

STABLE APPROACH

WINTER 2015

THE VOICE OF NZ'S PROFESSIONAL PILOTS AND AIR TRAFFIC CONTROLLERS

Representing Pilots and Air Traffic Controllers since 1945

INSIDE THIS ISSUE

A message from the new President
Wayne Harrison – Greg Vujcich Memorial Winner
June Conference Highlights
Member Profile – Scroll of Merit Recipient



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ON OUR COVER:

Helicopter shot from our photo competition.

DIALOGUE CONTRIBUTIONS

Editor's note: Occasionally, we receive requests from members who wish to submit an opinion piece to be published in *Stable Approach*. Such contributions are welcome and should be between 600-800 words. Any text may be edited for content and length. Publication will be dependent on space availability.

STABLE APPROACH is published by the New Zealand Air Line Pilots' Association. Four editions are produced yearly – Summer, Autumn, Winter and Spring.

EMAIL: editor@nzalpa.org.nz

JOIN US ONLINE: www.nzalpa.org.nz

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President's Message

@PresidentNZALPA

Welcome to the new NZALPA year. It's going to be busy with many of our collective agreements up for renewal. We have a large number of member issues on the books. These need to be progressed efficiently and effectively. The Association is well resourced with strong reserves in the bank - there are no excuses for not getting the job done!

My wife and I have just returned from a well-earned break, if you can call it that. We finished the Camino Pilgrimage, an 850km walk from St Jean Pied de Port in southern France, crossing the Pyrenees and northern Spain to the Atlantic Ocean. We started in 2013 and headed back this year to complete walking it doing 450km in 19 days.

The Camino Pilgrimage started in the Eighth century. It is amazing with up to 250,000 people completing it each year. During medieval times half a million pilgrims would walk the trail which is well worn and to this day pretty much the same as it was then.

On the walk we met Sebastian, a 21 year old German boy who had started his walk in Munich, by then some 1600km and three months behind him. When asked to describe his experience so far he simply said "when I get home my parents will recognise me but they won't know me". Profound but simple words from someone so young. I have tried to think of something equally profound to describe my feelings at the end. While walking all that mattered was water, food and sleep. It was that simple so the best I could come up with is "try to keep life simple".

I can already see those of you that know me laughing at that concept. Regardless, it is a good concept and one that we would do well to incorporate into our work at NZALPA. To help focus my work at NZALPA I ask myself two questions:

1. Will our members be better off as a result of what I am doing?
2. Is it in line with our Strategic Plan?

If the answer to those questions is yes, I proceed.

Earlier this year the Principal Officers met to determine our direction for the year ahead. We decided we would:

1. Continue to focus towards NZALPA being the voice of NZ Aviation

NZALPA must continue to have a strong voice when it comes to the safety and security of our members and the travelling public. Often when commenting on issues, NZALPA is the only party that does not have money at stake. Our focus will always be safety. If we are safe, so are our customers. Current matters you may see commentary on are:

- Proposed Wellington runway extension without best practice RESA. We have filed an action in the High Court testing the decision of the Director to approve the extension without 240m RESA. This is a "line in the sand" issue for us.
- DRONES - you will continue to see us take a strong position on drone use regulation
- Airways LITE - we have met with the Minister of Transport, Director of CAA and will be meeting with the CEO of Airways to discuss the project by Airways to consider options providing for less services at provincial airports.



2. Plan and execute 'good' negotiations

This is basic Union business. Unless we maintain and/or improve our members working conditions

we are not doing our job. We need to be organised and prepared with a clear strategy for each negotiation.

3. Provide Legal and Employment assistance in a timely manner

Again basic Union business.

The best time to fix a member's problem is before they are disciplined or terminated.

The best time to resolve interpretation disputes is before they get to the courts.

We need the right relationships in place to ensure that these matters are dealt with in a timely manner and in a way where both parties fully understand what has happened, what is at stake and what can be done to help resolve the matter. There will be times when this does not work. In these situations mediation and the courts is where we will get a final answer. NZALPA is not the judge and jury of our members.

4. Actively engage in Employer decision making

Again common sense. This is how we can influence our employers and ensure that our members' needs are addressed before decisions are made. We can best represent our members by being involved in the decision making processes of our employers. Having relationships and processes in place to ensure this can happen are crucial.

As I indicated in my Statement to Voters, establishing and maintaining relationships at all levels between NZALPA, our Employers, Regulators and Legislators will be a key focus during my term. Over the next few weeks we are meeting with the Minister of Transport, the Director and as many of our CEO's/Heads of Airlines as time will permit. My message will be clear. NZALPA supports strong relationships at all levels and wants to be the organisation of choice to help work through aviation, pilot and air traffic controller issues.

Will our members be better off if we achieve these goals? - yes

Are these in line with our Strategic Plan? - yes

Take the time to have a look at our Strategic Plan at the following link: www.nzalpa.org.nz/About-Us/Strategic-Plan. This year we will revisit the plan to ensure that all aspects are still relevant.

I'm looking forward to working on your behalf and am always available for a chat.

If you see me around and about, please don't hesitate to make your views known to me. Open communication at all levels will ensure every one's voice is heard and our Union is member driven.

Keep safe

Mark Rammell
President
president@nzalpa.org.nz
021 352224

NEWS AND VIEWS



The AWARDS

The name 'Gordon Vette' often stimulates animated praise from individuals of all levels within New Zealand aviation and in many organisations outside New Zealand. Gordon has received numerous awards for his ground breaking work on human factors and aircraft crash investigation. However, he was very involved in the development of NZALPA in the 1960's and took a leadership role as President from 1964-66. He received an NZALPA scroll of merit in 1981 and was made a Life Member 1984. Of all the thousands of members of NZALPA over 7 decades, there are only 14 pilot Life Members at this time.

The Jim Collins Memorial Award was established by the Collins family in 1991 in memory of Captain Jim Collins and the crew of Air New Zealand flight TE901. This award, administered by NZALPA, is made to organisations or individuals who make an exceptional contribution to aviation safety. Gordon Vette was the inaugural recipient of the Jim Collins Memorial award.

It is worthy of note that in 2003, Air New Zealand became the first organization recipient of the Jim Collins Memorial Award, for an outstanding investigation into the causes of an incident during an instrument approach into Apia, Samoa. An investigation video titled "NZ60 – A Free Lesson" was produced and distributed throughout the aviation world.

Gordon was indeed very impressed at the findings in this case but especially that it was passed on so widely as a lesson afterwards and is still very relevant today.

Gordon's theory on the 'Systemic Approach' to investigations is saving lives within the aviation industry and is applicable to any high technology system.

James Reason, University of Manchester Professor of Psychology and developer of the Reason Model in 1990 (used comprehensively in Human Factors philosophy) described Gordon as a *"truly extraordinary man and there can be few contemporary aviators who have contributed more to the advancement of flight safety."*

The Last Thirteen Years

Thirteen years ago, came Gordon's biggest life challenge when he suffered a severe stroke. Since that time he has lived in his seaside Auckland home under the care of his devoted wife Charmaine with the support of caregivers, family and friends.

Their home is proudly decorated with evidence of Gordon's past successes, including artwork produced by Gordon throughout his life.

Despite his condition which meant he could no longer read or communicate verbally other than a small scattering of words, his courage remained intact. Unable to use his right hand to paint with, he painstakingly learned how to paint with his left and he produced a number of very colourful bird canvasses.

A Tribute to Gordon Vette (abridged version) presented by Paul Lyons, past President NZALPA

Throughout his flying career, Gordon held senior positions within NZALPA as President, was a delegate at IFALPA THE International Federation of Airline Pilots Associations and was President of the Guild of Air Pilots and Air Navigation. He also had significant input to the development of Flightline Aviation College as Chief Pilot and management consultant. The majority of his 21000 flying hours were accumulated with Air New Zealand as a senior pilot.

As a pioneer of flight safety, Gordon dedicated his adult life to the evolution of aviation – in particular accident investigation and human factors. His passion and unfaltering integrity have seen him achieve outstanding results on a global scale. The most notable was his emphatic contribution to the learnings following the Erebus disaster.

The ensuing investigation was controversial. When the official report into the disaster cited 'pilot error' as the main cause, Gordon's life took a dramatic change of course.

He resolved to prove that Flight TE901 had myriad complex lessons to teach, none of which the 'pilot error' theory revealed.

Faced by immense opposition, Gordon maintained his dogged ambition to seek the reasons behind the tragedy. His efforts proved to be ground-breaking.

After testifying at the Royal Commission of Enquiry into the accident, Gordon's hypothesis formed the basis of Justice Peter Mahon's report which cited the causes and exonerated the crew. Consequently the report has been tested extensively and endorsed by experts overseas. ICAO described the report as being 10 years ahead of its time. The Mahon Report was tabled in the New Zealand Parliament in 1999 by then Transport Minister Maurice Williamson.

During the decades Gordon dedicated to Erebus and flight safety he wrote 2 books and released a DVD detailing the innovative theories he discovered.

Rarely do we see such a fine combination of genius, integrity, zeal and professionalism. Not only did Gordon demonstrate these attributes in his life, he strived to instill others with such qualities. Training and education have been major elements of Gordon's career.



Opposition Transport Spokesperson Phil Twyford with Acting President Tim Robinson and General Manager Virginia Mudie.

