



GLANCE

at the

PAST

ECA Annual Report 2016

VISION

for the

FUTURE



ECA Piloting
Safety
European Cockpit Association







Message

from the

President

2016 - STRIKING A BALANCE

The past year wasn't one thing for sure: boring! A lot of different subjects kept us quite busy at ECA throughout the year. On one side that's good, because it shows that things are moving, different developments are taking shape. On the other side it keeps us operating at a pace that can't be maintained forever. Not only the ECA team in Brussels, but also all our experts – who are all active pilots – have felt the pressure and the workload in the past year.

To start my review, I first will have to thank all those, whose efforts have made our achievements in 2016 possible. There is of course our team in the Brussels office. They continuously work so dedicatedly for our goals that I

sometimes think: being a part of that team is already worth doing this job!

And then there are all our experts, pilots of smaller or larger airlines, coming from all over Europe. While their flying job is already very demanding, they additionally spend a lot of their precious time to dig into the piles of paper that we send them. All their efforts are extremely important to us, because at the end of the day they all form the image of ECA: a reliable source of first hand expertise, coming from the core of the airline business!

Thank you all for your dedicated spirit, I know we should not take it for granted! As I mentioned above, it is good to be so busy, because this also means that ECA is a partner that many want to have included in their fact-finding missions or decision-making processes in aviation. I know that some of my colleagues would not mind having some more time for their family & friends. I hope they will find this during the Christmas period, at the end of this year. But looking over the edge of 2016, I do not have much hope that 2017 will be boring!

Capt. Dirk Polloczek





Safety matters, reporting matters!

ECA's year long advocacy efforts for a sound and protective European Occurrence Reporting Regulation were crowned with success in November 2015 when the new rules adopted by the European Institutions became applicable throughout Europe. The new Regulation meant a change for the pilot community – more rights came along with new obligations to report occurrences.

However, a big challenge was still lying ahead: make every EU pilot aware about this new regulatory scheme & encourage them to report openly occurrences to improve flight safety. Many pilots are still wary of the consequences of reporting for fear they might be penalised by company management. Depending on the national culture (in some cases blaming and finger-pointing is a very common practice) some pilots tend to even worry about criminal investigation & prosecution.

It is in this context that ECA launched its awareness raising campaign. Under the motto “Safety Matters, Reporting Matters”, ECA brought out a series of inspirational stories about Just Culture, Occurrence Reporting and what it means for aviation safety. The stories were told by people who not only understood – and were involved in shaping this piece of regulation, but who have also made “Just Culture” and “aviation safety” the core philosophies of their professional lives, guiding the way they behave and operate on a day-to-day basis. We called them ‘Just Culture Ambassadors’, advocating for an idea that the pilot community has embraced long ago – but not fully exploited.



Pilots, do you know your new rights & responsibilities?

On 16 November, the new Occurrence Reporting Regulation is applicable across Europe. Under the new regulation you – as a pilot – will be better protected to report events and honest mistakes in a Just Culture environment. Find out what your new rights and responsibilities are on www.eurocockpit.be



SAFETY MATTERS.
REPORTING



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SAFETY MATTERS.
REPORTING





Just Culture AMBASSADORS

A Just Culture Ambassador is someone, who due to his experiences, know-how and personal drive towards Just Culture and safety matters, was appointed to convey the important messages the new ORR carries.

Seven Just Culture Ambassadors - from all different walks of life - helped ECA to reach out to the European pilots with convincing arguments on why reporting matters.

Our Just Culture Ambassadors grasp a solid understanding of the new ORR; thus, through their actions, they aim to reinforce trust in the reporting process, and strive to emphasise the importance of confidentiality and protection of a reporter.



“As long as you are doing your job, you should not be punished” Bert Bonke, pilot and accident investigator



“The why is more important than the what and the who” – Portrait of Renault Bosma pilot and Chairman of ECA Flight Data Working Group



“Instead of doing all the mistakes yourself, learn from someone else’s” – Johan Glantz, Pilot & ECA Board Director



“Humans are the most valuable part of the aviation chain” – Portrait of Paul Reuter, Pilot & ECA Board Director





Just Culture AMBASSADORS



Don't play the blame game – Lessons from Peter Beer, Pilot & Accident Investigator



"You can't change from zero to hundred in a day" - Portrait Of Juan Carlos Lozano, Pilot and Accident Investigator









"If you want to improve safety, let's start working together" - Portrait of Rudy Pont, Pilot

