



From The Lefthand Seat

Jim Davis
RAAA Chairman
Director, Regional Express (REX)

Looking back on 2014 we see a year which promised much but sadly delivered little. This time last year saw a new Government in power with promises to reform the structure of CASA, reduce red tape, introduce an Aviation Industry Consultative Council, implement a better En Route Scheme, revitalize the GA action agenda and conduct a high level review of aviation safety and regulation in Australia.

Some commitments have been delivered but most have not. We have thankfully seen the carbon tax abolished and a high level review conducted in the form of the ASRR. We have seen no changes to the structure of CASA, apart from two new board positions, and an increase rather than a decrease in aviation regulation with Part 61 rolled out by CASA in a breathtaking poor example of change management. We have seen a new En Route Scheme introduced which is so meagerly funded it promises to be ineffective and an industry Consultative Council formed at the very end of the year with only one meeting held so far. The GA action agenda remains the GA inaction agenda.

Without a doubt the ASRR report was well conducted and thorough with the Government picking a competent and independent panel which delivered it in a timely fashion last May.

It was well received by industry but since then has been subject to bureaucratic delay with the Government's response to the report not delivered until December 2014.

The Government response was perceived to be widely endorsing the report with 32 of the 37 recommendations agreed to, however it must be noted that 12 of the recommendations were only agreed to in principle, either wholly or in part. Significantly these included some key recommendations such as the provision of professional indemnity insurance for industry persons with CASA delegations of authority, moving to a three tier regulatory structure and new terms of reference for the Industry Complaints Commissioner. These in principle agreements, if left to the CASA bureaucracy to implement, may well remain just that.

The old guard at CASA remains in place with no changes to senior management foreshadowed and no changes to the CASA board leadership until 30 June 2015. Most of the ASRR recommendations relate to CASA and will need CASA's active involvement and support to implement them. It defies logic to have the management team that created the problems highlighted by the ASRR report to be charged with fixing those very same problems.

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From The Lefthand Seat

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There is an obvious conflict of interest involved and for that reason alone this situation should not have been allowed to develop. We now have a CASA board leadership and incumbent senior management that firmly believes the ASRR report is flawed and we believe will contrive to discredit it and manipulate the Government's responses to their own ends. Significantly, approximately half of the agreed recommendations are required to be finalized in the first half of 2015 while the CASA old guard is still in place.

The Minister is to be congratulated for commissioning an excellent report, for selecting new board members with sound industry background and for replacing the Director of Aviation Safety. However unless something is done to bring forward the change in leadership of the CASA board and to restructure CASA senior management, all the good work so far may be largely undone. The Minister and the new DAS need to act now to ensure that the full intent of the ASRR report is delivered and not subverted by technical or legalistic arguments. In particular those items agreed to in principle should be given a fair and objective response, preferably with input from the report's authors, and not just put on the shelf.

If any doubt exists as to the challenges we still face in regional aviation we need only note that 2014 sadly saw the demise of two more significant regional airlines in Vincent Aviation and Skytrans. Coming on top of the collapse of Brindabella airlines late in 2103 we can see that the environment for regional operators remains extremely challenging despite the change of Government. It is therefore more important than ever that we see a genuine reform of CASA as promised by the Coalition in its pre-election commitments and as recommended in the ASRR report. ✦



Welcome to 2015 and from all the RAAA team I hope that you managed to get some rest and relaxation over the Xmas/New Year period.

There is so much happening this year it is hard to know where to start. Avalon is rushing at us in late February and the RAAA booth will be manned for all the trade days. If you are at Avalon make sure you call in and say hello (we're at 2N6). If you would like to introduce a potential member bring them along to the booth and we will furnish them with all the necessary information.

All the Technical Working Group and Board meeting dates 2015 have been promulgated. If you missed any of the information they're all listed on the back cover of this newsletter or contact the office for all the relevant details.

The TWG has been growing from strength to strength in recent years with the hottest topics in regional aviation on the agenda. If you can make one or more of the meetings you will not be disappointed.

Much was learnt from our first Convention at the Crowne Plaza Hunter Valley. It was a great gathering and there is no doubt that the 2015 October event will be even better. Dates will be announced once confirmed.