Phil Twyford comes to NZALPA House

Opposition Transport spokesperson Phil Twyford met with Tim Robinson Acting President and Virginia Mudie General Manager in June.

Phil was interested to hear about the issues facing the aviation industry in particular, RESA, Wellington Control Tower, Airways Lite and the Qatar, Emirates & issue with pilots.

He has undertaken to bring up questions in the house and also to see what he can do to help us through some of the issues.



Group shot of Panel Debate team from left Tim Robinson Acting President, Mark Apiata -Wade (Dairy Workers Union), Kevin Vaillant Air Canada, Barbara Harrison Northpower, Rochelle Price Fonterra, Virginia Mudie, General Manager NZALPA, Fiona Rotherham Moderator, Helen White, Employment Law Specialist, Joe Gallagher EPMU.

Conference Highlights

The June 2015 Conference had the theme of Are we entering the new age of Collectivism, a lively panel debate made up of Rochelle Price from Fonterra, Mark Apiata-Wade from the Dairy Workers Union, Barbara Harrison from Northpower, Joe Gallagher from the EPMU and Helen White an employment law specialist was indeed thought provoking. They each outlined how they are now working together to resolve issues before they become issues and leaving negotiations for round the negotiating table.

Kevin Valliant our international guest speaker from the Air Canada Pilots Association was also inspiring with his presentation on positional verses interest based bargaining.

A copy of his full presentation is on the new website to view!

Radar system failure – NZALPA was flooded with media queries when the national radar system failed. All up about ten media outlets were wanting comment as to what air traffic controllers and pilots do when an emergency such as this occurs. High commendation must go to the air traffic controllers and pilots who were in the air when the system went down. We look forward to getting the results of the investigation by Airways Corporation, CAA and TIAC.

Though it was difficult for Gordon getting out and about without help, he certainly made his mark on the local community, watching the world outside and waving to everyone, inviting them up for a chat. A few would pop up, especially the regulars and the welcome was always the same, huge smile, a hug always welcome and a kiss for a ladies hand.

Gordon received a wonderful surprise in 2007 when his name appeared in the Queen's Birthday honors. Gordon was appointed Officer of the New Zealand Order of Merit. It was indeed a proud moment for Gordon and the family, who had all sacrificed so much to the cause of aviation safety, to be honoured by New Zealand in this way.

New Vice President appointed

Tim Robinson has been appointed as the new Vice President of NZALPA. He takes over this role as well as continuing with his IFALPA Director position, congratulations Tim!



James Jarvis, new Secretary.

Welcome to the new Secretary

James Jarvis is a born and bred Aucklander currently residing in the Beachlands/Maraetai area and in his spare time he is busy with family and also has a passion for old Porsches. He started in the aero club scene in his teens but as the airlines weren't hiring back then he took a different path and studied law at Auckland. He practiced law for a number of years, initially in a large law firm specialising in corporate work. However, he soon realised that he couldn't face an entire career strapped to a desk so following the advice of a university friend he joined the police force and did a few years on the front line in Auckland to gain credibility and experience. He then availed himself of a special career structure and was promoted to become one of their legal advisers based in Auckland but attached to Police Headquarters. The legal work was incredibly varied, from the bread and butter of giving criminal advice through to negotiating contracts and a great deal of employment related work. Throughout this period he kept flying. Another change of heart saw him move to the UK in 2000, convert his NZ CPL and instrument rating and after a short spell of instructing and some air taxi work he was picked up by bmi Regional, flying the Embraer 145 around the UK and Europe. A quick command was followed by a stint as their Base Captain at Leeds Bradford. Air NZ brought him back home in August 2007 and after six years as a second officer on both the 747 and 777, he took an A320 first officer's position in late 2013.

Airways LITE

In 2013 Air New Zealand asked Airways to investigate options in the air traffic service delivery model to see if savings could be made in operating costs. In turn these operating cost savings would then be passed on to Air NZ through reduced Airways' charges. As a result of the request, Airways started the Airways LITE project and to date Airways has identified that the Gisborne air traffic control unit could be downgraded to a flight service unit.

NZ CAA Rule Part 172 provides for the regulation of an ATC service if an ATS organisation (Airways) seeks to provide that service; it does not create an obligation to provide a particular service or to continue the service once it has commenced.

A regulatory gap was identified in the late 1990s when Airways first began to withdraw air traffic services from provincial airports where historically a level of ATS had been provided. It was found that the CAA, as the air traffic services authority, lacked the necessary powers to respond effectively to safety issues when such a response was considered necessary to maintain an acceptable level of safety in operations in airspace at aerodromes. As such the CAA developed the 'Provision of Air Traffic Services at Aerodromes' policy, August 2005.

This policy specifies criteria as to whether an ATC or Aerodrome Flight Information Service should be provided. However in determining the level of service that should be provided, more work is required than simply looking at traffic numbers. The aerodrome operator must also look at complexity, types of movements, other services provided etc, and the appropriate forum for such a review is through an aeronautical study.

Airways, on behalf of the Gisborne aerodrome operator, are currently in the process of conducting an aeronautical study. Through this process ALPA expects wide industry consultation and we also expect to be able to provide feedback on the proposal. The ALPA ATC Council has developed the following position on the project Airways LITE.

NZALPA Position

(In order)

- A continuation of the air traffic control service at those Part 139 certificated aerodromes in New Zealand currently supplied with an ATC service.
- Should the aerodrome operator wish to review the current level of ATS service provided, a full and complete aeronautical study is completed with full industry consultation. Such aeronautical study to be initiated by either the aerodrome operator, or the Director of the CAA.
- Require that any aeronautical study is conducted in accordance with Rule Part 139.
- NZALPA commits to engage and work with Airways New Zealand, aerodrome operators and the NZ CAA in order to support our members and for the benefit of public safety.
- NZALPA remains prepared to challenge should due process not be followed or NZALPA is not engaged in any proposed change discussion.

We are currently supporting our colleagues in Gisborne through this process. We have written to the Director of the NZ CAA

to outline our position and we have also written to the Minister of Transport to express our concern at this reduction in safety in regional NZ. The NZALPA president will also be visiting the minister to discuss Airways LITE.

At this stage Gisborne is the first unit to be affected, however Air NZ/Airways are to meet with the Woodbourne Airport operator and other units, such as Rotorua, have been identified.

If you have any information that could assist the ATC Council in challenging this process please contact us, or as a pilot if you are concerned at the potential reduction in safety at Gisborne then please contact your employer to make your concerns known. Full copies of the NZALPA position on Airways LITE are available on request.

Wellington Control tower

Since the Airways announcement of the new air traffic control tower in Wellington, the ATC Council has been working to clarify why the new location of the tower was chosen and following a review of the Airways resource consent submission, making sure that the proposal meets our needs.

ALPA's preference has always been to retain the current location of the tower, with a new structure built on that site due to its enhanced sight lines and overall view of the aerodrome and circuit. In discussions it became apparent that a key business driver of the WIAL (Wellington International Airport Ltd) Board is to remove as many obstacles as possible from the airport's side clearance limits. A new tower on the old site would infringe such limits so despite repeated attempts from Airways they were effectively forced on to the new location on the western side of the airfield amongst the retail park, at an additional project cost of at least \$10M.

This new site, with a new tower sitting below obstacle clearance heights, has reduced sight lines and parts of the western apron will be obscured.

ALPA made its opinion known both publically and in conversation with Airways and we remain disappointed that the parties could not agree on a more suitable location with a new structure that would be best fit for service.

During the public resource consent process for the new tower, ALPA engaged the services of an urban planner and safety expert in Wellington to ensure that the new structure met the safety needs of our members. As such, ALPA filed a submission that included modification of the internal and external ground floor layout. Airways has since engaged with us and modified their original proposal to meet our needs.

We attended the public hearing in late July in order to continue to ensure that our members safety needs were met. The ATC Council Safety rep is also closely following the development of the Tower project and providing input into the development of its facilities, equipment and procedures to ensure as best a result as possible.





Herwin Bongers
Medical & Welfare Director

Medical and Welfare Director's Report

Medical and Welfare Update

In this edition of Stable Approach, you'll see we've focused on key aspects of Member Support.

The focus on alcohol and its effects isn't to harp on as the morality police, but simply because there has been a noticeable shift in the way that our drinking behaviours are being considered in a medical sense as it applies to being a licence holder.

Of course you will all be aware of the lowering of the drink drive limit and your legal obligations should you be caught over the limit. I strongly advise that you seek NZALPA confidential advice if you find yourself in this situation.

Additionally however the tolerances towards assessment of drinking behaviours have been revised downwards also. The Alcohol and Liquor Advisory Council (ALAC) used to classify hazardous drinking as over 21 units per week. This figure now sits at 15 units per week.

Your views towards tolerable drinking habits are often formed by your background. It pays to be aware of how they are viewed by others today. Some of our members have unsuspectingly been asked to provide regular liver function tests as they were regarded to be at the hazardous end of drinking behaviours. If nothing else I ask you to be aware of the AUDIT questionnaire after the IFALPA alcohol article, and how you rate on it.

As always, please call any time for confidential assistance or if you have concerns regarding a peer either by asking to be referred through the 0800 NZALPA number, or directly;

0274 4379 46

Captain Herwin Bongers
Medical and Welfare Director

PROMOTING MENTAL HEALTH & WELLBEING FOR MEMBERS

The job of a pilot or ATCO is one that requires technical expertise combined with a high degree of professionalism and leadership.

