



IATA Survey - Results

Status of your pilot population as of 1st December 2020, in regard to ICAO Annex 1 and Annex 6 standards

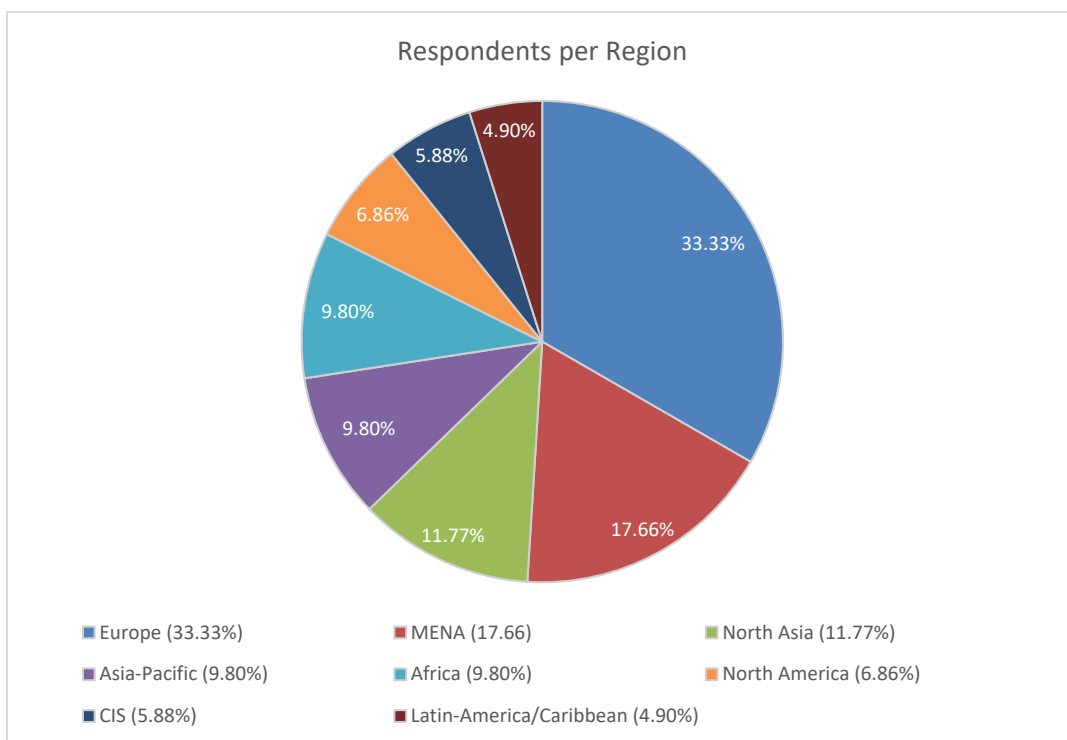
Introduction

The objective of the survey was to gain a better understanding of the status of IATA's member airlines' pilot populations in regard to ICAO Annex 1 and Annex 6 standards, in terms of licensing and training recency validly, and recent experience in operations. (Details of the ICAO standards can be found in Annex 2 of this document.)

The survey contained eight questions. A total of 102 airlines have completed the survey.

The first question collected contact details about the respondents, such as the name of their airline and the country. This allowed us to establish the following breakdown of airline respondents per region (as per the IATA regions).

The graph below illustrates the fact that all regions are represented with a highest rate of response from the EUR and MENA regions and a lowest rate of response from the Commonwealth of Independent States (CIS) and Latin-America/Caribbean regions.