While easing oil prices is good news for our industry the slowdown in the resources sector and a still relatively weak inbound tourism market means that this year will still contain many economic and operational challenges.

The pilot shortage appears to have eased somewhat but we are not replacing regional LAMES as quickly as future demand will require. The latter issue is sure to be a warm topic throughout 2015.



From The Righthand Seat

Paul Tyrrell
CEO

The new leadership team at OTS are working towards replacing proscriptive approaches with more risk based models. Such an approach is to be encouraged given regional operators simply cannot afford to comply with security measures that have little or no security benefit.

The RAAA is responding to a number of calls for submissions from OTS as they review current security arrangements. Aviation security measures are often elevated with alacrity but when threat levels diminish it is extraordinarily difficult to have these costly changes modified or removed.

The incoming Board and senior leadership of CASA now has the government's response to the ASRR. With 32 of the 37 recommendations agreed to, or agreed to in principle, the RAAA will be looking to CASA to turn the government's wishes into action. This should be further reinforced by Deputy Prime Minister Truss' Letter of Direction to the CASA Board. With the industry providing over 70% of CASA's income the former is a committed stakeholder in the performance of the latter. Just as operators and businesses are held to regulatory account, so will CASA be in terms of actioning the government's wishes.

The RAAA is always open to ways we can improve services to members. If you have an idea send it through and we will do our best to act on it. It is your association and your input is vital if we are to improve and strengthen. I look forward to meeting as many of you as possible in a few weeks' time at Avalon. ✦



Australian Government

Australian Transport Safety Bureau

TECHNICAL UPDATE

ATSB Update - Incorrect date entry still a problem

Data input errors continue to be a problem in aviation, with three recent incidents highlighting the need for greater attention to detail.

In two instances, involving a Boeing 737 and an Airbus A330, the correct loading weight was not supplied to the flight crews, prior to departure.

Incident No.1

Handlers in Bali miscalculated the number of bags loaded onto a commercial Boeing 737 flight to Melbourne. The total number of bags loaded was 189, instead of 93, with an estimated additional weight of about 1,600 kg.

The load control team leader assessed the additional baggage weight was acceptable, that adequate fuel had been uploaded to cater for the extra weight and elected not to advise the flight crew of the discrepancy.

At the time of the occurrence there was no formal procedure to advise flight crew of a loadsheet discrepancy. However, if the flight crew were advised of loadsheet discrepancy in-flight, it is envisaged the additional weight figure would have been used to modify the approach speeds that had been generated, based on the weight entered into the flight management computer prior to departure.

For an extra weight of 1,600 kg, the captain reported the approach speeds would normally increase by about 1-2 kt.

The flight arrived safely.

Second incident

In the second incident, involving an Airbus A330 flying from Perth to Brisbane, ground staff at Brisbane discovered an unlisted cargo weighing 1,467 kg that was supposed to have been offloaded in Perth.

As a result of both these incidents, the airline took several steps, including refresher training, to remedy the situation.

Incident No. 3

Loading of freight caused the pilot of a Fairchild SA227 to reject a takeoff at Rockhampton.

Passing the take-off safety speed (V1), as the pilot increased the back pressure on the control yoke to rotate the aircraft for take-off, the control column felt heavy and the aircraft nose wheel did not lift off the ground.

The pilot continued to increase the back trim and back pressure on the control yoke and the 'out of trim' warning sounded.

After taxiing the aircraft back to the bay, the pilot requested the freight be re-weighed. He recalculated the aircraft weight and balance with the actual freight distribution and found the centre of gravity slightly more forward than the original load sheet position.

Overall, the actual freight loaded weighed about 30 kg more than that stated on the load plan. One of the aircraft's freight 'zones' was loaded with 72 kg more than the placard maximum weight for that zone.

A revised trim sheet was prepared using the re-weigh information and found that the aircraft was within the centre of gravity limits for the proposed flight with a centre of gravity slightly forward of the original calculated position.

Following the incident, the operator advised the ATSB it was taking several safety actions, including investigating the management of ground handling and the manner in which aircraft are loaded at all ports.

