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ANNUAL GENERAL MEETING – October 2010

It is time again for our Annual General Meeting (AGM) and, as always, we have an opportunity to reflect on what the Association has achieved during the period since the previous AGM. The year has been busy and when all activities are mentioned together, one gets a full picture of what has actually been achieved.

AN EXCEPTIONAL TEAM

The fact is that none of the work completed over the past year would have been possible were it not for the dedication of our volunteers that form the nucleus of ALPA SA. We also acknowledge the contribution and commitment of our amazing staff members who run our office on a daily basis.

Without the involvement of these people, I daresay the organisation would cease to exist. The staff, lead by our General Manager **Sonia Ferreira**, is doing a job far greater than what one would expect from such a small group.

I would like to extend an additional word of congratulations to Sonia for the exceptional way in which she leads her team. With most of us being an absent workforce during working hours, Sonia has to make many decisions and she continues to do this organisation proud by her appointment. She often has to make arrangements and manage situations as they arise, and do so during weekends when, like all of us, she would prefer some free time. Examples that come to mind include when one of our members was assaulted and robbed, during the SA Express incident at Windhoek or the passing of the Blockhouse caretaker.

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PRESIDENT'S REPORT
Piet van Schalkwyk, President Elect



ANNUAL GENERAL MEETING

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Sonia, we salute you for the passion you have for your job! I would also like to use this opportunity to offer my personal thanks again to the Office staff for the excellent manner in which they run the daily affairs of the Association. Thank you everyone!

The members of the Executive Committee (ExCo) and the various Portfolio Directors have also spent a lot of their own free time on the affairs of the organisation. In fact, most of their work is done in their own time, when they could have spent it with their families or on their hobbies. It is this dedication that makes it an honour and privilege to work with these individuals, and I hope that their actions serve to remind all members of this organisation of the undeniable truth - only pilots can look after the affairs of other pilots.

MANY HANDS MAKE LIGHT WORK

I want to use this platform to implore our members to become more involved in the committees of this Association. The age old saying: 'many hands make light work!' still holds true, especially today.

I also need to mention that we have a few very dedicated non-ExCo members out in the field who have served the organisation with great distinction during the year and I would like to here specifically mention **Jane Trembath** and **John Herselman**. Jane has attended the NASCOM Meetings on behalf of ALPA-SA and she has done a sterling job there to uphold the safety aspects and encourage powerful communication, which is so important for our members, whether they serve in airlines or as non-branch members. John has played a pivotal role in the successful operations out of the new King Shaka International Airport in Durban, and without him and the support team that he gathered to assist him, we would not have experienced such a smooth transition. John also received a special award from ATNS for his assistance with the setting up of procedures at this airport.

INVESTIGATING ATP STATUS UPGRADE

As previously mentioned the ExCo members and Portfolio Directors were quite busy and I would like to mention some of their activities. **Terry Eleftheriou** was in contact with the SACAA regarding the cost of ATPL subjects and simulator training, and from their discussions, it was found that airline pilots can upgrade to ATP status in the company's simulator at the company's expense. Pilots in a non-airline environment are obliged to upgrade at their personal expense, at an exorbitant amount. Terry is still investigating alternative options that could result in a reduction of these costs for prospective upgrade pilots.

UNMANNED AERIAL VEHICLES

Following a review of the period during which South Africa hosted the FIFA World Cup Finals, the ExCo felt the need to re-visit the issues around Unmanned Aerial Vehicles, as there was talk that these might be used by some operators. **Garth McJarrow** followed this up with the SACAA as well as with an industry group headed by **Prof John Monk**.

Following a number of meetings with the relevant parties, it was established that procedures and policies on the issue of UAV's were in place. The draft policy can be found on the SACAA website but this policy is yet to be ratified by parliament's transport portfolios.

PROSECUTION OF PERSONS POINTING LASERS

During the year, we had the honour to appoint **Marius Santos** as our Legal Director. Marius has filled the position before and it is wonderful that he has seen his way open to once again give some of his time to serve the greater need of our organisation.

Marius has already dealt with two major issues including the arrests of some of our members at Heathrow and the issue of prosecution of persons pointing lasers at aircraft. With reference to the arrest of the SAA crew, LHR letters about our concerns have already been sent to the SA Ambassador in London and the Director of Consular Affairs. We are still awaiting their final responses on the letters. On the possible prosecution of persons pointing lasers, we have received co-operation from prosecutors, but we need to drive a much bigger public awareness campaign around this issue if we want to obtain more positive results in the court.

