

# Safety is about People

Stuart Fox

Director Flight and Technical  
Operations IATA



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Senior Vice President

Operations, Safety & Security

International Air Transport Association

800 Place Victoria, P.O. Box 113

Montreal, Quebec

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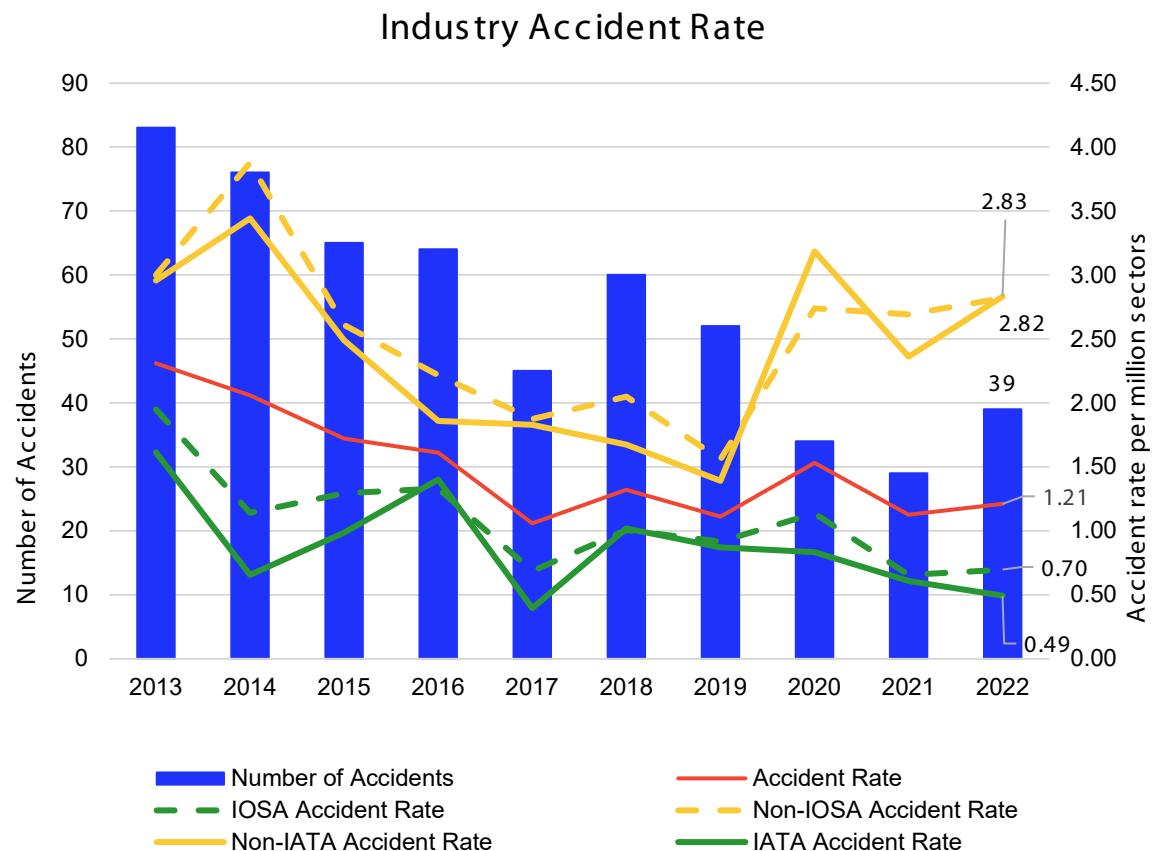


# Complex Environment for Air Transport

- Multiple crisis
- Changing world / society
- Pandemic fallout
- Conflict Zones
- Economic issues
- Demand/ Rapid Growth
- Environmental Challenges
- Supply Chain Issues