All three incidents highlight the ATSB's broad safety concerns about data input errors, such as incorrect loading figures. The consequences of these errors can include a range of aircraft handling and performance issues.

- Read the investigation reports in the ATSB's short investigation bulletin issue 36.
- More information about data input errors and the ATSB's other transport safety priorities can be found on the ATSB's SafetyWatch page.
- Data input errors video



Preparations for ADS-B and GNSS transition

by: Paul Sadler

With most RAAA members already well advanced with their preparations for the next Automatic Dependent Surveillance Broadcast (ADS-B) technology fitment mandates, and the transition to Global Navigation Satellite System (GNSS) as the primary means of navigation, Airservices continues to urge operators to equip sooner rather than later to take advantage of the benefits already available and to avoid an anticipated fitment rush.

ADS-B provides Airservices air traffic controllers with radar-like surveillance in areas where radar is not installed and provides IFR operators with more efficient flight routes and safer diversions around weather, particularly in more remote areas.

All IFR aircraft operating within 500NM north and east of Perth are required to be equipped with ADS-B by 4 February 2016. Fitment is progressing well with approximately 79 per cent of IFR flights in this area now operating with ADS-B.

All IFR aircraft in Australia's airspace, at all levels, must be ADS-B equipped by 2 February 2017. The overall IFR flight fitment rate is currently approximately 59 percent of flights and Airservices calculates that industry still needs to fit about 87 ADS-B installations per month to meet this mandate.

Airservices has been progressively increasing ADS-B surveillance coverage over the last 10 years. The most recent ADS-B ground stations at Mount Tassie, East Sale, and at Mount William, in the Grampians National Park, provide greater ADS-B coverage over Victoria and across Bass Strait. An additional 11 ground stations will be commissioned during 2015 to improve surveillance coverage particularly for regional aviation operating at lower flight levels.

As a direct benefit of the Australian industry's IFR transition to GNSS on 4 February 2016, Airservices will decommission almost half of its existing 415 end-of-life conventional NDBs, VORs and DME nav aids as part of its Navigation Rationalisation Project.

The remaining nav aids, currently being replaced or upgraded, will form a Backup Navigation Network (BNN) to support GNSS operations. The non-BNN nav aids will be switched off from May 2016. This nav aid infrastructure rationalisation project will substantially reduce industry's investment, maintenance and operating costs for nav aids.

Further information on the ADS-B mandates and Airservices Navigation Rationalisation Project can be found at <http://www.airservicesaustralia.com/projects/> ✦

Where do you fit?	On or after	Requirement
All flights at/above FL290	Implemented on 12 December 2013	Must be ADS-B capable
Addition to Australian register	Implemented on 6 February 2014	Must be ADS-B capable GNSS avionics required
Replacement transponder	Implemented on 6 February 2014	Must be ADS-B transponder
Operating 500NM from Perth	4 February 2016	Must be ADS-B capable
IFR aircraft (aerial work/private operations)	4 February 2016	GNSS avionics required
Operate to BNE, SYD, PER or MEL	4 February 2016	Mode S transponder required
All IFR aircraft	2 February 2017	Must be ADS-B capable

Salary Sacrifice and Superannuation

by: Silas Dingiria, AvSuper

Have you thought about offering your employees the ability to salary sacrifice additional superannuation contributions?

It is good for your employees as it builds their retirement savings and generally reduces their income tax, thus is an employee retention tool for you. But what does it really mean for you and your business?

So what exactly is superannuation salary sacrifice?

It is simply an agreement between you and an employee to have part of their future earnings paid into a super fund instead of directly to them.

Salary sacrifice can't include earnings already earned or paid. The money is withdrawn from their salary or wages before tax is calculated, meaning you deduct less PAYG tax for your employee – the money is then concessionaly taxed by the super fund.

Is it compulsory?

Salary sacrifice is not a legal obligation for employers or employees. Thus, you can choose to offer it to employees, or not, and they can choose whether to not to accept that offer.

By law, if you make a salary sacrifice arrangement, you must keep a copy of your agreement and documents relating to any expenses for five years. Salary sacrifice amounts are not counted as part of your employee's assessable income on their payment summary but must be included as reportable employer super contributions.

