Belgian Cockpit Association

Cockpit Flash

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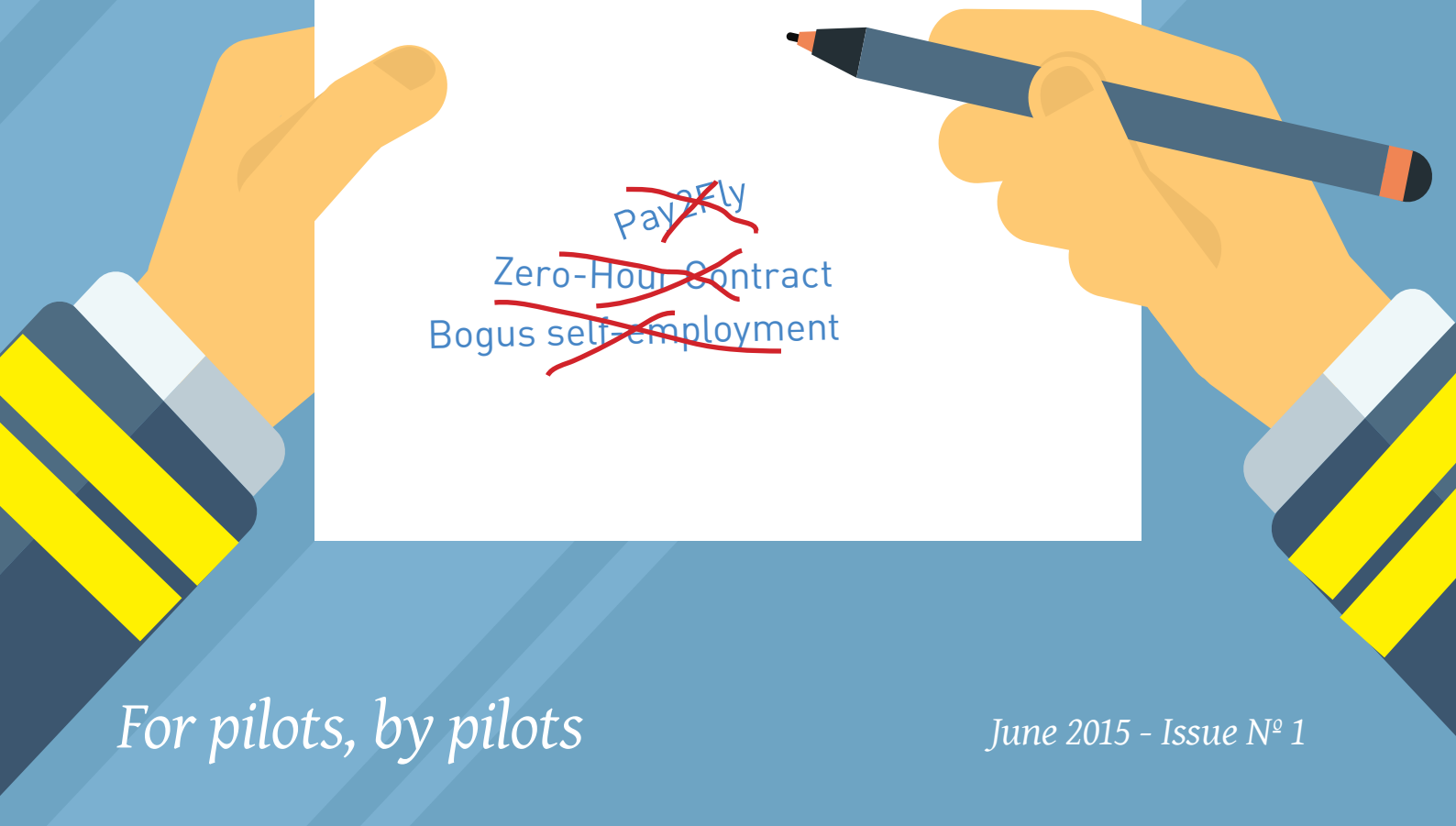


For pilots, by pilots

June 2015 - Issue Nº 1

In this edition

"For pilots, by pilots"

If you wonder who is running BeCA, the answer is simple: airline pilots, just like you! This is well summed up in our motto "for pilots, by pilots". Why is that? Well, who can better understand and therefore tackle pilots' and operational issues than another pilot? Of course, these pilot volunteers don't work alone: they receive the support of two team members, from the administrative and communication points of view.

Today, the BeCA Executive Committee is composed of nine pilots: two from Brussels Airlines, two from Thomas Cook Airline Belgium, two from EAT/DHL, two from TNT and one from Jetairfly. This team works harmoniously with a common vision: defending every BeCA member, every pilot group, and the pilot profession in general – and our profession needs to be defended, now more than ever, with the ongoing challenges we face (pay-to-fly, "zero-hour" contracts, etc.) and reputation issues (as the GermanWings accident).

Our continuous work is declined at three levels:

- National: these are the big files that require experience, contacts and working capacity. We work actively towards the BCAA and the cabinet of transportation to ensure our voice is heard, in close cooperation with unions. We often coordinate with our European and international associations, ECA and IFALPA, to determine common positions and organise common actions. The best example of this is the Flight Time Limitations campaign. Other examples include: EU-US agreements and its consequences on our profession (see the below article on TNT); licensing issues (e.g. the derogation issue for expat members); gathering of data, such as the safety culture survey that we conducted a few months ago; etc. These are the long term, ballistic goals where achievements can take years. But if BeCA does not do it, who will?

- Individual defence of our members: in case of problems, one committee member (loss of licence, incident, etc.) accompanies personally the member in difficulty with experts' assistance (lawyer, colleagues, ECA, IFALPA, etc.). We usually don't communicate about these events, for obvious confidentiality reasons, as you can imagine. However, members who get our support are always satisfied and grateful to us.

- Support to pilot boards: this area is more difficult to understand. Obviously, many members tend to believe that every company is different, and what is going on in their airline has nothing to do with the others. As president in charge since 2008, I can guarantee you that most issues are very similar in all airlines, only timing differs and "local touch". Indeed, no matter what safety, technical or industrial/social issues your airline is facing, I can tell you that they have already happened in another one, or will soon. This is why the sharing of experience and knowledge between airlines' pilot boards and union committees is paramount. Thanks to past events, we can draw lessons, react more rapidly or even act proactively (e.g. the TNT file, see below).

For all these reasons, BeCA was created and has been working hard these past 16 years of activity. But we need our members to make it work! The more pilots we will represent, the more other stakeholders will listen to us. So, share the word and talk to your colleagues to convince them to join BeCA! Joining BeCA is an easy process that can be done online or by (e)mail.

By Capt. Alain Vanalderweireldt, BeCA President

Who is BeCA?

Can you briefly explain the history of the association and why it was founded?

BeCA was founded in 1999, from the merger of the two pilot organizations existing then in Belgium: ABPNL and BFCA. Both associations were competing against each other, and it soon became apparent to both Steering Boards that this was not only counterproductive, but it was degrading the credibility of both associations. Uniting resources and sharing standpoints made the entire pilot group stronger.

What is BeCA's mission and objective?

Very clearly, BeCA's mission is to strive for the highest levels of aviation safety, to defend the pilot profession as a whole, to support pilot groups within their airlines and to assist individual members facing trouble.

Our objectives are achieved through professional working methods. We apply the same methods as managements do: we identify the problems we are facing, we analyze options with the support of internal expertise and external resources (lawyers, ECA/IFALPA and other experts). But unlike profit driven entities, BeCA has only one objective: defending pilots wherever it can. We make consensual decisions, which is not difficult most of the time because we are all in the same boat.

Of course this sometimes needs a lot of work and it may take a long time to see results, which can be frustrating. I am extremely confident in and proud of the pilots' capability to achieve their objectives when they work together with clear, objective and professional methods.

Ok, this is theory, but in practice, what do you do and what have you done?

We are carrying out a lot of work in a whole range of areas. But just to mention a few ones, we can already talk about Cabin Air Quality. For several years, BeCA has been actively involved in this file. Through cooperation with other pilot associations, BeCA is now representing Belgium in the European Technical Commission to create a norm on the subject as well as chairing the ECA Task Group on Cabin Air Quality. You will read more about that in the article below.