# Industry Accident Rate

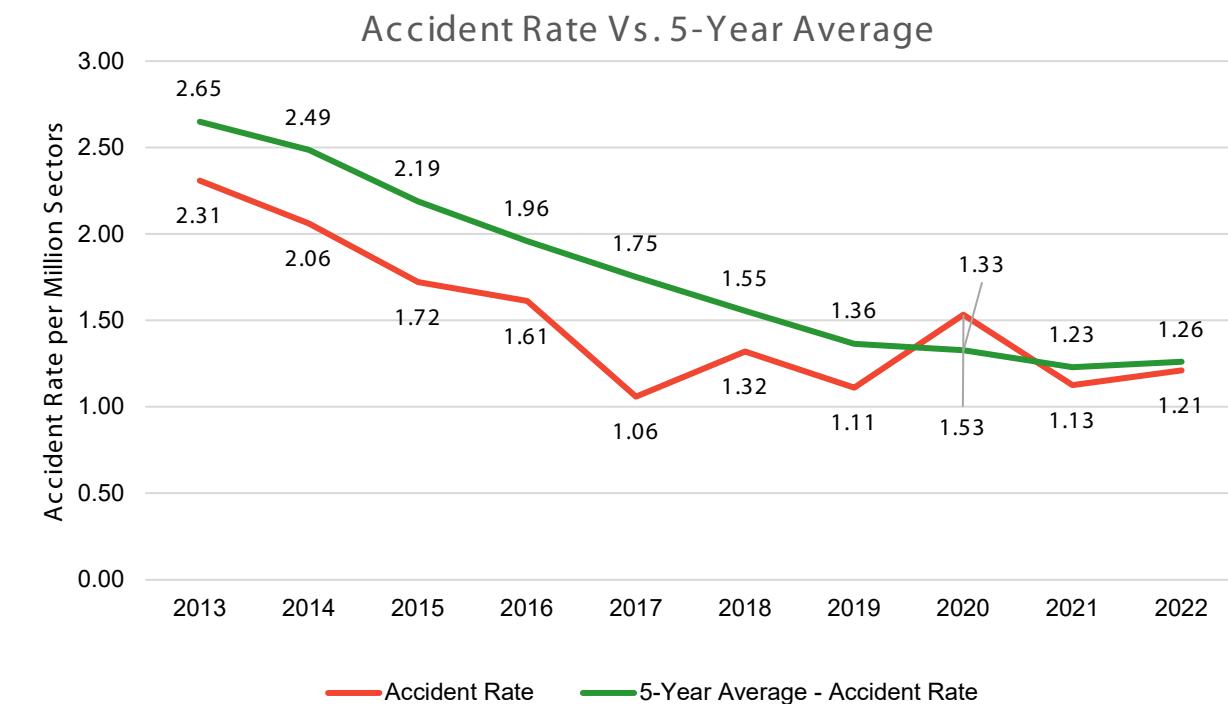
## All accidents per million sectors



- The industry accident rate went from 1.13 in 2021 up to 1.21 accidents per million sectors in 2022.
- The accident rate for IOSA-registered carriers in 2022 was lower than that for non-IOSA carriers (0.70 vs 2.82) and is below the 2022 industry accident rate of 1.21.