SAFETY  **MATTERS.**
REPORTING





Ambassdors *on* Just Culture

	 <small>Rudy Pont ECA Deputy Commissioner</small>	Safety is everywhere. Also in the details - Rudy Pont (ECA) EuropeanPilots
2	 <small>Bert Bonke ECA Deputy Commissioner</small>	What is data without context? Bert Bonke (ECA) EuropeanPilots
3	 <small>Johan Glantz ECA Deputy Commissioner</small>	Yes, it could have been you - Johan Glantz (ECA) EuropeanPilots
4	 <small>Peter Beer ECA Deputy Commissioner</small>	The more difficult to report, the more we learn - Peter Beer (ECA) EuropeanPilots
5	 <small>Renault Bosma ECA Deputy Commissioner</small>	Is it lack of skills, or maybe, fatigue? Renault Bosma (ECA) EuropeanPilots
6	 <small>Juan Carlos Lozano SEPLA</small>	Don't forget to ask: what was wrong? - Juan Carlos Lozano (SEPLA) EuropeanPilots





“

Just Culture

“is marathon without a finish line”

“one of the main principles of the new European Occurrence Reporting Regulation (No 376/2014).”

“

Just Culture is not about

matching consequences with outcome. With knowledge of outcome, it becomes almost impossible to go back and understand the decisions and actions made by somebody who did not yet have that knowledge of outcome.

“

Just Culture is about

“Building a trustful environment within an organisation, where pilots feel confident enough to report any occurrence that may affect safety, even if they feel it was ‘their mistake’.”

“

Just Culture isn't

... immunity. A filed report does not mean that punishment is never appropriate. A report can never be a ‘get-out-of-jail-free-option’ as there will be occasions where punishment is needed.





At the (EU-Gulf) negotiating table

Labour and social aspects are too often dismissed as a 'bargaining chip' by countries negotiating air transport agreements. This is why ECA continues to actively engage with policy makers, providing expert advice on the Air Transport Agreement (ATA) negotiations between the EU and 3rd countries and recommendations to the European stakeholders' committee meetings (the so-called Consultative Forum).

ECA is also participating in each round of ATA negotiations as part of the EU delegation.

The current ongoing negotiations with Brazil, Tunisia, Azerbaijan, are no exceptions – ECA is watching over the negotiations, making sure there are no concessions when it comes to social and labour standards and the ATA would not hamper the European aviation industry. We will continue to do so also next year, when the European Commission will carry on with the essential ATA negotiations with Qatar, Turkey and the ASEAN.

The negotiations between Qatar and the EU are of particular importance. The rise of the heavily state-sponsored Gulf airlines has led to a significant market



distortion and increasing job losses in Europe. Getting to grips with this reality has been one of the main drivers for the European Commission to seek a mandate from national governments to negotiate on their behalf far-reaching aviation agreements with the Gulf countries. The mandate seems to include an option for a striking full liberalisation – up to 100% – of ownership and control





of EU airlines and a full liberalisation of third and fourth traffic rights for passenger and a limited fifth for cargo flights.

ECA had already produced an [extensive list of recommendations](#) for the negotiations with the Gulf countries and participated in the first round of EU-Qatar negotiations in Doha (19-21 Sept 2016). We will continue to engage with policy makers and share our advocacy points and recommendations for financial transparency, fair competition and high social standards for employees, based on a strong enforceable social clause.

The ECA External Relations experts are also warming up for the first round of EU-ASEAN negotiations in October 2016. Be sure ECA is watching closely!

[Read more: Gulf, we have a problem](#)

[EU & ASEAN Open skies: Block-to-block negotiations starting!](#)





Bekvemmelighetsflagg

That's the Norwegian word for "Flags of Convenience" – a phenomenon that Norwegian's CEO Bjorn Kjos and his airline or to be precise – the four different airlines – all called Norwegian seem to master. While two are based in Norway, one is registered in the UK, and one – in Ireland. ECA has repeatedly raised the issue of Norwegian's complex and opaque business and employment model.

In the past year we have continued to do so by reaching out to the European Commission, Member States and MEPs. Our efforts to highlight the dangers of having airlines operating via "flags of convenience" have not gone unnoticed. Norwegian's Irish subsidiary has still not received a final approval from the US Department of Transportation (US DoT) and many are sceptical of the company's business model.

As this issue transcends the European continent, we have reinforced our cooperation with ALPA-I and filed several joint submissions to the DoT.