Through ECA, BeCA is one of the leading pilot association on FTL. Our expert has been involved in the drafting of the new regulation (Feb. 2016) and is now chairing the ECA working group on FTL.

On pilot pension, although, we could not stop the disappearance of our special Pension scheme, we were able to make sure to have correct transitioning measures in place, thanks to our contacts and expertise, Without BeCA this would have been a whole different story. Our pension committee is still looking into alternative pension schemes and how to make sure the pilots can benefit from one.

As an individual pilot, what benefits do I get?

Well, you get a lot of advantages and support! But, sadly, we noticed that our members don't think of calling their association when they face a problem. BeCA is there for its members and you should never hesitate: we will always do our utmost to assist you. We usually don't talk about these services, for obvious confidentiality reasons, but we have already helped many of our colleagues.

Although the BeCA 24/7 hotline for accidents and incidents is an essential service to our members, there are many other areas where you can get our support:

- Loss of licence: losing our licence is never easy. This is why we have a dedicated working group, chaired by Alain Loiseau, which can assist members who encounter a temporary or permanent loss of licence. Furthermore, Alain always keeps himself up-to-date about insurances, legislation and ensures to talk with the appropriate entities to try and improve procedures and rules.
- Medical: the same working group also gathers information and expertise about what a pilot should do when they suffer from a medical issue, even a small one.
- Legal support: BeCA's lawyer offers every member legal assistance on all collective pilot issues, such as the recuperation of the VAT on pilot training.

- Fiscal advice: every year, we organize the "fiscal days", where our tax expert helps our members fill in their tax declaration. It sometimes allows for good savings!

In addition to these individual services, we also have a wealth of information about all topics linked to the pilot profession. We gather information from different sources and we send regular updates to our members so they always keep posted. Don't forget to make sure that BeCA is in your allowed senders' list!

Last but not least, we represent Belgium-based pilots at European and international levels through our affiliation and active participation in ECA and IFALPA.

I am trying to convince my colleagues to join, but they often reply that they are already affiliated to a union. What can I say to them?

In Belgium, unions are not dedicated to a sole profession. They defend the collective interests of workers. However, within an airline, the pilots' focus may not always be the same as, e.g., the cabin crew's or ground staff's interests. Therefore, unions do not always have the expertise and the knowledge on specific pilots' issues. By working hand-in-hand with unions, BeCA ensures the pilots' voice is taken into account in the social dialogue process. There is a close cooperation between BeCA and unions and they complement each other.

Furthermore, most of the individual services to members (cf. previous question) are not provided by the unions.

Now you have the arguments, so spread the word and convince your colleagues to join!

Some of my colleagues think BeCA is still "Sabena", is that true?

Today, the association's executive committee is run by nine pilots: two from Brussels Airlines, two from Thomas Cook Airlines Belgium, two from EAT/DHL, one from Jetairfly and two from TNT Airways. What else can I say? All Belgium-based airlines are equally represented within our executive committee (except Ryanair and VLM, but we closely follow their issues and have some good contacts within these companies. And we hope they will be able to join one day). We inherited the same fundamental spirit from the ABPNL days, i.e. "for pilots, by pilots", but we adapted the organization to today's reality.

With or without me, BeCA will continue its job, so why join / stay a member?

It is first of all about representativeness: how can we be credible towards our partners and opponents if we only represent a minority of the pilot's community? If we want our voice to be heard, we need to get access to the appropriate platforms and for this, we need members. A very good example comes from our neighbors: the Luxembourg association (ALPL) represents 95% of Luxembourg pilots. I can assure you that Luxembourg authorities and airlines will respect their standpoint!

Secondly, it is a question of solidarity. If everyone only cares for their small garden while the planet is falling apart, sooner or later, their small garden will disappear as well. These people are also the ones who want to join BeCA when they come into trouble and expect us to assist them overnight. This is not how we work: for six months after joining BeCA, the new member only gets part of our services to members.

Finally, if everyone stays alone and thinks "they will do the job anyway", BeCA would simply disappear. And we should not always think about ourselves, but also about future pilot generations. Don't we want to give our children good prospects?

KEEP UPDATED & CONTACT US!

To get information from us, there are 2 simple ways:

- Make sure BeCA is in your allowed email senders' list
- Check our website regularly for updates

For general enquiries and administrative issues, you know Simonne, our secretary, is always there for you! Do not hesitate to send her an email (beca@beca.be) or call her at +32 2 245 34 50.

If you face an accident or incident, call our 24/7 worldwide hotline: +32 2 248 03 68.

For information on issues specific to your airline, you can contact your Vice-President:

- Brussels Airlines: Christophe Sambre (christophe.sambre@beca.be)
- EAT/DHL: Alain Vanalderweireldt (alain.vanal@beca.be)
- Jetairfly: Delphine Saive (delphine.saive@beca.be)
- Thomas Cook Airlines: Bart Smet (bart.smet@beca.be)
- TNT Airways: Rémi Thirion (remi.thirion@beca.be)

For medical or loss of licence issues, contact Alain Loiseau at loss-of-licence@beca.be.

Atypical employment in aviation: a threat for safety and for our profession

When it comes to making profits at all costs in our industry, people can be very creative, threatening both air safety and employment. A study carried out by the University of Ghent and funded by the European Commission revealed that the number of "atypical forms of employment" is increasing in Europe's aviation industry. These new types of "contracts" have many faces: from "zero-hour contracts" to bogus self-employment, passing by Pay2Fly practices. This, combined with the so-called "Flags of convenience" is the ugly reality showing the "race to the bottom" that is taking place in today's aviation. Find out more in this article on this trend that must be banned.

Flags of convenience

As explained in a short video made by ECA, this practice appeared for the first time in the maritime industry in 1919. At this time, a US ship "flagged" itself Panamanian, in order to circumvent US labour rights and maritime security laws. This new business model expanded in the 50' and the US fleet became officially almost "inexistent". The objective is purely commercial: by basing themselves in a country with lower standards, they intend to reduce costs and worsen working conditions. Recently, this practice has been spreading in the aviation industry as well, with airlines such as Norwegian Air Shuttle (NAS). This company imagined a very complex structure and took advantage of loopholes in the EU legislation. It transferred its long-haul flights to Ireland, where social legislation is much less stringent than in Norway. It created two branches: one registered in Ireland and one registered in Norway, with both crews based in Bangkok. They operate flights to Thailand, the US and also intra EU routes.

This "race to the bottom" in terms of pilot's contracts and employment conditions is unacceptable. The EU and the Member States must stop these unfair practices now!

Pay2Fly (P2F)

Imagine you are a newly graduated and motivated pilot. You just got your licence and you are desperately looking for your first job to obtain your type rating. However, you get denied by renowned airlines because of your lack of experience. What are your options? Pay to fly of course! What are the conditions? It is easy: you work as a regular pilot, together with a line-training pilot, on regular flights. However, instead of having your new employer invest in you and pay your training, you are the one who must pay! To sum up: you work, you don't get paid, but you pay your employer amounts that can go up to 100 000 euro! In addition, you are not assured of getting a regular job in this airline once your type-rating obtained. Instead, you may be unemployed, with some experience, but already indebted before even getting a salary. Share ECA's video to raise awareness around you, sign the petition against it and spread it as much as possible.

Zero-hour contract & Bogus self-employment

Other airlines play with the rules and manage to set up dubious systems that are at and over the edge of legality. They force pilots to accept "flexible" contracts. Pilots can therefore sign temporary contracts through work agencies. Another option is to create your own liability limited and work as self-employed; or accept a zero-hour contract: you don't fly, you don't get paid. These types of "contracts" basically mean: no paid annual leave, sick leave, nor maternity/paternity leave. If you know you won't be paid if you call sick or fatigued, will you not feel pressured to fly anyway? Consequences on

safety are obvious. And even if some countries ban these practices, in reality, enforcement of these laws is complicated.

New trends constantly arise. Sometimes they bring progress, sometimes they mean lower standards. In aviation, these past years, these new practices have been reducing working conditions and job opportunities, whilst increasing pressure on pilots, with potential negative impact on safety. This is why ECA has made of atypical forms of employment one of its priorities towards the EU institutions. In Belgium, BeCA will raise awareness about these practices and convince our government to fight at European level for a common legislation banning these systems. You can be part of the fight by educating your colleagues, family and friends!