# Longer Term View

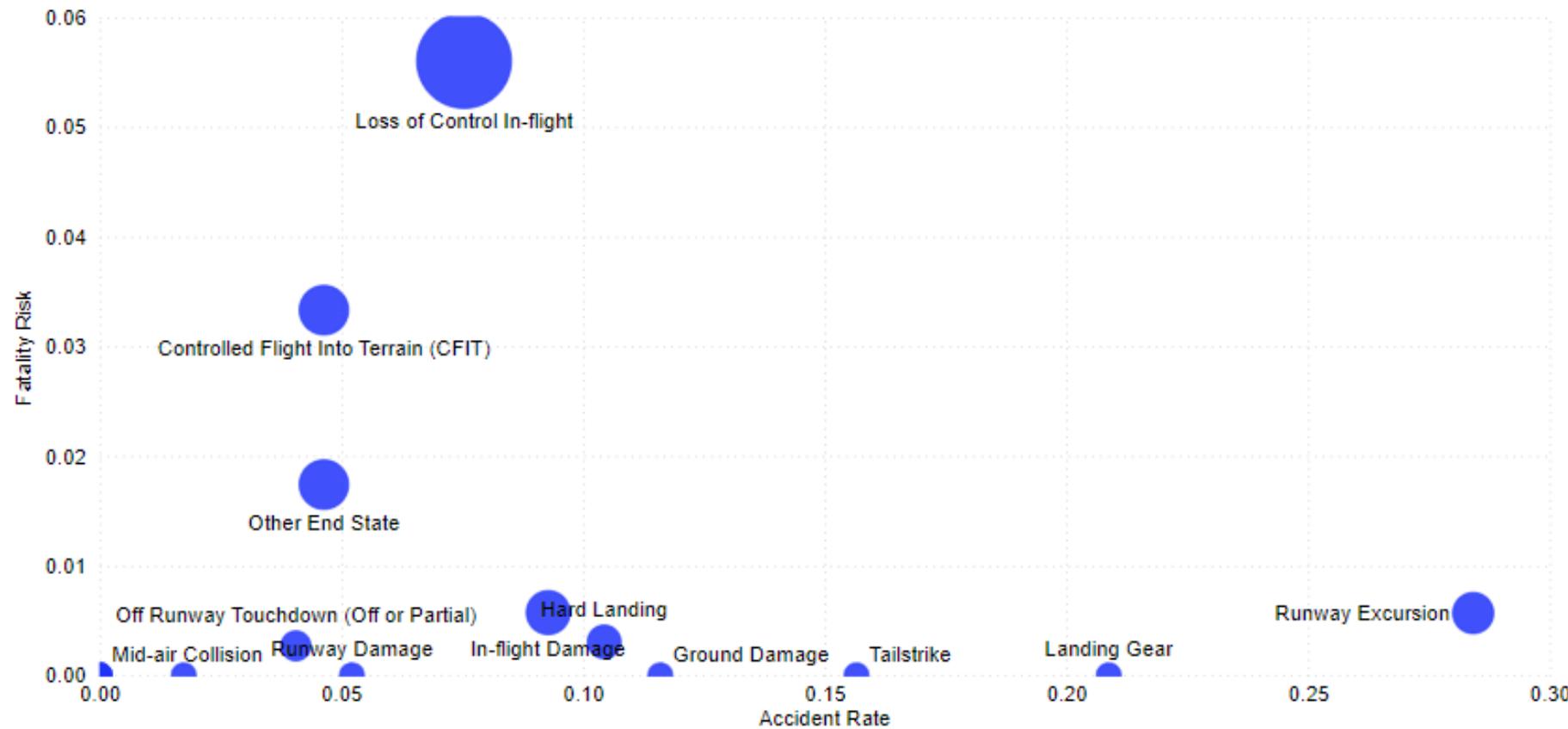
## All accidents per million sectors



- The industry has improved its overall safety performance over the last ten years by
  - 52%, with an accident rate in 2022 of 1.21 per million sectors, compared to 2.31 in 2013
  - 48%, with a 5-year (2009-2013) rolling average of 2.65, compared to current 5-year (2018-2022) average of 1.26 accidents per million sectors
- The 2022 industry accident rate of 1.21 is below the 5-year (2018-2022) accident rolling average of 1.26.

# Fatality Risk by Accident Category – 2018-2022

LOC-I caused the highest fatalities during this period



# ‘Closing the skills gap’



# Least Well Covered Area In Terms Of Staffing Over The Next 18 Months

North America is better covered than the other regions surveyed.