Survey results

Global overview

The macroscopic result is the following, as an average:

- 87% of the respondents indicated that the majority of their pilot population is fully compliant with ICAO standards.
- 8% of the respondents indicated that the majority of their pilot population is not compliant with ICAO standards, but benefits from a valid alleviation
- 5% of the respondents indicated that the majority of their pilot population is not compliant with ICAO standards, and the alleviation has lapsed (or no alleviation)

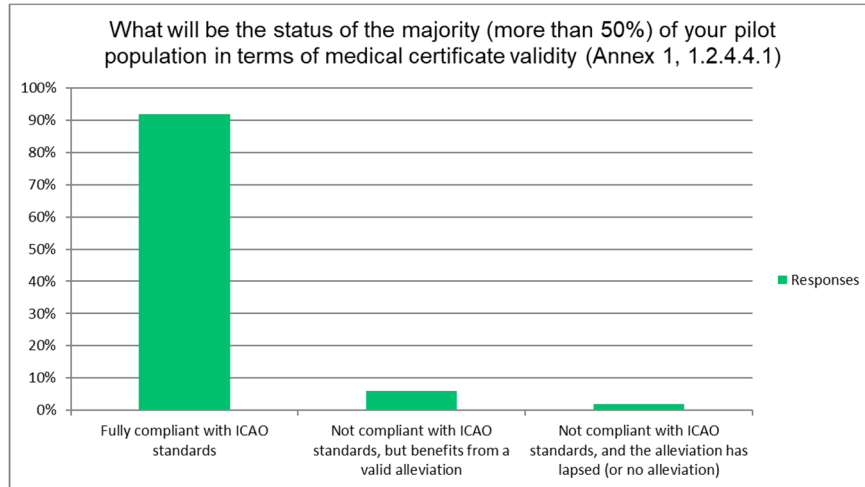
The global overview demonstrates that the respondents have globally maintained the majority of the pilot population in compliance with the ICAO standards. **This good result must be nuanced knowing that many of the respondents have grounded a significant number of their pilots for long periods.**

Note: Of the average 5% who answered that the majority of their pilot population is not compliant with ICAO standards, and the alleviation has lapsed (or no alleviation), many commented that a large portion of their pilot population is currently grounded due to a significant reduction of their flight program.

Detailed overview

Question 2. What will be the status of the majority (more than 50%) of your pilot population in terms of medical certificate validity (Annex 1, 1.2.4.4.1).

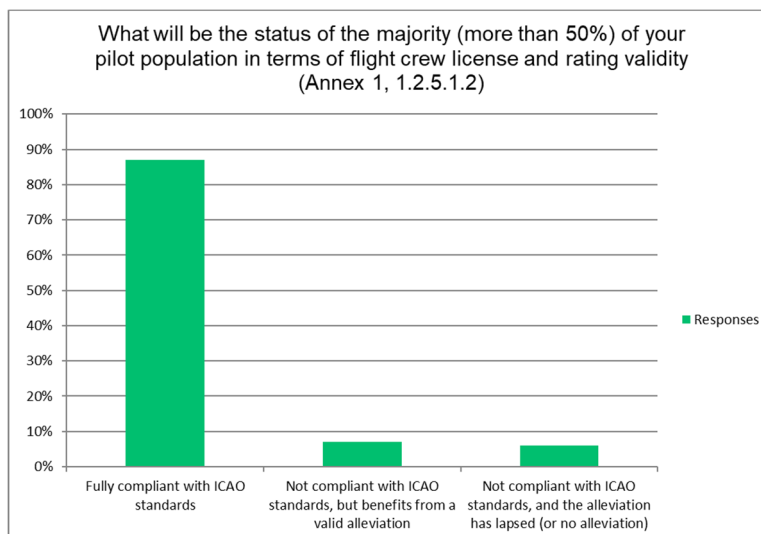
- **92%** of the respondents answered that they are fully compliant with ICAO standards.



Answer Choices	Responses	
Fully compliant with ICAO standards	92%	94
Not compliant with ICAO standards, but benefits from a valid alleviation	6%	6
Not compliant with ICAO standards, and the alleviation has lapsed (or no alleviation)	2%	2
	Respondents	102

Question 3. What will be the status of the majority (more than 50%) of your pilot population in terms of flight crew license and rating validity (Annex 1, 1.2.5.1.2)

- **87%** of the respondents answered that they are fully compliant with ICAO standards.