As an aviation professional you are expected to maintain absolute control irrespective of personal circumstances. Pilots and ATCOs face unique stressors; the potential for the loss of licence, the need to protect the safety of their crew and passengers; constant fatigue; frequently being away from family and friends; and scrutiny from the regulator.

The responsibilities associated with the role, combined with the rules and constraints can sometimes be onerous when other variables at home or work are bringing pressure or stress into your life. Despite the highs of the job, we are at risk of poor mental health and the stigma of mental illness. Combined with the risk of being grounded, this means that some members are less likely to take steps towards early intervention and seek help when they need it.

"The most common causes of deleterious changes to a licenced pilot's [ATCO's] mental health are unforeseen organic syndromes (e.g. late onset major depressive disorder), mental disorders due to a general medical condition and those problems that may be triggered by lifestyle and associated changes"

NZALPA is fast developing a health and wellbeing portfolio tailored to meet members' specific needs and intended to protect their mental health and wellbeing, and ensure that optimal safety and performance is maintained for those in the profession.

Part of the Members Assistance Program (MAP) will focus on trained peer support, supervised by a consultant aviation psychologist, who additionally will be available for referral to anyone needing it.

So for any member experiencing low mood, stress matters, wellbeing or mental health issues in their personal or professional life who want a confidential avenue to discuss the situation, NZALPA can provide this.

The following is a basic primer for members designed to kick-start the ongoing discussion about the primacy of good mental health and wellbeing throughout a career in aviation. The tips and advice have been provided courtesy of the Australian Federation of Airline Pilots' who have developed a similar programme.

Top Tips for Members:

Good mental health can be defined as a state of optimal functioning and psychological wellbeing that enables us to form positive relationships, deal with life's challenges and use our abilities to reach our potential. As a pilot or ATCO, taking time to consider the unique challenges associated with your role can highlight important areas for change. Proactively making positive changes can assist you to perform optimally, maintain fulfilling relationships and bounce back quickly at times of high stress or adversity. Consider the following tips for common challenges faced by our professions.

Get sufficient restorative sleep:

Restorative sleep is essential for maintaining optimal levels of alertness and performance. The reality is that human motor performance and cognition reduce exponentially from poor quality sleep. This poses a particular challenge for pilots who must maintain alertness despite working non-traditional work hours which can be less conducive to sleep. To promote opportunities for restorative sleep you can:

- Block out light from the bedroom (e.g. use blackout curtains or roller shutters)
- Reduce the impact of noise that enters the bedroom (talk to your family about your sleeping times; use ear plugs or white noise such as a fan)
- Only use your bedroom for sleep, relaxation and sex (remove anything related to work and all technical devices)
- Make sure the bedroom is a thermo-neutral zone (not too hot or too cold)
- Establish a pre-bed routine which includes quiet / relaxing activities – avoid PED's prior to sleeping.
- Minimise use of caffeine and alcohol in the hours before bedtime
- Be careful of prioritising your social life over sleep and aim to strike a balance of the two

While these tips are simple and obvious, it's easy to forget the basics when fatigue kicks in.

Make time for regular exercise:

Exercise is not only essential for maintaining optimal physical wellbeing, it also helps to increase energy levels, reduce fatigue, improve mood, promote restorative sleep and enhance capacity to cope with stress. Pilots often report difficulties establishing a regular exercise routine due to non-traditional work hours.

However even small amounts of exercise is better than none, so make sure you keep moving even if you feel fatigued. Ideas for you to increase activity include:

- Set yourself a walking, running or swimming challenge - costs are minimal, and you can generally do this anywhere
- Get to the gym – there are limitless choices with some operating 24/7
- Undertake activities with a friend or colleague to keep you motivated (e.g. tennis to triathlons)
- Increase your motivation by committing to an exercise goal (e.g. signing up for a fun run or a bike race).

Manage excess arousal effectively:

Prolonged stress without periods of rest and recovery can be detrimental to wellbeing. Effectively managing stress and learning to how to “switch off” can relax your nervous system, recharging your batteries so that you can perform optimally.

Effective strategies to manage stress include:

- Be organised and learn how to prioritise
- Practice mindfulness techniques to reduce the impact of unhelpful thinking patterns

- Practice deep breathing techniques such as diaphragmatic breathing
- Learn a relaxation technique such as progressive muscle relaxation
- Make time for regular exercise
- Integrate “slow time” into your day (consider a slow walk; swim; or mindful yoga)
- If you are worrying about a problem, ask yourself, is the problem solvable? If “yes” then start problem solving to come up with a solution. If “no”, practice acceptance and let go
- Reach out to others for support (i.e. access confidential assistance through the MAP or talk to a peer about a technical issue)

If you already have a suite of effective stress management techniques then keep at it. If not, consider which tips might help bring some respite when the going gets tough. We will only be a phone call away to help in implementing these ideas, and others if required..

The reality is that small changes can significantly enhance your overall mental health and wellbeing. It goes without saying that investment in your relationships with family and friends is also particularly important for members when you are often so far from home.

Members Assistance is only a confidential phone call away, we appreciate the demands and responsibility of your role and are here to provide support whenever with whatever you may need.

Contributors Cate Larkins – Industrial Officer AFAP and Eleasa Mullavey, Psychological Health Intervention @ 2104 the Australian Federation of Air Pilots AFAP. The above article is printed with the kind permission of AFAP.

HIMS: NZALPA Takes a Leading Role in Challenging a Human Condition.

Over the last five years NZALPA has taken a lead position in a HIMS programme for its members and others in the aviation community. The programme provides appropriate assistance to those at risk. But many of you may well already be asking - what in the world is HIMS? A good question which this article will answer, taking a look at an insidious threat affecting the aviation profession and outlines why HIMS is an important initiative for NZALPA and the aviation community.

Take a guess at what you might think is the most common identified medical cause of an airliner crash. Heart attack? Stroke? Fits? All wrong.

ICAO Accident Investigation Findings

A study compiled by ICAO examined the worldwide database of crashes during a recent 21 year period. 10 accidents were assigned a medical cause by the investigators. Of the 10 accidents six had a significant finding attributing the crash to the use of alcohol or other drugs by the pilots. In an automated multi-crew environment conditions causing risky behaviour are much more dangerous than dramatic incapacitations. Just like any other occupational group pilots and controllers are not immune to the ravages of substance

evaluation and diagnosis, treatment and recertification has a high rate of success. Any queries to the HIMS NZ team will be treated with strict confidentiality.

Everyone Needs to be Involved

Going by the US experience some participants enrol in the programme on their own because they realise they have a problem and need to do something about it and soon. However, it is more common that pilots and controllers enter the HIMS programme as a result of an intervention by colleagues who support the programme or by HIMS trained management personnel who encourage them into the programme. The point is it is everyone's responsibility to address a problem when they see it. You will not be doing someone with a dependency issue any favours by looking away.

The disease of dependency is an insidious threat facing the aviation industry. The HIMS NZ team needs your help to keep our profession and industry safe and to deliver the help to those who need it.

Further information about HIMS and contact details can be found at www.hims.org.nz

Chris Mehlhopt
NZALPA HIMS Coordinator
Member of HIMS NZ

Why is alcohol harmful? “The Science Bit”

Alcohol is a global cellular toxin. Certain tissues are particularly vulnerable to the effects of alcohol both acutely and in the long term. In particular, alcohol is a neuro-toxin. It affects the brain, spinal cord and peripheral nerves. The alcohol found in alcoholic drinks is ethyl alcohol (ethanol) C₂H₅OH diag. Alcoholic drinks do not contain pure alcohol as this would be rapidly toxic. Ethanol concentrations are usually given as % weight / volume. Recommended daily alcohol limits are given in terms of UNITS of alcohol. A UNIT of alcohol is 10mls. 10 mls of ethanol contains 8 g pure ethyl alcohol.

Current UK NHS and Government Advice on drinking recommends a maximum limit of 3-4 units of alcohol a day for men, 2-3 units a day for women. There should be at least two drink free days a week. If you do have a heavy drinking session allow a 48 hour drink free recovery period.

To calculate the number of UNITS of alcohol in a drink simply multiply the % w/v x volume (in litres)

- ✗ one pint (0.54L) average beer (3.5%) = $0.54 \times 3.5 = 1.89$ units
- ✗ a large glass (250mls 0.25L) of wine (12%) contains $0.25 \times 12 = 3$ units
- ✗ a standard pub measure gin 35mls (0.035L) at 40% contains $0.035 \times 40 = 1.4$ units

One important point to note is that the alcohol content of drinks varies markedly these days. So the often quoted: a pint beer = 2 units, a glass of wine = 1 unit a shot of spirits = 1 unit **may be misleading**. Beers may vary in strength between 2% and 9%, Wines from 8% - 18%, Spirits from 24%- 90%

Alcohol – How much is too much?