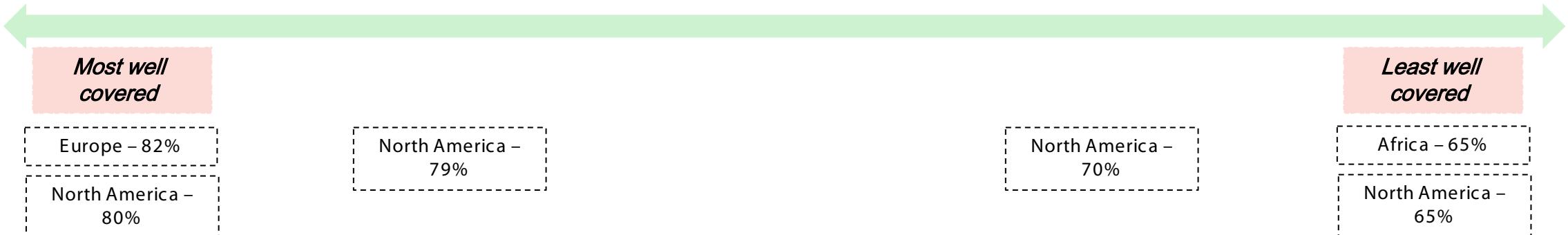
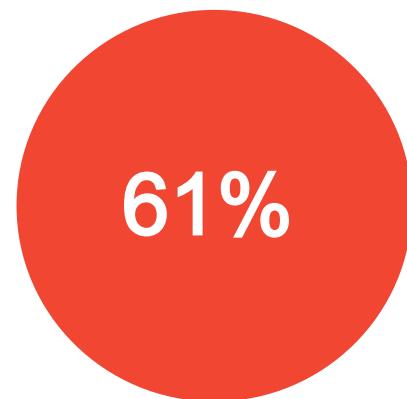
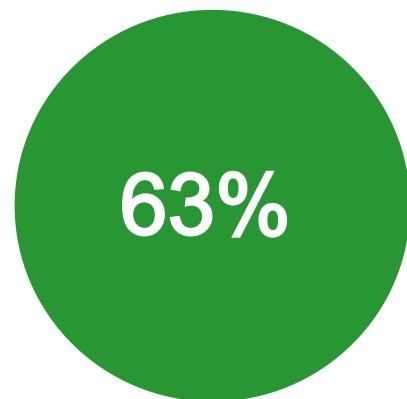
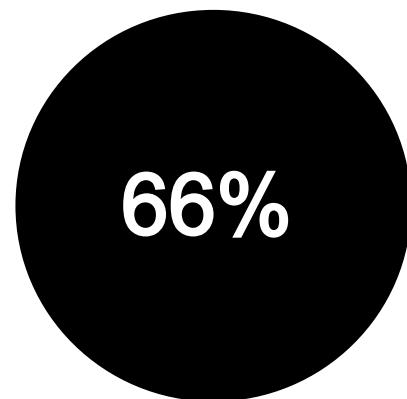
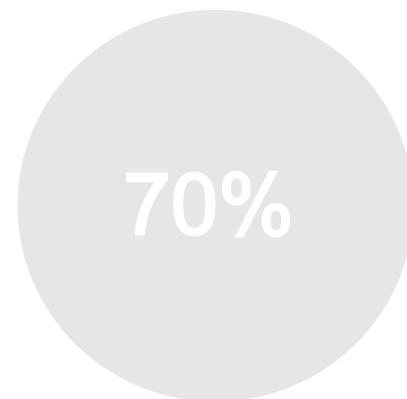
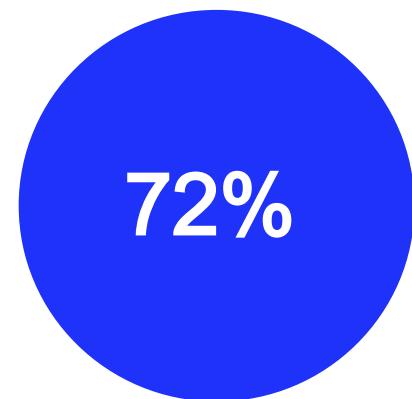
Pilots

Maintenance &  
tech ops

Cargo

Ground handling

Cabin crew

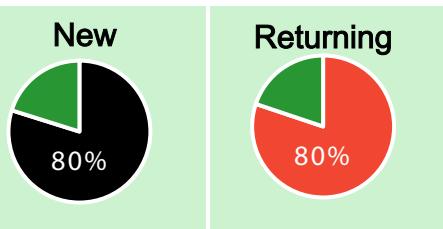


Base: 395    Approximately, what percentage of TYPE do you currently have to meet your needs over the next 18 months?