EASA WG on new business models

A couple of months ago, the European Aviation Safety Agency (EASA) created a Working Group on "New business models", which published a report raising a number of questions and making some recommendations about these so-called atypical forms of employment. ECA and BeCA welcome this initiative, as it recognises that these practices exist and need to be dealt with. The Working Group had very little time to publish its report, so it remains quite general, but it offers a good starting point. You can read ECA's full comments on this report on their website: https://www.eurocockpit.be/stories/20150528/new-business-employment-forms-in-aviation

For more information:

Flags of convenience:

- ECA's Press Release: https://www.eurocockpit.be/stories/20140711/flags-of-inconvenience
- ECA's press kit on NAS: https://www.eurocockpit.be/sites/default/files/socialdialogue_press_kit_14_0711_f.pdf
- ECA's video: https://www.eurocockpit.be/node/2043

Ghent University Study:

- Full study: https://www.eurocockpit.be/sites/default/files/report_atypical_employment_in_aviation_15_0212_f.pdf
- ECA's summary: https://www.eurocockpit.be/sites/default/files/atypical_employment_two_pager_nt_15_0325_f.pdf

New business models:

- ECA's position paper on new business and employment forms in aviation: https://www.eurocockpit.be/stories/20150528/new-business-employment-forms-in-aviation

Pay to Fly:

- ECA's webpage on P2F: https://www.eurocockpit.be/pages/pay-to-fly
- ECA's article explaining what P2F is: https://www.eurocockpit.be/stories/20150511/pay-to-fly-pay-to-work
- ECA's position paper on P2F: https://www.eurocockpit.be/stories/20150424/pay-to-fly-p2f-in-pilots-training
- How much does it cost to become a pilot? https://www.eurocockpit.be/sites/default/files/p2f_pilot_job_costs_factsheet_15_0428_f.pdf
- ECA's video: https://www.eurocockpit.be/node/2276
- Petition against P2F: https://secure.avaaz.org/en/petition/p2f_must_stop/?pv=65

Beyond the Germanwings 9525 Crash: Protecting the pilot profession

On 24 March 2015, Germanwings 9525 flight crashed in the French Alps. The first reactions, quite naturally when such a tragedy happens, were horror and sadness. However, very soon, information leaked from the investigation and the French prosecutor quickly drew "conclusions" based only on the CVR readouts. Within 24hrs, what seemed at first to be an accident actually appeared to be a mass-murder, using a plane as a weapon. The pilot community and the pilot profession as a whole were deeply affected by it. As a professional association representing and defending pilots in Belgium, BeCA believes that this event must not lead to the implementation of hasty procedures, without proper safety assessment and only based on emotional reactions. The Bureau d'Enquêtes et d'Analyses (BEA) released the preliminary report. Below, BeCA expresses its thoughts and concerns relating to this event.

The investigation process

From the very beginning, BeCA warned about speculations and hasty conclusions and condemned the release of investigation information so soon after the crash. This is a clear example of the judicial investigation interfering with the safety investigation. As it already happened with past accident investigations, the public and the media wanted responses, leading the French and German authorities to release confidential information, such as the content of the CVR or the co-pilot's medical record, which should not have been communicated.

Cockpit door procedures

The current cockpit door procedures were implemented following the 2001 terrorist attack on the World Trade Center. As pilots, we know these new rules have been efficient and may have prevented unwanted people from entering the cockpit. With the Germanwings event, this procedure was immediately questioned. Within 48hrs, several airlines put into the place the "four-eye-rule", making it compulsory to always have at least 2 persons in the cockpit. EASA even issued a recommendation along these lines. These new rules were implemented without any safety assessment, which goes against SMS principles, where new measures are put into place only after a thorough analysis of the risks vs. the likelihood has been carried out. We don't know the new hazards this procedure may bring in and BeCA will closely follow up the future recommendations the BEA will issue in its final report.

Psychological assessment of pilots

As stated in the preliminary report, the current psychological evaluation of pilots should be assessed to determine if prevalent regulations can prevent the recurrence of such an accident. We must emphasise that this kind of accidents is still very rare (6 occurrences since 1980) and that stricter psychological screening of pilots will not

necessarily guarantee improved safety. Although the GW event was a crime committed by a mentally ill pilot, it reminds us that pilots are human beings, who can be victims of depression and other psychological problems. With the increase in the number of atypical contracts (bogus self-employment, pay-2-fly, zero-hour contract, etc. – refer to our article in this edition) and the depreciation of working conditions, there is a risk that those problems start growing amongst pilots. The BeCA medical and loss of licence working group is taking care of following up on these issues and the new rules that may arise.

The Germanwings event hit badly our profession, our reputation and our professionalism. The flying public now wants more guarantees about our mental health and this may lead to licensing issues. BeCA, together with our mother association ECA, will work hard to make sure that this crash does not lead to the implementation of counterproductive procedures.

Safety Culture in a SMS[1]

Of all the components of a Safety Management System (SMS), safety culture is often the most difficult to foster. Safety culture is a fundamental element to the foundation of accident prevention and SMS. In fact, a strong safety culture is one of the most effective and systemic way to reduce accident and incident levels within an organization. Unfortunately, one of the major challenges to implementing and sustaining an effective safety culture lies in the age-old battle between protection and production. It stays very hard for some decision-makers to invest in a program that does not have direct contributions to production. A strong safety culture will help prevent accidents, but it is difficult to prove that a zero accident rate is attributed to a strong safety culture.

The aviation industry has, in the past, been comfortable maintaining a reactive position to safety regarding occurrences as isolated incidents, and consistently only taking action when something happens. The introduction of SMS is shifting the focus from enforcement-centered to a more proactive approach, and hopefully will give rise to a culture a safety so firmly established that the perception will be that safety is simply the way to do business.

Creating and maintaining a safety culture sounds much easier than it actually is. Management, initially on board with the implementation of SMS, may become less enthusiastic as they realize that some changes will not be cheap or simple to implement. Some managers may be uncomfortable soliciting and responding to negative feedback, and some staff members may be difficult to convince that reporting honestly on current or potential problems is in their best interest. For some pilots, the idea of admitting personal error may be akin to admitting personal and professional failure – or possibly to committing professional suicide. These are the main hurdles which must be overcome systematically at an organizational level, with a major top-down emphasis on building trust and establishing non-punitive reporting systems. Without these two factors in place, SMS cannot be successful and a culture of safety will not develop successfully.

No matter how interested individual employees might be or what assistance a manufacturer offers, or how insistent an authority might be – none of these factors will have a significant effect on safety without support from top management.

John O'Brian, ALPA's Air Safety Department

How to measure a safety culture? One can see a broken safety culture, but can someone see a strong safety culture? Safety culture can be seen as the seed from which all safety programs stem. A first indicator is when an organization suffer a disconnection between the written policies and the day-to-day reality. For example, one organization may have a 'just safety culture' policy clearly stated in the operating manual. At the same time, some reporters of incidents may suffer retributions or disciplinary actions. Resource management is also a causal factor under organizational influence. If the organization indicates that safety is paramount, but is not willing to devote the necessary resources to ensuring its success, then the consequences are twofold. First, adequate resources are not available to support safe operations, and second, this failure sends an express message to workforce: 'We want you to value safety, but we don't really value safety ourselves'. It is this type of perception that is the biggest threat to the success of any attempt at establishing an effective safety culture.

To conclude, establishing a safety culture early in SMS implementation is important, but it must be constantly nurtured to prevent the 'downward spiral to disaster'. Safety culture is also enhanced when employees know that senior leadership believes in them and cares about their well-being; it makes it easier to adhere to standards and helps prevent from falling prey to normalization of deviance.

1 *Article based on chapter 5 – Implementing Safety Management System in Aviation – Ashgate Edition, 2011*

FRMS Basics Conference in Luxembourg: It is time to get educated!

