

EUROPEAN COCKPIT ASSOCIATION ANNUAL REPORT 2013



ECA
Piloting Safety

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Annual Report 2013 Highlights of ECA's work



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Introduction

To encapsulate and reflect upon the year gone by, we have put together some of the achievements and highlights of our work throughout 2013.

This Annual Report tells the story of 2013 from the perspective of 3 main pillars: our advocacy, technical work and stakeholder relations.

In addition to what we have achieved, you will find highlights of the challenges we faced and what the future priorities for ECA are.

ECA President Nico Voorbach: “2013 /2014 – Achievements, Frustrations and Goals”



As last year I, would like to start with our fight against the dilution of aviation safety by the new Flight Time Limitations regulation proposed by the European Commission and adopted by the Parliament.

Although there are some welcome changes compared to the current EU-OPS subpart Q, the outcome remains unsafe. Whilst the Transport Committee of the EU Parliament voted against the proposal, during the EP Plenary meeting in October, the rules were approved. A detailed overview of the FTL milestones throughout the year is available in this Annual Report.

For me and the whole ECA it was frustrating to see how clear scientific advice was simply disregarded. Since

ECA's establishment in 1991, we have been fighting for safe, science-based rules but commercial interests seem to always get the upper hand. We will keep on fighting for the safety of our passengers, the people on the ground and the aircrew. We will not allow the safer rules that are currently in place in some EU Member States to be replaced by less strict rules that are now in the new regulation.

But alongside the frustrations, we have made progress towards increased aviation safety on other legislative initiatives. Such an example is the revision of the EU Occurrence Reporting Directive, for which ECA has been an instrumental stakeholder.

We have also successfully laid the foundation of our Safety Strategy, outlined in our new “Flight Plan to Safety”. A first

“One of these goals for 2014 is to analyse the situation and potential effects of ‘casualised labour’ in Europe.”

copy will symbolically be handed over to Patrick Ky, EASA's Executive Director, with determination that ECA will continue to protect its values and mission to work for aviation safety.

This is why we have set ambitious goals for the future. One of these goals for 2014 is to analyse the situation and potential effects of ‘casualised labour’ in Europe. We see more and more that airlines are keen to employ pilots through all sorts of individual contracts. ECA has however identified several risks and attention areas that should be closely studied and analysed. Together with AEA and ETF we have asked for an EU-funded study to look deeper into all potential aspects of casualised labour. The grant was recently approved and we're happy to announce that the study will begin in 2014. In

the meantime, ECA will keep supporting all involved pilots who wish to become directly employed by their airline.

All in all we, in ECA together with all our volunteer pilots, will continue the battle for safe aviation and decent working conditions in Europe. Although we have achieved many things, much more needs to be done. And we will remain alert to new emerging issues, ready to act and impact.

I would like to thank the ECA staff, the Executive Board, the Member Associations and all the volunteer pilots for the work they do. Together we are “Piloting Safety” and making sure our expert voices are heard in Europe.

A handwritten signature in black ink that reads "Nico Voorbach".

Nico Voorbach
ECA President

Meet the ECA Board



Francis Nardy
Executive Board Member
Vice-President



Burkhardt 'Pete' Kaumanns
Executive Board Member
Technical Affairs



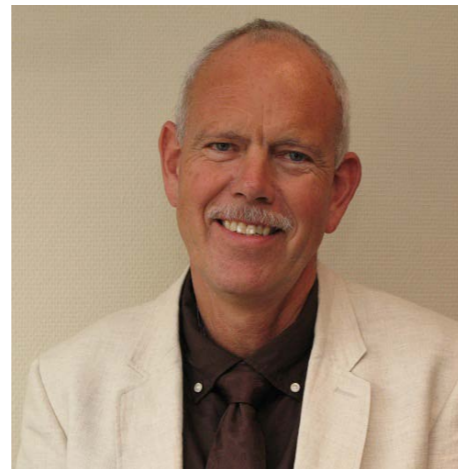
Álvaro Gammicchia
Executive Board Member
Technical Affairs



Jon Horne
Executive Board Member
Professional Affairs



Dirk Polloczek
Executive Board Member
Professional Affairs



Odd Haugsbak
Executive Board Member
Admin & Finance



www.eurocockpit.be

*For more information about
ECA Board Members & staff,
please visit our website
www.eurocockpit.be*



Single European Sky

ECA has for years been an active stakeholder co-operating with the SESAR Joint Undertaking, which has been set up to ensure the modernisation of the European air traffic management system. But this complex project with many new technologies, updates and stages, often leaves us puzzled. We talked to Álvaro Gammicchia, ECA Board Director for Technical Affairs, trying to clarify what the SESAR program is about and how ECA has been involved in it.

Interview with Álvaro Gammicchia

Álvaro, in a few words, could you summarise what the SESAR programme is about?

It is difficult to talk about SESAR without saying first few words about the Single European Sky (SES). The SES is an ambitious project and is the umbrella initiative for SESAR. It was launched more than 10 years ago by the European Commissioner with the aim to modernise the European ATM system. At that time, it was forecasted that air traffic would double by 2020. This concretely meant there was a capacity issue ahead of us. Moreover, it was estimated that the extra cost due to the fragmentation of European sky and the related inefficiencies (non-optimal routes, delays, extra fuel burn, etc.) was amounting to several billions of euros a year. After a long decision-making process, 4 regulations laying down the framework for the creation of the Single European Sky were adopted in 2004.