Norwegian flies its inaugural flight to Las Vegas with a complete THAI cabin crew! No wonder @USDOT hesitates!

ECA on Twitter: @eu_cockpit





If you are not sure what exactly is the final situation with Norwegian's application to the DoT, here we will cut the long story short:

- » Norwegian Air International (NAI) – the Irish subsidiary – had received a tentative approval but no Final Approval for Foreign Air Carrier Operators Certificate. The European Commission is threatening with arbitration as it considers the delay by the US DoT a breach of the EU-US air transport agreement ([see here](#)).
- » Norwegian (UK subsidiary) will also have to face scrutiny by the US DoT as its fast-track application for flying transatlantic routes was rejected in July ([see here](#)).

REJECTED
in 2017?

Where do we stand
on
Norwegian?





Halt to wet-leasing

ECA successfully raised awareness about the risks of an agreement, which foresees an open wet-lease regime between the EU and US. The possible job losses stemming from such unrestricted and unlimited wet-leasing regime were the trigger for ECA to draw the attention of EU policy makers and Member States.

Following ECA's detailed comments to the Commission and to a public consultation an internal consultation within the EU Commission was initiated. For now – the plans are halted.

'Standby' for ICAO's liberalisation attempt

ECA has been ahead of other stakeholders to realise that the initial ICAO draft for Multilateral Air Service Agreement for the Liberalisation of Market Access is flawed. The agreement draft – if adopted – threatened to diminish Europe's aviation industry. Although ICAO has taken a step back, the Multilateral Air Service Agreement (MASA) is still in the pipeline.

This is why ECA continues to play a key role in the discussions of the draft aiming at complete and global liberalisation of market access. Our detailed comments, produced prior to the ICAO Working Group meeting in Montreal, emphasized the importance of a much slower pace of discussions and a strong, comprehensive and enforceable social clause to protect aviation employees from predatory liberalisation. Most EU/ECAC Member States have been receptive to the ECA recommendations and we are hopeful to see support in the future.

ECA contributed to the drafting of the IFALPA Paper on this issue, presented at ICAO in September 2016.





What *is* ATRP?



It was 2013 when the 6th Worldwide Air Transport Conference laid down important recommendations on the development of international agreements for the liberalization of market access, air cargo services and air carrier Ownership & Control. In 2015, the ICAO Air Transport Regulation Panel (ICAO/ATRP) has started to work out the concrete measures for a Multilateral Air Service Agreement for the Liberalisation of Market Access and a Protocol on Foreign Investment in Airlines (Ownership & Control Protocol).

While the EU is not a member of ICAO, the European Commission together with the EU Member States – and backed with other stakeholders – played an active role in protecting the European interests during the process by a special focus on the principle of “regulatory convergence,” social safeguards and fair competition.

This was vital as the initial draft of the Multilateral Air Service Agreement lacked any provisions on social protections or fair competition, and thus, putting the European values, high standards, and jobs at stake.





1001 nightmares

In the past year we continued to draw the attention to the unfair, state-sponsored rapid expansion of Persian Gulf carriers, which is harming the competitiveness of Europe's aviation. This already leads to a loss of European jobs – and it will continue to do so, if not contained. This is why we continued to advocate and engage the attention of European policy makers.

In December 2015, ECA President Dirk Polloczek addressed the European Parliament with a Statement on fair competition at an [EP Hearing](#). We will work to draw the attention of decision makers and provide policy recommendations for a fair playing field.

To make our position even stronger, the European Cockpit Association joined a coalition of aviation stakeholders 'Europeans for Fair Competition' (E4FC). This coalition is actively raising awareness and providing facts and figures about the damaging effect of Gulf airlines on European aviation. A number of videos were produced to highlight the urgent need for fair competition.





While...

... the Persian Gulf Carriers have increased their capacity to and from the EU by an average of 112 %, the European airlines have decreased theirs by 14 %.

... the total long-haul aircraft order in the EU together is 205 aircraft, with a value of 63,5 billion Dollars, these three airlines – Emirates, Etihad & Qatar – alone have 604 aircraft on order, with a value of 212,9 billion Dollars. This is three times as much as Europe.

... the European airlines have hardly had any growth in capacity on long haul in the past ten years, the Persian Gulf carriers have now above five times more capacity than what they had 2005.

... the operation of one additional widebody aircraft – for example in France – creates 300 direct and 500 indirect jobs, the same aircraft at the Persian Gulf would create only 50 direct and 150 indirect jobs in Europe. Hence, any route lost to a Gulf carrier de facto kills jobs in Europe.