On 5 May, a delegation of 11 BeCA members attended an FRMS Basics (Fatigue Risk Management Systems) conference organised by ALPL (Luxembourg's Airline Pilot Association) and ECA (our European structure). Considering that SMS is a requirement since the end of last year and that FRMS will become compulsory in all airlines as of 2016, this gathering was very important to educate pilots and other interested parties on this essential concept. In most Belgian companies, these topics are new and a lot needs to be learned. Amongst the speakers were scientists, regulator representatives and pilot experts, including Didier Moraine, BeCA's ECA Director and chair of the ECA Flight Time Limitations Working Group.

What is fatigue?

ICAO defines fatigue as follows: "A physiological state of reduced mental or physical performance capability resulting from sleep loss or extended wakefulness, circadian phase, or workload (mental and/or physical activity) that can impair a crew member's alertness and ability to safely operate an aircraft or perform safety related duties."

Fatigue can be measured either subjectively by having the crew members rate how they feel or objectively by measuring their performance. Sleep quality and sleep restriction are factors that can cause fatigue. Given the specific nature of flight operations, pilots often face these problems and fatigue can become a safety hazard. This is why scheduling must be thought carefully to ensure appropriate rest.

Discoveries in sleep science and circadian rhythms provide a scientific basis for FRMS. But science does not address every detailed operational question. Therefore, there will always be a need to combine operational experience and scientific knowledge to manage fatigue risks.

Safety Culture: a prerequisite to any SMS or FRMS

According to Dr Flaherty, an effective SMS is based on Safety Culture. But this concept is still perceived in different ways. "Everybody wants to have one, but doesn't know what it is, how to get it and if it works."

She feels Just Culture is an atmosphere of trust that has to work on a daily basis. When a mistake has been made, a balanced follow-up is needed with constructive actions behind to avoid future mistakes. An informed organisation is one with a just culture and a reporting culture.

SMS and FRMS: a new paradigm

Mr Daniel Coutelier (EASA) argued that FRMS allows an operator to improve safety and increase operational flexibility. However, this concept brings a totally new paradigm (see previous CF article - http://beca.be/all-categories/140-aviation-safety-towards-a-new-age.html). Whilst in the past regulators performed their oversight duties following a "tick-in-the-box" system allowing to measure legal compliance, they will now move towards a "performance-based system", where it is the operators' responsibility to demonstrate their performance. As a result, operators have to identify their own hazards, analyse the risks and implement appropriate mitigation measures, through their FRMS. If we want this task to be performed properly, it is of paramount importance that all stakeholders be trained and actively involved in the process, including us, pilots. And it is our airlines' responsibility to provide all its crew members the appropriate training.

For such data-driven systems to be effective, data collection is essential (surveys, roster metrics, fatigue reports, self reporting, scientific studies, audits, etc), as well as mutual trust. Crews should be encouraged and trained to report using correct wording.

Mr Delbeke, representing DAC-L (CAA Luxembourg), explained that fatigue is a shared responsibility involving operators and crew members. As fatigue is complex, it is important to understand how the operator is measuring it. A management system helps deal with this complexity.

The implementation process

SMS and FRMS are linked, but FRMS goes beyond SMS in managing fatigue risks. No FRMS can be implemented without a functioning SMS. A project leader (the dedicated person in charge) is necessary for the start-up and stakeholders should be consulted from the early stages of the implementation process. The graph hereunder sums up the SMS/FRMS process.

Like SMS, FRMS relies on effective communication throughout the operator's organisation:

- regular communication to all stakeholders about the activities and safety performance of the FRMS is needed
- crews and other stakeholders need to report promptly and clearly

Inhibitors of an effective FRMS are:

- lack of data
- lack of just culture
- lack of trust in the management
- FRMS not customised
- use of FRMS only to justify operations

A success story: Cargolux

Dr Robert Klein from Cargolux explained the FRMS work within their FSAG, Fatigue Safety Action Group. In this airline, FRM started years ago and a continuously evolving system is in place. Data collection on targeted routes and rotations started from a sleep diary to an advanced tablet application that provides valuable information. Acti-watches are used to measure fatigue. He stressed that fatigue reporting should be made as easy and as accessible as possible to be effective.

As a conclusion, Just culture within an FRMS is vital. It is difficult to build up, but easy to ruin. Fatigue is more than a physiological problem: it is an ethical problem. One of the most frequent reasons for not reporting fatigue is fear of punitive actions from the employers. If implemented properly, "FRMS can be one of those rare win-win programs" for both the crews and the operators. As pilots, it is therefore also our responsibility to be informed about it, to report appropriately and to actively participate in these processes. BeCA's Air Safety Committee has developed some material (a video and a presentation - https://drive.google.com/drive/folders/0BwJQhPJCJtKHflFHMGJkaHlPeWtNMDNJcm-9PUFVVakZSNFdNZkVRbGdVRGpFNk04Tm4tNU0) to help our members understand the subtleties of SMS and FRMS. We invite you to have a look at them and to send us any doubt, question or comment you would have. If you want to go deeper into the subject of FTL legislation, you can have a look at EASA's regulation CS-FTL1 here: https://easa.europa.eu/system/files/dfu/2014-002-R-CS-FTL.1%20-%20Initial%20Issue.pdf

Viewpoint

Jetairfly is a young but profitable company. From a 3 aircraft start-up company in 2004, it evolved in a very short time to an organisation with 22 aircraft (summer 2015). Operations have become more complex with bases in France, Morocco and soon Brazzaville. Pilots are hired from all over the world. Increased productivity and complexity make it challenging to reconcile high workload with better safety levels. It will soon be facing new challenges at European level, with its integration into the "One Aviation" project, which aims to create synergies between the 5 TUI Airlines of the Group.

Aviation consists of several organisational and professional groups with sometimes conflicting interests. Their influence on legislation is not equal. In practice, their contribution is proportional to their (political) influence.

EASA' s position is clear: all stakeholders should be involved in Safety Management Systems. BeCA, the voice of pilots in Belgium is one of them. Its technical expertise on aviation matters is very important for us pilots.

The BCAA also plays a vital role, as it must properly oversee the airlines' safety performance. This requires expertise, skills and adequate resources. BeCA has already made contacts with them in order to offer them our pilot perspective.

In parallel, each company's management is defending their interests which are often different from the employees' representatives' demands. Dialogue between parties is essential and offers a more or less balanced compromise. It is even more important when safety is at stake. At Jetairfly, we have been facing difficulties from management to accept a social dialogue with the unions and even with BeCA. However we are confident that this is evolving in a positive manner.

Safety must never be taken for granted. This is why SMS principles aim to continuously assess past and current procedures. Indeed, empirical success is no proof of safety. Past success does not guarantee future safety. Eroding safety little by little may go well for a while but we never know when we are going to hit the limits.

Although legislation might be appropriate when it relates to individual components (highly reliable technology, well trained personnel with high level standards, well defined responsibilities) accidents can still happen for a number of reasons: relationships, soft issues, such as organisational safety culture, safety data handling, reporting culture, fear of personnel, etc. In addition, legislation that has proven to be efficient in some companies may create threats in others.

In Europe we are stepping into SMS & FRMS: systems based on data collection. Proper reporting and a good Safety Culture are the keys to an efficient SMS and FRMS. The Safety Action Groups and Fatigue Safety Action Groups, that are being created in all Belgian airlines will have a great deal of responsibility in this process. Pilot groups must be represented in these groups.

Furthermore, we, as pilots, have a personal and individual responsibility to report all events, as insignificant as they may seem. Without proper reporting, the implementation of SMS will never have the expected positive results on safety.

Delphine Saive, Vice-President Jetairfly

BeCA 2015 Safety Survey Results: What now?

As you know, from 15 February till 31 March, we conducted a safety survey, aimed at assessing the current level of safety culture in our airlines. The reason for this is the future implementation of the new EU regulation 376/2014 on the reporting, analysis and follow-up of occurrences in civil aviation. We were pleased to receive over 400 replies: thanks to all our members who participated in it and shared the word to their colleagues. You can find in this article a short summary of the results and how BeCA considers the way forward.

Scope & Objective

The study was aimed at all Belgium-based crews. Responses from other operators were therefore discarded. A letter was sent to all safety managers when we launched the survey, to explain the reasons for our initiative and to offer our assistance in analysing the results and imagining the way forward. Despite this letter, several airlines' CEOs expressed their concerns about the publication of the results. We reassured them and promised that only aggregate de-identified results would be published. Indeed, our sole aim is to identify strengths and weaknesses in each airline and help them improve.