How does SESAR (SES ATM Research) fit into this picture?

It is the technological pillar of this far-reaching initiative. It not only involves the redesign of procedures and the revision of regulations but also the deployment of breakthrough technologies in order to have more efficient operations at the end of the day.

SESAR is one of the biggest European R&D programmes based on Public-Private Partnership. The European Commission and EUROCONTROL have been the two co-founding members and all ATM stakeholders (airlines, air navigation service providers, airports, ground and airborne manufacturing industry, military, staff organisations, e.g. ECA) are involved to some extent. It is estimated that around 3000 people are contributing to SESAR.

The programme is organised through a number of Work Packages, with a technical or operational focus and representing each phase of the flight.

How does ECA contribute to the SESAR programme?

ECA has been actively involved since the early start of the SESAR programme in 2006. First, we have contributed to shape an R&D roadmap during the Definition Phase (2006-2008) and a team of about 12 experts has been contributing to a number of projects over the last 3 years, with a ramp-up in 2013.

Those projects deal with airborne and ground safety nets (which alert controllers and pilots to an increased risk to flight safety), remote and virtual tower, airport safety support tools, airborne collision avoidance systems or weather forecast (MET), to name a few.

The ECA team of experts involved in these projects meets on a regular basis to exchange experience and information about their involvement in the SESAR projects, report and discuss critical issues and develop positions. For example it was recently decided to issue a 'pilot's vision document' about the provision of weather data and charts in the ATM context.

ECA's experts have also participated in a number of validation exercises, organised on a yearly basis by SESAR, to measure the maturity of some key concepts and the robustness of the related breakthrough technologies. There is no better way to assess the feasibility, usability and acceptability of advanced concepts and flight deck technologies than bringing in the perspective of line pilots.

What is the status of the programme? Are you happy with the direction it is heading in?

The programme has now started to deliver! There is a yearly release process to assess through validation exercises the maturity of the technologies and systems before they are brought into the industrialisation phase. As in any R&D programme the big risk is to have off-the-shelf technologies which are never deployed...

Experts
SESAR

3.000

It is estimated that around 3000 people are contributing to SESAR: e.g. Airlines, ANSPs, airports, ground and airborne manufacturing industry, military, staff organisations, e.g. ECA.

Timeframe
SESAR

30 y

SESAR aims at developing the new generation ATM system capable of ensuring the safety and fluidity of air transport worldwide over the next 30 years.

Budget
SESAR JU

€ 2,1b

SESAR is one of the biggest European R&D programmes based on a public-private partnership.

In the future, with the continuation of the Development Phase (SESAR 2020), the focus will shift more and more from pure R&D activities to large-scale demonstrations and real-life trials to help prepare the deployment phase. We very much welcome this move as the 'reality check' exercise is an essential step towards a smooth and successful implementation of innovative and state-of-the-art systems.

There is a plea ECA would like to make: let's not forget to give the proper attention to the 'human pillar'. SESAR will be first and foremost a huge change management programme. At all levels, frontline operators (i.e. pilots, controllers, electronic engineers, etc.) will determine whether the complex ATM system runs properly, or not. A lot will lie on their shoulders.

What are the fundamental changes that SESAR will introduce? What will be the impact on the roles and responsibilities of pilots?

While today pilots accept the flight plan submitted by their operator to the Network Manager (former CFMU amongst other functions), and rely on the possibility of making further adjustments during flight, tomorrow will bring a need to have better predictability with the so-called 4D trajectory concept. Although there will still be opportunities to adjust the trajectory during a flight due to unpredicted conditions, the core idea is that every crew complies with what was agreed upon between the operator and the Network Manager, i.e. the airspace user's preferred trajectory for the flight in four dimensions (three spatial dimensions, plus time).

SESAR also foresees the provision of de-confliction tools to solve problems that may arise in real time. But the important thing is that the controllers will no longer be in a tactical mode influencing the individual trajectories. Controllers will instead have a more strategic role to manage the flows of traffic and oversee that everything runs smoothly. This means a major change for pilots who will be in a more active mode during the whole flight, making sure that they comply with the agreed trajectory and analyse different options or scenarios in case of unpredicted events.

A further example of the new role and duties for pilots is the delegation of the separation in specific circumstances aided by tools such as those developed by the Airborne Separation Assistance System projects, in which ECA pilots are involved. This concept will rely on an extensive use of supporting tools, predictive software and exchange of information, allowing for more precise trajectories to be calculated and flown.

This however will pose a higher attention demand on the crews. The 4D trajectory will ensure computing of the most efficient trajectories for flights. The aircraft will fly the most efficient route available to a predefined point depending on information about weather and traffic conditions, with the ATM and aircraft computers exchanging relevant information via data-link. Yet, a strict 4D trajectory enforcement does not provide for unforeseen events, such as turbulence, evolution of thunderstorms or use of anti-icing devices, etc. Those situations require flexibility, which is a predominantly human strength. ECA's contribution to SESAR is a way to ensure that this flexibility becomes inherent in the new operations and ATM technologies.