GULF AIRLINES

&

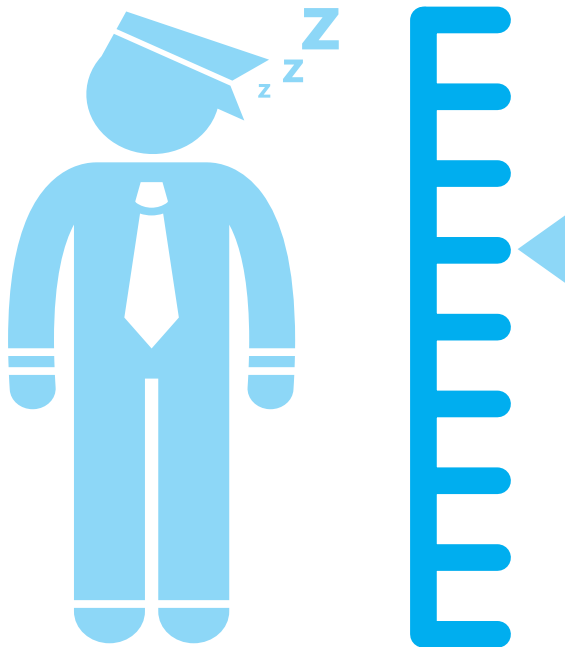
UNFAIR COMPETITION





Pilot fatigue is still out there, but few tools to mitigate it

Fatigue remains an issue for European pilots despite the introduction of the EASA Europe-wide Flight Time Limitations rules for pilots in February. Not only did the rules not solve the fatigue problem, they even brought more headaches for pilots, airlines and national civil aviation authorities. The complexity of the EU regulation led to a cacophony of (mis)interpretation and (incorrect) implementation on a national level.



Pilot associations needed guidance and this is why ECA stepped in, providing a thorough interpretation guide to its Member Associations. The guide allows them to monitor the correct implementation of the new rules by their airlines and national authorities.

ECA tapped into the expertise of the FTL WG and developed guidance for its Member Associations on key requirements for Fatigue Safety Action Groups (FSAG). Our efforts went also a step further – benchmarking of almost 30 operators' Fatigue Risk Management schemes (FRMs). The outcome shows that most of them are still immature and hardly fit for purpose.

Preventing and managing fatigue & correct implementation of rules remains an unfulfilled mission. ECA has lined up already a challenging "to do" list.





ECA's expertise and understanding of the rules was also shared with individual pilots through the ECA FTL Calculator – a mobile app and an online tool – available for free. It allows pilots to check the legal limits applying to their flights. Pilots express great appreciation of the calculator and we will continue to constantly improve it! For the ones who need however to report fatigue, ECA has prepared a template Fatigue Report Form and advice on how to fill it in, which our Member Associations can use to promote fatigue reporting among their pilots.

NEW Flight time limitations calculator – EASA FTL



The drone rules we need

In the current hype about drones and their endless economic and employment potential, we should not forget that safety of people in the air and on the ground is the absolute priority. Taking this as a starting point, ECA has been an active advocate for EU-wide drone rules, including mandatory license and training for drone pilots and drone registration.

Driven by our belief that drone rules are needed now, we have been a vocal stakeholder in all EU debates. In May, Capt. Thomas Mildenberger appeared at the European Parliament Transport Committee hearing on drones. He highlighted the issues that regulators should be looking at when drafting the new EU wide rules on drones.



At an EP workshop, organised by MEP Preuss and MEP Marinescu in September, the ECA President Capt. Dirk Polloczek presented the pilots' community views on safe integration of RPAS. In a series of meetings with key MEPs involved in the revision of EASA Basic Regulation ECA advocated for adequate safety rules on drones. Based on the input by our RPAS experts, detailed technical comments were shared with the EASA UAS Task Force which examines the risks of a collision between manned aircraft and drones and geo-fencing opportunities.

Our work culminated with the publication of a [Joint Statement, signed by 16 aviation stakeholders](#), calling for safe RPAS integration. The statement with a clear and powerful message was widely read & shared. It quickly became the reference document, each policy maker working on drones must keep on his/her desk. The Joint Statement – [also summarised in a short video](#) – was mentioned in hundreds of articles, incl. on Reuters, BBC & eurActiv.

Last but not least, ECA has continued to fill the non-exhaustive RPAS incident database. Via #DroneIncident hashtag, ECA collects & shares any incidents and accidents. The second volume of the database saw the light in June 2016.





