



## INDUSTRY WIDE FLIGHT CREW RESEARCH

Thursday 11<sup>th</sup> June at 11am BST

Pilot return to work notes:

### Theme 1. Normalising return to work training

Return to work training is a normal part of a pilot's career. Most pilots will do at least one return to work in their career and it is important to understand that the difference at the moment is that we are all going through this process at the same time, which is where the challenge lies. Traditionally the reason you may have been off before would include sickness or injury, maternity and additional paternity leave and/or a significant life event (divorce, bereavement, etc), now add furlough to that list. Whatever the reason it is important to understand that what is unusual about the current situation is not returning to work but the fact that the whole industry is trying to get back in the sky. Things to consider will be understanding that your whole team will be cautious or apprehensive about their roles. The aircraft will also have been potentially grounded for a significant amount of time which may mean more technical glitches for you to deal with. The important thing to remember is to be deliberate in your actions and have empathy with your colleagues.

### Theme 2. What kind of training will I have to do?

This will depend on the time you have had off and what your licence validity is. Each regulator will have made decisions about various extensions it will allow. Your employer may require you to complete some kind of tech quiz in order to extend it. If you are unsure, I would contact your line manager. Generally, if you are outside your recency for landings but all your other dates are valid you may only need a sim to cover 3 landings before you do a line flight. If your licence has expired, you may need to do a sim LPC/OPC and LOE before you are able to do any line flying. Ensure your medical is also up to date as you will need this to be valid or at least within the extension period.

### Theme 3. Simulator training and what to review before you return

If you are going into the sim for a LOE or LPC before you resume your duties, you will be able to cover your landing recency at the same time. Although it is stressful not to have flown before you do your sim, it is not unusual if you are part-time to find yourself in this position. Prepare for your sim in the usual way but focus on some of the basic profiles as well. You should also have a look at what you need to do as PM as well as PF. A brush up on systems will be helpful but mainly know how to apply procedures as this is the important competency. If you are running through your non normal profiles, make sure you do the whole circuit and include DODARs, NITs, briefings etc. You will find that the first bit of an EFATO comes more naturally than the management side! Accept that you may not be top of your game, know your role and focus on doing that part well. Make sure you know where the switches are for some of the trickier failures as its amazing how quickly you can forget where the overhead panel. Remember your trainer wants to see you succeed and wants to see you meet the standard by the end of the sim!

#### Theme 4. Line training and the challenges

Preparing for line flying will be a different challenge and one that is often overlooked on return to work. You will have completed a simulator but may not have done a normal line flight. Your first day back will be with other crew members who may also be new back at work. To prepare for this ensure you have run through in your head what you are going to do when you first get in the aircraft. Make sure you have read and understood any procedural changes that may have occurred. Some airlines may be introducing new report procedures, so turning up early is the key. You will now also be in a live environment with ATC, ground crew and passengers which can be distracting. Surprisingly most of it comes back by the second sector or third sector and you will start to feel more at ease with it all. Checklists and the responses are often still very fluent but be careful that the response does not replace actually checking the switch position! It will take your eyes longer to reach where they should be looking than for you to remember the response! One of the most common statements is "I know I should be doing something now!" try running through a normal flight from start to finish before you go back.

#### Theme 5. Dealing with distractions, wellbeing and getting peer support.

There is one thing we can be certain of, no matter what stage you are at in your career you may never have seen any single event that has had such a prolonged impact on aviation. It is important that we try and look through what is going on and focus on the safe operation of the aircraft and the wellbeing of your team around you. Where to get help and find peer support is very important at the moment. One positive that has come out of the current crisis is that pilots have now got virtual connections which will help keep you in touch. Each airline is facing its own challenges, but the common themes are redundancy, returning to work, new biosecurity measures and dealing with lack of currency. Make sure you connect with fellow colleagues, stay positive and keep yourself fit and healthy.

#### Here are some links and information to help you connect:

[www.flightcrewresearch.com](http://www.flightcrewresearch.com) Have your say by registering as a flight crew member who is willing to help document the effect that covid-19 has had on the industry.

[www.resilientpilot.com](http://www.resilientpilot.com) Offering peer support, mentoring and webinars for the pilot community.

[www.aerosociety.com](http://www.aerosociety.com) The RAeS offer membership to pilots and free webinars. They also have resources to help you with CV writing and careers advice.

[www.va-airlinetraining.com](http://www.va-airlinetraining.com) provide A320 and B737 simulator time for pilots wanting to refresh their flying skills.

[www.projectwingman.co.uk](http://www.projectwingman.co.uk) if you would like to get involved with the NHS.

[www.ipapilot.com](http://www.ipapilot.com) Independent pilot union which offers professional support direct to pilots related to employment.

[www.balpa.org](http://www.balpa.org) British Pilots union. Equivalent unions exist in Europe.