SIGNIFICANT PROGRESS ON KEY ISSUES

Preven Naidoo and the members of the various technical committees have really stepped up to the plate during the year and progress has been made, in especially the fields of Accident Investigation, Airport Ground Operations and ATNS Liaison.

We would like to thank **Johan Guyt** who served on the accident investigation board of the Airlink accident in Durban, **Tony Laubser** for really outstanding work in the AGO field and **Darren Oliver** for all the ATNS liaison work.

Tony was involved with the resurfacing of the runway at George and has also organised an ALR Course that was presented by **Gavin McKellar** to a number of our members. These members will now form new teams at all our major airports to liaise with the relevant authorities on the airport operations.

Margaret Viljoen was appointed as a permanent member of the SACAA Medical Panel and this has already made a difference on the outcome for some of our members. She also attended various SACAA workshops on medical protocols and we can announce that the SACAA medical Office is very serious in re-aligning aged protocols with the latest best international practise.

Margaret also attended the biennial South African Society for Aerospace and Environmental Medicine Conference in Pretoria and a CIRP Course in America to better equip her in dealing with this important service to our members. In addition she has been the driving force behind our actions in the prevention of laser crime and she wrote an article on the topic of laser illumination which was published in Selcal. The article is also available on the ALPA-SA website as well as the SACAA website. Margaret also designed a reporting form which has been placed on the ALPA website for pilots to report laser illumination incidents. She also attended the Part 121 re-writing meetings and thereby ensured that Part 121 was settled according to ALPA-SA's satisfaction.

MEDICAL CHECKS ANOMALY

C Bollweg has been busy in his role as the AFI South Vice President. We would like to thank him for the significant role he has played in the larger IFALPA organisation with his presence in this position, as well as his attendance on the Huper Committee. During the year Carl also reported an anomaly regarding medical checks over the age of 40.

In the case of multi-crew operations, ICAO policy is that only one medical check is mandatory once over the age of 40 years. This is not the practice within South African airlines. In the interests of both the airline and the pilot, it is advised that the airlines prescribe to world best practice. The matter was discussed with the SACAA and will be addressed as part of the review of protocols.

TRAINING ISSUES TACKLED

Chris Booysen accepted the position as training Director and a number of issues have already been tackled by the forum.

During this month Chris will attend an IFALPA Training Workshop in Paris, run by the European Cockpit Association. Chris has been invited to present at the meeting and will also report back on issues such as pilot selection, ab-initio pilot training, type training, recurrent training, delivery of knowledge and skills and how to train a pilot up to proficiency. Other aspects under review by the training forum include Multi-Crew Pilot Licences, Outcomes Based Education and Training, proposed restrictions on first conversions onto medium jets, MPL Progress in SA and Certification levels and training credits of Flight Simulator Training Devices.

IFALPA DISCUSS INTERNATIONAL TRENDS

Rick Brennan from IFALPA requested that ALPA-SA participate in a Skype conference to discuss needs in South Africa that may affect international trends. **Gavin Durr, Carl Bollweg, Sonia Ferreira** and I attended the Skype conference. The main discussion point was that as IFALPA only represents a small portion of the world's pilots, they were looking at the best way to recruit pilots to the cause and the way forward for IFALPA. ALPA-SA provided its input and suggested that although there are limitations, perhaps a better route would be to have varying levels of membership. It appears that IFALPA and ALPA-SA's visions are aligned regarding the way forward and they appreciated the input. They will reconvene again at a future date.

EXCO STRATEGIC PLAN DEVELOPED

Gavin Durr has settled in very well in the position of Vice President and he has kept the team on the straight and narrow with constant checks on our strategy for the year. Gavin presided over the Strategic Planning Session and the ExCo agreed upon a powerful and productive plan. The plan was set up with measurable outcomes and Gavin conducts regular reviews to ensure that our objectives are met. He also assisted in handing over the financial side of the organisation to **Dave Naude**, the new Financial Director.

Dave has done an exceptional job in this regard and a look at the financial results will soon show that the organisation is in a good position and in good hands. As part of our strategy, we have also distributed a number of posters to advertise ALPA-SA in the aviation industry.