What is the biggest challenge for ECA in SESAR?

From the pilots' point of view, as front-end users, maintaining or even increasing safety in this completely new operational environment is crucial. And although improving safety by a factor of 10 is one of the high-level goals of SESAR, it should not be taken for granted. This is an ambitious objective.

Moreover, the complexity of the new ATM system and the related change in the role of pilots should not be underestimated. SESAR will bring a sweeping change to the way we fly in Europe. It will inherently affect the human performance requirements and it will both add new and redefine the existing responsibilities of pilots. The job may be significantly different in 10-15 years' time, for e.g. with significantly different training requirements, and pilots should have their say in this. This is why ECA has been heavily involved in this important project, not only on a political level but also on a technical and expertise level.

Further reading: [SESAR: A View from the Cockpit - Pilots' involvement in the SESAR Project](#)



SESAR: A View from the Cockpit - Pilots' involvement in the SESAR Project

Occurrence Reporting Regulation Update

Occurrence Reporting is an essential element of Europe's aviation safety architecture.

However, the EU Commission identified correctly the necessity to move from the current reactive system – through learning lessons from an accident – towards a more proactive system that attempts to foresee and prevent accidents based primarily on the collection and analysis of data. This led to the launch of the revision of the existing Directive (2003/42/CE) and the Commission proposal for a new Occurrence Reporting Regulation.

Today, Europe is one step away from having an all-encompassing legislation to help aviation professionals in their efforts to create a 'no-blame' safety culture

which is a pre-requisite to gather more important safety data. The decision-making process on the proposed new regulation has been underway for 12 months and is now coming to an end. The compromise text, which is currently at a final stage of negotiations between the European Parliament and Member States, should offer a solid basis for enhancing aviation safety as it contains a number of welcome Just Culture related provisions, including far reaching provisions against the inappropriate use of safety information and for strict protection of the reporter of a safety occurrence, including all the people mentioned in

the report. It also describes how the Just Culture principle is guaranteed and implemented within each company, including a 'whistle-blowing' mechanism on which individuals can rely on in case the Just Culture principle had been violated.

ECA Advocacy

Outreach activities have been carried out by ECA throughout all stages of the legislative process, including during the initial drafting phase of this piece of legislation by the European Commission. Once the proposal was released, ECA closely and constantly monitored the work of both the European Parliament and

Member States. ECA also provided policy makers with ad-hoc expertise on technical aspects based on in-house, operational experience. In a major advocacy effort ECA, together with IFATCA, has widely promoted the pilots' and controllers' views about the new regulation, focusing on better protection from the misuse of incident data and stricter protection of the reporter. To echo and give more visibility to its position papers and calls for stronger Just Culture provisions, ECA has set up a dedicated website section reflecting all the developments related to the upcoming ORR.



www.eurocockpit.be/pages/occurrence-reporting-regulation-preventing-accidents

Legislative process

EU Parliament & Member States

Since the publication of the ORR proposal, in December 2012, both the Member States, at the technical level with the AVIA working group and then at the highest political level with Transport Ministers, and the European Parliament (EP) have been separately examining the text under the 'Co-decision' procedure, allowing both institutions to amend the proposal.

Council of Ministers - General Approach

The Council of Ministers adopted its informal "General Approach" position in June, watering down several key provisions related to Just Culture, and the EP's draft report was published in June by the EP 'rapporteur' Christine de Veyrac (EPP).

Draft EP Report

Adopted by the EP Transport Committee in September, the draft report of Mrs de Veyrac includes valuable improvements and compromise amendments agreed with the shadow rapporteurs, especially on the appropriate use of information and protection of the reporter. Following this vote, the so-called trilogue process kicked-off between the European Parliament, Member States and the European Commission. The aim is to reach a compromise by end 2013.

Enhancing justice & safety

Just Culture & Prosecutor-Expert Course

The relationship between justice and aviation has never been an easy one.

Especially in the aftermath of a serious incident or an accident, tensions between aviation safety professionals and judicial authorities can easily escalate.

Two legitimate and separate needs coming from our society exist: the need for

proper administration of justice and the necessary continued availability of safety information. It is widely accepted that it is crucial to ensure the right balance between those two needs, which is the purpose of the “Just Culture” concept introduced in the aviation domain some time ago. In a nutshell, the objective is to be able to draw the line

between acceptable and unacceptable behaviour.

The concept of Just Culture was recently the subject of several developments including at ICAO level (conclusions of the High Level Safety Conference held in April 2010 and of a Multidisciplinary Task Force which addressed Protection of Safety Information, including the concept of

Just Culture) and at EU level (e.g. Accident and Incident investigation and prevention Regulation No. 996/2010, Performance Scheme Regulation No. 691/2010).

As a professional organisation, ECA is monitoring these developments closely and continues to actively participate in the EUROCONTROL Just Culture Task Force. The discussions of the last few years have led to the conclusion that an important aspect of Just Culture was the start of a dialogue with representatives of the national judicial systems in order to come to a common understanding on the need and means to improve aviation safety.