The results[1]

In one word: no airline in Belgium can be considered as a bad or good sheep! All of them have their strengths and weaknesses and not necessarily in the same areas. Among the positive points, pilots usually believe that their airline, safety manager and colleagues are committed to safety, although some safety departments seem to lack resources to carry out their tasks properly.

One issue however came out in all airlines: fatigue. The majority of pilots believe their company does not encourage reporting fatigue and they therefore would rather call sick than fatigued. Another interesting point worth mentioning is that most pilots consider they could not work under current working conditions their whole career. This is particularly interesting considering the Belgian government's plan to increase the legal pension age.

Reporting is another area where there seems to be room for improvement. Even if the large majority of pilots recognise that the reporting method is easily accessible and usable, almost a third of them feel reporting can have negative consequences on their career. On the implementation of Just Culture principles, large differences can be noted between airlines. Some of them seem not to make a clear distinction between a no-blame error and an intentional violation. This is problematic as a good safety culture lies on a culture of trust. Not suprisingly, only one airline gets a good score in terms of the implementation of a comprehensive safety management system. Finally, pilots usually think communication towards employees about FDM, safety news and reports could be improved and increased.

The way forward

This study was an important initiative for us and we believe it can become a useful tool for our airlines' management, if they decide so. We have therefore prepared individual reports per airline that we hope to present in the near future in order to discuss the results with the management. The next step would be to organise another, more detailed, survey at company level, to identify more precisely areas for improvement. BeCA will maintain contacts with each airline and will offer its expertise to ensure our airlines are ready for the implementation of regulation 376/2014. We will keep you posted on any new developments.

1 *The full version of the report (http://beca.be/images/safety-survey/Safety_Survey_Results_Members_Only_F.pdf) is only available to our members (a lighter, public version can be downloaded from our website - http://beca.be/images/safety-survey/Safety_Survey_Results_Public_Version_F.pdf), but results per airline have been deidentified. Should you be interested in consulting the results of your airline, feel free to contact us.*

Calling for better rules on the transportation of lithium batteries

In 2010, near Dubai, a UPS Airlines B747 cargo plane crashed due to an in-flight fire, killing both crewmembers. The aircraft was carrying large quantities of lithium batteries. This is not a one-off event. The FAA estimates that over 40 in-flight occurrences (smoke, fire or explosion) involving lithium batteries have happened since their apparition in the 90'. Several airlines, including United Airlines and Delta Airlines, already banned them from their aircraft. The international rules on the shipment and transportation of lithium batteries are not sufficient. IFALPA therefore calls ICAO and other stakeholders to improve current legislation in order to better mitigate the risks posed by lithium batteries.

The risks

Several factors may lead lithium batteries transported in an aircraft to ignite: damage, mishandling, improper packaging, defect, overcharging, lower quality design or when they are exposed to heat or fire. These batteries contain an easily flammable electrolyte and when a battery's cell ignites, it triggers a chain reaction to the adjacent cells. In addition, according to FAA's testing, the typical extinguishing agent used in aircraft today, the Halon, is ineffective in stopping a fire caused by lithium batteries. For these reasons, the transportation of large quantities of lithium batteries, even when packaged properly, poses a hazard to cargo and passenger aircraft. As pilots, we are directly concerned as our safety and that of our passengers is at stake.

Applicable legislation

The current applicable legislation on the transportation of dangerous goods can be found in the ICAO Technical Instructions Safe Transportation of Dangerous Goods by Air. They require all dangerous goods to be packaged and they restrict the quantity per package based on the degree of hazard and the type of. However, lithium batteries used in most consumer devices do not fall under these provisions, when shipped in small packages. Furthermore, the instructions do not put any restriction on the total quantity of lithium batteries aboard an aircraft. This results in tens of thousands of batteries in smaller packages being shipped on the same aircraft.

Our demands

As IFALPA, we believe "that current regulations do not properly address the risk posed by the carriage of lithium batteries as aircraft cargo. [We] therefore urge ICAO, States, and Industry Stakeholders to take action".

First of all, the exceptions granted to lithium batteries must be removed from the ICAO Technical Instructions. Secondly, provisions must be improved. As pilots, we need to be informed about the quantity of batteries on board our aircraft, through a Dangerous Goods Transport Document, as well as a Pilot Notification Form. It is also essential that specific procedures be implemented and that staff be properly trained to deal with fires due to lithium batteries.

We are convinced that these changes would significantly improve the safety of lithium batteries transportation. Should you encounter any issue concerning the transport of lithium batteries, do not forget to report it. You can also contact us in case of problems or doubts.

Sources: IFALPA Position paper 15POS07 (http://www.ifalpa.org/downloads/Level1/IFALPA Statements/Dangerous Goods Committee/15POS07 - Transport of lithium batteries as cargo.pdf and briefing leaflet 15DGBL01 (http://www.ifalpa.org/downloads/Level1/Briefing Leaflets/Dangerous Goods/15DGBL01 - Transport of lithium batteries as cargo.pdf).

Cabin Air Quality: Setting the Standard

All modern jet aircraft (except the B787) are designed to use bleed air in the cabin. This bleed air comes unfiltered, from the compressor section of the engine, to the cockpit and cabin of an aircraft.

In the early years of aviation, mineral oils were used, but as engine technology advanced and higher internal temperatures were encountered, manufacturers started using synthetic oils. These oils contain a series of additives which can be hazardous to our health if we breath it in, be it as a crewmember or even a passenger. In order to prevent these risks and preserve our health, rules need to be set up at European level. After a long struggle, we finally managed to create an industry-wide working group whose task is to set up a norm within 3 years. BeCA already took part in the first meeting and will continue its active participation. In the mean time, all of us, as pilots, can contribute to this work by reporting any event linked to cabin air contamination.

A bit of history

Adverse effects on health and safety were reported by US Air Force pilots as early as in the 1950s. The problem is thus not new.

Although at the beginning of aviation bleed air was not used, it started being used with the introduction of the Caravelle in 1957. In the 60s, both bleed air systems and turbo compressors or blowers (ex B707, DC-8, etc.) were used to pump in air in the cabin. They did not have an oil fumes issue, but were too heavy and consumed too much fuel, so a bleed air system was gradually used in all airplanes.

What is wrong?

The design has not changed since the beginning of its use, and the main issue is that the air/oil seal supposed to prevent engine oil from "entering" the cabin can, by design, leak. The proper functioning of the oil seals depends on air pressure. During pressure build-up (e.g. engine start) and transient operations (e.g. changes in thrust lever angles), small pressure surges occur and oil mists can enter the cabin air.

Without getting into too much technical detail, many of you are already aware that oil smell, or, more generally, contaminated cabin air (hydraulic, de-icing fluids, etc.), is a hazard to flying. As a result of breathing in contaminated air, we can encounter the following symptoms : blurred vision, headache, nausea, slower reaction time, problems concentrating... and the list goes on.

Some cases even lead to incapacitation of pilots with long-term health effects or even loss of medical certificate.

Although an airplane is equipped with cabin temperature and cabin pressure indication, it does not have a detection system to warn us about contaminated air.

The only way to know if we suffer from contamination is to smell it. The neurotoxic components in the oils itself are odourless, but other components of the oil offer a good indication. However, smelling can be subjective, as some of us are really sensitive to it and others not at all.

Currently, besides troubleshooting the pack it comes from, our only solution is to don the oxygen mask once we are confronted with contamination, and the only weapon we have is to report any event of contamination, through an ASR and in the aircraft techlog. It does not matter whether you felt ill or not.

Underreporting of contamination events is the biggest obstacle to moving forward.

What are the rules and standards?

Until 2013, a European norm on exposure standards (CEN 4618/4666) existed. Unfortunately, this standard was not suitable to the aviation world as it only related to non-heated mixtures, exposures of 8h maximum, only 1 chemical substance at a time without considering

their synergetic effects. It did not protect passengers or crewmembers' health. Moreover, the standard described some typical chemical substances that also apply to indoor quality of buildings, but it did not even look into the chemicals that are used in the engine oils.

Thanks to the efforts of different organisations (passenger/consumer and pilot/cabin crew associations, etc.), including BeCA, this norm was revoked in 2013.

