

Certainty about membership uncertainty

By Jacques Lemmer

For some time ALPA-SA has been dealing with a constitutional issue that has proven to be as confusing as the heading of this article. The root cause for all this confusion lies in two questions: Whether or not current pilot members acting, or are under the impression that they are acting, as independent contractors may remain members of ALPA? And, by the same token, whether or not new pilots acting in any of these capacities may be approved to become members?

It is a well-known fact that true independent contractors do not enjoy any protection afforded by labour legislation, simply because these individuals are not officially regarded as employees. As such this would imply that independent contractors may not join a trade union as trade unions are known to be associations of employees. However, in recent years more companies have followed the independent contractor approach instead of appointing employees, seemingly as an easy way out of any legal obligation they may have towards employees.

Courts took due cognisance of this approach and developed additional tests over and above that which is covered by the Labour Relations Act to determine if a person providing a service to a certain company is in fact an employee or independent contractor. These tests have been applied to our current membership database, as well as that of potential members, prove beyond doubt that pilots under the impression that they may be functioning as independent contractors are in fact employees and are entitled to remain and become members of ALPA respectively.

Furthermore, pilots acting as genuine independent contractors may also remain and become members of ALPA, especially since the Association is both a professional organisation and a trade union. Even though membership benefits for genuine independent contractors may differ from that of employed members, such membership would greatly assist us in promoting both the pilot profession and the interests of all pilots engaged in this profession.

Seminar for women pilots

By Jane Trembath

On 5 October, at Blockhouse, ALPA-SA held its first Women Pilots Seminar. The event was organised to address some of the unique challenges that women experience within the world of aviation. It was also set up to make people more aware of what ALPA stands for and what do we do. The seminar was well attended by a broad cross-section of pilots from the industry, including several non-members.

I initiated the project as recent commercially-held conferences for women in aviation did not address subjects relevant to women pilots. Our presentations covered two broad areas – professional development, and lifestyle support. The topics struck a cord with the audience and from the feedback received, delegates considered a number of different sessions very helpful.

One of the key objectives of the Women Pilots Seminar was to provide a credible forum for women pilots to meet and network with each other. It was good to share experiences and it showed that, although we have come a long way, we are not quite there yet. The ladies left inspired and the most recurring comment was 'We hope there is one next year!'



Land Rover Day @ Gerotek

Members of ALPA-SA had the opportunity to enjoy the Land Rover Experience at Gerotek. Members and partners could participate and try out the "high speed oval". All enjoyed the mountain trail and the competition to finish the concrete skid pan training in the shortest space of time, provided lots of fun.

We want to thank Jessica Snyman, Marketing and Events for Land Rover Experience as well as Tjaart Moolman from Land Rover Centurion for organising and sponsoring the day.



Navigate your way to PAPERPILOT

By Gisela Kirsten



For the past three years I have been running a travel website for all SAA pilots (www.cangiante.co.za), but I believe many ALPA-SA members are regular readers of my travel write-ups in INTERCOM etc.

Thank you for your interest and herewith I bring you exciting news!

I am launching a brand new website on 01 November, www.paperpilot.co.za, which will be available to all ALPA-SA members, SAA cabin crew and ground staff.

This website will be a professional, subscription-based source of travel information, through which subscribers receive unique information on travel discounts and top recommendations.

How do you register?

From 01 November please visit www.paperpilot.co.za and click on the subscription page. A simple secure registration process will follow and your subscription fee will be safely deducted from your card. This subscription will be valid for one year from date of registration and you will be reminded in advance when your subscription is due for renewal.

What travel information can you expect to get?

To mention a few: Thailand beach homes, Hilton hotels, AndBeyond lodges at 50% discount, Sun International, New York's best bars and shopping, Mauritius... This information is linked to special PAPERPILOT rates, which I have personally negotiated for you.

How much can you expect to pay?

The subscription fee differs for each category of subscribers, but can range from R500-R800 per year. This is a minimal fee compared to the amount you save on one trip alone as some trips will cost you up to R5500 less per person. Ten percent of all fees will be donated to charity organisations and you will be assisting to cover the costs of this venture for all those who have dedicated time and energy in offering you something exclusive.

About PAPERPILOT:

I am a first officer on the A319 with South African Airways and in my free time I am a travel writer, artist and snap-happy photographer. I am passionate about hotels, negotiating and the wellbeing of all ALPA-SA members. As part of the glue that keeps us together in the travel industry, I can negotiate better rates for all of us because we are then, in essence, a family.

Please feel free to contact me if you have any queries or comments at +27 72 562 6777 or gkirstensaa@gmail.com.