It was therefore considered important to grant the authorities dealing with justice administration access to strictly independent high

quality information and expertise. This is why two years ago, EUROCONTROL and IFATCA decided to jointly launch an initiative to establish a pool of independent experts. The aim is to provide specialist knowledge to support the prosecutor or judicial investigation authority’s work mainly before, but also during, an investigation related to an incident and/or accident, as well as, as appropriate, support to the Court. The “pool” of highly qualified experts will be available on demand of the judicial authorities and will contribute to a more mature relationship between the judiciary and aviation safety experts, and stimulate the exchange of know-how.

As a recognised stakeholder and after having been involved in two experimental courses in 2012, ECA has

officially been invited this year to join the initiative by selecting and nominating experts. The first course involving 3 ECA experts took place in November. Their feed-back about this quite unique experience is extremely positive. It is expected that up to 6 ECA experts will be trained and join the pool of experts each year.

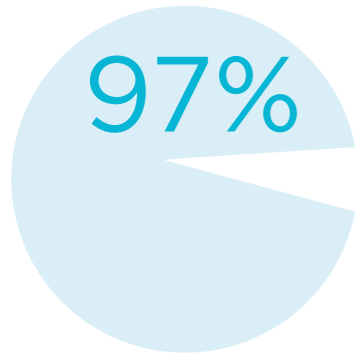
Just Culture definition from EUROCONTROL:
“A just culture has been defined as a culture in which front line operators and others are not punished for actions, omissions or decisions taken by them that are commensurate with their experience and training, but where gross negligence, wilful violations and destructive acts are not tolerated.”



Further reading: The December issue of EUROCONTROL’s HindSight Magazine will include an article from ECA’s Flight Data WG Chairman on the topic “Justice and Safety”:
“Just Culture in the real world: flight safety and the realities of society” - by Paul Reuter, European Cockpit Association.



New European Action Plan Tackling Runway Excursions



97% of all unstable approaches are continued to land

[Download EAPPRE](#)

[More about Go-around Safety Forum](#)

[Download BEA Aeroplane State Awareness during Go-Around \(ASAGA\) study report](#)

With at least two runway excursions per week worldwide, measures to reduce the number of these safety events have long been in the pipeline.

In the past year, two significant steps have been taken to enforce the efforts at European level.

In January 2013 a new ambitious action plan to reduce runway excursions was released by EUROCONTROL. The plan, called European Action Plan for the Prevention of Runway Excursions (EAPPRE), is the result of a wide cooperation between aviation stakeholders, including ECA experts who were very active all along the production process and instrumental to make it a high-quality product. This action plan also lays out a comprehensive set of stakeholder-specific guidelines and recommendations on

how to reduce the number of runway excursions. It outlines a firm commitment to prevent runway excursions using all practicable means available ranging from the design of aircraft, airspace, procedures and technologies to relevant training for operational staff and pilot training programmes based on realistic scenarios.

Specifically, it includes provisions for airline pilots to be closely involved in identifying potential runway safety issues and working on means to mitigate runway safety deficiencies at a local level, in particular in the context of Local Runway Safety Teams (LRSTs)

A few months later, in June, the Go-around Safety Forum jointly organised by EUROCONTROL, the Flight Safety Foundation and the European Regions Airline Association (ERAA) gathered experts from across



Europe to discuss go-around decision-making, execution, training, ATM aspects of safe go-arounds and how to scale up actions against these events.

A very vocal and present pilot community, represented by among others ECA, added more value to this debate. Many of the speakers addressing the audience at the forum, including ECA's Director for Technical Affairs, Álvaro Gammicchia, were active pilots involved in managing safety from different positions in the

aviation industry. Their valuable advice to crews was to perform stabilised approaches and not reduce the buffers for avoiding a runway excursion. A list with recommendations to ensure go-around decision-making, safe operational execution and communication improvement has been agreed upon at the Forum to allow the industry to initiate this long-overdue change. We can be confident that positive evolution of pilot decision-making is now in the pipeline and is coming from within the frontline operators' community.

New Flight Time Limitations Same concerns

Ensuring that the new EU-wide Flight Time Limitations are safe and scientifically based, undoubtedly continued to be a top priority for ECA's advocacy throughout 2013. Given the growing concern about pilot fatigue, a wide-range of events and bilateral meetings took place during the year. Despite hard efforts by ECA and its Member Associations, new EU rules containing significant safety loopholes were adopted in October 2013 by the European Parliament.

Jan

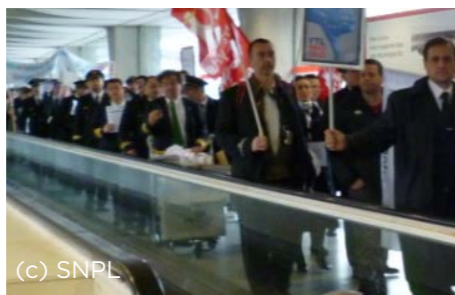
Pilots and cabin crew across Europe rang the alarm bell against the new European flight duty time rules. Under the motto **'Walkout for Safety'** the action included simultaneous demonstrations at major European airports, handing over of a **Safety Petition** with over 100.000 signatures to the EU institutions in Brussels, flash mobs, awareness-raising actions for passengers and engagement with the press.