Today, after a lot of content work, we are in a position to set up a new norm (CEN/TC436) thanks to the creation of CEN working group. The CEN is the European Committee for Standardisation which aims to create a norm through a platform (technical commission) where all stakeholders try to reach a consensus at European Level. This commission is composed of representatives from the whole industry coming from all over Europe: pilots, cabin crews, aircraft/engine manufacturers, national norm offices as well as consumer/travellers' associations. Belgium is represented through BeCA.

A first meeting took place on April 20th in Brussels at the CEN headquarters, which aimed at setting a timeline and working method.

Once a consensus is reached, the norm will have to be applied by all European countries.

As you can imagine, every party has its own point of view and finding a consensus will be no easy task.

Not only do we need to be able to identify the problem, but we must also set the lowest possible thresholds, get an approved sampling/measurement that can lead to detection instruments with cockpit warnings and training, but most importantly, we also need to have proper preventive health and safety standards on aircraft.

The whole process should take around 3 years (if there is no extension), and there will be 3 to 4 meetings per year, the next one being planned in early July.

Change does not happen over night, nor can it happen through an individual effort. Therefore, BeCA is working in close cooperation with sister associations to help shape the cabin air quality of tomorrow and you can help by reporting any contamination event you might encounter.

If you have any questions or want further information, don't hesitate to check our website (http://www.beca.be/safety-issues/cabin-air.html) or to contact us.

ECA Task Group on Cabin Air Quality

Congratulations to Vinciane Cabaret for her position as chairwoman!

At the November 2014 ECA Conference, it was decided to create a Task Group on Cabin Air Quality. The aim of the group is to develop a common position at European level and share information and practices. The group met for the first time on 10 June and plans to meet two-three times a year. At the first meeting, the Terms of Reference were approved and the chair was appointed: we are proud to have our Assistant Secretary and expert in cabin air quality, Vinciane Cabaret, as chairwoman of the group.

Brussels Airlines

BeCA Unhappy about hiring of foreign FOs

Brussels Airlines recently hired six foreign First Officers holding an MPL (Multi-Crew Pilot Licence) with an Airbus A320 type rating acquired from Lufthansa Flight Training. Apart from some licensing issues (an MPL is linked to an ATO and an operator), this raised a question: why does Brussels Airlines hire foreign pilots when so many freshly graduated Belgian pilots are looking for a job? No need to remind that hiring at this moment is very rare in Belgium.

As BeCA was not convinced by the official answer of the company ("we cannot find in Belgium pilots with the same competences"), we sent a letter to Mr Gustin, b.air CEO, to ask him explanations about these statements. We also expressed our disappointment and regret about this decision. We are still waiting for his answer. But 4 Belgian Avro First Officers were hired recently.

EFB

EFB are now distributed to all pilots. It is a Windows Surface Pro 3 tablet identical to the ones used by the Lufthansa and Austrian pilots. However the project is still far beyond planned schedule (the implementation had already be published on the Lufthansa intranet in May... 2012). The use of the EFB in flight is restricted to some instructors and only a few aircraft are equipped with holders and power plugs.

For the moment, its content is limited to the Lido charts and En-Route Manual (not even aircraft documentation, which is available on the company intranet "SharePoint"). It takes some time between the publication on SharePoint and the update of the official paper documents on board.

Unfit to Fly

It seems that the number of crews reporting unfit is increasing over the past few years. More than 300 crews reported unfit on a one year period of witch 40% were cockpit crews. This tends to confirm the results of the recent BeCA safety survey over fatigue.

Avro

No changes foreseen this year. At the moment the phase out of the 12 Avros is still planned for May 2016 (to be completed in November 2017). A Wet Leased aircraft has been added recently on this fleet. A320 conversion of the crews will start in November 2015.

A320

8 First Officers upgraded to Captains, with a 3-year contract.

A330

14 years after the first flight to Nairobi, operations to the Kenyan capital will stop in October. Flights will be operated by Swiss. Frequencies to some West African destinations will increase and flights to Accra will be operated again after 3 years of interruption. But still no fleet expansion in sight despite the promises of the plan "Beyond 2012".

Temporary/contract pilots

Temporary/contract pilots are currently flying on the Brussels Airlines fleet and aircraft are still wet leased to operate several destinations.

Christophe Sambre, Vice-President Brussels Airlines

EAT/DHL

Fleet

EAT/DHL has progressively expanded its A300-600 fleet now to 22 ships, serving DHL European and Middle east networks. At the same time its 33 B757s need replacement (11 of them operated by EAT/DHL, 22 ships under G- AOC operated by DHL Air UK).

As DHL air arm provider, the activity of EAT is closely linked to the expansion of the express freight business, which is still booming due to development contracts between DHL and e-commerce companies.

The substitution of the B757s is causing some difficulties as the second hand market, under pressure from China and from DHL's competitors (Fedex), is quite limited. However, the plan is still to replace the 11 EAT B757s by more modern, PW powered and full EFIS Boeing 757.

Flight Data Monitoring Protocol

On the safety part, BeCA is continuously developing cooperation with Vereinigung Cockpit (VC), the German pilot association. A concrete example being the preparation of a new FDM protocol, which has to incorporate specificities for both the Brussels and Leipzig bases. Although FDM is commonly defined in EU EASA texts, it requires coordination with respect to the two National labour legislations to cover legal implementation and avoiding interferences with disciplinary sanctions legislations.

The initial FDM protocol prepared by BeCA for EAT Brussels in 2005 had progressively been turned by the EAT safety department into a unilateral document instead of a mutually agreed text. This combined with some concerns regarding a totally blame free culture is making the FDM protocol an important target.

Industrial

Coordination between the two EAT works councils (Leipzig and Brussels) is slowly progressing. If "Belgian" block rosters contract, BRU and LEJ bases, are quite similar, the new contracts based on a flex roster system continues to create distortions on issues like fair sharing of flight duty hours (the last contract being remunerated partially by the hours, while the two others aren't). The first CLA covering Leipzig based pilots should help to harmonize pilot groups terms and conditons.

Vinciane Cabaret (BeCA / VC Representative)
Alain Vanalderweireldt, Vice-President EAT/DHL

TNT

Planned TNT Takeover by FedEX: TNT pilots' jobs and careers must be protected!

A couple of months ago, it came to our attention that FedEx is planning to take over TNT Airways. Having in mind our bad experience with UPS a few years ago, BeCA, jointly with unions, immediately took action with one sole objective in mind: protecting TNT pilots' jobs and careers.

What's at stake? Our jobs! Let's face it: the (not so well) hidden intention of our US colleagues is to take our jobs. And they will try even if a US pilot costs twice the price of a European pilot. It is unacceptable that pilots who have loyally served the TNT network for the last 16 years would lose their job and career protection. This is why we need to be proactive and act quickly: it is of paramount importance that we meet our US counterpart in order to sign a convention with them that will protect our jobs. The task will not be easy, but we already sent a request for mutual assistance to ECA and IFALPA, who have large experience in these matters.

At the same time, we need to lobby the EU institutions. Indeed, should TNT Express' airline be divested in compliance with applicable airline ownership regulations, BeCA exhorts EU regulators to set conditions and constraints in order to protect the European aviation business. European airlines paying their taxes in Europe contribute to the economic revival, while US operators transporting freight within Europe with US planes and workforce don't. The European Commission must thus protect European cargo, by making it mandatory for foreign operators flying to and from Europe to use European workforce, just like the US protects its own air business.

BeCA will closely follow this file and do whatever it takes at political and company levels, together with unions, to ensure TNT pilots are protected.

Rémi Thirion, Vice-President TNT Airways

Jetairfly

Compared to last year, the situation at Jetairfly has improved and things are running quite smoothly for the moment. Below is a summary of what has happened lately and of what has yet to come.

Operations

Because of the delayed ECAIR operation, we now have more pilots, which helps stabilise the rosters. Efforts have also been made to improve the scheduling department. The first ECAIR aircraft has finally arrived in Brussels and operations will start soon, creating a challenging opportunity for many interested pilots.

For the moment, the Embraer sector is the most challenging one with some heavy flight combinations. For those concerned, don't forget to file a fatigue report, when needed.