ANNUAL GENERAL MEETING

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AASA CONFERENCES TARGET DISCORD ISSUES

Sonia and I attended the 2009 and 2010 AASA Conferences. These were both very interesting and enlightening meetings and it was very worthwhile to network with a number of the CEO's from some of our airlines, as well as other role players from organisations such as the Department of Transport, ACSA, the Helicopter Association, amongst others.

The themes for the conferences were: "Emerging from the Crisis – the Next Challenges"; and "Conflict and Discord - Hampering the Growth of the Aviation Industry". We did note, with concern, how readily managers and other role players focused on crew as being the responsible parties for problems. This is due, in part, to labour unrest such as the British Airways cabin crew strikes and the Air Zimbabwe pilots strike.

The question remains - at what point will these role players realise that they cannot operate airlines without crew? As such, positive, upfront and honest communications and true commitment to issues such as salary payment, etc. will go a long way to reduce this type of action from the crew.

A number of items that, at present, serve as "disconnects" between the operators and industry included: the non-appliance of the Yamoussoukro Decision on Open Skies by many African Governments, the horizontal agreements within the European Union States, suggested Consumer Protection bills and dealings with infrastructure providers such as ACSA and ATNS, operating from monopoly positions.

Another factor to consider in terms of impact on the future is the Environmental Challenge around Carbon Reduction Targets. This is going to require a lot of forward planning by all present. Other presentations included a report on the FIFA South Africa 2010 World Cup Finals arrangements and a presentation on the Consumer Protection Act, the Competition Amendment Act and the Companies Act 71 of 2008 and the influence of this legislation on the various businesses. The bottom line is that companies cannot simply work for financial success any more, but need to be good at financial, social and environmental management. These laws now work on the 'apply or explain' principle which dictates that laws are either applied, or the company needs to explain why they do not apply it.

AMC OPENS AT ORT

I also attended the official opening of the Airport Management Centre at the Oliver Tambo International Airport in Johannesburg. All the airlines and role players, such as ACSA, ATNS, Customs, the SAPS and others, were represented. The centre was modelled on the operation centre

at Zurich Airport, an airport that has been named as the best in Europe for a number of years running. I am sure that the correct use of the centre will be of great benefit to our members using the airport.

AVIATION WORLDWIDE UNDER PRESSURE

Sonia and I attended the annual IFALPA Conference in Marrakech. Once again it became very clear that aviation worldwide is still under severe pressure from various quarters and Associations will have to be very alert in dealing with these issues. During February a meeting was held by various parties regarding the possible sale of the Blockhouse property. During the meeting a working committee of four members, two representing SAAPA and two representing ALPA-SA, was established. The ALPA-SA members on the committee are **Derek Leathers**, former President of ALPA-SA and **Dave Naude**, our current Admin and Finance Director. Once all the information was obtained the committee gave feedback to the various parties. The whole concept of selling the property was cancelled and in fact, in the past few months, the flats were all very nicely renovated.

POSITIVE CHANGES TO MEDICAL PROTOCOLS

During the past few months I attended various SACAA Medical Protocol Workgroup meetings. One of the meetings involved a discussion around pilots who continue to fly while using medicine for depression.

I invited **Wendy Santilhana** with me to the meeting, as Margaret unfortunately could not attend due to illness. Wendy is very deeply interested in the wellbeing of pilots and is, at present, completing a doctorate thesis under Dr Johan Coetzer on the subject of Pilot Wellbeing.

The outcome of the meeting was extremely favourable and now for the first time we can fly while under treatment for depression. There will be a stipulated period of one year from initial consultation and medical usage before being able to fly, but at least thereafter all the role players will be working towards getting the pilot to fly again. The SACAA has at present undertaken that the pilot will be allowed to keep his/her ratings current in this period, by for example simulator flying.

The new suggested protocol follows that of the FAA. I also attended numerous medical meetings with the SACAA regarding drug and alcohol testing and it appears that the SACAA is committed to bringing medical protocols in line with world best practice. Random drug and alcohol testing is not part of the revised medical protocols and the documents are waiting final review. After attending the first of these workshops, I sent a letter to the SACAA, congratulat-

ing them on the quality of these meetings and extending our thanks for the invitations to attend.