(c) ECA



22 January 2013 Europe



(c) SNPL



(c) FPA



(c) CRO-ALPA

“Walkout for safety”



(c) ANPAC



(c) SEPLA



(c) ECA



(c) VNV

Feb

IALPA and ECA share concerns on new Flight Time Limitations rules with Irish Transport Committee

More



Mar

On 19 March, the EP Transport Committee debated the upcoming Commission proposal on flight and duty times for pilots and cabin crew. MEPs quizzed the European Commission's Aviation Director Matthew Baldwin about the new rules recommended by the European Aviation Safety Agency (EASA).

More

Apr

ECA is in intensive discussions with the EU Commission to convince it to carry out key safety improvements to the rules, e.g. on night flights, stand-by and non-regression principle.

May

Transport safety experts – including 6 scientific fatigue experts – criticise EASA flight time proposal

ETSC Report



June

18 June: MEPs debate at an FTL Hearing @ EP Transport Committee. ECA Board Member Jon Horne testifies with strong arguments, highlighting the weaknesses of the proposal

More

26 June: Dutch Parliament calls for 10hrs night flights limit by adopting an important parliamentary motion to limit pilots' flight time overnight

July

11 July: Member States vote by majority for the proposal at the EASA Committee

More



Aug

1 Aug: Clock Starts Ticking for EU Flight Time Limitation rules

More

Sept

11 Sept: UK Parliament raises concerns over Flight Time Limitations **More**

TRAN Committee vote: Rejection of new rules link

With a large majority of 21 to 13 votes, the EP Members voted for the rejection of the proposal which contains several significant safety loopholes. The vote sent a clear signal to the Commission to come up with an improved safe and science-based text that ensures passenger safety is safeguarded.

Oct

9 Oct: EP Plenary does not follow advice of TRAN Committee and adopts new rules. After a 2-years' transition period – starting probably in January 2014 – EU Member States will have to fully implement the rules. The evening before the vote, EU Transport Commissioner Kallas makes a statement.



With the adoption of the new rules, ECA's focus will now shift into ensuring a uniform, safety-oriented interpretation and implementation of the new set of EASA FTL rules; the proper use of Fatigue Risk Management Schemes (FRMS) by the operators with full involvement of crew representatives and a strong oversight by the European and National Aviation Authorities, as well as the need for open and frank fatigue reporting by the pilots and cabin crew – based on the new EU Occurrence Reporting Regulation – and embedded in a Just Culture environment. With these challenges ahead, ECA's in-depth view and knowledge of the new rules will certainly add value.

Social Dialogue

Social Dialogue Civil aviation and employment

In the past year, ECA contributed to reaching a common agreement with international aviation stakeholders that recognised that the increasing liberalization and new business models are changing civil aviation operations and that there is an urgent need to globally promote a level playing field as well as decent and productive jobs.

This conclusion was taken at the Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry, organised

by the International Labour Organization in February 2013. ECA actively gave inputs representing the pilot employees in Europe during this two-day gathering of more than 150 international aviation and labour stakeholders.

Concretely, a key decision of the meeting was to convene employers and employees to a social dialogue on the state of the industry. A small tripartite will monitor and evaluate the progress and implementation of the Global Dialogue Forum's recommendations. The participants also agreed that

the ILO and the International Civil Aviation Organisation (ICAO) should work more closely together to ensure a safe industry in a competitive global setting.

ECA welcomes the result-oriented recommendations and will continue to actively work towards achieving feasible results in the near future.

Social Dialogue 'Casualisation of labour'

2013 saw an increased interest in the (in)adequacy of the terms and conditions for contract pilots across Europe.

Today, a growing number of pilots are self-employed or employed through a variety (and sometimes 'cascade') of contracts without a direct link to the carrier they fly for. Often the terms of the contract are draconian, offering airlines full control and flexibility: the pilot must be at the company's full disposal, is only paid for the time flown and can be dismissed at any moment.

The many uncertainties related to this form of work triggered the Industrial Working Group (IND WG) to look deeper into the 'casualisation of labour'. From a safety standpoint, ECA's analysis shows that pilots hired under those conditions could have

serious difficulties to exert Commander's authority and take independent safety decisions when needed. Any conflict with the management may result in the termination of the contract or in an indefinite stand-by assignment (often unpaid). Yet, if anything goes wrong, crew will be held responsible.

From an industrial perspective, airlines using contractors do not have to bear the social costs that airlines employing employees have. This creates tensions and puts pressure on other airlines to request more flexibility and productivity from their employees.

As these and many other questions remain open, ECA is determined to look deeper into "atypical" forms of labour in Europe. Together with other aviation stakeholders, including

airlines, ECA will carry out an EU-funded study on forms of labour in the EU different to "direct" employment. The study will examine the situation as experienced by workers under these conditions, airline employers, and the effect of these atypical working relations on traditionally employed workers.

Social dialogue agreement on urgency to address unfair competition

The importance of this issue has also been underlined at the latest Social Dialogue Committee meeting in Brussels (June 2013). As a recognised Employees' organisation, ECA met with other employees and employer representatives in July to present the initial findings of the IND WG. ECA found great support for progressing its work on this issue.