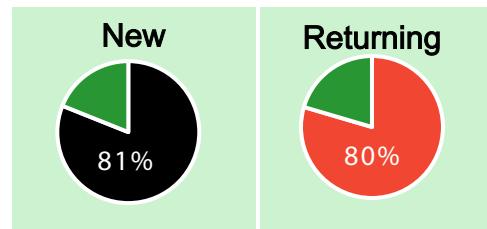
# Digital Transformation & Flight Operations Roles Are Most Attractive To Both New & Returning Employees

The attractiveness of roles is similar between new and returning employees. The least attractive roles are within cargo and ground handling.

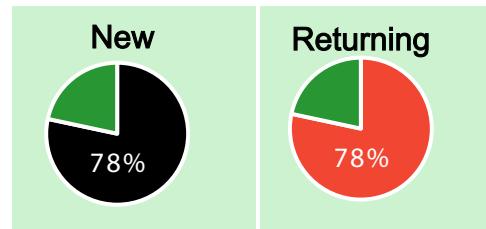
Charts showing the attractiveness (somewhat attractive + very attractive) of roles to new and returning employees



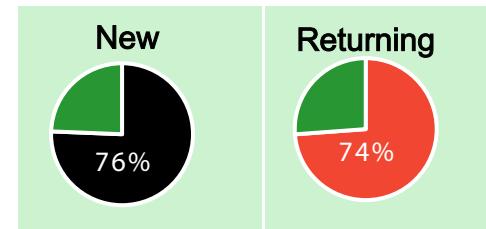
Digital Transformation



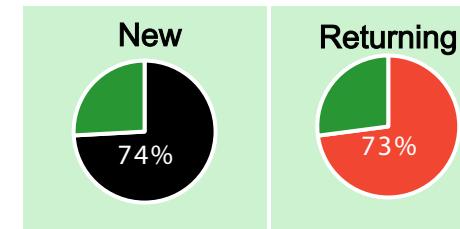
Flight Operations



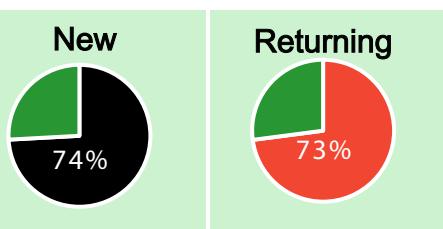
