

Capt. Pascal Foncelle
French Civil Aviation Flight Operations Inspector



Pascal Foncelle is currently Senior Flight Operations Inspector for French Civil Aviation Authority. In charge of French Airlines Operations and Approved Training Organisations oversight, he is also trainer for Senior Examiner and Expert in many Operational fields.

He occupied several Company operational positions up to Flight Operations Director post holder in a French Major European Airline.

Before joining French DGAC in 2012 he dedicated his career to International Approved Training Organisations as Head of training and Vice President Crew Training.

Member of the EASA RMT 0696 and RMT 0599 for EBT implementation in Air Ops and Air Crew Regulation.

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Flight Operations Inspector
DGAC

From ATQP to EBT implementation

French CAA View



DSAC

Direction Générale de l'Aviation Civile

Ministère de l'Environnement, de l'Énergie et de la Mer

When Launching an EBT programme, including or not an ATQP programme, Operators and NAA shall always keep in mind that the main goal is :

To improve the overall safety through a more efficient training and checking programme for pilots.

One major component to reach this goal is a close and efficient collaboration between the operator and its NAA.

EBT Oversight : Transition to EBT for an operator

1. References presentation : Regulation and documentation available
2. NAA Guides and Informations
3. Operator EBT Set up
4. Audit and validation
5. Follow up

Oversight : Transition to EBT for an operator

- ✓ **References presentation : International documentation available**

ICAO Document 9995 Manual of Evidence-based Training:
<http://www.icao.int/SAM/Documents/2014-AQP/EBT%20ICAO%20Manual%20Doc%209995.en.pdf>

IATA Evidence-Based Training Implementation Guide:
<http://www.iata.org/whatwedo/ops-infra/training-licensing/Pages/index.aspx>

Oversight : Transition to EBT for an operator

- ✓ References presentation : EASA documentation available

EASA Air OPS (EU) 965/2012 includes :

- ORO.FC.230 (RTC) and
- ORO.FC.A.245 & AMC1, GM1, GM2 (ATQP).
- Annex I to ED Decision 2015/027/R Published on the 16th Dec 2015

<https://www.easa.europa.eu/document-library/acceptable-means-of-compliance-and-guidance-materials/amc-and-gm-part-oro-issue-2-0>

EBT : Oversight Guidance for transition to EBT

<https://www.easa.europa.eu/system/files/dfu/EBT%20Checklist.pdf>

Oversight : Transition to EBT for an ATQP operator

ATQP topics :

- ✓ **Safety case**
- ✓ **Data collection - FDM**
- ✓ **Task Analysis & TNA**
- ✓ **Behavioural markers**
- ✓ **CRM assessment**
- ✓ **Adapted notation system**
- ✓ **Training for TRI/TRE**
- ✓ **LOE & LOQE**
- ✓ **LPC/OPC**

EBT topics :

- ✓ **Safety Case**
- ✓ **Data Collection - FDM**
- ✓ **Task Analysis & TNA**
- ✓ **Competency Based- KSA**
- ✓ **Integrate CRM & TEM**
- ✓ **Adapted notation system**
- ✓ **Training for TRI/TRE**
- ✓ **Modules**
 - LOE/Manœuvres/Training**
- ✓ **Malfunction clustering**
- ✓ **Approach clustering**



Comparison scheme EBT/EEBT/ATQP

BASE-LINE EBT

- Malfunction and Approach clustering
- Evaluation & Manoeuvres validation
- Set of Competencies and Markers
- Grading system and notation
- EBT Staff Training
- Training and operator feed back loop to develop Scenario Base training Phase

ENHANCE EBT

- Flight & Training Data collection
- Flight Data Analysis (FDA)
- Training Need Analysis (TNA)
- Task Analysis to identify TEM

ATQP

- LOQE
- LOE + LPC/OPC

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EBT Oversight : Transition to EBT/ATQP for an operator

✓ NAA Guides and information

Guides provided by French NAA to help Operators to set up EBT and ATQP :

- o Guide to evaluate and develop pilot competencies
- o Guide for practical ATQP set up
- o Guide for scenario creation
- o Guide for Training under Safety Management System

Guide available (in french !) on DGAC Website :

<http://www.developpement-durable.gouv.fr/11-decembre-2014-FORMER-UTILE-le.html>

EBT Oversight : Transition to EBT for an operator



NAA Guides and informations

Informations given through:

- Flight Crew Training manager Post Holder meeting twice a year
- Guide for Examiners (SFE/TRE/SE)
- Guide for

All French NAA Informations and Guides available (most in french and some in english !) on DGAC Website

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EBT Oversight : Transition to EBT for an operator

✓ Operator EBT Set up

- Launch meeting with NAA to initiate the implementation process
- Scheduling step by step – Initial trial phase and mixed implementation
- Safety case evaluation to be demonstrated
- Implement Operations Manual D

EBT Oversight : Transition to EBT for an operator

✓ Operator EBT Set up

A. Mixed implementation to Baseline EBT programme

- Develop a set of competencies and its behaviors markers
- Develop training & assessment and a grading system
- Train the trainers/examiners and assessment of instructor's competencies
- Scenario layout and organisation (EBT Database Report)
- Compatibility with current Air OPS and Air Crew regulations
- Pilot Briefing programme for all pilots.

EBT Oversight : Transition to EBT for an operator

✓ Operator EBT Set up

B. Baseline EBT to Enhanced EBT

- Safety case evaluation : Formal risk assessment process
- Being ready to invest and share data collection :
Capacity to deal with its own data (Training and Operations) and threats (SMS) but along with external operators having similar fleet, world fleet, OEM, National and International organisations recommendations (EASA, FAA, FSI, IATA...) ... etc...
- Being ready to invest in data analysis :
Capacity to integrate all data collection, analyse and implement into EBT training program. FDA and TNA.

EBT Oversight : Transition to EBT for an operator

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EBT Oversight : Transition to EBT for an operator

✓ Audit and validation

- NAA approval for OM.D
- NAA approval for EBT programme – Baseline then Enhance EBT
- NAA Flight Operations Inspectors (FOI) oversight and validate a core group of SE/TRE/SFE and TRI/SFI competent in EBT programme.
- Calendar implementation for follow up during the proof of concept trial period. (2 years e.g) adapted for approved ATQP operator
- FOI FFS session inspections scheduled
- Establish a follow up committee

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EBT Oversight : Transition to EBT for an operator

✓ Follow up

- Steering committee has to be set up : Operator members and NAA
- Regular follow up during the proof of concept trial period (2 years)
 - Meeting several time a year and for each RTC cycle
 - Demonstrate how objectives and benefits of the EBT project are reached :
Use of Data, Grading system, instructors feed back, management analysis
 - Programme review and up dating issue in continuous improvement concept
 - Usual oversight FOI inspections (scheduled or not)



THANK YOU FOR ATTENTION