ECA's commitment to the Social Dialogue Committee has been further strengthened with the election of Jon Horne, ECA's Professional Affairs Director, as Vice-Chairman of the Social Dialogue. Together with the new Chairman, Emmanuel Jahan (Association of European Airlines), they will work towards relaunching the social dialogue between the partners. For the coming years, high on the agenda will be the follow-up and implementation of the conclusions of the ILO Global Dialogue Forum as well as the analysis of the phenomenon of 'bogus' self-employment.



(c) European Union, 2013

Support to ECA Members

With every twist and turn that happens in the aviation industry or the political scene that could impact pilots in Europe, ECA has been at the heart of efforts not only to act but also to offer support and advice to Member Associations across Europe.

In 2013, concerned about the new legislation proposed in Norway to allow Norwegian airlines to hire and base crews outside the EU while allowing them to fly to and within Europe, ECA wrote a letter to the Norwegian Ministry of Transport opposing the plans for legislative changes. While the impacts of the recent financial crisis are still hitting many EU countries' economies, it is of utmost importance to resist the temptation of short term strategies relying on the relaxation of labour law to allow cheap labour substitution and social dumping.

Similarly, with a letter of support to CRO-ALPA, ECA called upon Croatian Airlines' management to rethink its approach and fully support and facilitate a Collective Labour Agreement that would guarantee a professional and safe environment.

Further, ECA followed-up on the motion to raise objections over the take-over of TNT by UPS. Adopted at the 2012 November Conference, the motion reflected ECA Members' considerations that such services operated by UPS within Europe would not be in accordance with the EU-US air transport agreement. ECA has successfully addressed the EU Commission and EU Member States with these concerns. The case is now being scrutinised by the legal services of the EU Commission and we are confident ECA's interpretation of the legislation will be followed.

Ryanair Pilot Group

In 2013, the [Ryanair Pilot Group \(RPG\)](#), an independent pilots' group supported by ECA Member Associations, had been confronted with many new challenges and opportunities. Amid growing media and public interest, the RPG continued to regularly conduct base visits across Europe to engage with Ryanair pilots. Through this close network and interaction efforts, RPG has managed to establish itself as the body speaking on behalf of Ryanair pilots and representing their interests.

Throughout the year, the numbers of pilots registering with the RPG continued to soar and currently they comprise of well over 50% of pilots flying for Ryanair. With this impressive membership, the RPG is by far the boldest attempt to keep Ryanair pilots across Europe united and well-informed.

Through a number of polls, pilots have had the opportunity to speak out and take decisions democratically for the first time. For instance, at the first ever ballot of all Ryanair pilots, they voted that the current system for representing pilots in Ryanair (i.e. ERC for employees and one-to-one representation for contractors) should be discontinued immediately.



(c) rte.ie

A major milestone for the RPG in the past year has been the election of the first Interim Council, chaired by Capt. Evert van Zwol.

The RPG Interim Council, an impressive line-up of professional pilots, has a number of primary objectives such as establishing professional and meaningful negotiations with the company management, enhancing the communications and support structures within the RPG as well as clearing the way for fellow Ryanair pilot representatives to fill the RPG Council seats.

Following investigations into taxation and social security issues of Ryanair pilots opened in a number of European countries and raids on pilots' homes, pilot associations joined forces and sought ways to help their colleagues with advice. ECA Member Associations, including notably VC and ANPAC, have put a major effort into clarifying those issues, analysing national legislation and offering support to Ryanair pilots in this difficult situation.

On 29 Oct, at an inaugural [press conference in Brussels](#) the RPG Interim Council addressed journalists and extended an official invitation to Ryanair management to enter into negotiations on a number of issues to improve the working conditions of pilots.

While the RPG continues to establish itself, ECA will continue to closely follow its activities and provide assistance and advice when requested as well as publicly support Ryanair pilots.

Security

Towards risk-based security

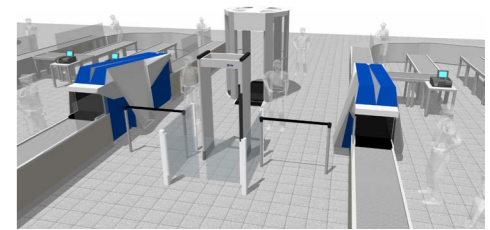
The pilots' community calls for a risk-based approach towards aviation security have progressively started to find support also in Europe.

ECA is closely working with EU Institutions to steer and offer advice.

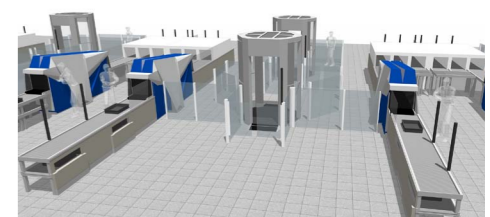
In the past year, a tangible shift towards applying different security regimes to different categories of people has been noted in the work of the European Commission. As a first step the EU has made

legislative changes allowing differentiation when screening of security staff (incl. pilots) and passengers. Additionally, new provisions have been introduced to allow the pilots to go through security without taking off their jackets, belts or shoes and without taking their laptops out of their bags. ECA welcomes these changes and will continue to advocate for a risk-based approach which reduces the current burden encountered by pilots at security checks nowadays.