Congratulations, Costa



Costa Vouros, Vice President: Standards and Compliance and Chief Training Captain at Safair Operations (Pty) Ltd has been nominated to the IOSA FLT and DSP task force.

He recently attended the three-day IOSA Task Force meeting in Montreal, from the 22-24th of September 2011. The nomination resulted from the most recent IOSA audit at Costa's employer Safair, and from his interaction with the AO (Audit Organization), the company that conducted the audit.

There were a number of factors that played a role in helping to secure Costa's nomination to the panel. His history with the IOSA auditing process for Safair, as well as various other operators both locally and internationally, as well as his responsibility as Vice President Standards and Compliance with Safair and types of aircraft he has flown during his career, was taken into consideration.

The panel is relatively small, consisting of senior flying representatives from mostly the large legacy carriers (Delta, BA, KLM, Air France, Singapore, Qantas, ANA and a few others). Africa has traditionally not been well represented as the entire IOSA process originated as a result of codeshare requirements and large carrier inter-auditing within the USA.

Based on feedback from all who attended it is clear that today Africa is regarded as a welcome addition to the task force. There are challenges that are unique to African carriers and these were highlighted by the task force. The whole IOSA process is now just over ten years old. See the timeline below.

ALPA-SA congratulates Costa on his nomination to the Task Force.

IOSA Task Force

The task force itself, sits annually to review and amend IOSA ISARPS (IOSA Standards and Recommended Practices) and the associated ISM (IOSA Standards manual) which go hand in hand. This particular task force sits to review the FLT and DSP portions of the ISM and ISARPS, from both the current ISM and more importantly for the future changes to the forthcoming ISM/s and what they will show and audit.

The whole review and amendment process as conducted by the task force is based on the standards and regulations from ICAO, EASA, the FAA as the main contributors, as well as consideration of best practice in industry, worldwide. The LEAST restrictive of these is often set as the benchmark for a particular ISARP. Most operators who underwent the IOSA audit this year, were measured in accordance with ISM 3. Below is the timeline for subsequent ISM revisions and their planned implementation dates.

At this stage, in 2013 most local IOSA operators will undergo their audit via ISM 6, which as mentioned was the mandate to conclude via the task force of which I was part. Deadline for ISM 6 submissions to the IOC is 15 November 2011, based on task force finalizations and conclusions.

The IOC is the IOSA oversight committee and they are the next tier up in the IOSA process and determine final policy for the program holistically, based on the various task force conclusions, and ensure these policies are implemented through the AO's (Audit Organizations) who do the audits worldwide. There are only 8 AO's internationally, who are certified by IATA to conduct these audits and they are very carefully scrutinized and assessed regularly to ensure consistency and the maintenance of the required auditing standards whenever they do an audit.

During the task force, a number of items which were challenged by certain carriers during their recent audits, via their respective AO's, were reviewed and amended where necessary based on the latest revisions to the references sources mentioned. One was able to see very quickly just how new information, historical and current inputs as well as all the changes in regulations worldwide impact on each and every ISARP.

It gives new meaning to "having all the books open" when the task force was reviewing just one ISARP, on certain of the items. To give some idea of what the next year/timeline holds for IOSA carriers, worldwide:

- ISM 4 Released 04 Jul '11, effective 01 Dec '11
- ISM 5 Released 01 Oct '11, effective 01 Apr '12 (minor changes to ISM 4)
- ISM 6 Effective 01 Sept '12
- 2011 Task force objective was to finalize ISM 6 Standards

What is interesting is that there are currently 372 IOSA certified carriers worldwide and what a lot of us may not realize is that to be part of IATA an Airline MUST have IOSA. It is no longer a "nice-to-have", if IATA membership is the objective. Also longer term there is an "Enhanced IOSA" program being proposed whereby those Airlines which have undergone a number of IOSA audit renewals, will be able to facilitate a large part of the IOSA process in-house, on an ongoing basis via internal QA programs and auditing, without the need for an AO to conduct the audit. This still has to be finalized and formalized and is a while off but is definitely part of the longer term strategy of IATA, for the program.

To conclude, it was privilege to represent my employer as a very specialized niche operator, with a long IOSA history, South Africa itself and the greater African continent, on the FLT/DSP task force which although small by design, has a tremendous impact on the future of the standards within the program and on these two components of the checklist and ISM, in particular.

This program is here to stay and will only get better through a number of lessons and improvements brought about through the years it has been in force, and seeing how it has matured as a quality safety program worldwide. It is important too though that Africa now has a voice which is finally being heard at IATA, where the safety focus on Africa continues unabated.