What are the eligibility rules?

Employees can choose to salary sacrifice as much of their earnings as they wish, unless their working award or agreement provides limits. Salary sacrifice contributions are counted as employer (or concessional) contributions and thus impact on the employee's contribution limits and this may influence how much employees decide to salary sacrifice to super.

Your employees can renegotiate or cancel a salary sacrifice agreement at any time, subject to any employment or industrial agreement in place.

If a salary sacrifice arrangement is not functioning correctly, the contributions become part of the employee's assessable income, subject to PAYG tax, will not count towards your SG obligations and will not be deductible. Thus, it is important that salary sacrifice only applies to money earned after the agreement is made, a clear written agreement of the terms is prepared and the amounts sacrificed must be contributed to a super fund (not cashed out).

How does it affect my superannuation guarantee (SG) obligations?

You must still pay SG contributions for all eligible employees. Salary sacrifice contributions within your SG obligations must be paid by SG quarterly cut off dates.

Benefits for employers

Super contributions you make under a salary sacrifice agreement are not counted as a fringe benefit (unless made to a non-complying super fund). They are reportable employer super contributions and thus any amounts above your mandatory SG obligations need to be included on employee's payment summaries.

For employees under the age of 75, you can claim deductions for all contributions made to employees' super funds, including salary sacrifice contributions. You can also claim a deduction for payments made within 28 days of the end of month in which an employee turns 75, and for older members if their award or agreement allows for that. Remember that deductions count for the financial year in which the fund receives the money, regardless of when you calculated and paid it. ✦



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NAVIGATION LOG																			
Flight No.	Date	Time	Altitude	Speed	Fuel	Temp	Wind	Cloud	Visibility	Remarks	Engine				Remarks				
											1	2	3	4					



Airline Academy of Australia opens new aviation training facility Toowoomba's Brisbane West Wellcamp Airport

The Airline Academy of Australia (the Academy) has signed an exclusive agreement with Toowoomba's Brisbane West Wellcamp Airport and University of Southern Queensland (USQ) to provide professional pilot and aircraft maintenance engineering training on the Darling Downs from 2015.

The training will be delivered from the Academy's brand new training facility located within Wellcamp Airport's Aviation Education Precinct. The facility will also house light aircraft alongside a world-class team of experienced instructors.

The Academy's CEO, Laurence Beraldo says, "Our team has been working very hard to diversify the Academy's client base and reposition itself in the regional marketplace and this agreement is a testament to our efforts and reinforces our position as a leading provider of aviation training in Queensland."

The partnership with University of Southern Queensland enables the Academy to offer students from all over the world undergraduate and post-graduate training in conjunction with the Academy's practical pilot training programme. The Academy is also offering professional pilot training courses through to Commercial Pilots Licence (CPL) and Multi-Engine Command Rating (ME CIR) from its new facility.

Students pursuing a career as an aircraft maintenance engineer now have an alternative option to enrol in the Academy's aircraft maintenance engineering programme through the Wellcamp facility.

The institutional Certificate IV in Aeroskills course is the first step in an aircraft maintenance engineer apprenticeship and can open the door to numerous employment pathways within the dynamic aviation industry.

The Academy has a long history of providing aviation employment for students in regional areas, and is one of the longest operating aviation training schools in the southern hemisphere.

Enrolments are open to recent school leavers through to individuals wanting to reskill and pursue a career as an aviation professional. ✦

New ARFF services commence

Airservices Aviation Rescue Fire Fighting (ARFF) commissioned new aviation fire fighting services at Ballina on 23 December 2014, and at Coffs Harbour on 14 January 2015.

The new fire services are in response to the growing airport passenger numbers and follow the CASA regulations to establish ARFF services. These new Category 6 fire stations join ARFF services at Port Hedland, Gladstone and Newman which Airservices have been commissioned during the past two years. ✦

SuperJet wins prestigious finance award

On 8 December 2014 SuperJet International (SJI) received a special award from the Global Transport Finance in recognition of the most innovative financing transaction and the best contribution to the aviation transport finance industry in 2014.

