
1 Pair of Nike Running Shoes (Mid-Range)	587.50 ¥	450.00 - 700.00
1 Pair of Men Leather Business Shoes	500.00 ¥	400.00 - 600.00
<b>Rent Per Month</b>		
Apartment (1 bedroom) in City Centre	4,622.18 ¥	3,500.00 - 5,844.00
Apartment (1 bedroom) Outside of Centre	2,531.27 ¥	2,000.00 - 3,000.00
Apartment (3 bedrooms) in City Centre	8,222.22 ¥	6,000.00 - 10,000.00
Apartment (3 bedrooms) Outside of Centre	4,664.75 ¥	3,500.00 - 5,700.00
<b>Buy Apartment Price</b>		
Price per Square Meter to Buy Apartment in City Centre	45,090.91 ¥	38,000.00 - 55,000.00
Price per Square Meter to Buy Apartment Outside of Centre	21,500.00 ¥	15,000.00 - 25,000.00
<b>Salaries And Financing</b>		
Average Monthly Disposable Salary (Net After Tax)	6,440.00 ¥	
Mortgage Interest Rate in Percentages (%), Yearly	5.94	5.50 - 6.00

### Prices in Guangzhou, China

These data are based on 549 entries in the past 18 months from 71 different contributors.  
Last update: July, 2016

Visit Numbeo website at [www.numbeo.com](http://www.numbeo.com) for full information. US\$/Yuan Exch. 6.63 16/08/15

# *China Southern Airlines*

## *Foreign Pilot Package Review Wide Body Aircraft*

### **Taxation Notes:**

This document is a review of the remuneration offered by the airline based on the available rotation options. It takes into account the monthly service fees, yearly bonuses and allowances. Before tax remuneration is presented for illustrative purposes only. It is intended to make it easier to compare the package on offer with the remuneration currently received in the candidate country of residence. The after tax numbers used are the numbers provided by the airline. These are the actual amounts paid to candidates in accordance with their service contract.

Before tax remuneration is based on the actual after tax remuneration paid by the airline to candidates. It is calculated using the mainland Chinese taxation rate matching actual yearly remuneration levels. Allowances before tax calculations use the yearly tax rate averaged for the number of years of the contract.

In the case that home income tax rates are higher than the ones presented in this package review, the before tax remuneration would be accordingly higher.

Remuneration in the case of air transportation is covered by all international taxation treaties. Most of these treaties are available online. The information needed is presented in the section related to "Dependent Income". Taxation treaties avoid double taxation, provided that certain conditions are met. Income tax must be paid by or on behalf of an airline in the country where the airline head office is located (Mainland China). Mainland China and SAR hong Kong are considered two different entities for taxation purposes (and tax rates) by most countries.

Taxation issues are complex and may vary considerably depending on individual circumstances. It is strongly suggested to consult expat taxation specialists. It is also very important to ascertain that taxes are fully paid by the airline to the proper taxation authority and ascertain where they are paid (Needs to be in Mainland China).

Candidates need to be provided with proof of tax payment issued by the mainland China local taxation bureau (Not the airline nor the agency). There should be a clause to that effect in the candidate's service contract.

## China Southern Airlines - Wide Body Package Summary

All numbers in US\$

<b>Base assumptions</b>	<b>Mode CAN<sup>1</sup></b>	<b>Mode RSP<sup>2</sup></b>	<b>Mode CMT<sup>3</sup></b>	<b>Remarks</b>	
Paid off-duty days/per year	120	96	96	Minimum days off/month: CAN 10, RSP/CMT 8	
Monthly base flying time	80	80	80		
<b>Until line release</b>	<b>Mode CAN</b>	<b>Mode RSP</b>	<b>Mode CMT</b>	<b>Remarks</b>	
Training pay per day, Phase I	200	200	200	New employee training, 2 to 3 weeks	
Training pay per day, Phase II	400	400	400	Ground training, 3 to 8 weeks (re: a/c type)	
Training pay per day, Phase III	400	400	400	Line Training, 3 to 6 weeks (re: aircraft type)	
<b>After line release</b>	<b>Mode CAN</b>	<b>Mode RSP</b>	<b>Mode CMT</b>	<b>Remarks</b>	
Monthly salary for type rated pilots -Year 1	19,000	19,000	19,000	237.50 \$/per hour	
Monthly salary for type rated pilots -Year 2	19,000	19,000	19,000	237.50 \$/per hour	
Monthly salary for type rated pilots -Year 3	20,000	20,000	20,000	250.00 \$/per hour	
Monthly salary for type rated pilots -Year 4	21,000	21,000	21,000	262.50 \$/per hour	
Monthly salary for non-type rated pilots -Year 1	18,000	18,000	18,000	225.00\$/per hour	
Monthly salary for non-type rated pilots -Year 2	19,000	19,000	19,000	237.50 \$/per hour	
Monthly salary for non-type rated pilots -Year 3	20,000	20,000	20,000	250.00 \$/per hour	
Monthly salary for non-type rated pilots -Year 4	21,000	21,000	21,000	262.50 \$/per hour	
<b>Other benefits</b>	<b>Mode CAN</b>	<b>Mode RSP</b>	<b>Mode CMT</b>	<b>Remarks</b>	
Annual safety bonus	6,000	6,000	6,000	CAAC crew pass required Immediate family only	
Housing allowance per month	830	Home housing	Hotel provided		
Return commuting ticket	Free	Free	Free		
Family return tickets/per year	6	6	6		
Paid leave/sick leave, days per year	20	20	20		
Unpaid leave, days per year	7	7	7		
RT travel at start/end of contract	Provided	Provided	Provided		
Local agency assistance	Provided	Provided	Provided		
1: Full time, based in Guangzhou (CAN) 2: Reverse basing out of China 3: Commuting from any CSA point of service					



