



XIAMEN AIRLINES THROUGH MY EYES

我眼中的厦航

邢相记摄影集

Photo Album of Xing Xiangji

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鹭岛日出(厦门)

序



那相记同志是厦航公司的一名老飞行人。他在安全飞行之余，用自己的摄影镜头真实地记录了十六年中厦航日新月异的变化和开拓奋进的辉煌。所以，当我们一翻开这本个人摄影专集，似乎又重温了厦航的创立、起飞、成长和发展的历程，不由涌起无限感慨……。

1978年12月，党的十一届三中全会是我国发展史上具有深远意义的重大转折，开始了以经济建设为中心的社会主义现代化建设和经济体制改革与对外开放的伟大实践，厦门经济特区应运而生。

1983年10月，中国民用航空局、福建省人民政府和厦门市人民政府一批坚持改革开放，具有战略眼光的领导人运筹创办股份制厦门航空有限公司。这一举措在当时全国民航系统“政企合一、航港合一”的体制下是个创举，一开始就得到了中央领导同志的肯定与支持。1984年3月2日，中国民用航空局和福建省人民政府联合批准成立厦航。1984年7月25日，厦航第一届董事会第一次会议在北京召开，宣告我国第一家企业化的股份制地方航空公司正式成立。厦航的成立，同时标志着我国民用航空体制改革初步尝试的开始。

创业难，守业更难。创业的艰辛没有冲垮一大批创业者坚韧不拔的改革意志。当年大庆人艰苦创业，为国寻找石油，开采石油的精神激励厦航人面对现实，努力克服重重困难。特别是人们固有观念的转变与资金的严重短缺，采取“边组建、边培训、边经营、边发展”策略，从全员广泛、深度培训入手，湿租飞机经营起步。

1986年11月16日是厦航全体职工难以忘怀的日子。这一天，厦航飞行员驾驶自己的波音飞机从厦门高崎国际机场起飞执行航班。两年多的汗水换来了这一艰难的起飞，开辟出一条全新的发展道路。从此，昂首矫健的白鹭在蓝天振翅高飞，展示

了厦航团结拼搏、开拓奋飞的精神。

历经6年的艰苦创业，5年的稳步健康发展，1996年厦航开始二次创业。从强化管理入手，建立现代企业制度，规范安全基础管理和基础的综合管理，从运行规范、机队规划、资金资产积累、人力资源开发与储备、生产和生活设施建设、细化量化经营成本管理等等全方位奠定厦航新世纪可持续发展的基础，朝着“安全、质量、效益先进，职业道德文明”的既定目标稳步前进。

“梅花香自苦寒来”——1994年时任国务院副总理的邹家华同志为厦航成立10周年的题词，是厦航人艰苦创业，坚持改革历程的真实写照。

人是要有一点精神的，厦航广大员工遵循党的基本路线，团结拼搏不气馁，甘于奉献不怨悔。自1989年开始，在企业内部建立依靠自我改造、自我积累，寻求稳步健康自我发展机制，形成巨大的凝聚力，这是国有企业成功的基础。

发扬团结拼搏、开拓奋飞精神的同时，必须始终做到“六个坚持”：坚持安全第一，预防为主，确保航空安全的方针；坚持以诚为本，优质服务理念；坚持“严”字当头，强化基础综合管理，实施标准化、程序化、制度化的规范化管理与作业制度；坚持低成本高质量经营战略，严格成本管理；坚持“以人为本”不间断的素质培训，开发人力资源，实现操纵型向管理型、经验型向程序型转变，市场销售型向推销型转变，记帐型会计向管理型会计转变，行政型向服务型转变；坚持党的事业，国家观念，民族自尊，企业精神，做好思想工作，促进精神文明建设，确立职工主人翁地位和作用。

1994年6月，时任国务院总理的李鹏同志欣然为厦航题词：“改革先行，白鹭高飞”，对厦航锐意改革的决心和成就给予客观评价。展望未来，我们相信，在党的十五大精神哺育下，处于继续改革创新中的厦航这只“白鹭”定将越飞越高！

厦门航空有限公司

总经理：

PREFACE

While performing flight mission safely, Mr. Xing, Xiangji, as a senior flight member with Xiamen Airlines, has used his spare time capturing the rapid development of the company during the past sixteen years through the lens of his camera. When we open this personal photo album, it feels like running through the whole experience of founding, taking off, growing, and developing for Xiamen Airlines once more, and it fills our hearts with indescribable emotions...

The Third Plenary Session of the Eleventh Central Committee of the Communist Party of China held in December 1978 was the significant turning point in the history of the development of the People's Republic of China. Since then, China began to build a modern socialist country focused on economic restructuring of the nation. During the reconstruction period of the economic reform and opening-up China to the outside world, Xiamen Special Economic Zone was born.

In October 1983, a group of the leaders from CAAC, Fujian Provincial Government and Xiamen Municipal Government, who firmly believed in the economic system reform, defined a strategy to establish an independent shareholder-airline with limited liability. This idea was greatly supported by the leaders from the Central Government. It was a creative step during that period when the Civil Aviation Administration of China was in the traditional state which comprised local enterprises, government administration, airlines and airports all in one. On March 2nd, 1984, Xiamen Airlines was founded and approved by CAAC and Fujian Provincial Government. The airline's initial meeting of the first Board of Directors held on July 25th, 1984 in Beijing formally proclaimed the founding of the first shareholders' regional airline in China, Xiamen Airlines. This event signaled the beginning of the CAAC's management policy change.