2014



2017



2020 - IATA Checkpoint of the future





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Roadmap for the integration of civil Remotely-Piloted Aircraft Systems into the European Aviation System

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RPAS Steering Group

RPAS

Roadmap Remotely Piloted Aircraft Systems

Integrating RPAS safely into airspace continues to be one of the major challenges related to this new technology.

Against the background of growing media and public opinion concerns, ECA has continued its efforts and actively followed a wide-range of issues related to RPAS.

RPAS can be broken down in 3 problem areas:

- » Small 'toys': low level, potential hazard for traffic flying at low level (e.g. HEMS);
- » UAV/RPA in non-segregated airspace: sense-and-avoid - mainly technology question;
- » UAV/RPA for commercial operations - with potential threat for pilot profession.

For years ECA has been a member of several key RPAS groups mainly in EASA and the European Organisation for Civil Aviation Equipment (EUROCAE), a non-profit organisation aimed at resolving technical problems with electronic equipment for air transport and dealing with aviation standardisation.

As a recognised stakeholder within the European RPAS Steering Group (ERSG) – called into life by the European Commission – ECA has actively contributed to a consultation on safe integration of RPAS into European aviation systems. This consultation has led to the “Roadmap for the safe integration of civil RPAS into the European aviation system”, aiming at an initial RPAS integration by 2016. On 20 June 2013 the Roadmap was handed over to the EU

Commission at the Paris Air Show.

This policy document, describes the current situation for RPAS, as well as the key challenges and obstacles, which need to be addressed to ensure full integration in the Single European Sky. It also provides concrete recommendations to policy-makers in the European Commission on how obstacles would need to be removed to further develop the market for RPAS in Europe; and covers the whole RPAS spectrum, from light RPAS to HALE (High Altitude, Long Endurance) irrespective of weight.



Pilot training

Pilot Training Compass Back to the future

From the economic challenges for the aviation industry to the complexity that cockpit automation brings, becoming a pilot can be a challenging experience.

Today, pilot skills and entry requirements to the profession are under growing scrutiny and strain. The challenges are known: growing competition in the aviation sector, an increasingly challenging economic environment,

exponential growth of air traffic and an increase in automation.

ECA has always advocated for better and thorough pilot training. In 2013, ECA went beyond that with an effort to identify how pilot training should look like now and in

the future. A report called: “Pilot Training Compass: Back to the Future” highlighted the attention areas for pilot training programs as well as the skills and qualities that define an excellent pilot.

The “Pilot Training Compass: Back to the Future” is an extension of the IFALPA Pilot Training Standards, published last year and reflects the vision of pilots and pilot training experts. The

“Compass” identifies several key principles of flight training: early investment in good flying skills, fluency in critical manoeuvres and more time for training rather than checking. But the ticket to proficiency, as identified in this report, is developing and maintaining excellent manual flying skills.

The “Pilot Training Compass” has been warmly welcomed by the pilot community and aviation stakeholders in Europe.

[Download Pilot Training Compass: Back to the future](#)

[Further reading: Pilot training ‘struggling’ with modern challenges](#)

Loss of control

The Pilot Training Compass and the points it covers have also been welcomed by stakeholders at the EASA Loss of Control workshop in February.

The workshop was intended to set the scene by bringing together all experts and groups with knowledge on loss of control. Despite some stakeholders' attempts

to steer discussions away from any exercises that were not representative of the daily flight operations or (worst case) real accident scenarios, ECA has managed to leave a footprint and emphasised the need to strengthen the basic flying skills already at the ab initio phase.

The results of the workshop was used as an extra input to draft the terms of reference for the upcoming

EASA Rulemaking task on Loss of Control, which started in November. Through its involvement in this Rulemaking task, ECA will continue to advocate for better initial and recurrent pilot training, one which provides pilots with the knowledge, skills and attitude to be competent in preventing and, if necessary, recovering from a loss of control in flight situation.

only sketches the framework for further in-depth review of each of these issues.

In addition, the SSTF has further developed a comprehensive review of the threats related to inadequate regulation and oversight in aviation. Looking at several highly visible cases where management and oversight authorities have failed in their tasks to maintain safety, the SSTF sees an opportunity to draw lessons for aviation. The publication "Civil Aviation Legislation & Oversight: Can it guarantee safety?" will be presented at the ECA November Conference.

In the months and year to come, the SSTF will have to continuously evaluate and follow-up on existing issues as well as look at the future and define newly emerging issues.

ECA Safety Strategy Flight Plan to Safety

This year was also work intensive for the ECA Safety Strategy framework, a project of the ECA Safety Strategy Task Force (SSTF) launched back in 2011.

The aim of the SSTF was defined to serve as a "think tank" and assist the ECA Board in identifying future safety threats and propose

strategies to avoid and/or mitigate these.

In November 2013, the SSTF's work resulted in the publication of the ECA "Flight Plan to Safety". The publication offers a unique look at the threats and challenges to commercial air transport through the European pilots' perspective. At this stage the Flight

Plan identifies 4 subjects as the most pressing issues for commercial aviation: inadequate regulation, pilot training, fatigue and safety culture. Those key challenges have been distilled through a thorough analysis of the current economic, political and operational environment in Europe and around the world. Yet, the "Flight Plan"



Download ECA Flight Plan to Safety



Download "Civil Aviation Legislation & Oversight: Can it guarantee safety?"