## China Southern Airlines - A330/B777/B787 - CAN Mode (Residency 120 Days Off Guaranteed)

All numbers are in US\$.

Contract Option		Training Salary		
Program type	Leasing	Phase 1, New employee training	200 US\$ per day	2/3 weeks
Taxation rate	See tax table	Phase 2, Ground training	400 US\$ per day	3/8 weeks (re: type)
Contract duration/year	4, renewable	Phase 3, Line training	400 US\$ per day	1/6 weeks (re: type)
Days off guaranteed per month	10 days (back to back possibility)			
Base	Guangzhou			
<b>Monthly Service Fee</b>	<b>Before Tax</b>	<b>Tax Rate</b>	<b>After tax</b>	<b>Overtime</b>
Monthly base before tax - Year 1 *			<b>19,000</b>	237.50 >80 225\$ for non-type rated
Monthly base before tax - Year 2			<b>19,000</b>	237.50 >80
Monthly base before tax - Year 3			<b>20,000</b>	250.00 >80
Monthly base before tax - Year 4			<b>21,000</b>	262.50 >80
* : Year 1, 18,000 \$ for non-type rated pilots				
<b>Bonus</b>	<b>Before Tax</b>	<b>Tax Rate</b>	<b>After tax</b>	<b>Note</b>
Loyalty bonus - Year 1				
Loyalty bonus - Year 2				
Loyalty bonus - Year 3				
Loyalty bonus - Year 4				
Safety bonus - Yearly			<b>6,000</b>	
Fuel bonus - Yearly (Estimate)				
Basing allowances - Yearly				
<b>Summary - Yearly salary &amp; bonus</b>	<b>Before Tax</b>	<b>Tax Rate</b>	<b>After tax</b>	<b>Note</b>
Year 1	366,771	36.2%	<b>234,000</b>	
Year 2	366,771	36.2%	<b>234,000</b>	
Year 3	385,580	36.2%	<b>246,000</b>	
Year 4	404,389	36.2%	<b>258,000</b>	
<b>Total over a four year period of service</b>	<b>1,523,511</b>	<b>36.2%</b>	<b>972,000</b>	
Yearly average over four years	380,878		<b>243,000</b>	
Monthly average over four years	31,740		<b>20,250</b>	
<b>Yearly Allowances</b>				<b>Note</b>
Living/lodging allowance			<b>10,000</b>	Approximatly 830 \$ per month
Utilities allowance				
Laundry allowance				
Western food allowance				
Insurance allowance (health, license, etc...)				Provided
Education allowance				
Layover allowance (Estimate)				
Ground transportation allowance				
Yearly travel allowance (cabin jumpseat)				RT travel once a month
Free ticket, per year				Free commuting RT for pilot, 6 RT for family
ID 75% ticket, per year				
Guangzhou based pilots				
Reverse rostered pilots				
All pilots				
Yearly paid/sick leave				20 days
Leave without pay				7 days
<b>Total allowances</b>	<b>15,674</b>	<b>36.2%</b>	<b>10,000</b>	
<b>Grand total over the four year period</b>	<b>1,586,207</b>		<b>1,012,000</b>	
<b>Total Period</b>	<b>Before tax</b>		<b>After Tax</b>	
Yearly average over four years	<b>396,552</b>		<b>253,000</b>	
Monthly average over four years	<b>33,046</b>		<b>21,083</b>	

## China Southern Airlines - A330/B777/B787 - RSP Mode (Reverse Basing 96 Days Off Guaranteed)

All numbers are in US\$.