CARCOM PROTOCOL PROGRESS

Clearly it is better for all parties if we are able to offer input at such an early stage of the process in the formulating of these protocols which will be used to regulate the medical condition of our members. Jacques, Margaret and I attended the Carcom Ops-Subcommittee meeting on 08 September at SACAA. The proposed Part 67:15 was tabled at the meeting. The proposal did not contain all the changes that we wanted to see in it, as some definitions etc, were still outstanding or not cross referenced. The document has now been sent back to the medical section and a further workshop meeting has been scheduled to finalise the document.

FREE WORLD AIR NEWS SUBSCRIPTION

Tom Chalmers from World Air News approached **Sonia Ferreira** about an agreement that was discussed a few years back. According to this agreement each fully paid-up member of ALPA-SA will receive free subscription to the magazine. This was completed and our members now each receive a free copy of the magazine.

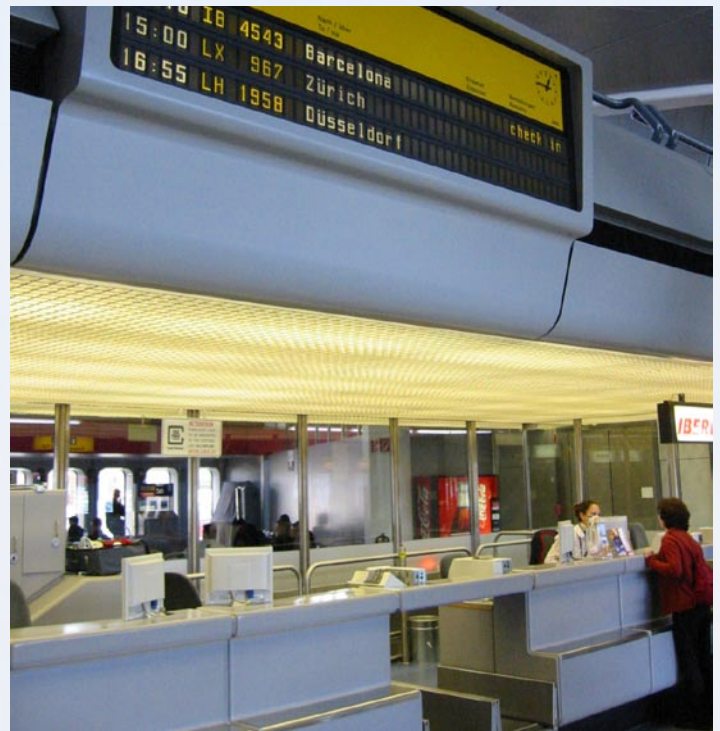
PILOTS' ROLE IN SPORTING SUCCESS

ALPA-SA hosted a very successful golf day on the 3rd of August 2010 at the Modderfontein Golf Club. The members enjoyed a fun-filled day, followed by a successful evening function that was well attended.

I would also like to make use of this report to congratulate all our members on the role that each of them played in the success of the FIFA World Cup Finals, no matter how big or small that role might have been. Without the full cooperation of every aviator out there, this event would not been as successful as it turned out to be.

COGNITIVE SKILLS TESTING SEMINAR

I also attended a day of presentations by **Prof Gary Kay** at SAA on the 13th September. These presentations were an extension of the three day seminar that was attended by Margaret in Pretoria. Prof Kay presented a test model that was used for Cognitive Skills Testing, a discussion on the role of cultural differences and age in cognitive skills testing results and a final discussion on fatigue effects and cognitive skills. **Drs Bogatsu** and **Mhahlango** from SACAA, **Cpts Johnny Woods** and **Wynand Serfontein** and **Dr Ansa Jordaan** from SAA, the OR Tambo Clinic personnel and the Officer Commanding and one more member from the IAM were all in attendance. A number of fruitful discussions took place during the presentations and very good information about the subjects was made available.



FUTURE COST INCREASE FUELS DISCUSSION


I attended a meeting at the ACSA Office Block on 21 September where a discussion was held on the situation regarding fuel supply and storage at the Johannesburg, Cape Town, Durban and Port Elizabeth Airports. a possible rise in fuel costs in the near future could impact some of these airports and the industry members present suggested the forming of a Fuel Supply Management Committee, chaired by ACSA and with representation by the industry.