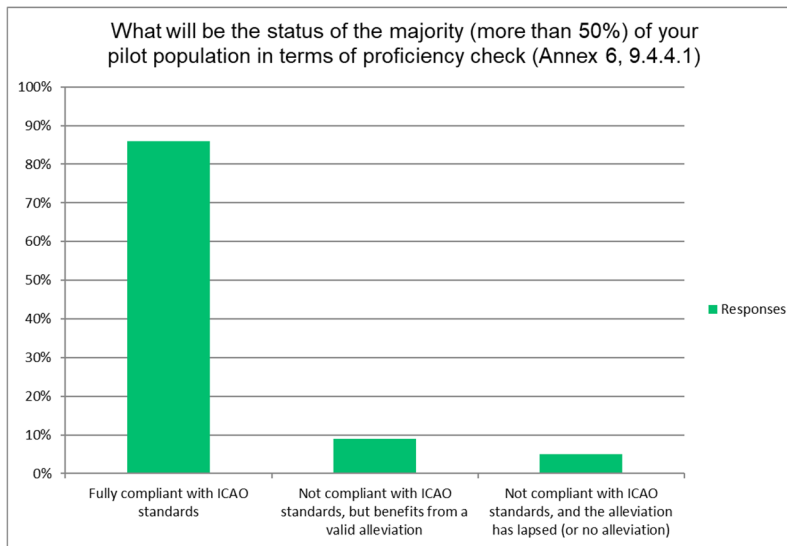




Answer Choices	Responses	
Fully compliant with ICAO standards	87%	89
Not compliant with ICAO standards, but benefits from a valid alleviation	7%	7
Not compliant with ICAO standards, and the alleviation has lapsed (or no alleviation)	6%	6
	Respondents	102

Question 4. What will be the status of the majority (more than 50%) of your pilot population in terms of proficiency check (Annex 6, 9.4.4.1)

- **86%** of the respondents answered that they are fully compliant with ICAO standards.

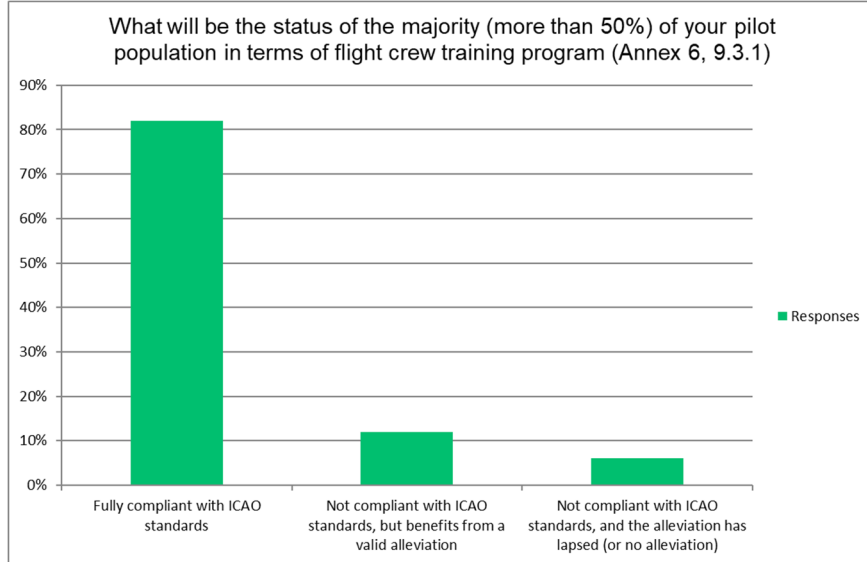


Answer Choices	Responses	
Fully compliant with ICAO standards	86%	88
Not compliant with ICAO standards, but benefits from a valid alleviation	9%	9
Not compliant with ICAO standards, and the alleviation has lapsed (or no alleviation)	5%	5
	Respondents	102



Question 5. What will be the status of the majority (more than 50%) of your pilot population in terms of flight crew training program (Annex 6, 9.3.1)