Stability and reward system

The Line Managers' stability and reward system is in effect since April, now almost 3 months. To evaluate this system and rectify the pitfalls, we will need at least a year. In the mean time, should you encounter any problem, don't hesitate to inform us.

Financial results

Last year's financial results were released and of course they are outstanding!

One aviation project

Regarding the One Aviation project we will receive new information on the 16th and 17th of June. It seems the strategy will change into a more regional approach by the airlines. However, synergies will still be created in many departments such as engineering. We'll obviously keep you posted. The planned mixed company flying between Arkefly and Jetairfly created some difficulties that could not be resolved in time and the project has been postponed (if not cancelled...).

TPG

Beginning of June the TPG held its quarterly meeting in London. A more formal structure of this body has been created to improve its effectiveness. Trans National Agreements will involve all national representatives. A chairman and vice-chairman will improve communication with our European group management and between national member representatives.

Pilot representation

At Jetairfly we still have a problem regarding pilot representation. Representativeness is essential when it comes to airlines concluding agreements to share production: they need a spokesman representing all pilots. All the other airlines of the group are represented by their respective professional pilot association. Most of them have about 90% of their pilots affiliated to these unions.

The more pilots become BeCA members, the more bargaining power we will have in front of our management. It is time to convince every Jetairfly pilot to join BeCA!

BeCA is accepted by the TPG and has been in contact with the TPG for years. However, we don't even have 50% of our pilots being a member of BeCA. By Belgian law BeCA is not a legal union, but it is our professional association, created by pilots and working for pilots. After the Sabena and Sobelair bankruptcies, BeCA carried out a restructuration and redefined its priorities. It succeeded and it is now the professional association of every Belgian pilot.

Sometimes I see people being afraid of showing interest in BeCA, this is something I don't understand. BeCa is not synonym of strike. It is an association with lots of technical expertise on aviation topics and defending the pilots. This is always done in the most constructive and professional way. Very soon, we will start a recruitment campaign and I hope to improve our representation at Jetairfly. For this, I will need you to convince your colleagues! I hope I can count on all of you for your support!

Many thanks and kindly yours.

Delphine Saive, Vice-President Jetairfly

BeCA meets the BCAA

On June 4, a BeCA delegation met the managers of the Belgian CAA Licence Department. The agenda covered several issues linked to the implementation of the EASA Part-FCL regulations but also the complaints about the degradation of the service provided by the Licence Department: access limited to 2 half days a week, department accessible by phone only 2 hours per day, delay in issuance of some licences.

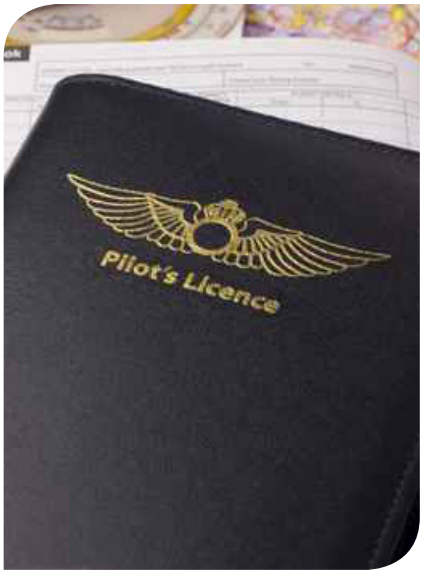
We are pleased that BeCA is now considered as a true partner in licensing issues

Mr D'Homme, the Head of the Licence Department, admitted those shortcomings were mainly due to a lack of resources. The move to the new offices (now located Rue du Progrès 56/Vooruitgangsstraat 56, at 5' walking distance from the North Station) combined with the implementation of Part-FCL worsened the situation.

During this fruitful meeting, we discussed the following topics:

According to EASA regulations, pilots flying for 3rd country operators (i.e. operators not under EASA regulations) can convert their licence and rating obtained in a 3rd country provided they demonstrate experience and recency on type and they pass an EASA LPC. The former JAR FCL regulations allowed those pilots to receive a JAR licence with a type rating restricted to this 3rd country without passing a JAR LPC, but this was "forgotten" in the EASA FCL.740 regulation. Since most of the other EASA countries still deliver (and even revalidate) those restricted licences and ratings, we asked our CAA to submit to EASA a derogation identical to the one submitted by the French DGAC.

Pilots who get a new rating after the completion of ZFTT (Zero Flight Time Training, i.e. training including touch and goes exclusively done in a simulator) receive now a licence bearing the mention "XXX rating restricted to [operator's name]". This is just a reminder that the type rating will only be completed after 4 landings in an aircraft of the type. This will be done in the first day(s) of line training, under the supervision of a TRI. When the BCAA receives the confirmation of the airline that the landings have been completed, they will issue at no extra cost a new licence with an unrestricted type rating.



The BCAA reminded that only 1 pilot could log the flight time as PIC: the left hand seat pilot (or the instructor for training flights) is the Commander of the flight and can log flight hours as PIC. This is also applicable to cruise relief captains.

New licensing regulations recently introduced (Multi-crew Pilot Licence, multiple choice questions for theoretical tests...) proficiency check requirements. These are no more in line with the new threats of modern aviation and might therefore lower the level of skills and competences. Recent accidents (AF447, Asiana 214, TransAsia 235...) emphasised those concerns. Working groups are now set up at international level to counter this negative tendency and new licensing requirements (like upset recovery, open questions...) might be introduced in the future.

We are pleased to see that BeCA is also considered as a partner for licensing issues and we will closely monitor the whereabouts of the derogation to FCL.940.

WANTED - Your pictures!

To illustrate all our internal and external communications, we are constantly looking for images of planes, pilots, uniforms, airports, control towers, etc.

Any pictures you would like to share with us? Then, do not hesitate to send them to us at pamela.grillet@beca.be. The pictures will only be used for our own communications and, if you want so, labeled with your name.

Meeting with Cabinet Galant - 7 May

On 2 April, the old routes were reimplemented at EBBR, based on the residents' demands about noise issues. Although it is not part of our responsibilities to decide about what routes need to be followed, we believe that we must have our say if these routes have a potential impact on safety. The previous cabinet, led by Mr Wathelet, never listened to us, despite our repeated requests, and gave preference local political inputs. We therefore decided to approach the new cabinet. On 8 April, we sent a letter to Mrs Galant, explaining the safety issues at EBBR. We recommended that an independent technical committee be created, in order to tackle safety issues at EBBR. This committee must be composed of all relevant stakeholders, including pilots, represented by BeCA. Three priorities can be identified: to give priority to safety in the selection of runways (avoiding excessive tailwind component on landing); replacing VORs 07 by a precision approach (ILS 07L); and the installation of emergency arresting systems (EMAS) at the end of runways 19 and 25s (as recommended in the Kalitta accident report). Following this letter, we were pleased to be invited at the table. A. Vanalderweireldt (President) and Ch. Verleye (Executive Secretary) met with Cabinet Galant on 7 May. This meeting was a very important first step in the recognition of BeCA as a true partner in safety by the Minister. Next meeting will be planned at the end of summer.

Belgocontrol blackout

On 27 May 2015, Belgocontrol suffered from an electrical failure that paralysed the Belgian airspace for most of the day (from 9.30 AM to 5.30 PM), with many flights cancelled and redirected. Some of you were probably flying or about to take off when it happened. It is difficult for us to understand the reasons why the backups did not work. Lessons must be drawn from the incident to ensure it does not happen again in the future.

New website

In February, after several months of hard work, we published our new website. This redesign and restructuring was necessary to ensure our website is up-to-date and easily accessible to our members. Our aim is to make it user-friendly, intuitive and, above all, resourceful. As you have probably noticed, it is divided into different menus and sub-menus, explaining all the issues BeCA is working on. As a BeCA member, you have a personal access to the private part of our website. Once logged in, you are thus able to read articles and access sections that are invisible or restricted to the general public. You should all have received your password. Should you encounter any trouble with the website or should simply have any comment/suggestion on it, please feel free to contact our communications officer and webmaster, Pamela, at pamela.grillet@beca.be

Free simulator session: Participants thank BeCA

On 19 February 2015, thanks to BeCA, we had the opportunity to attend a free B737NG sim session at Venyo in Gosselies. After a 1-hour briefing in a classroom detailing us the basics of flying a jet aircraft, we went to the simulator. Despite being a Fixed Base Simulator (the simulator is still in development stage, the aim being to have it certified as a Full Flight Simulator to perform B737 type ratings), it was an amazing experience of real flight feeling, thanks to the realistic hardware and an incredible visual system. The three of us had the chance to spend almost 3h at the controls, performing as flying pilot and monitoring pilot the different flight phases: takeoff, approach, go around, landing and even some engine failures! We had thereafter a good debriefing, which is essential for people in our situation.