This Committee will look at various aspects regarding fuel supply and storage and will advise together on proposals for the way forward. The three branches under leadership of their committees have done well during the period under review and they have reported on their various activities at their individual AGMs.

POSITIVE OUTLOOK FOR YEAR AHEAD

The above are just some of the issues, meetings and conferences that the ALPA-SA ExCo and other members were dealing with and attended in the year. It shows the variety of subjects on the table and the fact that we need to really be on top of these issues to be relevant in the industry that we serve in. I am sure that I speak for many members in congratulating the team who are looking after our collective interests on a successful year and a job well done.

I am looking forward to the year ahead and we have already identified additional issues for the future that we need to be- and will be involved in. I repeat my earlier request and beseech every pilot out there, those who are prepared to give a bit of his/her spare time, to serve the Association and thereby their fellow pilots. ■



Wendy Santilhano

WELLNESS PROGRAMME

Serving the best interests of our Pilots

There are times when the life of a pilot resembles that of a tight-rope walker - one big balancing act. We operate in an environment that has a certain mystique quality but, much like that which surrounds tight-rope walking, also has unique stresses and strains. It demands a degree of resilience on our part.

However, there are times of instability, when circumstances seem almost overwhelming. During these times we may feel as though we are losing balance and perspective, and this can send us plummeting into uncertainty, with only a hope of a safety net beneath us.

Most pilots are not inclined to ask for assistance and try to soldier on. By nature we are 'take command and fix It' individuals, which is a result of years of training and perhaps the honing of certain personality traits. But what happens when, for a variety of reasons, we 'simply can't' and our sense of wellbeing in the world is affected?

SECURITY NET STRUCTURE

ALPA is in the process of exploring the best way to implement a 'safety net' (structure) which will assist pilots who are struggling to cope in their current circumstances.

At ALPA we acknowledge that the present model asks 'am I fit to fly?' and this is a medically –based query. Currently there are very few guidelines to help pilots check and ensure that they are mentally and emotionally capable to control an aircraft. The purpose of this structure is to have the resources in place for pilots to address their mental and emotional wellbeing.

As people there are times when we need others to understand that we are 'simply human' and we have the same needs as others.

But what will such a structure look like and how will it help?

As a pilot you will be able to access this programme via:

- A 24-hour POINT of CONTACT
- A member of a PEER-TO-PEER PILOT ASSISTANCE programme
- Access to a MENTAL HEALTH CARE PROFESSIONAL (counselor, therapist, coach, social worker)

WHAT IS THE TIME-FRAME?

We are aiming for the 2nd quarter of 2011. Let me say a word about the Peer-to-Peer assistants. There are times when each of us has needed a good friend, someone who understands us, and, hopefully, there are times when we have all been such a friend.

As a good friend we really care about what another person is going through. We honour their trust and understand and respect their need to confide and for confidentiality.

Credibility and confidentiality represent the foundation upon which such a programme is built. Because we share a common identity as pilots, it is important that this programme is available and accessible to all ALPA members regardless of branch, individual affiliation and type of license held. ALPA would like to engage and recruit members who would like to be involved and are prepared to be trained and volunteer to be peer-to-peer assistants.

ALPA really wants the Wellbeing Programme to serve the pilot community. We wanted to take the opportunity to introduce the basics of this initiative, but rest assured we will be communicating a lot more about it in future newsletters.

In the interim if you are interested or have ideas that you want considered, please email: wsantilhano@gmail.com. ■



HEARING COMPLIANCE AND PROTECTION

As many of you may be aware, employers are responsible for ensuring a safe and healthy work environment. One of the areas where this affects us is that of compliance with regulation governing noise or high-volume areas. Your employer has an obligation to ensure your health is in no way affected by noise created by operations.

SO WHAT DOES THIS ACTUALLY MEAN?

First of all we have to define the term 'noise areas' thereafter we can look at the obligations and responsibilities of ourselves and that of our employer. SANA 10083 states that: "The 8h rating level as determined in accordance with clause 8 should not be equal to or exceed 85dBA.

If this limit is reached or exceeded the area should be identified as a noise zone and hearing conservation measures in accordance with clause 5 are required.