Aircraft Operations



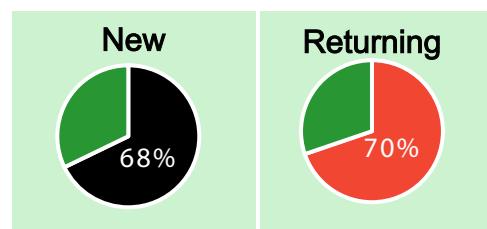
Commercial



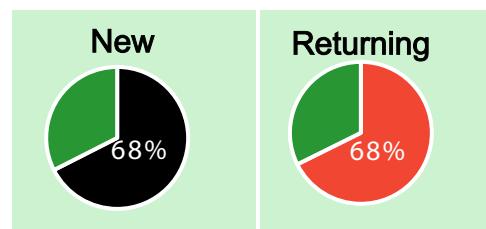
Customer Journey



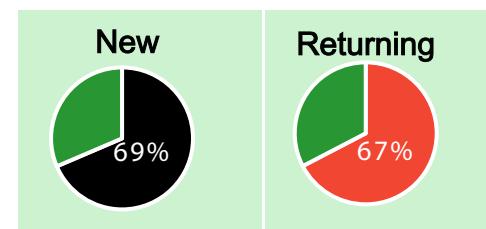
Planning & Execution



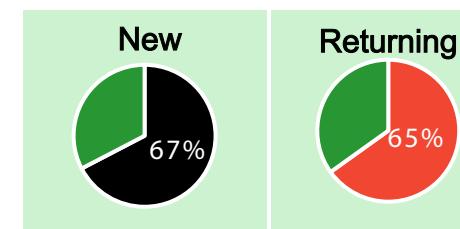
Finance



Back Office



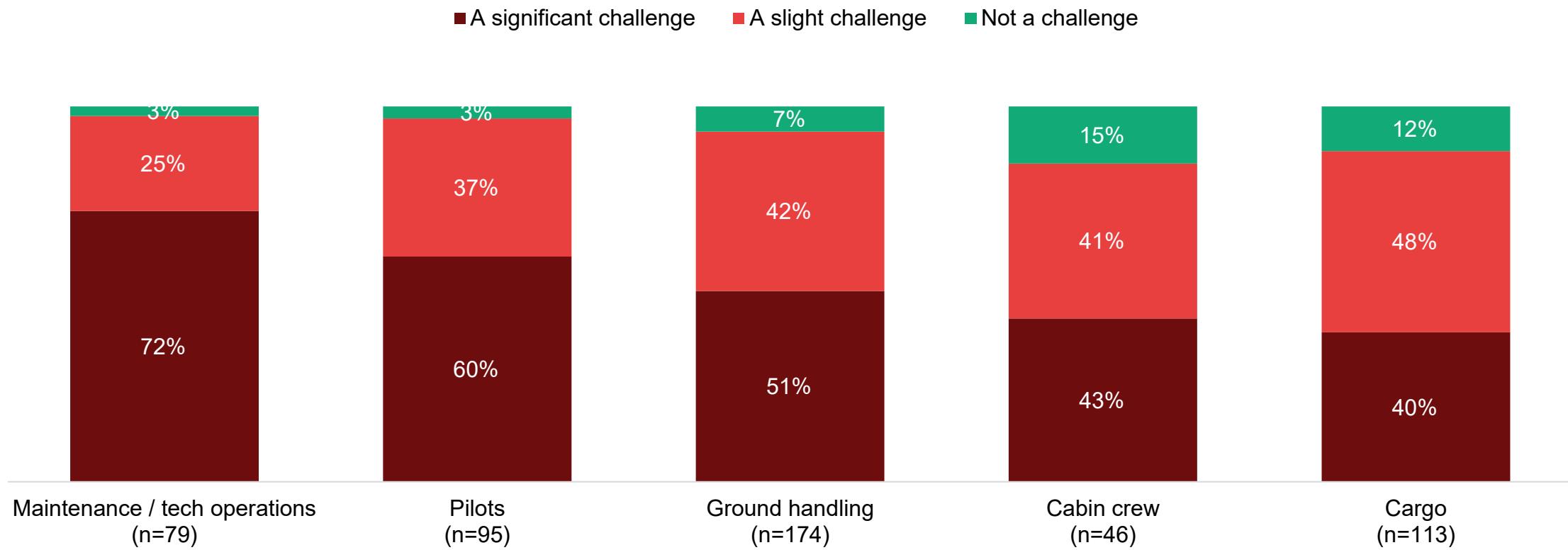
Environment & Sustainability



Cargo & Ground Handling

# The Recruitment Of Maintenance And Tech Staff As Well As Pilots Poses The Most Significant Challenge Over The Next 2-3 Years

All areas are facing challenges with recruitment, however this is less significant for Cargo and Cabin Crew.