Contract Option		Training Salary		
Program type	Leasing	Phase 1, New employee training	200 US\$ per day	2/3 weeks
Taxation rate	See tax table	Phase 2, Ground training	400 US\$ per day	3/8 weeks (re: type)
Contract duration/year	4, renewable	Phase 3, Line training	400 US\$ per day	1/6 weeks (re: type)
Days off guaranteed per month (as long as available)	8 days (back to back possibility)			
Base	Reverse basing outside of China			
Monthly Service Fee	Before Tax	Tax Rate	After tax	Overtime
Monthly base before tax - Year 1 *			19,000	237.50 >80 225\$ for non-type rated
Monthly base before tax - Year 2			19,000	237.50 >80
Monthly base before tax - Year 3			20,000	250.00 >80
Monthly base before tax - Year 4			21,000	262.50 >80
* : Year 1, 18,000 \$ for non-type rated pilots				
Bonus	Before Tax	Tax Rate	After tax	Note
Loyalty bonus - Year 1				
Loyalty bonus - Year 2				
Loyalty bonus - Year 3				
Loyalty bonus - Year 4				
Safety bonus - Yearly			6,000	
Fuel bonus - Yearly (Estimate)				
Basing allowances - Yearly				
Summary - Yearly salary & bonus	Before Tax	Tax Rate	After tax	Note
Year 1	366,771	36.2%	234,000	
Year 2	366,771	36.2%	234,000	
Year 3	385,580	36.2%	246,000	
Year 4	404,389	36.2%	258,000	
<b>Total over a four year period of service</b>	<b>1,523,511</b>	<b>36.2%</b>	<b>972,000</b>	
Yearly average over four years	380,878		243,000	
Monthly average over four years	31,740		20,250	
Yearly Allowances				Note
Living/lodging allowance				There is no lodging allowance for reverse basing
Utilities allowance				
Laundry allowance				
Western food allowance				
Insurance allowance (health, license, etc...)				Provided
Education allowance				
Layover allowance (Estimate)				
Ground transportation allowance				
Yearly travel allowance (Cabin jumpseat)				RT travel in accordance with operational needs
Free ticket, per year				Free commuting RT for pilot, 6 RT for family
ID 75% ticket, per year				
Guangzhou based pilots				
Reverse rostered pilots				
All pilots				
Yearly paid/sick leave				20 days
Leave without pay				7 days
<b>Total allowances</b>	<b>0</b>	<b>36.2%</b>	<b>0</b>	
<b>Grand total over the four year period</b>	<b>1,523,511</b>		<b>972,000</b>	
Total Period	Before tax		After Tax	
Yearly average over four years	380,878		243,000	
Monthly average over four years	31,740		20,250	

## China Southern Airlines - A330/B777/B787 - CMT Mode (Commuting 96 Days Off Guaranteed)

All numbers are in US\$.