De-stigmatising pilot mental health

The Germanwings 4U9525 crash placed pilot mental health under intense scrutiny: Is the aviation industry capable of identifying and dealing with psychological risks, how do we provide support & treatment to crews who need it? Breaking the stigma surrounding pilot mental health was a first positive step. But many questions remained open after the final Germanwings crash investigation report.

In 2016, those questions gradually began to find answers. ECA has played a key role for channelling the expertise and knowledge of the pilot community, those “living and breathing” aviation. Our contribution has been instrumental for helping rulemakers craft measures on all aspects of aircrew medical fitness, incl. mental health and related screenings, drug & alcohol testing, and – crucially – Peer Support Programmes (PSP).

After fielding several panellists at an EASA workshop on Aircrew Medical Fitness, in December 2015, ECA's experts contributed to a second workshop in June 2016, where the Agency presented its draft rules. These



Image: maypamintuan

workshops showed: ECA and many other aviation stakeholders think alike.

Hundreds of pages of draft proposals for EASA rules have been read, analysed and commented upon by ECA experts. This work contributed to a gradual improvement of EASA's initial proposals, helped to prevent an ill-considered attempt by the Agency to implement certain ‘fast-track’ measures through ‘Operational Directives’, and led to very positive draft EASA rules promoting Peer Support Programmes throughout the EU. Such PSPs are significantly more effective than any drug and alcohol random testing.





A close cooperation was set up with Europe's aero-medical (ESAM) and aviation psychologists' (EAAP) communities. It covered both the EU rulemaking process, by exchanging views & positions, and the need to further improve the trust relationship between Aeromedical Examiners (AMEs) and pilots. A Joint ESAM-ECA-EAAP Statement on Pilot Mental Health was issued, and a practical leaflet on the Pilot-AME Relationship, was distributed to pilots and AMEs across Europe.

>> Download on www.eurocockpit.be





EASA's new clothes

ECA shapes revision of future EU Safety Agency Regulation

Since autumn 2015, ECA has been putting forward concrete suggestions on modernising the European Aviation Safety Agency's (EASA), to make the Agency fit for the next decade.

ECA developed Key Requirements that should be met, when the EU Commission published a proposal for a revised new EASA Basic Regulation. These included:

- » Guarantees that the shift to 'Performance-based Regulation' does not become a back-door for light-touch & self-regulation
- » A mandate for the Agency to address the safety risks associated with 'creative' business set-ups and atypical employment forms, by extending EASA's scope to the interdependencies between safety and socio-economic factors.
- » Robust rules for Drones/RPAS – including technical performance limitations and a drone license – to ensure their integration into the airspace does not compromise safety.

Both at national level – via our Member Associations – and at EU level, these key requirements were promoted towards the EU Council of Ministers and the EU Parliament, including concrete suggestions on how to reflect these requirements in the future EASA Regulation. While the legislative process will last at least until mid/end 2017, first signs from the EU Parliament show that our views are listened to.

Keywords: safety, culture, aviation

2016 also brought an invitation to become a supporting partner of a new safety culture study by the London School of Economics. The study aims at providing a snapshot of safety culture in Europe in different categories: management commitment to safety, risk handling, just culture and reporting, fatigue and organisational support.

Given the growing concern related to the erosion of safety culture in Europe's aviation, particularly the challenges related to some employment forms, ECA was ready to support this project. Our valuable contribution will help the researchers to define the industry-specific questions, making sure the study would reflect the







current industry – its strength and weaknesses – reality as closely as possible.

Through its broad network, ECA coordinated the dissemination of the questionnaire. This led to the impressive 7.000+ completed surveys – making this the largest study among pilots in Europe.

Home is... where you make it

For years, ECA has been advocating for non-ambiguous definition of “Home Base” in aviation. The concept of Home Base has been one of the most blatant loopholes in Europe’s legislation, with many airlines keen to exploit it. The summer of 2016 saw a welcome progress in this file as the Court of Justice of the European Union has been asked to clarify if the Home Base is the same as the place from where pilots usually work (i.e. habitual place of work). This will hopefully facilitate pilots’ access to justice & clarify which law applies to the pilot and where he/she needs to pay social security contributions.