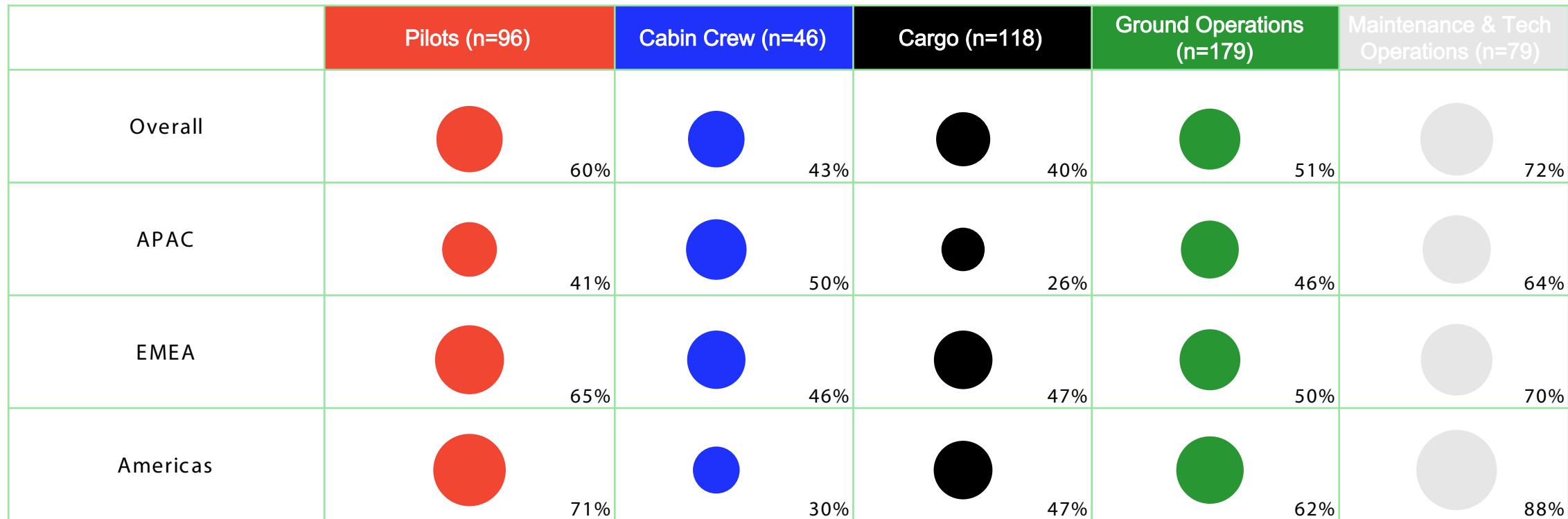


Base: see chart Over the next 2-3 years, how much of a challenge do you consider the recruitment of TYPE to be?

# Recruitment Is A More Significant Challenge In The Americas Across The Majority Of Job Role Types

The recruitment of maintenance staff and pilots is a significant challenge, especially in the Americas.

Charts showing where recruitment is a 'significant challenge', by region



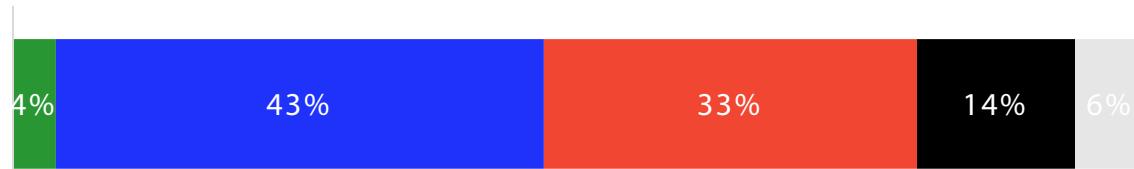
Base: see chart Over the next 2-3 years, how much of a challenge do you consider the recruitment of TYPE to be?

# The More Specialised The Role, The Longer It Takes To Train Staff

It takes the longest to train specialised personnel, with one in five suggesting it takes over four years to train this type of role.