Dr Eleanor Ivory FRCSEd

The importance of not drinking alcohol in proximity to duty is well known amongst the pilot population. However, there is also a much wider issue relating to the use of alcohol in terms of overall risk to health. Long-term health risks impact on flight safety. This article aims to expand and explain those risks, to make some recommendations and hopefully provide “food for thought”. Contrary to popular belief, most people with severe alcohol induced liver disease are NOT alcoholics, rather they are habitual heavy social drinkers. The alcohol related death rate in the UK increased from 6.9 per 100,000 population in 1991 to 13.0 in 2004. The number has more than doubled from 4,144 in 1991 to 8,380 in 2004. (Data from the UK Office for National Statistics.) The largest increase in death rate is in men in the age range 35 – 54 where the rate has doubled from 1991 – 2005. The pattern of drinking may be as important as the overall amount consumed. The increasing prevalence of “binge drinking,” if a regular occurrence, is especially hazardous. The World Health Organization's Global Burden on Disease Study found that alcohol is the third most important risk factor, after smoking and raised blood pressure for European ill health and premature death. (Ref.4) This puts alcohol as a factor ahead of cholesterol levels and obesity. Most people underestimate their alcohol intake and are not aware of the possible consequences of habitual drinking significantly above the recommended safe levels.



Gender differences

Women tolerate excess alcohol significantly less well than men. This is well known and is reflected in the reduced limit in the recommendations above. There are a number of reasons for this. Women have a greater proportion of body fat than men. As alcohol is distributed in the non-fatty tissue, the cellular concentration of alcohol for a given dose will be greater for a woman than a man even if they are of the same body weight. The toxic potential both acutely and in the longer term is therefore greater in women. Women also have reduced levels of the key liver enzymes necessary to metabolise alcohol (see below – alcohol metabolism).

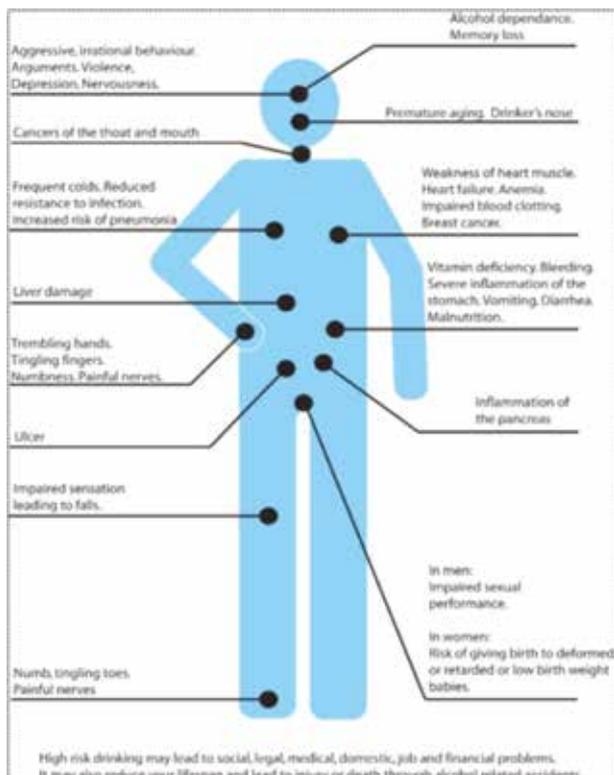
Alcohol Metabolism – What happens when we drink?

Alcohol enters the stomach where 10-20% of the alcohol is absorbed. The rest enters the small intestine where the remaining 80-90% is rapidly absorbed into the blood. Blood from the intestines and stomach passes directly to the liver for processing. As alcohol is essentially a toxin, removing it from the blood is a priority for the liver over a number of its other functions such as maintaining blood sugar levels – gluconeogenesis, protein manufacture and reduction of blood lipids. 90% of alcohol metabolism takes place in the liver; the rest is excreted unchanged by the urine, breath, sweat and saliva.

Liver metabolism

Alcohol is first broken down to *Acetaldehyde* by the liver enzyme alcohol dehydrogenase. Enzymes are proteins that act as catalysts for chemical reactions in the body. *Acetaldehyde* is a relatively toxic substance and is the intermediate metabolic product of alcohol break down. It needs to be broken down further. However, the next step is rate limiting, as it requires both another enzyme – *acetaldehyde dehydrogenase*, and another substance called *Glutathione*. The liver's stores of *Glutathione* are limited. When larger amounts of alcohol enter the system, the toxic *Acetaldehyde* levels build up in the blood while the liver makes more glutathione. *Acetaldehyde* is the chemical largely responsible for the symptoms of a hangover.

The drug *Antabuse* (disulfiram) which is used to stop alcoholics from drinking, blocks the action of acetaldehyde dehydrogenase allowing acetaldehyde to build up rapidly. This causes severe headaches and vomiting. Acetaldehyde is then broken down to ACETATE which is nontoxic. This is then metabolised to carbon dioxide and water or used to form ketones. Ketones are used for energy when glucose levels are low. They give a characteristic "sweet smell" to the breath often noted during a hangover.



Effects in the liver of excess alcohol metabolism

As stated above, the liver prioritises alcohol break down. The necessary enzymes increase in their levels over time giving a degree of tolerance to alcohol, but this alters the balance of other liver functions. As a consequence of enzyme induction other processes also increase. Formation of cholesterol is increased. Formation of harmful lipoproteins increases. (LDLs low density lipoproteins.) Levels of *Triglycerides* also increase. All these are well known risk factors for heart disease. Acetaldehyde (the hangover toxin) also has a major role in directly damaging liver cells leading to scarring which ultimately causes liver cirrhosis.

There are 3 forms of alcoholic liver disease.

- ✗ Fatty liver
- ✗ Alcoholic hepatitis
- ✗ Alcoholic cirrhosis

The important point is that the first two may be reversible. Fatty liver can be caused by a single heavy drinking session. Alcoholic hepatitis occurs in heavy drinkers, and can result in widespread destruction of the liver. It may be fatal, but it may also be reversible if drinking is reduced or ceases. Cirrhosis is not. This is permanent scarring leading to loss of function and ultimately liver failure.

The effect of alcohol on other systems of the body

The acute effects of alcohol are well known, but an awareness of the potential damage to the systems in the long term, even from moderate habitual drinking, are less well appreciated. Alcohol and its metabolic products may cause wide spread cellular damage even at relatively low levels. The most vulnerable systems being the nervous system and the gastrointestinal system (including the liver and pancreas.)

Nervous system

- The brain, spinal cord and peripheral nervous system.
- Long-term excessive alcohol can impair memory, and intellectual functions.
- Sleep is of reduced quality.
- Encephalopathy and psychosis – major cerebral conditions in chronic alcoholism.
- Increased risk of stroke and head injury.
- Cerebellar degeneration leading to poor coordination and loss of balance.
- Tingling and loss of sensation in hands and feet.

Gastro-intestinal system

- As well as liver damage, increased acid reflux / heartburn, gastritis, gastric ulcers.
- Oesophageal (gullet) varices (abnormal blood vessels) with rupture and bleeding.
- Pancreatitis – inflammation of the pancreas causing severe pain and internal fluid loss. Chronic inflammation of the pancreas leading to diabetes and malabsorption of food.

Change in body shape

- Wasting of peripheral muscles and redistribution of body fat to the abdomen and trunk (Beer gut!)
- Alcohol is fattening! White wine has approximately the same calorific value of milk.
- One unit of alcohol is approximately 70 KCalories.

Hormonal changes

- Gynecomastia – men may develop female breasts.
- Reduced sexual function. Abnormal sperm count.

Heart Disease

- Increased risk as described above due to lipid / cholesterol increases.
- Direct cellular damaged to the heart.
- Increased risk of high blood pressure.
- Abnormal heart rhythms.

Alcoholic bone disease

- Chronic alcohol excess is an important cause of osteoporosis.

Cancers

- Associated with increased risks of cancer of the mouth and throat.
- Increases the risk of breast cancer.
- Liver cancer.

Kidneys

- Increased risk of kidney stones.
- Gout due to impaired secretion of uric acid.

Skin

- Facial flushing.
- Premature aging & “Drinkers nose.”

Low level regular drinking – the good news

For men over 40 and post-menopausal women, moderate alcohol consumption may confer some protection against coronary heart disease. Moderate alcohol consumption means 1 to 2 units a day. Moderate alcohol consumption may confer some protection against coronary heart disease for some age groups.

Summary and Recommendations

Sustained drinking at levels over the recommended limits is hazardous to the long-term health. This has implications for wellbeing and flight safety. Death rates and illness due to alcohol related disease is dramatically increasing in the UK. Many people are unaware of the hazards of sustained heavy “social drinking”. Many people underestimate the amount of alcohol they regularly drink. There is also a wealth of information and shared experience to be obtained to help and advise anyone who has concerns about alcohol use.

However, the main aim is to highlight the problems associated with moderate alcohol use. There is a lack of understanding of the

dangers of moderate habitual drinking. Government statistics show a very worrying trend of ill health and deaths from alcohol related illness in the UK.

Education and self-awareness of these issues will contribute to both health and flight safety. The WHO (World Health Organisation) has devised a well-validated questionnaire known as AUDIT (Alcohol Use Disorders Identification Test) Ref 5. This is attached below along with the “Alcohol Pyramid”. These are tools to assess an individuals level of alcohol use.

Go on, take the test!