During this session, we realised how difficult it is to maintain flight skills without flying, a lesson to remember for all the jobseekers: we need to keep on training to maintain our skills and be ready for an assessment.

It was a very profitable training, without stress or pressure, and we really enjoyed it!

We invite all jobseekers to apply for it, should BeCA offer this opportunity again in the future!

Thank you Venyo and BeCA for this fantastic opportunity.

Marty Wery and David Faye, Jobseekers

High level conference on social issues

On 4 June, our European structure, ECA, participated in a high-level conference on social issues organised by the European Commission, with the aim of setting a "Social agenda for transport" (http://ec.europa.eu/transport/media/events/2015-06-04-social-agenda-for-transport/programme.pdf). ECA's Vice-President, Jon Horne, made a speech explaining the pilots' perspective on employment and working conditions in the aviation sector. ECA's message was straight-forward: decent employment conditions and fair rules are a must to the future of aviation. This meeting was an important first step in the recognition by the European Commission of the challenges raised by growing practices such as flags of convenience, pay to fly, bogus self-employment, etc. Stakeholders from the whole industry were invited, speaking with one voice: these practices must stop and the EU Commission has a role to play. We hope that this meeting will set the path to new legislation on these issues. For more information on the meeting, please have a look at https://www.eurocockpit.be/node/2292 and https://www.eurocockpit.be/stories/20150604/europe-an-transport-an-ugly-social-reality-behind-the-fa-ade.

ECA makes 4 wishes to Ryanair for their 30th birthday

Exactly 30 years ago, in 1985, Ryanair was founded. It is now one of the most profitable companies in Europe, thanks to bad employment practices. They celebrated their anniversary in a building just in front of ECA's office. This was the perfect opportunity to join them, expressing four wishes:

- Direct employee contracts for all crew
- Fair and decent employment
- Trust between employees and management
- Union recognition

Let's continue the fight to have those wishes come true!

Drones - Remotely Piloted Aircraft Systems (RPAS)

On 11 May, ECA issued a Press Release (https://www.eurocockpit.be/stories/20150511/new-partner-or-threat-in-the-sky) and published a position paper (https://www.eurocockpit.be/node/2260/) on RPAS. These technologies are promising and seem harmful. But they still are in the same sky as us and ECA wants to raise awareness about the risks they may pose. It calls for a safe integration of these systems - sometimes referred to as "toys" - in Europe's airspace.

FTL calculator

On 17 February, one year before the implementation of the new Flight and Duty Time regulation, ECA launched its new FTL Calculator, an application available on Android and Apple devices, as well as on all computers. It took ECA's experts, especially our ECA Director Didier Moraine, several months of hard work to develop it. Your can find out more about it and download it here https://www.eurocockpit.be/pages/eu-ftl-calculator-easa-rules.

BeCA will soon develop its own one, based on ECA's, but with our news and logo, so you can stay up-to-date with what we do!

Note that it calculates your FTDT according to the future legislation, not the current one. Until 18 February 2016, you can still use the old calculator based on Subpart Q, also developed by Didier: https://www.eurocockpit.be/pages/ftl-calculator.

ECA's new publications

- **Secure skies:** In this paper, ECA maps out the key areas for aviation security today and tomorrow as well as the pilots' perspective on improving aviation security (https://www.eurocockpit.be/sites/default/files/secure_skies_14_1203_online.pdf).

- **The future of flying in a single European sky - a crew perspective:** The Single European Sky initiative – set to modernise our airspace – outlines ambitious targets that will create a completely new operational environment, based on trajectory management, highly performing technologies and a much more strategic role for the flight crew. These changes are welcome and – at the same time – raise a number of challenges, such as the ability to increase both efficiency and safety. European pilots, as front end users affected by these changes, outline policy recommendations and prerequisites for successfully meeting the challenges of our future seamless skies. https://www.eurocockpit.be/sites/default/files/the_future_of_flying_in_a_ses_15_0411_online_f.pdf.

Changes in ECA Team

In November 2014, at the ECA General Assembly, Dirk Polloczek, from VC the German pilot association, was elected as new President, replacing Nico Voorbach, after four years at the head of the association.

In February 2015, Céline Canu left ECA. She was replaced by Rosella Marasco as Professional Affairs Officer, in charge of security, external relations and industrial issues. We wish Céline good luck and a lot of success in her new life.

Want more news from Europe?

If you are interested in European developments and want to receive pilot news, feel free to register to ECA newsletter online (https://www.eurocockpit.be/webform/subscribe-to-eca-newsletter).

Interesting reading

- Sterile radio procedures: Wolfgang Starke explains why errors are more likely to happen in the phases of flight where there is more workload, i.e. taxi, take-off, approach and landing (http://www.skybrary.aero/bookshelf/books/3086.pdf)

- Germanwings Flight 9525: A new complication for Europe's 'Just Culture' safety plans. Paul Reuter talks about the challenges and questions raised by the GW crash on just culture and accident investigations (https://www.eurocockpit.be/sites/default/files/aerospaceamerica_just_culture_paulreuter_may_2015.pdf).

IFALPA Positions on Cockpit Voice Recorders

IFALPA recently released three positions on the Cockpit Voice Recorders:

- Airborne Image Recorders and Recording systems: whilst some accident investigation authorities recommend to implement those systems, IFALPA/BeCA remain opposed to the installation of those recorders, for a number of reasons, including privacy issues, misinterpretation of data and their potential negative consequences on safety investigations. You can read the full position here: http://www.ifalpa.org/downloads/Level1/IFALPA Statements/Accident Prevention/15POS16 - Airborne Image Recorders (AIRs) and Recording Systems (AIRS).pdf
- CVR Erase function: IFALPA/BeCA restate their position that a Cockpit Voice Recorder erase function must remain accessible to the crew from the flight deck on all commercial aircraft. This is essential to prevent misuse of data, e.g. publication in the media or listening to flight crew conversations by airline staff. CVR data must be used for the sole purpose of safety. To read the full position paper, you can go to: http://www.ifalpa.org/downloads/Level1/IFALPA Statements/Accident Prevention/15POS17 - CVR Erase Function.pdf
- Extension of Cockpit Voice Recorder (CVR) duration: Some recent reports of accident investigations have included recommendations that the CVR recording duration should be extended. However, given the numerous misuses of CVR data. IFALPA/BeCA warn that any increase in CVR duration will result in an increased risk of misuse. IFALPA/BeCA therefore believe that the information contained in the CVR should be limited to recording the current sector only. To read the full position paper, you can go to:: http://www.ifalpa.org/downloads/Level1/IFALPA Statements/Accident Prevention/15POS15 - Extension of Cockpit Voice Recorder (CVR) Duration.pdf

IFALPA Conference

Madrid 10-13 April

IFALPA held its annual Conference in Madrid on 10-13 April. We are glad to announce the election of Martin Chalk as new President of the Federation. Martin Chalk acted as President of ECA for several years and largely contributed to the restructuring of the association. At the conference, he stated that : "Our strength is our unity. Together we produce the finest advice in the aviation world. And together we can be the most potent force in the industry". One of his objectives is to bring social and industrial issues within IFALPA's core business.

News from your fellow pilots

New landings

- Laurent Gilsoul's family (Captain TNT Airways) is happy to announce the birth of their son Evan, who joined his sister Aubrey on 20 March 2015.
- Bert Naessens (F/O Thomas Cook Airlines Belgium) & Deborah Masfrancx are the happy parents of Eduard, born on 14 November 2014.

In Memoriam

It is with great sadness that we were informed of the death of our colleague Pierre Lelubre, Captain at DAT, on 19 May 2015. Our deepest thoughts go to his family.

Belgian Cockpit Association

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