Fighting on all fronts

Although atypical employment, Flags of Convenience and Social Dumping in aviation are not new phenomena, our efforts to fight them have not slowed down through the past year. ECA has played a key role within the Aircrew Working Group of the EU Social Dialogue, urging for solutions on EU and national levels. Together with other stakeholders, we engaged with EU Transport Commissioner Bulc, EU Commission and Council experts. We have drawn their attention to the latest developments and proposed possible solutions. In a joint statement, the social partners urged the Commission and the National Authorities to act against bogus self-employment and foreign crew on board of EU carriers.

Our advocacy efforts on curbing Flags of Convenience also extended across the Ocean. With a joint submission to the US Department of Transportation and Justice, the Social Dialogue partners urged authorities to deny Norwegian a permanent Foreign Air Carrier Permit unless the airline provides guarantees that they will not be using foreign crew on their flights EU – US flights. Norwegian is still successfully manoeuvring through the incoherent interpretation of legislation.





Justice *for* Just Culture.

Aviation professionals have repeatedly hammered over the past few years that disclosing sensitive accident investigation data and information in the context of criminal litigation will “seriously hamper” any future investigation and thus harm flight safety. Now, we got even more serious about it.

In 2016, the ECA President Dirk Polloczek offered a testimony to the UK High Court in support of BALPA's case in order to explain the ins & outs of data protection and the critical role of Just Culture in aviation. This led to a milestone ruling in favour of data protection. Such a disclosure would have a ‘serious and obvious chilling effect’ which would tend to deter people from answering AAIB inspectors’ with the necessary candour.

The judgement incites confidence in the European regulatory framework and international aviation standards and recommended practices, and gives strength to the important – but inherently fragile – ‘Just Culture’ environment upon which our aviation safety system so much relies. It set the law in England and Wales and is likely to be influential in courts across the rest of Europe as they specifically consider European legislation.

Read more: [Just Culture? Yes, we can](#)





The “femme fatale” of labour law

When Air Malta took steps in court to prevent ALPA MALTA pilots from going on strike, ECA swiftly took action - expressing disappointment and drawing attention to the fact that the right to strike is a fundamental right! As a result, the judge refused to restrain the Union’s right to industrial action. Yet, this is just another example of the growing pressure on the right to strike. The pressure is also tangible in Brussels with different efforts by the Commission, some MEPs and some airlines and airline associations trying to torpedo the fundamental right to strike, e.g. for air traffic controllers. ECA is keeping a close eye on these worrying developments & is ready to act.

Four eyes in the cockpit rule

ECA experts played a key role in overturning the four-eye in the cockpit rule, an EASA recommendation introduced in the immediate aftermath of the Germanwings crash. ECA has drawn the attention of policy makers and stakeholders that the suggested measure was not only ineffective but it had the potential to introduce even higher safety and security risks.





Source: EASA Survey “2 Persons in the cockpit” (2016)



Our [position paper on the issue](#) was widely read and shared. The arguments that weigh against the rule found broad support among other aviation experts, including airline and airport representatives.

ECA openly highlighted the flaws of the EASA recommendation at SAGAS meeting, sharing the pilots’ concerns with the European Commission, EASA and National Authorities representatives.

Our firm position found further support across Europe and inspired others to come forward with their concerns. An EASA survey on the 4 eyes in the cockpit recommendation, carried out in early 2016, received an overwhelming amount of replies by European pilots – over 3000 respondents! ECA’s continuous efforts and recommendations resulted in a newly revised recommendation by EASA, leaving it up to each airline to determine the best risk mitigating measures.

Read more: [The end of 2-persons in the cockpit in sight](#)





Big on data

The considerable amount of data available today offers a unique opportunity to shift from a largely reactive to a pro-active safety system in aviation. 'Big data' allows us to track systemic safety risks and trends on a continuous basis. But the bigger the data, the bigger the risk of misuse. Strong protective measures, guaranteeing those large volumes of data will be protected are crucial.

This is why ECA has taken decisive steps and become a Founding Member of a new European programme - Data4Safety (D4S). Partnering up with national civil aviation authorities, airlines and airplane manufacturers Airbus and Boeing, ECA will provide pilots' expertise in building a robust and sound data collection and analysis system. As a founding member, ECA has reserved seats in the Technical and Steering Board of Data4Safety. This is a privileged position to shape collaboratively the programme governance and Rules of Procedures. The work kicked-off in June 2016 and there's more to come. Keep an eye on #Data4Safety.

What is Data4Safety?