EASA

New challenges for FCL examiners

In the past year, ECA has taken important steps towards streamlining information on the new requirements for FCL examiners wishing to conduct skill tests, proficiency checks or Assessments of Competence on pilots holding a licence issued by a different country.

Annex 1 to the European Aircrew Regulation EC1178/2011, FCL 1015(c) requires all examiners to inform the competent Civil Aviation Authority (CAA) about their intention to conduct such a check. But examiners have to provide evidence of their privileges as examiners and to receive a briefing from the CAA on national administrative procedures, requirements for protection of personal data,

liability, accident insurance and fees.

Put in practice, this regulation means that examiners have to inform and receive briefings from up to 31 national authorities. Regardless of the size of the operator, it is a massive task to get through all this paperwork and that is without considering any language issues stemming from the 23 official languages in the EU. EASA and national civil aviation authorities have been informed by ECA already in July 2012 about the bureaucratic nightmare this could cause.

Due to the reluctance of EASA to facilitate examiners and pilots, ECA together with Member Associations in Europe started compiling information for examiners.

The work has led to the initial draft of Part-FCL Briefing for examiners. The Briefing provides an excellent overview of the relevant information in each EASA Member State. Since its publication in May 2013, the Briefing has been viewed more than 5.000 times on ECA's webpage and has been praised by various stakeholders.

In the meantime, EASA organised a dedicated workshop where a proposal was made to solve this problem in the Regulation. ECA will closely follow-up on this issue.

[ECA Part-FCL Briefing for examiners](#)

(c) Andreas Tittelbach



New challenges for FCL examiners

Legal aid

Exploring problems & solutions

Throughout 2013 ECA and its Member Associations have sometimes ran into headwinds and struggled with dossiers which require solid legal advice.

Such was e.g. the case when legal aid was needed by IFALPA and SEPLA after IAG lodged a complaint over a series of strikes in Spain by Spanish pilots in 2012.

ECA worked closely with the legal team of SEPLA and supported the pilots with its expertise on European law and knowledge of the aviation



industry. This case was a particularly important one, as IAG and BA adopted a similar line of arguments as the 2002 European Court of Justice case Viking, aiming to limit the right to strike. ECA closely monitored the case and provided as much legal advice as possible to SEPLA. If not rejected, the claims could have further restricted the

industrial rights of pilots and workers in general. Legal advice was also provided on a number of occasions to the Ryanair Pilot Group and the FTL Working Group. Advice has been provided on different organisational matters of the RPG, to enable the RPG to represent pilots across multiple jurisdictions, and covering the

complexity of their contractual agreements with their company.

The Flight Time Limitations advocacy work has throughout the year been heavily underpinned by the Legal Group at ECA. Many relevant questions, including whether the new rules breach any fundamental principles or other European laws, have been considered and analysed.



(c) Ariel Shocron

IAG vs. SEPLA: A case of fundamental rights

In June 2013 the Commercial Court in the British High Court of Justice dismissed the lawsuit filed by the International Airlines Group (IAG) and British Airways (BA) against IFALPA and the Spanish pilots' union SEPLA.

The fact that IAG was suing a Spanish union in the UK for industrial actions occurring in Spain between a Spanish union and a Spanish employer triggered alarm bells in the trade union world. The case was built up following the same strategy used in the famous Viking case, using the fact that IFALPA had passed on a letter from SEPLA asking for support related to their industrial actions. ECA and trade union associations were concerned that this case could result in a new reduction of union rights. The dismissal of the lawsuit comes therefore as good news to the pilot profession.

Engagement & Dialogue Communications

Communications is a strategic aspect which is inseparable from all our advocacy and technical work. An essential facet of all our efforts in the past years has been to continuously communicate to pilots about what we do, what happens on the European aviation scene, the challenges our profession faces and the solutions we find along the way.

Throughout 2013, ECA intensified its efforts to provide timely information about the latest developments on the EU aviation policy scene. Active twitter and facebook accounts have provided live updates to ECA followers during important events, such as the Flight Time Limitations vote in the Transport Committee and the EP Plenary. Those tools have helped us not only to provide real-time information and updates but also to interact and increase engagement with pilots.

We have continuously worked to improve our websites, working towards creating more multimedia and content which offers unique and interesting information. This has resulted in increased visits to our websites, many new Cockpit News subscribers & social media followers!



ECA has throughout the year been actively engaged with leading European and international media. Numerous interviews with print, radio and TV have given us the opportunity to provide the pilots' perspective on current affairs. Through in-depth analysis, press releases, press conferences and opinion articles, ECA has proactively approached journalists, shaped agendas and engaged in discussions.

In the long run, we will continue to build up on these improvements and work for better campaigning and effective mobilisation.

71,500

Visitors to ECA's website
www.eurocockpit.be

37,421

People visited www.dead-tired.eu

In the spotlight:

- » EUROCONTROL HindSight: Striking a balance: money vs safety
- » IFALPA's InterPilot
- » Royal Aeronautical Society Wake up call for pilot fatigue
- » SESAR Magazine
- » KRO Reporter Mayday, Mayday
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