Contract Option		Training Salary		
Program type	Leasing	Phase 1, New employee training	200 US\$ per day	2/3 weeks
Taxation rate	See tax table	Phase 2, Ground training	400 US\$ per day	3/8 weeks (re: type)
Contract duration/year	4, renewable	Phase 3, Line training	400 US\$ per day	1/6 weeks (re: type)
Days off guaranteed per month (as long as available)	8 days (back to back possibility)			
Base	Guangzhou			
<b>Monthly Service Fee</b>	<b>Before Tax</b>	<b>Tax Rate</b>	<b>After tax</b>	<b>Overtime</b>
Monthly base before tax - Year 1 *			<b>19,000</b>	237.50 >80 225\$ for non-type rated
Monthly base before tax - Year 2			<b>19,000</b>	237.50 >80
Monthly base before tax - Year 3			<b>20,000</b>	250.00 >80
Monthly base before tax - Year 4			<b>21,000</b>	262.50 >80
* : Year 1, 18,000 \$ for non-type rated pilots				
<b>Bonus</b>	<b>Before Tax</b>	<b>Tax Rate</b>	<b>After tax</b>	<b>Note</b>
Loyalty bonus - Year 1				
Loyalty bonus - Year 2				
Loyalty bonus - Year 3				
Loyalty bonus - Year 4				
Safety bonus - Yearly			<b>6,000</b>	
Fuel bonus - Yearly (Estimate)				
Basing allowances - Yearly				
<b>Summary - Yearly salary &amp; bonus</b>	<b>Before Tax</b>	<b>Tax Rate</b>	<b>After tax</b>	<b>Note</b>
Year 1	366,771	36.2%	<b>234,000</b>	
Year 2	366,771	36.2%	<b>234,000</b>	
Year 3	385,580	36.2%	<b>246,000</b>	
Year 4	404,389	36.2%	<b>258,000</b>	
<b>Total over a four year period of service</b>	<b>1,523,511</b>	<b>36.2%</b>	<b>972,000</b>	
Yearly average over four years	380,878		<b>243,000</b>	
Monthly average over four years	31,740		<b>20,250</b>	
<b>Yearly Allowances</b>				<b>Note</b>
Living/lodging allowance				Hotel is provided by airline for on duty period
Utilities allowance				
Laundry allowance				
Western food allowance				
Insurance allowance (health, license, etc...)				Provided
Education allowance				
Layover allowance (Estimate)				
Ground transportation allowance				No
Yearly travel allowance (Cabin jumpseat)				RT between CSA service points and CAN
Free ticket, per year				Free commuting RT for pilot, 6 RT for family
ID 75% ticket, per year				
Guangzhou based pilots				
Reverse rostered pilots				
All pilots				
Yearly paid/sick leave				20 days
Leave without pay				7 days
<b>Total allowances</b>	<b>0</b>	<b>36.2%</b>	<b>0</b>	
<b>Grand total over the four year period of service</b>	<b>1,523,511</b>		<b>972,000</b>	
<b>Total Period</b>	<b>Before tax</b>		<b>After Tax</b>	
Yearly average over four years	<b>380,878</b>		<b>243,000</b>	
Monthly average over four years	<b>31,740</b>		<b>20,250</b>	

## Chinese Income Tax Table

### Monthly Taxation table

<b>Pre tax</b>	<b>After tax</b>	<b>Taxes</b>	<b>%</b>
9,051	7,000	2,051	22.7%
10,558	8,000	2,558	24.2%
12,096	9,000	3,096	25.6%
13,673	10,000	3,673	26.9%
15,491	11,000	4,491	29.0%
17,309	12,000	5,309	30.7%
19,128	13,000	6,128	32.0%
20,946	14,000	6,946	33.2%
22,764	15,000	7,764	34.1%
24,582	16,000	8,582	34.9%
26,401	17,000	9,401	35.6%
28,219	18,000	10,219	36.2%

### Yearly Taxation table

<b>Pre tax</b>	<b>After tax</b>	<b>Taxes</b>	<b>%</b>
108,612	84,000	24,612	22.7%
126,696	96,000	30,696	24.2%
145,152	108,000	37,152	25.6%
164,076	120,000	44,076	26.9%
185,892	132,000	53,892	29.0%
207,708	144,000	63,708	30.7%
229,536	156,000	73,536	32.0%
251,352	168,000	83,352	33.2%
273,168	180,000	93,168	34.1%
294,984	192,000	102,984	34.9%
316,812	204,000	112,812	35.6%
338,628	216,000	122,628	36.2%

# China Southern Airlines



## Candidate Requirements Recruitment Process

### Chinese Pilot Licensing Process

Foreign pilots flying in China are issued a full Chinese Airline Transport Pilot Licence (ATPL) by the Civil Aviation Administration of China (CAAC). Candidates undergo a medical exam, a written exam and a flight test.

The written test is computerized. It entails 100 multiple choice questions with a required pass level of 70 %.

A lot has been said about Chinese medical exams with many misunderstanding. Contrarily, to many countries where candidates take an aviation and a company medical, in China both medicals are rolled into a single exam. The medical examination process has now become more flexible, such as requesting, if needed additional tests are to be done in the home country. Prior preparation for the medical helps readjusting minor elements such as blood pressure, blood sugar, etc.

Simulator evaluations and CAAC flight tests is another area where prior preparation is very valuable. Both are demanding, with a strong emphasis on manual flying and equipment failure handling.

In China, an airline sponsoring the issuance of a CAAC ATPL licence, owns and controls that licence. Pilots, Chinese or expats, cannot transfer to another Chinese airline without authorization of the sponsoring airline. Transfers can be done only at the service contract completion or upon the issuance of a release letter from the sponsoring airline. Under normal circumstances, unless the period of service has ended, this release is not given.

Once candidates have done a screening in China including a CAAC ATPL medical or a CAAC ATPL written, their file is controlled by the sponsoring airline. It cannot be transferred to another Chinese airline without the sponsoring airline authorization. Initial selection of the right airline is critical. There is no second chance.