AUDIT questionnaire – screen for alcohol misuse

Alcohol use disorders identification test

1. How often do you have a drink containing alcohol?

- (0) Never (Skip to question 9 & 10) (1) Monthly or less
(2) 2 to 4 times a month
(3) 2 to 3 times per week
(4) 4 or more times per week

2. How many drinks containing alcohol do you have on a typical day when you are drinking?

- (0) 1 or 2
(1) 3 or 4 (2) 4 or 5 (3) 7, 8, 9
(4) 10 or more

3. How often do you have six or more drinks on one occasion?

- (0) Never
(1) Less than monthly
(2) Monthly
(3) Weekly
(4) Daily or almost daily

4. How often in the last year have you found that you were not able to stop drinking once you had started?
- (0) Never
 - (1) Less than monthly
 - (2) Monthly
 - (3) Weekly
 - (4) Daily or almost daily

5. How often in the last year have you failed to do what was expected of you because of drinking?
- (0) Never
 - (1) Less than monthly
 - (2) Monthly
 - (3) Weekly
 - (4) Daily or almost daily

6. How often in the last year have you needed a first drink in the morning to get yourself going after a heavy drinking session?
- (0) Never
 - (1) Less than monthly
 - (2) Monthly
 - (3) Weekly
 - (4) Daily or almost daily

7. How often during the last year have you had a feeling of guilt or remorse after drinking?
- (0) Never
 - (1) Less than monthly
 - (2) Monthly
 - (3) Weekly
 - (4) Daily or almost daily

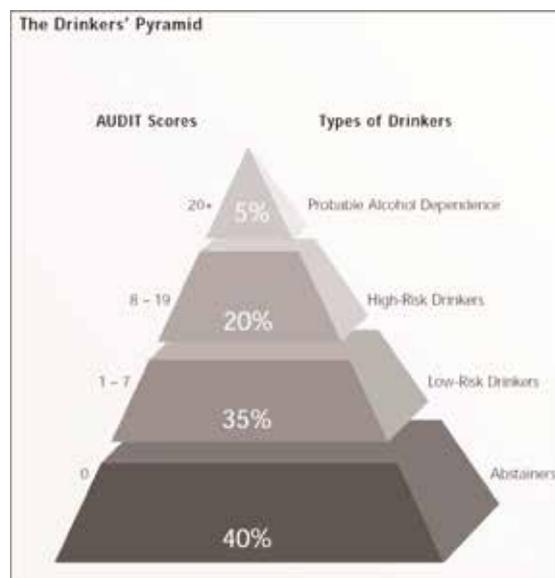
Skip to questions 9 & 10 if your score total score from questions 2 and 3 is 0.

8. How often in the last year have you been unable to remember what happened the night before because you had been drinking?
- (0) Never
 - (1) Less than monthly
 - (2) Monthly
 - (3) Weekly
 - (4) Daily or almost daily
9. Have you or someone else been injured as the result of your drinking?
- (0) No
 - (2) Yes, but not in the last year
 - (4) Yes, during the last year

10. Has a relative or friend or a doctor or another health worker been concerned about your drinking or suggested you cut down?
- (0) No
 - (1) Yes, but not in the last year
 - (2) Yes, during the last year

Total Score

To complete the audit simply select the answer which most closely fits your drinking habits and record the points value in the box provided. When you have completed this add the scores together and apply the sum to the "Alcohol Pyramid" to discover what level of risk your habits pose to your general health.



Links and further information
www.dh.gov.uk/alcohol
www.ias.org.uk
www.downyourdrink.co.uk

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This leaflet was prepared by Dr Eleanor Ivory from her article which appeared originally in the BALPA journal "The Log".

IFALPA provides this data for information only. In all cases pilots should follow their company's guidance and procedures.

In the interests of flight safety, reproduction of this bulletin in whole or in part is encouraged. It may not be offered for sale or used.

NZALPA Caps are here.

Available in two versions;

- A light weight washable sports cap with side vents and reflective piping.
- Also a cotton twill standard baseball cap with white trim.

Both versions are \$10 pick-up from the NZALPA Office or \$15 delivered.



NZALPA shirts are available from the website under “Members” “Member Benefits” “NZALPA apparel”

Technical Director’s Report

Rob Torenvlied & Technical Officer Dave Reynolds

Tech Briefing

Ground Based Augmentation Systems (GBAS) and GBAS Landing System (GLS)

Both GBAS (Ground Based Augmentation System) and GLS (GBAS Landing System) are a GNSS (GPS) based approach and monitoring system that utilises a local airport facility to increase the accuracy and integrity of the position of an aircraft both vertically and laterally to support a Precision Approach.

This system is in operation or as a trial at many airports globally including Newark, Charleston, Houston and Moses Lake in the United States, Sydney in Australia, Bremen and Frankfurt in Germany, and Malaga in Spain.

The purpose of this article is not to give an in-depth technical briefing, but rather to enable members to gain an overview of GLS and GBAS - how it works, the systems requirements on the ground and in the aircraft, and a pilot’s perspective on the systems.

GBAS Background

GNSS has become commonplace in aviation over the past 10-15 years. Most crewmembers are familiar with GNSS operations during departure, en-route, approach and landing phases.

There have been however, inherent limitations on GNSS operations that stem from the possible lack of availability of satellites to ensure the accuracy of the aircraft’s location, errors in the aircraft’s apparent position and uncertainty in signal delay as it passes through the ionosphere on its journey from the satellite to the aircraft receiver.

This has improved over the years with more satellites becoming available, tighter system control and system improvements - resulting in a consequential steady reduction of Required Navigation Performance (RNP) from 10 through to 4 and 2 for en-route phases and even down to 0.1 for RNP-AR approaches such as Queenstown.

The limitations of this system are well known, including ensuring Receiver Autonomous Integrity Monitoring (RAIM) is available, that both receivers and satellites are working properly and ionospheric effects. The primary precision approach facility for more than 60 years has been the Instrument Landing System (ILS). This is a tried and tested facility that has enabled a high level of accuracy in lateral and vertical guidance to an aircraft in landing phase, and this has resulted in extremely high levels of safety over the years.

The ILS, however, still has some drawbacks. The main issues revolve around equipment availability and positioning. The ILS consists of 2 main components: the Glideslope for vertical guidance and the Localiser for lateral guidance. If either of these becomes unavailable for whatever reason, an approaching aircraft has to resort to a Non-Precision Approach, which is well known to increase pilot workload, decrease accuracy, and increases the probability of CFIT incidents.

There is also the problem of environmental issues affecting the ILS. It is not uncommon to see an offset Localiser due to local terrain effects or space availability on the airfield at the end of the runway for the antenna. The Glideslope has problems with possible false lobe capture, as well as having to ensure that the critical area is protected during approaches to ensure the Glideslope is accurate and readable by an approaching aircraft.

Traditional GNSS approaches (RNAV and RNP-AR) have become commonplace and crews are very familiar with the GNSS systems. However, again, it does not yet have the accuracy or integrity of an ILS system, which is particularly important close to the ground, and it is still subject to errors of varying degrees and has inherent limitations. GLS takes the GNSS system to the next level by providing information, which is used with GPS signals, to enable the aircraft to determine its location both horizontally and vertically with sufficient accuracy and integrity to support Precision Approach minima.

GBAS Systems

The GLS consists of the constellation of GPS satellites (the space segment) as well as a GBAS, comprising a number of antennae (usually 4), a central processing unit, VHF data broadcast (VDB) transmitter with omni-directional antenna (ground segment), which are all located on, or very near to, the airport. There is also the requirement for aircraft receivers and equipment (airborne segment). The GBAS antennae are located at super-highly accurate surveyed positions.

Honeywell, the system designers market the system as “SmartPath”. The GLS approach path is designed the same manner as an ILS; a runway aligned azimuth approach with an optimal 3-degree vertical approach path with a set “service volume”. This service volume distance (Dmax) is the maximum distance to which the corrections may be used with the required integrity guarantee.

The receiver antennae take the GPS signals being transmitted from the satellite, and the GBAS computes the range to the satellite and compares it to the known exact range; the difference is the range correction which is broadcast to aircraft via the VDB transmitter.

Integrity information is also transmitted to the aircraft.

The approach path definition is the third piece of data broadcast to aircraft. Each approach procedure has a separate identifying number (e.g. 21146 for 16R in Sydney), which is tuned in the aircraft, similar to an ILS or VOR frequency, via a multi-mode receiver (MMR). Embedded in the Approach Procedure identifying number is the VHF frequency, data-link time slot and approach procedure.

The signal is sent and received via existing VOR band allocation. The GBAS has its own VDB receivers, which listens to each transmission, and the received data is crosschecked for errors and data corruption.

The aircraft automatically, upon tuning and receiving the GLS signal, carries out an ident. The pilot is not normally required to make an aural ident (company procedures may dictate otherwise), but they are required to confirm that the Approach Procedure ID for that runway is shown on the PFD or where the ILS ID is usually found. In the case of GLS 16R YSSY approach, this would be displayed as G16A. If the pilot chooses to check the aural ident, the Morse code would be "G 1 6 A". This would be done the same as you would ident an ILS. The aural ident is generated in the MMR based on the procedure definition unlinked from the GBAS. This gives backward compatibility and similarity to ILS for training and familiarity purposes.

The aircraft then flies, and presents the lateral and vertical deviation from the desired approach path to the pilot, exactly like an ILS. The position error on a GBAS approach is generally no greater than 1m both vertically and horizontally.

The system is almost totally duplicated for redundancy. There are 2 pairs of data processors, each processor of a pair performs the algorithm calculations and they mutually crosscheck each other for errors before sending the data to the aircraft. There are 2 VDB transmitters, and 2 VDB receivers for transmission error crosschecking, and 2 power supplies and 2 backup batteries. The system can operate normally with 3 of the 4 antennae operational, in the event of the failure of one antenna. If the system fails or detects corruption, the whole system will cease transmission of correction to prevent any erroneous information sets being sent to aircraft. The system will generally not take out vertical path and leave horizontal guidance like a Glideslope failure on an ILS.