D4S is a voluntary, cooperative partnership within the aviation community, for the sharing and analysis of data. The ultimate and sole purpose is improving safety. The programme will organise the impressive and growing number of available data stores scattered in the different organisations of the European aviation system. This will provide a critical mass of data and enable data fusion to analyse safety risks in their global context at the European scale. The programme will also organise the analysis capabilities by offering a common European platform to evaluate and mitigate systemic safety risks in a predictive manner.





Aviation & Judiciary: Finding common ground

For a 4th year in a row, ECA, EUROCONTROL & IFATCA bring aviation experts and judiciary representatives together for the noble purpose of increasing the mutual understanding between both worlds. The Prosecutor Expert Course has successfully overcome the initial hesitations of those two parties to interact and learn from each other.

And it's a win-win: Judicial delegates gain an insight into the mind set of aviation safety experts; aviation safety experts absorb knowledge and skills necessary to assist prosecutors and judges in case of a judicial investigation. The initiative is now a success story with 11 ECA experts having attended the course in 2016 and an ever increasing number of judicial delegates. ECA continues to invest efforts into making the Prosecutor Expert Course a relevant, interesting and information-rich event.

In November, ECA will openheartedly share the experience of the Spanish pilots' community about Spanair crash safety and judicial investigations during

EUROCONTROL Just Culture annual conference.

Our active engagement with the project has also resulted in active participation in 2 EUROCONTROL Regional Just Culture Roadshows in Malta and Slovenia, involving prosecutors from the respective regions.

Contaminated runway: let's wake up!

Did you know that over a 10-year period, the Norwegian Accident Investigation Board (AIBN) has received 30 reports of accidents and incidents related to operations on contaminated and slippery runways?

In the same period AIBN has published 12 investigation reports and issued 36 safety recommendations. However, today's reporting and measuring system remains out of date, friction tests are still not reliable, pilots' knowledge about today's system is limited and their reports not standardised. Last but not least, runway friction is handled differently at various European airports and between European countries.

ECA felt the need to raise this safety-critical issue at European level and urge for solutions. In addition to





a detailed Position Paper, ECA drew the attention of European and national aviation authorities to the issue at a symposium organised by the French CAA in April 2016. ECA's contribution has provided impetus and we will continue to advocate and follow up any potential EASA rulemaking activities.

The way forward:

- » Standardised use of the new Runway Condition Assessment Matrix, the global reporting format and pilot reports
- » Development of new procedures, tables and inflight software to enhance the pilots' ability to assess a slippery or contaminated runway
- » Adequate training and education of line pilots before implementation

SESAR 2020

Airborne and ground safety nets, time-based separation, 4-D trajectory or remote towers – the future of flying is already being shaped today and ECA is contributing actively to that. In the past year, we continued our active involvement in SESAR, the Research and Technological pillar of the Single European Sky initiative. Since 2010, a pool of 12 experts has contributed to 7 work packages on various topics. More than 10 ECA pilots have participated in a number of validation exercises organised by the SESAR Joint Undertaking.

ECA's involvement will continue also under the new follow-up programme – SESAR 2020 – starting in 2017. The new programme will shift the focus towards pre-industrial development and operational deployment of technologies. The operational inputs of pilots, front-end users of the system, are very welcome by the ATM community and are a key ingredient for the credibility of the programme's 'reality check'.





Promoting Intelligent Automation in ATM

Looking closely at the developments in the ATM sector, ECA, cooperating with a few others stakeholders, identified a huge potential for major automation breakthroughs. But the necessary balance between the efficiency created by automation and the human capabilities remains a crucial factor. No-one knows this better than a team of aircraft manufacturers and front-end users. This is why together with Airbus, ATCEUC and IFATCA, ECA outlined in a Joint White Paper the appropriate automation opportunities for the development of powerful, efficient ground ATM functionalities.

The baseline is that human decisions need to always take primacy over a system, independent of the automation level. The paper was first shared with the SESAR Joint Undertaking (SJU) and was also widely disseminated within the European ATM community.



More
for
you

Situational Awareness (Hindsight 23): 'Does more information equal better situational awareness?' - by Captain Wolfgang Starke

'Situational awareness – changes over a pilot career: from DC9 to A340' - by Captain Johan Glantz

Preventing Runway Collision (Hindsight 24): 'To know what to instruct when!'- by Captain Wolfgang Starke





Adapt or die: the only solution for TNAs

In the last decade Trans National Airline (TNA) pilots in Europe have experimented with different forms of organisation and cross-border representation. However, the current legal framework in the EU does not easily allow the workforce in a transnational company to get organised and to speak with a single voice. Today, TNA groups are still working on finding an optimal solution. This is why ECA and its Member Associations have taken a closer look at the structure of TNA groups and came up with tailored solutions for better organisation and representation of TNA pilots.