■ I'm not sure ■ Less than 1 year ■ 1-2 years ■ 3-4 years ■ More than 4 years

Non-certified mechanics, non-specialized



Certified mechanics of the basic category



Engineers, involved in maintenance execution



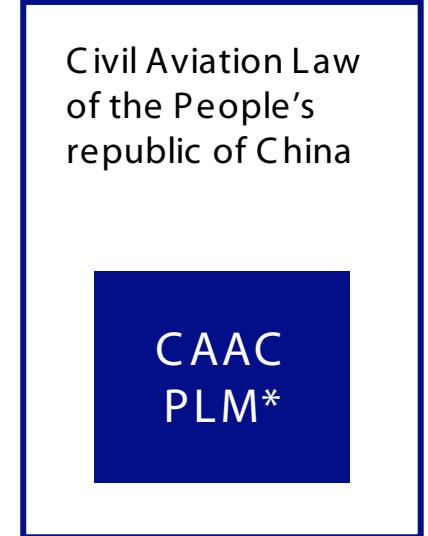
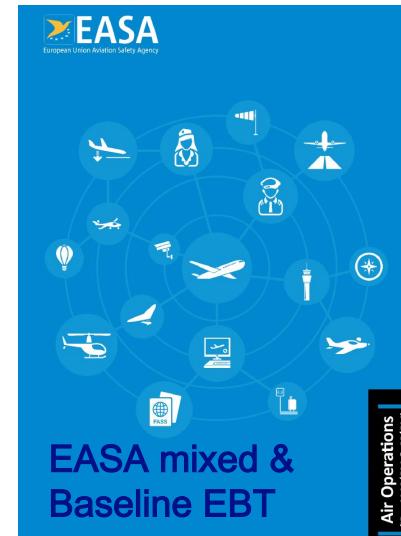
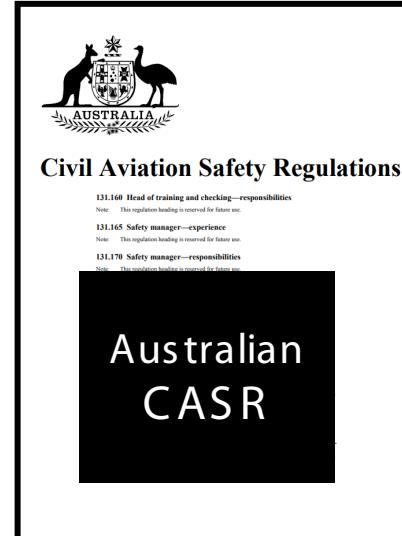
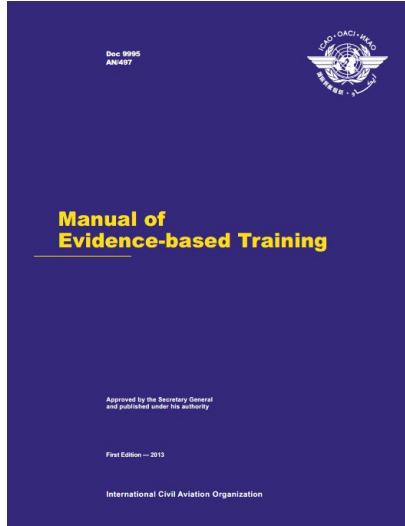
Specialized personnel



## Regional Differences

There are few regional differences, however training for certified mechanics of the basic category takes longer in EMEA, with 45% suggesting that training takes 3-4 years.

# Global expansion of CBTA - EBT



2006

2013

2014

2016-2021

2022

PLM\* : Pilot Professionalism Lifecycle Management System



# ICAO CBTA Industry survey data (April 2023)

- 143 respondents - majority from EU [27 % AOC, 50% ATOs, 24% AOC+ATO]
- 47% declaring having implemented CBTA [30% CBTA for ATO training, 17% CBTA for AOC training]
- 65% declaring having a plan to implement CBTA within next 3 years, [when CBTA is not yet implemented]
- 35% to 47% declare being compliant with ICAO provision [Principles, program design, competency framework, competency assessment]
- 36% declare having implemented a specific training for instructors conducting CBTA
- 22% declare having implemented measures to ensure Inter rater Reliability



# ICAO Personnel Training and Licensing Panel

- ❑ 30 members + 170 Advisors and observers Total # 200
- ❑ 3 Aviation disciplines represented: ATCOs, Maintenance and Pilots
- ❑ 4 working groups [CBTA, FSTD, Automation, Women-Minorities]
- ❑ 34 Working Program Elements [21 WPE CBTA related]
  - E.g., CBTA route in Annex 1,
  - E.g., CBTA Instructor qualification,
  - E.g., ICAO Doc 9995 (Evidence-Based Training manual) Update,
  - E.g., Advance Air Mobility training & licensing issues...



# Other main initiatives for 2023

- IOSA EBT Standard update
- IOSA CBTA Standard integration
- CBTA accreditation
- CBTA implementation service
- Distance learning guidance

# IATA Safety Strategy

IATA's Safety Strategy addresses this challenge through a three-pillar approach:



**Safety Leadership**



**Safety Risk**



**Safety Connect**

# Safety Talks / Safety Charter



**Hassan Shahidi**  
President and CEO, Flight Safety Foundation



**Yuji Akasaka**  
President and CEO, Japan Airlines, Member of IATA Board of Governors.



**Enrique Beltranena**  
CEO Volaris, Member of IATA Board of Governors



**Anko Van Der Werff**  
President and CEO, SAS



# Thank you !

