

The airline: Spring Airlines



Founded: 2004 | Callsign: Airspring
Average age of the aircraft 3.5 years
present aircraft number: 53
Aircraft on order: 2019 - 2023: 60

Quick Facts:

- **The success rate among applicants is very high.**
- **80% of the pilots renew their contracts after an initial period of 3 years.**
This is due to the excellent overall benefits and salary package.
- **Ease of salary transfer.** Each pilot receives a tax assessment. For this reason, the pilot's salary can easily be transferred to any bank account in any country worldwide. With other employers in China, sometimes salary transfers can be quite difficult!
- **The employment contract is concluded directly with Spring Air,** without a recruitment agency being involved. This ensures that the pilot receives his salary without delay.
- **Within the company, foreign pilots are respected as equal colleagues.** Furthermore, they have their own department to ensure on-the-job training in English as well as job satisfaction.
- The company is **highly profitable** and the planes are always fully booked.
- Spring Air pilots are based in Shanghai, China's number one city that allows foreigners to retain a Western lifestyle.
- As an alternative, pilots have the option to be based in Osaka or Bangkok.
- Spring Air crew staff is very flexible concerning working out a duty roster.
- Spring Airlines pays all of your Chinese taxes. All of the money you earn stays in your pocket!



The Airline:

Spring Airlines is the only company in China which is 100% privately owned. It is moreover the most economical airline of its kind. By 2021, Spring Air will have acquired another 100 Airbus A320 planes. Furthermore, 80 captains are hired every year.

Spring Air personnel are mostly based in Shanghai. Owing to the company's constant expansion, Spring Air now employs part of its staff in Osaka and Bangkok.

In addition to point-to-point flights from Shanghai, there are also some layovers in Japan, Thailand, Singapore and Malaysia. This is a lot of fun.

Crew planning at Spring Air is very flexible. In case you might need to go home, e.g. for celebrating your child's birthday, the duty roster can be adjusted accordingly.

At Spring Airlines pilots are assigned to different departments. The **Fifth Division** is responsible for 105 out of 600 foreign pilots. The people working here are fluent in English and know how to deal with problems and concerns that foreign employees typically have.

Twice a year the department organizes a two-day trip to Shanghai and its surroundings.

Currently, the company has three **simulator instructors** from Europe and several more are to be employed soon. All in all, Spring Air endeavors to make foreign employees feel comfortable and settle in quickly.

Unlike many other low-cost airlines, Spring Airlines regularly invests significant amounts of money in job training as well as in cockpit equipment. Before each check in the simulator, two simulator training sessions are carried out in the company owned simulator center!! In addition, **CBT days** will be scheduled.

At the beginning of 2016, Spring Airlines was the first airline in China to switch from the "less paper cockpit" to the "no paper cockpit". Any information needed in the cockpit is made available on two iPad tablets, including the OFP flight schedule.

The Chinese do not like to fly on an empty stomach. Spring Air takes this into account when scheduling check-in times and meals are served every 4 - 5 hours on each flight.

Important note:

Examination failure rates at Spring Air (particularly those concerning medical and simulator examinations) differ considerably from failure rates at other airlines in China and are not dependent on the need for pilots. Rather, they are related to internal company regulation as well as different supervisory authorities (regional CAAC). The SUCCESS rate at Spring Airlines is the BEST by far!

The conditions:

- ATPL
- Medical class 1
- ICAO English level 4
- 3000 hours total flight time
- 500 hours PIC on Airbus A320
- Age limit of 55 years at the time of application



Quick Facts:

A three-year contract which is renewable

Roster options:

- | | |
|---|--|
| • 1. China-based living - 40 days holiday | Yearly salary with bonuses: Up to \$ 275,000 |
| • 2. 6 weeks work / 2 weeks off | Yearly salary with bonuses: Up to \$ 263,000 |
| • 3. 6 weeks work / 3 weeks off | Yearly salary with bonuses: Up to \$ 251,000 |
| • 4. 4 weeks work / 4 weeks off | Yearly salary with bonuses: Up to \$ 200,000 |

Salaries include the following annual bonuses:

- \$ 10,000 for home leave
- \$ 12,000 (option 1,2,3) otherwise \$10,000 (option 4) - safety bonus
- \$ 6,000 (option 1,2,3) otherwise \$5,000 (option 4) as an annual bonus
- \$ 6,000 fuel saving bonus

In Shanghai, pilots will initially undergo ground training for a period of approximately one month. During this period accommodation will be provided and the pilots will receive a daily salary amounting to \$300.