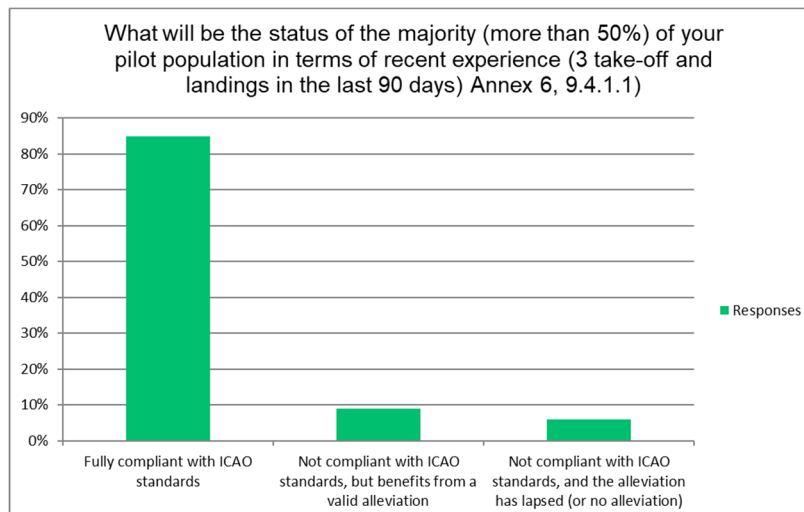
- **82%** of the respondents answered that they are fully compliant with ICAO standards.



Answer Choices	Responses	
Fully compliant with ICAO standards	82%	84
Not compliant with ICAO standards, but benefits from a valid alleviation	12%	12
Not compliant with ICAO standards, and the alleviation has lapsed (or no alleviation)	6%	6
	Respondents	102

Question 6. What will be the status of the majority (more than 50%) of your pilot population in terms of recent experience (3 take-off and landings in the last 90 days) Annex 6, 9.4.1.1)

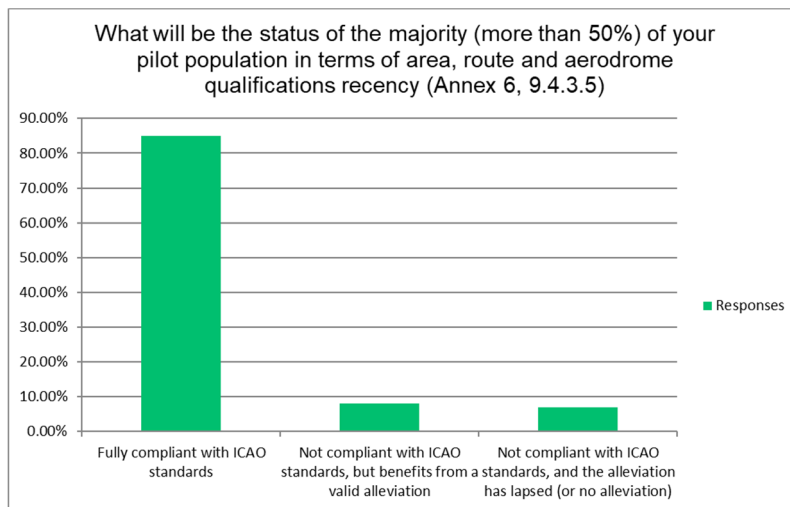
- **85%** of the respondents answered that they are fully compliant with ICAO standards.



Answer Choices	Responses	
Fully compliant with ICAO standards	85%	87
Not compliant with ICAO standards, but benefits from a valid alleviation	9%	9
Not compliant with ICAO standards, and the alleviation has lapsed (or no alleviation)	6%	6
	Respondents	102

Question 7. What will be the status of the majority (more than 50%) of your pilot population in terms of area, route and aerodrome qualifications recency (Annex 6, 9.4.3.5)

- **85%** of the respondents answered that they are fully compliant with ICAO standards.