Reviewing the airline full service contract (not a summary) **before authorizing an agency to present an application to any Chinese airline** is an absolute necessity. If an agency is not able to present a blank copy of the full service contract, should use another agency.

## **China Southern Airlines Qualifications and Experience Requirements**

### **General Requirements**

All candidates must:

- Hold a passport from a country with diplomatic relations with China
- Hold a recognized airline pilot license with a valid and current captain type rating issued by a member country of ICAO with no restriction (for example circling approach restrictions)
- Have at least 6,000 hours total time, excluding cruise captain or simulator time
- Have at least 2,500 hours PIC on multi-crew, multi-engine commercial jets with a MTOW of 50 tons or more
- Having flown as captain of an aircraft meeting the requirements within the last 6 months
- Hold a valid proficiency check on the current aircraft
- Hold a valid Class 1 medical
- Speak English fluently and hold at minimum an ICAO Level IV English certificate or higher (must be indicated on license)
- Have no record of responsibility for any aviation incident/accident
- Have no record of criminal activities
- Provide a Letter of Recommendation from the previous airline employer

### **Type Rated Candidates**

A330, B777 and B787 type rated candidates must:

- Have at least 500 hours PIC and type rating on the aircraft type applying for at the start of employment
- Be age 57 or below at the time of application

### **Non-Type Rated Candidates**

Non-A330 type rated candidates flying the A320, A340 or A380 matching the general requirements and the non-type rated specific requirements are acceptable. Non-B777/B787 type rated candidates flying Boeing glass cockpit aircraft matching the general requirements and the non-type rated specific requirements are acceptable.

Non-type rated candidates are subject to a training bond.

Non-type rated candidates must:

- Have at least 500 hours PIC on the current type with a MTOW of 136 tons or more
- Have at least 1,500 hours PIC on the current type with a MTOW of 136 tons or less

For Airbus A330 non-type rated candidates:

- Be age 53 or below at the time of application when applying from the A320
- Be age 57 or below at the time of application when applying from the A340
- Be age 56 or below at the time of application when applying from the A380

For Boeing B777 or B787 non-type rated candidates:

- Be age 50 or below at the time of application when applying from the B737NG
- Be age 56 or below at the time of application when applying from the B747-400, B757 or B767
- Be age 57 or below at the time of application when applying from the B777 or B787 as the case may be

## **China Southern Airlines Recruitment Process**

### **Initial Application**

Candidates can apply by visiting [www.aeropersonnel.com](http://www.aeropersonnel.com) or by emailing their resume to Tony McKenzie at [tony@aeropersonnel.com](mailto:tony@aeropersonnel.com). Tony is the Account Executive for China Southern. Please indicate reference Wide Body Captain CSA in the subject line. Resumes must indicate PIC time on type and date of last flight. Date of birth information must also be indicated. Airline response is received about one week after application transmittal.

### **Screening Process**

After initial application review, successful candidates are invited for a screening including interview simulator evaluation, medical ATPL exam and written ATPL exam. All are done in Guangzhou. The screening takes six days, excluding travel. If necessary, it can also be split in two parts, each lasting three days. Travel expenses are covered by the airline. Offline travel is reimbursed after the screening and before leaving China.

AeroPersonnel provides access to two commercial study websites for the written exam. Both have proven their value.

The CAAC medical examinations are done by doctors with the China Southern Medical Department. This makes for more flexible medical evaluation. CSA offers today the smoothest Chinese medical examination process.

Simulator evaluations are most often done at the CAE/China Southern Training Center in Zhuhai. It is strongly suggested to undertake simulator training before undergoing any simulator evaluations in China. AeroPersonnel provides its China Difference Course syllabus to its candidates scheduled for screening with its customers.

AeroPersonnel provides screening guidelines to assist its candidates in preparing for their screening. This includes travel information and coordination, contact information for AeroPersonnel Chinese support staff, study websites information, medical examination preparation guidelines, simulator evaluation preparation guidelines. It also provides its candidates with full daily support starting with airport arrival/departure, hotel check-in/check-out and covering the whole screening process.

Screening results normally can take two weeks, medical results reports being the more time consuming factor.

### **CAAC ATPL Flight Test**

The license verification and background check process takes about two months. Once the license verification and background check process has been completed, candidates are invited back to China for their CAAC ATPL flight test. Once this done, candidates go back home to prepare for the visa issuance process and join the airline.

## **For more information**

Visit [www.aeropersonnel.com](http://www.aeropersonnel.com)

### **Contact Information**

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