SmartPath is currently certified and approved for CAT-I operations. The system supports autoland if the aircraft is capable (approval to conduct autoland operations is of course a separate issue). Currently, there is flight-testing underway in the USA to validate enhancement of GLS to CAT III operations. However, it's worth remembering, the landing system is just one part of a CAT II/III system, with the normal requirements for Low Vis Operations such as lighting, RVR, surface radar and aircraft certification still remaining.

Pilot Perspective

From an operating pilot's perspective, there is very little difference to a conventional ILS approach. An aircraft will fly a STAR or receive radar vectors, the same as what would happen for any other approach. The pilots will select the GLS approach in the FMS system. They will then tune the multi-mode receiver to the appropriate channel number rather than an ILS frequency.

Once the aircraft receives the SmartPath signals (inside Dmax), all displays will be identical to a conventional ILS approach. The pilots will receive a "distance to go" readout (the same as a conventional

DME), and a lateral deviation and vertical deviation display (the same as a conventional LOC/GS).

Further Information

GBAS takes away many, if not most, of the system limitations of an ILS. There is no interference from aircraft on taxiways; hence there is no "Critical Protected Area". There is no Localiser scalloping when an aircraft passes in front of the antenna on departure or when taxiing or under tow, and, as mentioned previously, it allows a Precision Approach and autoland, even when runway has a reduced length.

There is still some of the space weather issues associated with any space-based navigation system, however, given the updating from the GBAS itself, the errors are greatly reduced.

There have been issues of bandwidth interference at one airport in the US, but no ongoing issues have been documented.

An RNP-AR Approach Procedure and a GLS Approach Procedure can be designed to allow transition from the RNP-AR approach to GLS (short) final approach. Thus, the benefit of RNP-AR curved path and the lower minima of the GLS could be realised at some time in the future.

However, the limitation is that while RNP-AR is based on barometric altimeter, GBAS is geometric based. To blend the 2 types of approaches, the RNP-AR procedure would need to deliver the aircraft a little below the GLS vertical path to ensure intercept from below for all conceivable barometric settings. This would cause a small vertical discontinuity with the change in guidance from RNP-AR to GLS.

There is also work underway to allow GBAS to be utilised within the terminal area in the future. These expansions of the technology may be some years away however.

Based on the IFALPA ADO Committees Briefing Leaflet (15ADOBL01) on which NZALPA is an active member.

Editors' note: As the Technical Director has circulated the Technical newsletter to members we have decided to give you a more in-depth article on a topical subject.



A multi-mode receiver panel on a B737-800

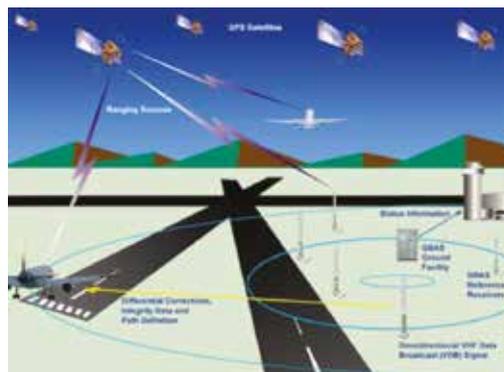


Image: FAA website

Industrial Director's Report

Dean Fotti

As we have just concluded another year's Conference, I thought I'd give a few thoughts on the year past.

This year has proven to be incredibly satisfying and profoundly frustrating all at the same time. Legally and industrially we have accomplished much, with some significant tactical 'wins' in the courtroom and in engagements with the various employers of our members, though when I sit back and reflect on the year with a strategic outlook, we are very much in the same position we were a year ago.

On a strategic level, I am forced to grade this past year a fail. The responsibility for that is mine as organisational change and improvement requires direction and leadership from the Industrial Director. The result of this is a legal staff that is barely keeping their heads above water with the workload. Much is getting done, but key projects like negotiations strategy is falling by the wayside as the day-to-day brushfires set by employers take precedence.

Resolving individual issues don't show up as 'runs on the board' as many are of a personal/confidential nature, but they are the pointy end engagements on behalf of individual members which are a cornerstone of our existence as a Union, and in line with the four key strategic outputs the members have told us are important to them. These issues take enormous amounts of resource and time to deal with but provide no 'tangible' result to the Union as a whole.

We have been hindered by the gap in resource left by the departure of the previous GA Advisor. Over the last year we have re-scoped that role to better fit the needs of the Union. I am pleased to say that Katie Roswell has now joined the NZALPA team as our new GA Advocate, and has hit the ground running hard in getting up to speed with coming to grips with the challenges of servicing our diverse GA/non-airline membership. She has been thrown into the deep end in assisting with preparing submissions on behalf of our members at Airwork who are unfortunately seeing redundancies there, and assisting with finalising a first CEA for a group of our Air Freight members based in Wellington. She will be travelling around the country shortly to introduce herself to our membership and get familiar with the employment environments of our GA members.

NZALPA – Just a Bunch of Grumpy Old Air New Zealand Pilots...

This is still the impression of many of the employers we deal with – and a fair few of our members. We have grown well beyond the days of a single employer union represented by a few Air New Zealand pilots sitting around a card table. Unfortunately, it seems we have not progressed far from that in vision. We now represent over 2000 members across multiple employers – both pilots and air traffic controllers. We need to expand our vision and influence as well as our membership numbers. To do so effectively, we need to be in a position to project influence beyond the negotiating table and court room.

Contact with our international affiliates has shown us that effective advocacy means proactively engaging at the highest levels where the decisions are being made rather than merely fending off the results of those decisions made behind closed doors and with little concern for the wellbeing of our members. Constructive

engagements with employers as well as establishing contacts with policymakers at our regulatory bodies and government is what will ultimately give us the greatest influence on employment security and conditions going forward. In this, we are poorly resourced and inexperienced.

We need to adapt or become irrelevant. There is a ton of work to be done in creating an "NZALPA, Inc.", but few volunteers willing to put their hands up to do the work. Yes, we all have more pressing priorities in our lives, but if we have no volunteers willing to take on the work, who will? Other more mature pilot organisations such as IFALPA, (US)ALPA and Germany's VC (Vereinigung Cockpit) as examples make extensive use of full time staff employees to provide these services. Is it time NZALPA follows that lead? I contend that if we are serious about becoming "The Voice of Aviation in New Zealand" then we must engage effectively in lobbying, media campaigns and organising our members to give NZALPA pilots and air traffic controllers the voice we keep promising.

I'll finish with an excerpt from a recent article in FlightGlobal magazine regarding 'atypical' employment models:

About 14% of pilots flying for European airlines are self-employed or work for temporary work agencies (TWA), according to a European Commission funded study by the University of Ghent, which says that proportion is growing. The first conference held to examine this social phenomenon is being held in Paris on 12-13 February.

It's perfectly legal, just another of those techniques modern multinational multi-base carriers can use to exploit the fact that laws and taxes stop at national borders, like the cop-cars in the Bonnie and Clyde movie screech to a halt at state boundaries.

The study, carried out between September and November 2014 received responses from a total of 6,633 pilots, estimated to be some 10% of the known European professional pilot population. Some 5.4% of European pilots are in what Ghent University terms "atypical employment" involving a contract with a TWA, and 72% of those had a fixed-term contract with the agency. "Many report being paid per hour without a minimum number of flights guaranteed." Among all the pilots in "atypical employment", 70% work for low-cost carriers, and the majority of those are at the younger end of the age range.

Among those who work for LCCs, 84% are on some form of self-employed or agency contract. The study found that respondents working in business aviation also "tend to be self-employed more often than their colleagues working for network or regional airlines".

The university remarks that since a large proportion of self-employed pilots work only for one company, that "could be considered as an indicator of bogus self employment." In other words, their contract requires them to work exclusively for a single carrier, so they have none of the flexibility normally implied by true self-employment.

The study observes: "The majority of flight crew directly employed in a network airline stem from another era: they have 20-25 years of experience and have witnessed the deregulation of the aviation market. In other words: they were recruited in a different time: a time where an open-ended labour agreement concluded directly with the airline was the typical employment relationship."

While the article focuses on Europe, if you think we are immune in New Zealand – think again.

It used to be that 'contract pilots' were the guys who went and flew overseas, or were only at the bottom level of the aviation ladder.

With the re-emergence of cadetships by LCC's, that bottom rung of the aviation ladder is more and more becoming the right seat of an A320 or B737. A coming challenge will be how to prevent this model from becoming the mainstream. We see the fight being taken up by our European colleagues through our engagement with IFALPA. It is imperative we stay informed as it is likely we will see these atypical employment models migrate their way to our shores.

Fly safe. Stay united.

Dean Fotti
Industrial Director

New website launched

www.nzalpa.org.nz

The new NZALPA website is now up and running. We have tried to upgrade the site with a fresher look and to make it more user friendly. If you haven't logged on yet please do so and update your details if you have moved address or changed positions from the last post you had on the website.

We acknowledge there will always be a few glitches with anything new and we are working on the Forums to ensure they work better for you.

Note from the Editor

We want to hear from you!!!!