Answer Choices	Responses	
Fully compliant with ICAO standards	85%	87
Not compliant with ICAO standards, but benefits from a valid alleviation	8%	8
Not compliant with ICAO standards, and the alleviation has lapsed (or no alleviation)	7%	7
	Respondents	102



Question 8, the last question of the survey asked the respondents if they had specific needs in terms of training and licensing during and post COVID-19.

Out of the 102 respondents who completed the survey, 56 respondents (or 55% of the total respondents) replied either “no specific needs” or did not provide any comment at all.

Forty-four respondents (or 43% of the total respondents) provided comments. The details of these comments are provided in Annex 1 to this document. Out of these 44 respondents, 10 (or 10% of the total 102 respondents) stated the challenge of accessing a simulator due to travel restrictions, quarantine, etc. Permitting line checks in a simulator and extension of alleviations are two other needs raised by the respondents.

The table below provides an overview of the main needs raised by the respondents.

Issue	% of respondents who mentioned this issue
Access/availability of simulator due to travel restrictions, visa, quarantine	10%
Option to do the route proficiency checks (line checks) in a simulator (e.g. Level D if required) as a standard recognized method rather than on real aircraft during line operations due to the low number of flights currently taking place	2%
Extension of alleviations should be considered to reflect the extended period of operating in a COVID environment.	1%



Annex 1

Below are the details of the comments received by the survey respondents to question 8.

Question 8. Please add any specific needs that you may have, in terms of pilot training and licensing during COVID and for the restart of operations.

- 1) the possibility to grant revalidation directly by the examiner 2) single sector line check or line check in non standard crew complement
- Standardized approach of countries in regards to Covid-19 testing and quarantines.
- Due to closure of simulator training centers, temporary provide in cockpit training for the pilot staff with verbal examination of required knowledge.
- All the fc and cc has been updated after alleviation from COVID at mid September 20.
- We have designed a process for the grounding of some pilots over the coming winter months which includes a period of simulator and line training prior to their return to line flying in 2021.
- In summer time we used exemption from our CAA regarding OPC and LPC, now the situation is going to be with all ICAO standards
- Additional FFS sessions for recent experience validation.
- Being a European Operator we follow, with regard to pilots training, the NAA requirements, EASA regulations and also IOSA Standards and Recommended Practices to overcome our training and licenses needs.
- Our authority provided some alleviation to some requirements during the Covid-19 Pandemic.
- Pilot trainee who have completed the whole course in aviation schools are unable to obtain the license normally due to the epidemic situation or the license is delayed in the process of circulation, which will lead to the expiration of their foreign business license when they change their national license, or the validity period of foreign license exceeds the initial period of entering (type /catering) Co-pilot, resulting in the failure to enter the training normally.
- No specific needs. As we restarted the training, all pilots have been put in order in terms of regulations.
- We are requiring from our local authority the implementation of the requalification program since our regulations do not have this specific program, requiring after 365 days with no recent experience to comply with a full initial training
- Open borders to crew for simulator trainings
- We have a 4-tier system to revalidate / requalify and maintain competency. Depending on the time from last flight, pilots are placed into a recovery program which may range from an Online Refresher of SOPs to a Specific Operational Recovery FSTD.
- Would appreciate feedback to better assess the impact of stress caused by pandemic to Flight Crews and their potential impact to Flight Safety.
- We have COVID procedures in place for simulator training to get all the license, proficiency, crew training programmes and, recency training completed in the simulator. We would like the option to do the route proficiency checks (line checks) in a simulator (e.g. Level D if required) as a standard recognized method



rather than on real aircraft during line operations due to the low number of flights currently taking place. This will assist in getting the crew checked much quicker.

