



cargolux

you name it, we fly it!

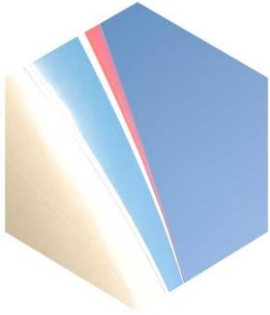
Cargolux Pilot Support & Development Programmes

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EASA Aircrew Medical Fitness Workshop

**7th of December 2015,
Cologne, Germany**

Cargolux Pilot Support & Development Programmes



Pilot Initial Guidance & Support

- Support pilot progress during initial stage
- Establish link between pilot selection & initial training/ line training



Co-Pilot Development Programme

- Support individual pilot development based on needs & requirements
- Prepare for future commandership



Commander Development Programme

- Support individual commander development based on needs & requirements
- Ensure proper leadership skills in terms of management tasks & crew guidance



Pilot Peer to Peer Support

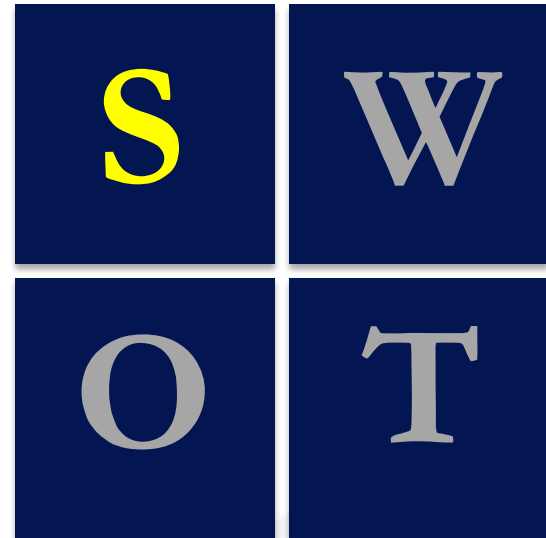
- Psycho-social support of crew members in critical situations, incidents and accidents

SWOT Analysis

Pilot Support & Development Programmes

Summary of Strengths

- Enhance pilot competencies by individualised development programmes
- Enhance safety through psycho-social support (peer to peer)
- Identifying need for 'coaching' support
- Reduce crew absenteeism
- Encourage desirable pilot development as well as identify 'critical' trends
- Bridge the gap between management and pilot community
- F/O ready for captaincy when required
- Cpt. ready for management tasks & crew guidance

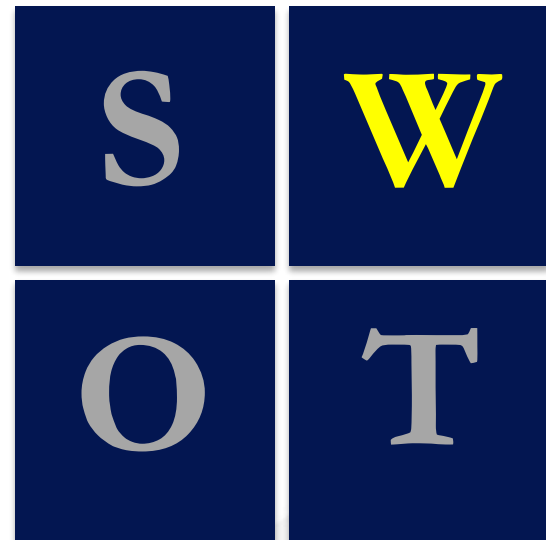


SWOT Analysis

Pilot Support & Development Programmes

Summary of Weaknesses

- Investment needed
- Implementation of process is time consuming
- Difficult to prove effectiveness of development schemes/peer support programmes

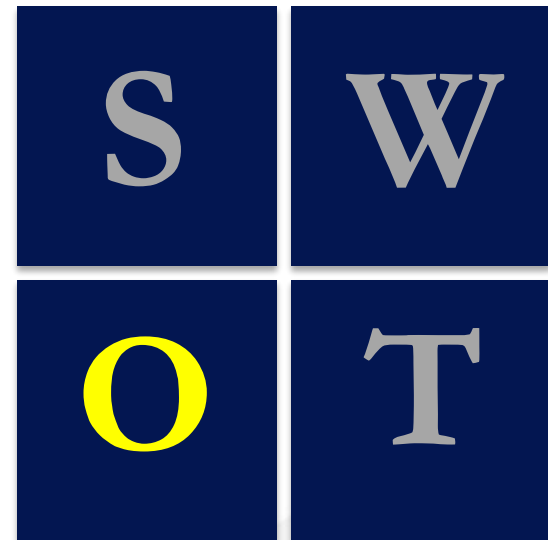


SWOT Analysis

Pilot Support & Development Programmes

Summary of Opportunities

- Anticipating EASA recommendations
- Positive influence on company (safety) culture and atmosphere
- Support trustful relationship between management & pilot community
- Integration into SMS without compromising confidentiality

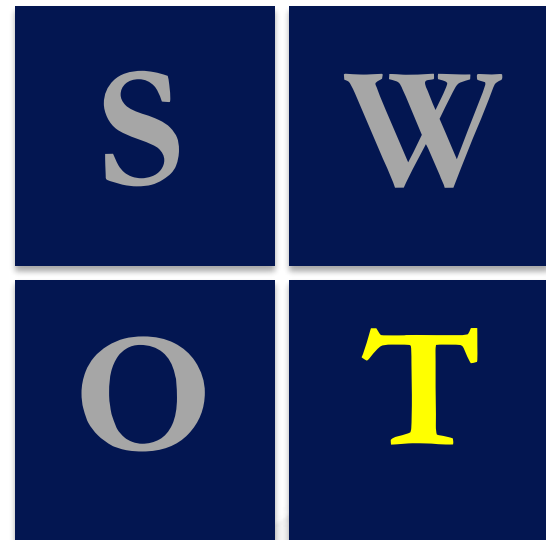


SWOT Analysis

Pilot Support & Development Programmes

Summary of Threats

- Low acceptance by crew community
- Poor concepts/
weak realisation of programmes
- No clear commitment by management
- No clear or weak guidance by regulator



Human Factors in Aviation

Human Factors is ‘anything that affects human performance’.
Human factors and performance of individuals and organisations affect all aspects of aviation and should not be addressed in isolation.

European Human Factors Advisory Group (EHFAG) in
‘2012 European Strategy for Human Factors in Aviation’

Many thanks for
your attention!



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