Your views are important to us, and we want you to share them with us. The Stable Approach magazine is for all to enjoy and we welcome your feedback and support.

If you have stories whether they be large or small please feel free to email the editor at communication@nzalpa.org.nz

IFALPA Director's Report 'Atypical Employment in Aviation' – Tim Robinson – NZALPA IFALPA Director

The European Cockpit Association (ECA) recently organized a conference in Paris where issues regarding 'Atypical Employment in Aviation' were raised and discussed. IFALPA attended the conference and provided the IFALPA InterPilot magazine with an analysis. This is outlined below with permission from IFALPA.

Whilst not all these situations are not directly applicable to New Zealand, some are, and the article is a good heads-up to the negative types of employment models that are creeping into the global aviation industry. We must be constantly vigilant to defend ourselves against these gaining a foot hold in our part of the world.

ONE PILOT OUT OF SIX IS "ATYPICAL" EMPLOYEE

An alarming number of pilots in Europe are working with no direct link to the airline they actually fly for, with airlines, especially in the low fares sector, drawing significantly upon a "casualised" workforce. This is one of the main findings of new research carried out by the University of Ghent (Belgium) and funded by the European Commission. The results come as no surprise to industry insiders.

One of the pillars of the academic research was a survey among over 6,600 pilots flying for Europe's major carriers, including Air France KLM, SAS, EasyJet, Norwegian, Lufthansa, Ryanair, etc. While the majority of surveyed pilots (79%) still has a direct employment contract with the airline they fly for, a growing number of pilots are "atypically" employed. The research defines as "atypical" all types of employment which are different from the standard open-ended direct labour contract with an airline. This includes self-employed pilots, fixed-term contracts or contractual agreements via temporary work agencies, zero-hours contracts and pay-to-fly schemes.

The study shows that atypical employment is largely a phenomenon of low fares sector. Hence, only 52.6% of low fare airline pilots fly under regular employment contracts, compared to 96.5% for network carriers and 92.7% for regional airlines. However, some low fare airlines (LFAs) seem to be able to compete without having to resort to such employment practices. The portion of pilots flying under a direct contract with their airline is 88% at easyJet, in comparison to 49% at Wizz Air, 34% at Ryanair, and 30% at Norwegian.

Employment via a temporary agency and self-employment, as well as employment via a company owned or co-owned by the pilot (often a limited liability company, which provides piloting services exclusively to one airline) are the most prevalent forms of such atypical pilot employment. In low fare airlines, 16.7% of pilots fly via a temporary employment agency, 15.3% are self-employed and 11.0% are employed by their own company, vs. 1.7%, 0.6%, and 0.4% at network carriers and 1.3%, 2.9% and 1.1% for regional carriers.

SOCIAL INSECURITY

The fact that companies are increasingly shopping for "cheap" labour has sparked worries across the aviation community. One of the main problems of these constructions is that to a certain extent outsourcing comes down to avoiding applicable legislation in terms

of social security and tax legislation to the detriment of pilots and responsible airlines.

For pilots, “atypical” employment often means no clear idea where they should pay taxes and social security contributions. For example, in 2013, the homes of a number of pilots based in Germany and working for a low fares airline have been raided by the authorities as part of an investigation into alleged non-payment of taxes. The Ghent study quotes pilots testifying that this is one of their biggest “fears”. Interestingly, over 20% of respondents in the survey did not answer the question where they pay their social contributions. This could indicate that they are not certain where to pay social security or an indication that they do not pay it at all. Social security inspections, which could flag out potential problems, are practically non-existent across Europe. Legislation, where it exists, is practically inapplicable.

EU Member States are exclusively responsible for some regulatory domains, including social and tax legislation. Yet, a patchwork of legislation, with the inevitable loopholes, is a reality in Europe. In this context, having elaborate subcontracting chains, social and fiscal engineering and even tax dodging by some airlines – without legislation to effectively remedy these issues – is quite worrying.

WIN-WIN FLEXIBILITY

These types of employment have been called into life initially due to demands for a higher flexibility for companies. So what is in for “employees”? Job security is certainly not “in”, contracts for “services” can be terminated easily. In addition, 80% of the low fare airline pilots have to pay for their own hotel room, 64% pay for their recurrent training and licenses, 62% for their crew ID cards and 59% for their uniforms. Over 90% of LFA pilots receive no per diem. There is not really a “win-win” potential related to “atypical” employment or self-employment, which one should normally expect in such situation.

Which brings us to question if the self-employment status of respondents is genuine in the first place. More than 25% of survey respondents state not to be able to amend instructions of the company based on safety considerations. Remarkably, over 90% of them indicate they fly for a low fares airline. But there are other criteria to determine the genuine status of self-employed pilots: can they offer their services to other companies? Do they provide essential material for their work like an aircraft? Probably not.

NEXT GENERATION PILOTS PAY-TO-FLY

The study reveals that the new generation of pilots – young pilots – are most vulnerable: 40% of all 20-30 year old pilots are flying without a direct employment contract. More than half of those pilots working at Norwegian, Ryanair, and other smaller European discount carriers, have been hired under “atypical” arrangements.

Faced with the difficulty of finding a job while having to pay back their pilot training loans, young pilots end up subsidising their employer, e.g. by paying the airline to fly its aircraft in order to gain flight experience (“pay-to-fly” schemes).

30,000 to 50,000 Euro for type rating in addition to a huge debt is a reality for a large part of young pilots. But pay-to-fly schemes are neither “new” nor “business models”. They are straight financial exploitation and are now growing exponentially in number.

AND THERE IS AN EVEN BIGGER PROBLEM: SAFETY

The potential impact of such employment and contract schemes on the crews’ safety decisions and safety reporting is tangible and quite visible. Pilots’ decisions – willingly or unwillingly – could be influenced by the fact that they are not paid for the hours when a flight has been delayed, or fear of losing their job because of a decision which will cost the airline a stack of money.

Pilots are reluctant to take themselves off roster if fatigued or sick for fear of retribution. In some airlines, getting a Captain’s position is invariably conditional on a base transfer. The newly promoted Captains will then work hard and avoid “creating problems” in order to secure a transfer (back) to their preferred home base, where they can try to establish a better work-life balance, says the research. Not to mention that subcontracting chains put pilots in extremely volatile and precarious situation, characterized by high dependency and little protection, often topped up by the threat of both civil and criminal liability.

Or the crew member might be under pressure to accept a one-sided zero-hours contract. While the contractor (i.e. crew agency) is under no obligation to offer them work, the self-employed pilot is under pressure to accept whatever work is made available, whenever it is made available. Safety and employment status are intertwined. A pilot should simply never have to face a situation in which he/she has to balance commercial considerations over safety.

This report acknowledges that atypical employment in aviation is on the rise. It has become the buzz word in the ears of most low fare airlines’ CEOs, and many other airlines are considering it.

IS THERE HOPE?

There certainly is hope for European and global pilots. The research says it is past midnight and action is needed. Strengthening the social security law, its cross-border enforcement, tackling fiscal and social engineering and enforcing effectively existing legislation are just a few proposals put forward by the researchers. Strengthening safety management systems, safety report and setting up whistleblowing mechanisms to counter mala fide management styles are other steps to be taken. Now, the only thing that Europe and the global industry needs is political will.





Greg Vujcich Memorial Winner Wayne Harrison

AWARD PRESENTATIONS

Greg Vujcich recipient – Wayne Harrison

A Hawera flight instructor is on cloud nine after receiving a number of esteemed awards.

Hawera Aero Club's chief flying instructor Wayne Harrison, a commercial pilot and private pilot instructor, has been awarded the prestigious Capt. Greg Vujcich Memorial Award for excellence in general aviation instruction.

Harrison began his flight training in 1967 and earned his commercial pilot licence and a category c instructor rating in 1971.

He fell in love with flying when on a hunting trip in the South Island.

Flown into the bush and landing on the Arawata river bed for a two week hunting trip in 1966 he thought to himself "wow, this is the way to travel".

"We flew in a Cessna 180 from Queenstown and landed on the riverbed," he said.

"From there I learned to fly."

Harrison moved to New Plymouth in 1972 and became an instructor, he was upgraded to their chief instructor in 1977 and remained there until that club was hit by financial troubles in 2013.

The current chief instructor for Hawera, Harrison works three days a week as the club's membership flourishes.

To be eligible, a nominee must have a proven history of excellence with their instruction, commitment to the mentoring of others, shown effort to impart good aviation practice and a high level of student achievement.

Flying NZ president Richard Small said Harrison certainly embodied every one of characteristics in the criteria and had earned his award.

"This award is offered and presented by the New Zealand Air Line Pilots' Association and is considered one of New Zealand's premier Aviation Awards."

Hawera Aero Club president Tony Muller said their club continued to thrive where others were struggling because of Harrison's reputation.

The club was recently awarded the Flying NZ service award for encouraging new and existing Members to enjoy club flying for sport and recreation, personal achievement, fun and participation in a safe environment."

Muller said that was because their membership had increased by almost 50 per cent in the past year.

Students travelled to train under their club because Harrison provided a "one-stop-shop".

Harrison was also awarded the Aerosports Federation Aeronautique Internationale for contributing "to the success and development of aeronautics" earlier this month.

Article from stuff.co.nz



Retirees: Ross Leith, Brian Turrell, Peter Hensley-Bennett, Adam West and Herwin Bongers Medical & Welfare Director.