- Provide the IATAF for Quality, SMS, Security, CRM courses
- Expecting visa and authorization to go back to the simulator in Europe.
- Ease of travel visa restrictions to countries with FSTD's facilities
- After the first lockdown has finished, we have done all the trainings and checking according to east rules.
- We have not stopped our operation during COVID, besides 1,5 months at the beginning of the pandemic We operate DHC8 Q400 and uses simulators located in Europe. The only difficulty that we faced regarding pilot training is the travel restrictions. It would benefit a lot if countries implement a procedure that does not restrict pilots traveling for training.
- Thanks. We are going to need for CBT training material, especially CRM
- At this time, we believe we are working very closely with all our partners in mitigating the specific needs.
- Even a small amount of pilot not compliant with regulation will impair the operations in these difficult times. It would be preferable to have an additional extension according Art 71 b)
- We began training of our pilots immediately the simulators began to be available and the countries eased access.
- Longer term alleviations should be considered to reflect the extended period of operating in a Covid environment. Within recurrent/conversion SEP training we seek alleviations to the requirement to don PBE, for example. Any alleviations should be granted without requiring complex recovery actions (e.g. suspend PBE but then require all crew undertake additional training post Covid). Operators to establish risk mitigation via safety case.
- No restart of operations as we continued with full operations during the pandemic hence all staff fully compliant in all questions.
- In principle all pilots are kept current. Medical check, Regular simulator training & checking continues. If 90 days expire, special "expose" simulator details can be requested. Area, route and aerodrome qualifications follow the regular processes of re-qualification when needed (cat B & C).
- We have closely managed medical, license, training and recency compliance requirements in accordance with our regulations and will ensure that all pilots are compliant in all areas by 22 Nov 2020.
- We utilised the FSTD for Annual Line Checks and we will need to continue with this due to the limited flying programme on one of our fleets, even after the COVID situation begins to normalise.
- Issues re license validation / conversion of foreign licenses to the local Authority-issued licenses.
- Challenges we face for fleet where we don't have SIM in base and the borders were closed. At last we managed to get SIM at different country to assure the standard of our pilot not to be affected.
- Of course we do have major delay to our training plan for our new hired pilots , also transition due to short of simulator availability also route training and qualifications. Looking for a better tomorrow for all . Thank you .
- Some fleets are below 50% and other fleets are well above 50%. Our average population (more than 50%) is fully compliant with ICAO standards.
- Early CAA notification of any ICAO SARPs and flexibility in recurrent training requirements for pilots and licensing during Covid.



- We have managed to complete the required training to date. We have an alleviation for 4 pilots on the Dash 8 as they cannot travel to the simulator which is located in a COVID-19 hotspot.
- We can't agree with returning direct to route flights. It's necessary to have a simulator session before.
- Initially we had extensions given by the Authority for medical certificate validity and all recurrent training. Since May 2020, we completed the backlog and monthly recurrent PPC's. Since June 2020, we completed the backlogs and monthly recurrent ground training. Since June 2020, we completed as much possible Line checks on the A330 on Cargo Flights. But few A330 Line checks and all A320 Line checks that were unable to complete were given extensions by our authority. As at October 2020, we have approx. 70 Line checks on the A320 on extensions from the ~~CAASL~~ Authority for the period May to October 2020. We proposed and obtained approval from ~~CAASL~~ the Authority to conduct Line checks on simulated environment. This will be implemented from 15th October 2020. This should help us to complete the backlog on Line checks. All ground & simulator training commenced only after obtaining approval adhering to the Health Ministry and the Authority's medical guidance. The procedures adopted during the pandemic are still ongoing when conducting training on ground & simulator.
- What is the best practice or short terms training package in event of this pandemic to cover 3 years cycle syllabus?
- This is valid only with the planned production. Lower production might jeopardize the 90 days limit and the route competency
- I should mention that all answers were Yes, fully complied, just because about 35-40% of our pilots will be on the ground at least till April 2021. So, they will not comply with standard requirements. We plan to renew them afterwards. Rest will be fully legal.
- By authorization from our state pilot proficiency check some of the risky training like ditching are extended by a Circular during pandemic
- B787 simulator, due to restrictions and now quarantine we are unable to go. We may need to reconsider another TRTO needing Civil aviation approval.
- As a cargo carrier, we have been in the enviable position of completely avoiding the industry shrinkage. In fact, due to the lack of belly load space from passenger carriers, our business load has increased. Our pilots are fully active and current, and our training programs are fully operational.
- There will be a majority of pilots that will undergo a conversion training when joining back to the airline due to the B737 MAX.