AIRLINES SHOULD USE MEASUREMENTS

Basically our airlines need to take these measurements around our aircraft at least every two years. The points selected need to be those that would most likely affect crews and where the noise levels would be highest. These points are monitored over 8 hours to determine the average noise produced and these figures together with the highest recorded figures are then made available."

From experience there are three areas which produce the highest dBA ratings, and these are:

- The Duct area feeding the packs.
- The Engine area.
- The APU area.

The measurements below indicate dBA levels for a few different aircraft:

| | | | | |
|---------|----------|----------|----------|----------|
| Area | B737-200 | B737-300 | B737-800 | B737-400 |
| Engines | 85.1 | 79.4 | 82.4 | 81.4 |
| Bleed | 92.9 | 86.7 | 84.4 | 80.5 |
| APU | 89.8 | 80.0 | 86.4 | 93.1 |
| Highest | 110dBA | 102dBA | 103dBA | 102dBA |
| Area | A319 | MD-82 | A330-200 | - |
| Engines | 85.7 | 76.6 | 82.5 | - |
| Bleed | 85.5 | 77.2 | 84.6 | - |
| APU | 91.3 | 75.4 | 89.9 | - |
| Highest | 02dBA | 97,3dBA | 97dBA | - |

Naturally these noise levels affect not only the pilots, but also the technicians, ground staff, cleaners and our cabin crew. There is no doubt, however, that it is the technicians

and pilots who conduct pre-flight checks who are most affected.

SANA 1451-1-3 states that the wearing of hearing protection is compulsory irrespective of how long you are exposed to the noise area, and this protective equipment shall be provided free of charge by the employer.

IMPACT OF NOISE ON EMPLOYEES

The employer basically has three options to them, in order to remove the impact of the noise on their employees:

- They either have to remove the noise through re-engineering, (buying aircraft that do not produce those levels, or reduce the noise levels of the aircraft)
- They can ensure that the noise takes place when there are no employees there.
- They can supply their employees with adequate protection. This seems to be the only viable option.

Should your employer decide on option three, then the supply of those foam earplugs is also regulated. They need to be kept in a dry clean place, and there needs to be an adequate supply. Furthermore due to the fact that they are not moulded to your ears, their certified noise reduction rating needs to be reduced to approximately 10 dBA (Some examples of plugs are found here: www.slate.com/id/2118800/).

As such they may not actually be suitable for use around aircraft due to the peak noise areas. Earplugs that produce NNR ratings indicate the suppression in a laboratory for different frequencies whereas the NNR rating which could be anything from 0-33 dBA reduction does not. Keep in mind these are both subject to a reduction due to the fact that they are not moulded.

TRAINING FOR AFFECTED EMPLOYEES

The employers responsibilities do not stop here, they also need to provide training to affected employees, as well as medical assessments when operating in noise areas. These hearing tests need to be carried out at different intervals depending on the exposure levels.

Of course one of the most important aspects of compliance is for the employer to ensure that employees comply with the regulations, and this is where most of the operators fail. Here we have had a brief look at noise levels outside the aircraft.

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ALPA GOLF DAY

Winners of the A and B division as well as the Best Gross were announced at the Awards Evening on 17 November 2010. Congrats to all our winners!



HEARING COMPLIANCE AND PROTECTION

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We know that continued exposure to noise inside the aircraft can also have consequences for our hearing. The smart and caring employer would monitor the medical tests for hearing reduction taking place amongst its employees. These employers would also supply state of the art hearing protection onboard, e.g. noise reducing headsets. Although these headsets are expensive they are for life.

This is a good investment for any employer – one that not only protects their assets, but also ensures better safety with respect to ATC readbacks and compliance.

SO WHAT ARE OUR RESPONSIBILITIES?

We believe these include:

- Wearing the protective equipment provided by your employee.
- Look after your hearing and, if need be, purchase your own equipment, and
- Bring any non-compliance to our attention so that we can follow it up.

Your career depends on your health and it is up to you to ensure that it lasts. ■

SELCAL is a monthly Newsletter published by the Air Line Pilots' Association of South Africa and is disseminated to members, operators, regulatory authorities and to any other parties who may be able to make positive use of such info. ALPA-SA endeavours to promote safety in the environment in which its members are applying their skills. In so doing, ALPA is actively involved in the two-way exchange of pertinent technical, industrial and professional information.

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