Salary payments and taxes:

The amounts indicated will be paid in Yuan (RMB) to a **Chinese bank account**. USD will be converted into Yuan (RMB) based on a fixed exchange rate stipulated by the company. To ensure a secure income, this exchange rate will be adjusted in case of significant currency fluctuations. In order to be able to transfer money from a Chinese bank account to any other bank account worldwide you will need a tax assessment notice. It will be issued by Spring Air a few weeks after you have received your first salary payment.

As the **employment contract** is concluded directly with Spring Air, salaries are paid without any delay.

If you are German, by virtue of the double taxation treaty between China and Germany, income from your work as airline employee is only taxed in China but is **tax-exempt in Germany**. Only additional income earned in Germany is subject to income tax in Germany (Progression).

The city of Shanghai:



In Shanghai, it is often said that **Shanghai and China are not the same**. It's actually quite easy to sustain a Western lifestyle while living in Shanghai.

The famous "**French Concession**" district offers a great variety of small boutiques and shops, residential buildings and beautiful avenues. Also, you will find many international restaurants and bakeries, cultural events and international schools. Many local people in Shanghai speak English, except the taxi drivers. But that's not a problem. You can always give them a "taxi card" (written by a friend in Chinese) with the address of your destination. If that's too much trouble, taking the Metro is quick, cheap and easy.

The city of Shanghai has 22 million inhabitants and covers a lot of land! The area surrounding Shanghai is definitely worth a trip in your leisure time. There is a high-speed train to take you quickly to all the other cities nearby and it doesn't cost a fortune. Moreover, you can even consider traveling to Hong Kong, Thailand or Singapore when having a few days off.

The **cost of living** in Shanghai is the highest in China. Despite the fact that food is very cheap in China, many restaurants offer Western food at very high prices. But, then again, if you just want a quick meal, there's always KFC, McDonalds, Burger King, etc. at a reasonable price.

During the first few months of their stay in Shanghai, many pilots choose to be accommodated in a hotel somewhere near the company. The average room rate of such a hotel amounts to approximately EUR 1300 per month. If you prefer to stay in a serviced apartment, various accommodations are available at an average rate of EUR 1500, which is only half as much as you would have to pay if you were staying in an apartment in Hong Kong or Singapore for example.

Weather:

In China there are a few meteorological phenomena that people in Europe are not familiar with. A typhoon, for example, can be a major challenge for any pilot. An alternate landing is sometimes the only option. Unlike European low cost airlines, there are no questions from flight operations about your fuel level. In addition, the prescribed amount of fuel in China much more conservative.

As a rule, you don't need EXTRA FUEL!

Between spring and autumn, the weather in Shanghai and on the East coast of China is very pleasant with clear skies. During summer, heavy thunderstorms may occur. In general, the climate is humid and can sometimes be foggy during autumn and winter.

Air Pollution:

Although air pollution is a severe problem throughout China, the air quality in Shanghai is decidedly better than in other cities, particularly in Beijing and Guangzhou. The air pollution in China results from the high population density, agricultural burning, fossil fuel burning (particularly prevalent in power plants) and industrial production. Generally speaking, the extent of air pollution in Shanghai today is similar to the level of air pollution measured in Europe's largest industrial sites in the 1970s.

But economic development in China is rapid. Therefore, the current situation will most probably improve significantly within a short time. While experts are still arguing whether or not electric vehicles are eco-friendly or practical or affordable in Europe and America, millions of electric scooters are sold in China every year. These vehicles are very handy and offer power and mobility at an inexpensive price (approximately EUR 220).

Well, this flyer may answer a lot of questions, but not all. Please feel free to contact **Pilot4Pilots** for every question you may have.

If you are convinced and ready to fly in China please send us a copy of the following documents to info@pilot4pilots.com

- ATPL
- Medical Clas 1
- Passport
- Application form