Annex 2

ICAO standard related to Question 2. What will be the status of the majority (more than 50%) of your pilot population in terms of medical certificate validity (Annex 1, 1.2.4.4.1).

1.2.4 Medical fitness

1.2.4.4.1 The period of validity of a Medical Assessment may be extended, at the discretion of the Licensing Authority, up to 45 days.

Note.— It is advisable to let the calendar day on which the Medical Assessment expires remain constant year after year by allowing the expiry date of the current Medical Assessment to be the beginning of the new validity period under the proviso that the medical examination takes place during the period of validity of the current Medical Assessment but no more than 45 days before it expires.

ICAO Standard related to Question 3. What will be the status of the majority (more than 50%) of your pilot population in terms of flight crew license and rating validity (Annex 1, 1.2.5.1.2)

1.2.5 Validity of licences

1.2.5.1.2 A Contracting State, having issued a licence, shall ensure that other Contracting States are enabled to be satisfied as to the validity of the licence.

Note 1.— Until 2 November 2022, the maintenance of competency of flight crew or remote flight crew members, engaged in commercial air transport operations, may be satisfactorily established by demonstration of skill during proficiency flight checks completed in accordance with Annex 6.

Note 1.— As of 3 November 2022, the maintenance of competency of flight crew members, engaged in commercial air transport operations, may be satisfactorily established by demonstration of skill during proficiency flight checks completed in accordance with Annex 6.

Note 2.— Until 2 November 2022, maintenance of competency may be satisfactorily recorded in the operator's records, or in the flight crew member's personal log book or licence.

Note 2.— As of 3 November 2022, maintenance of competency may be satisfactorily recorded in the operator's records, or in the flight crew or the remote flight crew member's personal log book or licence.

Note 3.— Until 2 November 2022, flight crew members may, to the extent deemed feasible by the State of Registry, demonstrate their continuing competency in FSTDs approved by that State.

Note 3.— As of 3 November 2022, flight crew and remote flight crew members may, to the extent deemed feasible by the State of Registry, or Licensing Authority of the State of the Operator, respectively, demonstrate their continuing competency in FSTDs approved by that State.

Note 4.— See the Manual of Criteria for the Qualification of Flight Simulation Training Devices (Doc 9625).

Note 5.— See the Manual of Procedures for Establishment and Management of a State's Personnel Licensing System (Doc 9379) for guidance material on the development of a risk assessment process.

ICAO standard related to Question 4. What will be the status of the majority (more than 50%) of your pilot population in terms of proficiency check (Annex 6, 9.4.4.1)

9.4 Qualifications

9.4.4 Pilot proficiency checks

9.4.4.1 An operator shall ensure that piloting technique and the ability to execute emergency procedures is checked in such a way as to demonstrate the pilot's competence on each type or variant of a type of aeroplane. Where the operation may be conducted under instrument flight rules, an operator shall ensure that the pilot's competence to comply with such rules is demonstrated to either a check pilot of the operator or to a representative of the State of the Operator. Such checks shall be performed twice within any period of one year. Any two such checks which are similar and which occur within a period of four consecutive months shall not alone satisfy this requirement.

Note 1. – Flight simulation training devices approved by the State of the Operator may be used for those parts of the checks for which they are specifically approved.

Note 2. – See the Manual of Criteria for the Qualification of Flight Simulation Training Devices (Doc 9625).

ICAO standard related to Question 5. What will be the status of the majority (more than 50%) of your pilot population in terms of flight crew training program (Annex 6, 9.3.1).