Those efforts have translated into a new plan and structure for TNAs, presented and discussed at a workshop in Frankfurt in October 2016. The new TNA structure is a tool to allow TNA pilots to engage actively in a dialogue with their employers and reduce the working conditions gap between workers in the same airline.

Adapting to such a structure would involve a gradual, step-by-step process, spanning over a couple of years. To be better equipped for the work, ECA made a project proposal for funding by the European Commission. In September, the project funding was approved. Work on the project will continue over the next 2 years! Stay tuned!





We're here
for
ALL pilots

We're here for all European pilots, no matter which company they fly for! We support, advise, coordinate and work closely with a number of Trans National Airline pilots groups throughout all Europe. In the past year:

ECA supported the [Ryanair Pilot Group \(RPG\)](#) on critical issues, and advised the group on its further development.

ECA supported and advised the [Norwegian Pilot Group \(NPG\)](#) during national negotiations.

ECA supported and advised the [EasyJet Pilot Group \(ePG\)](#) during the drafting and approval of a Base Transfer protocol.

ECA supported and advised the [West Atlantic Pilots Group](#) during industrial actions.

ECA participated to the meeting of the [Etihad Airways Partners Pilots](#) group and provides advice and expertise.

Reached out to [Wizz air pilots](#): ECA carried out a survey among 100 Wizz Air pilots. The survey revealed that while the overall working environment is something to enjoy, fatigue management, employment status and social security are concerning. [Read more.](#)





Being a pilot: From a childhood dream to a nightmare job



Nowadays, the investment of becoming a pilot quite often outweighs significantly the benefits of being one. But by the time pilots reach this conclusion, they have already invested significantly and are tied up with financial obligations. This is why ECA, in partnership with key Member Associations, has taken up the initiative to raise awareness about the realities of being a pilot today. From the financial implications to the changes in your personal life, ECA will try to sketch an accurate picture of what becoming (and being) a pilot entails. In the past months, we have laid the foundation of the project called "Becoming a pilot – the untold story". We will debunk myths, give hard facts & numbers and try to convince the new generation of pilot wanna-bes to take a rational decision.

From a childhood
dream
to a
nightmare job





You didn't sign up for this

The legal uncertainty regarding tax and social security payments for “atypically” employed pilots causes them lots of headaches. Or worse – they get investigated for and accused of “tax fraud”. We’re sure they didn’t sign up for this when they agreed to become ‘self-employed’ pilots. But the harsh reality is that (young) pilots continue to get cornered in such schemes and face the daunting choice of no job or such a job.

ECA is a persistent advocate for direct employment by airlines. After successfully scoping the problem (and finding solid evidence of a problem that has never been examined in such detail before) in a report by the University of Ghent, ECA has been raising awareness about what the casualisation of work is doing to the industry and the profession.

But despite the multiple articles online & in the media, despite the countless pilot testimonies saying they didn’t sign up for such a “job” and despite the multiple warnings sent out by ECA and pilot unions, atypical employment continues to flourish. It is time for decisive action by the regulators and national authorities.

ECA used the opportunity to highlight the social aspects of the EU Aviation Strategy, presented by the European Commission in December 2015. Particular emphasis was put on the need to reverse the trend towards casualisation of work and keeping aviation attractive for young people.

Our recommendations were embraced wholeheartedly by numerous MEPs and echoed further in an Own Initiative Report by the European Parliament Employment Committee. The report, adopted in September, highlighted key points ECA has been advocating for: banning Pay-to-fly; strengthening the “home base” definition; prioritising direct employment; analysing the safety implications of atypical employment & strengthening labour inspections across Europe.

In addition, we brought our expertise to EASA’s working group on safety implications of new business models and atypical employment. The existence of such a group, chaired by ECA Technical Board Director Johan Glantz, is already good progress. But it remains to be seen if the group will be able to come up with effective measures to address the safety risks created by atypical employment.

[Download “Social Dumping in the European Union”](#)





About ECA

The European Cockpit Association was created in 1991 and is the representative body of European pilots at EU level. It represents over 38.000 European pilots from the National pilot associations in 37 EU states.

European Cockpit Association AISBL

Rue du Commerce 20-22

B-1000 Brussels

Phone: +32 2 705 32 93

www.eurocockpit.be

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