SuperJet International was recognised as the "Aircraft Debt Deal of the Year for Latin America" and the Company was also awarded as the "Aircraft Finance Innovator of the Year". ✦

Japan's first homemade jet likely to take maiden flight in May

The Mitsubishi Regional Jet, Japan's first domestically built passenger jet, is expected to make its maiden flight in late May, just ahead of the Paris international air show in June.

With successful tests performed on both the static strength test (through a wing up-bending test in December 2014) and the first engine run on 13 January 2015, things look good for the anticipated 29 May test flight.

This would enable MRJ to perform a successful maiden flight before the International Paris Air Show in mid-June.

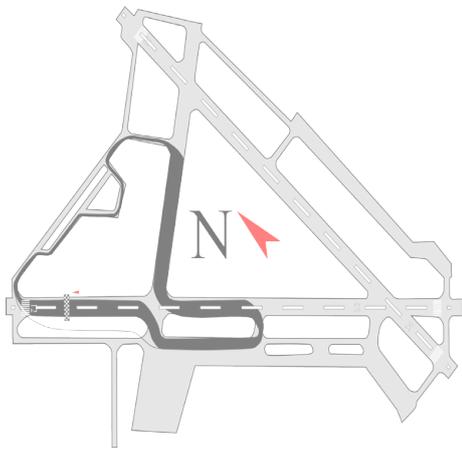
So far, six airlines in Japan, the U.S. and Myanmar have ordered just over 400 of the aircraft. The jets will likely be delivered to customers during the April-June period of 2017 for commercial flights. ✦

Nordic Aviation Capital names new Vice Chairman

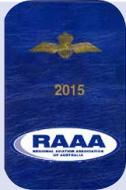
Nordic Aviation Capital (NAC) announced on 20 January 2015, the appointment of Rod Sheridan as Vice Chairman of the Board of Directors.

Rod brings nearly three decades of aviation experience to NAC as a long-time executive of Bombardier Aerospace (where he was most recently Vice President of Sales and Asset Management) and its predecessors.

"We are delighted to have such a high calibre individual join the NAC senior management team," said Nordic Aviation Capital Chairman Martin Møller. "It is an honour to have Rod by our side. His expertise will be invaluable as we look to drive more growth for NAC." ✦



RAAA PLANNER



RAAA Events Calendar

RAAA upcoming meetings and events:



27 March 2015 - Hobart TAS

- ✈ Technical Working Group
- ✈ Member Function

RAAA Annual Convention

Date & venue to be confirmed

03 June 2015 - Wellcamp QLD

- ✈ Technical Working Group
- ✈ Member Function

02 December 2014 - Sydney, NSW

- ✈ Annual General Meeting
- ✈ Technical Working Group
- ✈ Annual Christmas Function

10 September 2015 - Canberra ACT

- ✈ Technical Working Group
- ✈ Member Function

Please mark these in your diary
we look forward to your attendance

The RAAA is the only organisation representing all sectors associated with regional aviation in Australia. This includes airlines, charter operators, aeromedical operations, airfreight operators, flying schools, airports, maintenance organisations, training organisations, engine and airframe manufacturers, insurers, financiers - just to name a few.

Being a member of an industry association such as the RAAA is an indication to others that you take your industry, and by extension your profession, seriously. It says you:

- ✈ care about the future of your industry
- ✈ value continuing professional development
- ✈ are actively involved in issues affecting the industry.

For many RAAA members the key to belonging to us is the networking opportunities with your peers. Not only does it provide the opportunity to meet individuals who share a common interest; it can also spark the beginning of a new friendship. After all, one can never have too many contacts in the aviation industry.

Some of the other benefits include:



- ✈ lobbying on national and individual aviation issues
- ✈ ability to participate in RAAA technical meetings
- ✈ participation in email trail on issues affecting the industry
- ✈ ability to attend RAAA Annual Convention at reduced rates
- ✈ ability to attend RAAA Social functions
- ✈ web content on the RAAA website
- ✈ inclusion in the RAAA Directory
- ✈ ability to submit information into RAAA Newsletter

Further information is available on our website at www.raaa.com.au

Why Not Join Us!