15 YEARS' SERVICE



Richard McCabe



Pamela Hutton



Dawn Handforth

WELCOME

to Katie Rowsell new GA Advocate



Katie Rowsell joined NZALPA in June 2015 coming from the Community and Public Sector Union in Australia where she worked with a wide variety of members as both an Organiser and an Industrial Officer.

In 2012 Katie was elected to the Executive Board of Public Services International, a Global Union Federation representing 20 million public service workers.

She has extensive experience in negotiating agreements, general organising, and has a special interest in how youth interact with unions and their workplace. Katie studied law at the University of Otago, and was admitted to the Bar in 2012.

Katie is excited to take up her new role with NZALPA and looks forward to the challenges ahead.

DHC-8 Captains and First Officers

Jetstar can offer you an exciting and challenging career with a leading regional carrier in a two crew, turbo-prop RPT operation. We will be operating a fleet of DHC-8 Q300 aircraft and our pilots will be responsible for ensuring our passengers have a great and safe customer experience.

Our ongoing training program is of the highest standard and is designed to ensure our impeccable safety record is maintained while continuously developing flying standards.

You will be responsible for:

- Making safety the first priority
- Ensuring maximum comfort and courtesy is extended to passengers
- Ensuring that no Jetstar aircraft is operated outside its normal operating parameters, unless in an emergency situation
- Complying with instruction and regulations laid down by the airline and regulators
- Ensuring that all flight and duty time limitations are observed and accurately recorded on the flight and duty time record
- Maintaining currency of Class 1 CASA medical certificate

To be successful in the role of Captain, you will have or display:

- Higher School Certificate (documentation required) with passes in Year 12 Maths and English or NCEA Level 3 with appropriate passes in suitable Maths and English - approved bridging courses will be considered or approved equivalent course certificate
- Tertiary studies (highly desirable)
- A current Australian or New Zealand (with Australian or New Zealand permanent residency) with access to all Jetstar ports

Licence

- Australian or New Zealand Air Transport Pilot Licence
- English Language Proficiency Level 6 on your Licence

Endorsements/Qualifications

- Hold current endorsements for Instrument Approach 2D and 3D on a current Australian or New Zealand Instrument Rating – Multi Engine Aeroplane
- Experience including;
 - 5000 hours total aeronautical experience and
 - Minimum of 1000 hours Pilot-In-Command (excluding ICUS) of fixed wing, multi-engine aircraft with a MTOW of 13,000kg or above
 - Dash 8 Experience highly desirable
- CASA or CAANZ Class 1 Aviation Medical Certificate.

To be successful in the role of First Officer you will have or display:

- Higher School Certificate (documentation required) with passes in suitable Year 12 Maths and English or NCEA Level 3 with appropriate passes in suitable Maths and English - approved bridging courses will be considered, or approved equivalent course certificate.
- Tertiary studies are highly desirable but not essential.
- A current Australian or New Zealand (with Australian or New Zealand permanent residency) with access to all Jetstar ports

Licence

- Australian or New Zealand Air Transport Pilot Licence or
- Australian Commercial Pilot Licence with passes in ATPL theory subjects or
- New Zealand Commercial Pilot Licence
- English Language Proficiency Level 6 on your Licence

Endorsements/Qualifications

- Hold current endorsements for Instrument Approach 2D and 3D on a current Australian or New Zealand Instrument Rating – Multi Engine Aeroplane
- Experience including;
 - 700 hours total flying time and
 - 250 hours Command multi-engine aeroplane (MEA) (excluding ICUS) or
 - 250 hours Command Single Engine Turbine aircraft above 3000kg MTOW;
- CASA or CAANZ Class 1 Aviation Medical Certificate.

All applicants must be willing and able to complete and pass ongoing pre-employment drug and alcohol screening. You will also have the ability to hold an Australian Aviation Security Identification Card (ASIC) and New Zealand AVSEC (effective 1st July 1997 under the Commonwealth Air Navigation Act, you are required to undertake extensive background and security checks, at your own expense, to establish your eligibility to hold an Aviation Security Identification Card (ASIC).)

Jetstar is an Equal Opportunity Employer, and we invite you to be part of an organisation that fosters a diverse workplace, supports many charities and environmental initiatives.



MEMBER PROFILE

Capt A.F. McKevitt

Tony McKevitt was nominated for the NZALPA Scroll of Merit on behalf of the Air Nelson Council this year.

Tony has been employed by Air Nelson since 1996 and he has been a member of NZALPA that entire period.

Tony is known for his dedication and hard work at Air Nelson. He has been a member of the Air Nelson negotiating team for the past five rounds including the one that will commence later this year.

He is also a current member of the Air Nelson Council and a pilot representative on the Air Nelson Contract Management Group.

Over the years he has been a negotiator where they have seen the Air Nelson CEA grow from what was a pretty basic document to the terms and conditions enjoyed today. Negotiations can be difficult and protracted with pressure coming on the negotiating team, but in the face of this Tony has always worked hard to keep everyone focussed on the task at hand and, in particular, counselling newer members who are always vulnerable at negotiating time.

Tony has the confidence of members and is a proven recipient of the NZALPA Scroll of Merit.

“This is my third Union experience. In my first job as a Deck Officer Cadet, I was a member of the Merchant Navy & Airline Officers Association UK (MNAOA) now Numast.”

“Then I was a member of the NZ Merchant Service Guild as a deck officer and now finally NZALPA where I have been a member since 1993.”

“I AM EXTREMELY PROUD TO WORK WITH AND HAVE THE SUPPORT OF SUCH AN ESTEEMED ORGANISATION AND LOOK FORWARD TO CONTINUING THAT WORK IN THE FUTURE.”

Principal Officers



Mark Rammell
President



Tim Robinson
Vice President & IFALPA Director



Virginia Mudie
General Manager



Chris Adams
Board Secretariat/Executive Assistant



James Jarvis
Secretary



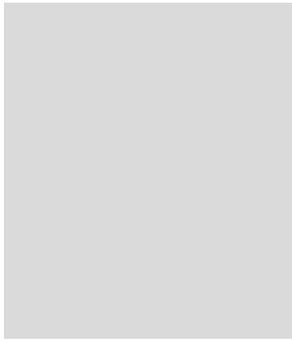
Rob Torenvlied
Technical Director



Bettina Latham
Finance Manager



Pamela Hutton
Membership, Finance & Administration



Dean Fotti
Industrial Director



Herwin Bongers
Medical & Welfare Director



Kathryn Lawn
Reception and Administration



Eliza Bradley
Event Coordination/Administration
& Reception



Jon Brooks
ATC Director



David Reynolds
Technical Officer



Lisa Williams
Communications & Marketing Adviser

Staff List



Staff List



Katie Rowsell
GA Advocate



Richard McCabe
Legal Counsel



Clare Abaffy
Solicitor



Dawn Handforth
Legal Advocate



Adam Nicholson
Legal Advocate



Kyrie Gausden
Legal Secretary

Office Hours

The normal Office and switch board hours - **09 255 1500** - are from **0830 until 1700**

More often than not the office is occupied from 0800 until 1800, however you will need to direct dial the extension if you wish to contact a staff member outside normal hours as the phones are night-switched which will automatically direct calls to the answer service or if necessary transfer to the 0800 NZALPA Emergency Help Line number.

The office hours are 0830 to 1700 on Monday to Friday, and the pick up at the office observes Public Holidays although pilots work flexible hours the majority of the staff work a normal office week and therefore will not normally be available on weekends. Any weekend email will be actioned on the following Monday, unless urgent.

Email Addresses

mail.request@nzalpa.org.nz

- for any form of mailout to membership, includes ballots, surveys or text alerts
- forwards to Chris, Kathryn and Eliza

To ensure these are delivered to members in a timely manner please ensure that the office receive these no later than **1500** to ensure same day delivery.

Please note however if the mailout is a ballot or complex survey more time will be required to set this up. If unsure, call and ask ahead of your deadline.

travel.accom@nzalpa.org.nz

- for any travel and accommodation - forwards to Eliza, Kathryn and Chris

office@nzalpa.org.nz

- miscellaneous requests to do with Administration, or a membership issue you wish clarified, or would like a staff member to contact you and you are making contact out of office hours to leave a message.
- This is a specific mailbox – checked regularly by Kathryn and Eliza

board.secretariat@nzalpa.org.nz

- This email goes directly to Chris Adams, Board Secretariat. Please use this email for all Council Reports, Proxy forms and correspondence relating to BoM.

EMERGENCY or URGENT action required

0800 NZALPA – (0800 692 572) is the Emergency and Out of Office Hours contact number. Please use this if urgent assistance is required and your call will be dealt with 24/7. We are currently updating our procedures and will forward the finalised information to all BoM Members, Councils and Admin Heads. We will also produce a simple reference card for all members to carry with them at all times.



NEW ZEALAND AIR LINE PILOTS' ASSOCIATION
3 AIRPARK DRIVE, MANGERE, MANUKAU 2202
POSTAL ADDRESS / PO BOX 53183, AUCKLAND AIRPORT, MANUKAU 2150
PHONE / +64 9 255 1500 FREEPHONE / 0800 NZALPA
EMERGENCY CONTACT 0800 692 572 (H24 & TF) IN NZ OR +64 9 255 1500 (H24) OUTSIDE OF NZ

www.nzalpa.org.nz