It is difficult to start, but it is more difficult to retain the accomplishment. The staff of Xiamen Airlines was never broken down by the hardships they endured during the pioneering period. Inspired by Daqing people's hard-working spirit for exploring petroleum for the country, Xiamen Airlines people overcame a lot of difficulties to build the airline. The most difficult thing was that they must raise the capital they needed, and they had to break away from the traditional mode of thinking of running an airline. Under the difficult conditions, the airline began to organize departments, train people and operate the revenue flights at the same time, and the airline began to form. They started the operation by leasing one aircraft and crew to fly the scheduled routes. In the meantime, the airline stepped up the pace of recruiting the professionals in various fields, and carried out the specialist training accordingly.

All Xiamen Airlines staff will never forget the day of November 16th, 1986 when Xiamen Airlines' own crew flew Xiamen Airlines airplane out from Xiamen Gaoqi International Airport. This is the result of two years' hard work by the entire staff of Xiamen Airlines. The effort had pointed a new direction for the Airline's future development. Since then, Xiamen Airlines was like a proud egret soaring in the beautiful blue sky, symbolizing its determination to strive for its brightest future.

Having gone through difficult time in six-year pioneering period since 1990, Xiamen Airlines had been continuously developing rapidly

for another five years. The second developing stage began in 1996. Since then, the airline has been continuously working on management improvement and strengthening in air safety policies. In order to establish a good form of managing a modern enterprise with a solid foundation for sustainable growth into the next millennium, the airline is standardizing the operating procedures and long-term fleet planning, developing human resource management, emphasizing operational cost control, increasing production capability and improving facilities and housing conditions. With the ultimate goal in Flight Safety, Quality Customer Service, Fair Profits and Professional Ethics, the entire staff of Xiamen Airlines will continue to work hard and make every effort to achieve further and expect future steady development.

In June 1994, Mr. Zou Jiahua, then the Vice Premier of China, wrote an inscription dedicated to Xiamen Airlines for celebrating its tenth anniversary, which read "Harsh winter generates fragrant plum blossoms". This is the true portrayal description of Xiamen Airlines' challenging and accomplishment.

People must be loyal to their work. The entire staff of Xiamen Airlines has been continually adhering to the CPC doctrine, and united as one with great effort to build a modern enterprise. From 1989, the airline has formed an infrastructure to steadily develop the airline by depending upon management reform and capital accumulation. That is the foundation of success for a national enterprise.

While working with all efforts to build a modern airline, the whole staff has been bound by the following six principles: Firstly, safety is our top priority. Prevention is the base. Secondly, to persist in its Customer Service Philosophy of providing the best quality services with sincerity. Thirdly, to stick to the strict procedures in operations and to work continuously on management system reform and enterprise standardization. The fourth is to adopt the strategy of operational cost control while raising the quality. The fifth is to develop human resource management and implement regularly intensive training in order to realize the goal of establishing a modern enterprise with very high standard. Meanwhile, we shall change the old working habit to the new in various aspects concerning operational management, working processes, marketing & sales, accounting management and customer service. The sixth is to emphasize the perception of national dignity, personal self-respect and the enterprise philosophies as well as to promote the staff's professional ethics.

In June 1994, Mr. Li Peng, then the Premier of China, wrote an inscription dedicated to Xiamen Airlines, which read "Xiamen Airlines is the first in economic system reform as an Egret soaring in the blue sky." This gives an objective appraisal to the airline's determination in promoting sound management policy and enjoying its economic achievements.

Under the guidance of the Fifteenth National Congress of the CPC, Xiamen Airlines will continue to develop its management style for a successful enterprise. For the new millennium, we are confident that Xiamen Airlines will fly as the Egret, soaring higher and higher.

Wu Rongnan
President of Xiamen Airlines



厦航初期的办公地址(莲花玉荷里7号楼)



创业中的机务维修



厦航部份首航飞行员



中国民航广州飞行大队举行茶话会欢送厦航首批飞行员返回厦门





1990年4月28日, 台湾大华、马公、龙翔、复兴、远东等5家航空公司访问厦门



1987年8月29日厦航首届职工代表大会



厦航第二任董事长徐伟玉和
副董事长向隽(右)在飞机上



第一位对厦航投
票的现任董事长向隽



厦航早期空乘制服





1999年5月22日厦門—青島通航
吳榮南總經理與机组人員合影



1987年11月19日厦門—沈陽通航





1996年9月2日厦门—郑州通航



1988年9月6日厦门—哈尔滨通航



厦门—成都通航



1986年11月16日厦航人首次执行正式航联任务



1986年11月15日首批部份飞行人员从广州飞回厦门



1988年10月14日购买B757新飞机签字仪式



关怀备至



妈祖返乡

安泰南总经理和乘坐厦航飞机的台湾大甲镇澜宫大甲妈祖进香团合影