9.3 Flight crew member training programmes

9.3.1 The operator shall establish and maintain a ground and flight training programme, approved by the State of the Operator, which ensures that all flight crew members are adequately trained to perform their assigned duties. The training programme shall:

- a) include ground and flight training facilities and properly qualified instructors as determined by the State of the Operator;
- b) consist of ground and flight training in the type(s) of aeroplane on which the flight crew member serves;
- c) include proper flight crew coordination and training in all types of emergency and abnormal situations or procedures caused by engine, airframe or systems malfunctions, fire or other abnormalities;
- d) include upset prevention and recovery training;
- e) include training in knowledge and skills related to visual and instrument flight procedures for the intended area of operation, human performance including threat and error management and in the transport of dangerous goods;
- f) ensure that all flight crew members know the functions for which they are responsible and the relation of these functions to the functions of other crew members, particularly in regard to abnormal or emergency procedures; and
- g) be given on a recurrent basis, as determined by the State of the Operator and shall include an assessment of competence.

Note 1.— Paragraph 4.2.5 prohibits the in-flight simulation of emergency or abnormal situations when passengers or cargo are being carried.

Note 2.— Flight training may, to the extent deemed appropriate by the State of the Operator, be given in flight simulation training devices approved by the State for that purpose.

Note 3.— The scope of the recurrent training required by 9.2 and 9.3 may be varied and need not be as extensive as the initial training given in a particular type of aeroplane.

Note 4.— The use of correspondence courses and written examinations as well as other means may, to the extent deemed feasible by the State of the Operator, be utilized in meeting the requirements for periodic ground training.

Note 5.— For more information on dangerous goods operational requirements see Chapter 14.

Note 6.— Guidance material to design training programmes to develop knowledge and skills in human performance can be found in the Human Factors Training Manual (Doc 9683).

Note 7.— Information for pilots and flight operations personnel on flight procedure parameters and operational procedures is contained in PANS-OPS (Doc 8168), Volume I. Criteria for the construction of visual and instrument flight procedures are contained in PANS-OPS (Doc 8168), Volume II. Obstacle clearance criteria and procedures used in certain States may differ from PANS-OPS, and knowledge of these differences is important for safety reasons.

Note 8.— Guidance material to design flight crew training programmes can be found in the Manual of Evidence-based Training (Doc 9995).

Note 9.— Guidance material on the different means used to assess competence can be found in the Attachment to Chapter 2 of the Procedures for Air Navigation Services — Training (PANS-TRG, Doc 9868).

Note 10.— Procedures for upset prevention and recovery training in a flight simulation training device are contained in the Procedures for Air Navigation Services — Training (PANS-TRG, Doc 9868).

Note 11.— Guidance on upset prevention and recovery training in a flight simulation training device is contained in the Manual on Aeroplane Upset Prevention and Recovery Training (Doc 10011).

ICAO standard related to Question 6. What will be the status of the majority (more than 50%) of your pilot population in terms of recent experience (3 take-off and landings in the last 90 days) Annex 6, 9.4.1.1)

9.4 Qualifications

9.4.1 Recent experience — pilot-in-command and co-pilot

9.4.1.1 An operator shall not assign a pilot-in-command or a co-pilot to operate at the flight controls of a type or variant of a type of aeroplane during take-off and landing unless that pilot has operated the flight controls during at least three take-offs and landings within the preceding 90 days on the same type of aeroplane or in a flight simulator approved for the purpose.

ICAO standard related to Question 7. What will be the status of the majority (more than 50%) of your pilot population in terms of area, route and aerodrome qualifications recency (Annex 6, 9.4.3.5)

9.4 Qualifications

9.4.3.5 An operator shall not continue to utilize a pilot as a pilot-in-command on a route or within an area specified by the operator and approved by the State of the Operator unless, within the preceding 12 months, that pilot has made at least one trip as a pilot member of the flight crew, or as a check pilot, or as an observer in the flight crew compartment.

- a) within that specified area; and
- b) if appropriate, on any route where procedures associated with that route or with any aerodromes intended to be used for take-off or landing require the application of special skills or knowledge.