



EUROPEAN AVIATION SAFETY AGENCY  
AGENCE EUROPÉENNE DE LA SÉCURITÉ AÉRIENNE  
EUROPÄISCHE AGENTUR FÜR FLUGSICHERHEIT

# Moving towards EBT

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## Need for recurrent training paradigm shift

- ▶ Industry has found that the classical recurrent training methods are not adapted to the operators complex environment and often lead to a mechanical “box ticking” approach i.e. there is a bias towards checking against fixed items instead of valuable training.
- ▶ Analysis of accidents shows that usually the root cause is not “predictable failures” but rather unexpected events (typically low probability events with high consequences, LP/HC). Crew skills need to be developed to cope with these type of events.



## Need for recurrent training paradigm shift

- The Safety Management System, required to be in place in operators and training organisations is in essence designed to identify and mitigate the LP/HC events relevant to the operation.
- Recognising the need for a new philosophy in training was the driver for an alternative training qualification programme, ATQP. This is now widely understood even if not widely applied.
- ATQP is a valuable tool but its development is demanding and possibly difficult to implement for small operators.



## Need for recurrent training paradigm shift

- A working group (IPTG), within the framework of EASp, was tasked to reflect on the most significant training implementing issues, the report from that work can be found here:-

(<http://easa.europa.eu/system/files/dfu/sms-docs-EASp-SYS5.5---Training-Implementation-Policy---Oct--2013.pdf> )

- It can be seen that much of this report is sympathetic with the basic philosophy espoused by EBT.



The need for  
change in initial  
and recurrent  
training methods  
is indisputable!



- ICAO and IATA have already issued EBT guidance material:
  - ICAO DOC 9995: Manual of evidence based training, first edition 2013;
  - IATA/ICAO/IFALPA: Evidence based training, Implementation Guide, first edition July 2013.



## EBT - Regulatory perspective : a pragmatic approach

- An operator may decide simply to implement, under ORO.FC.130/230, a training programme which makes the best use of the pilot core competencies described in ICAO 9995 Appendix 1:
  - application of procedures,
  - communication,
  - flight path management, automated control,
  - flight path management, manual control,
  - leadership and teamwork
  - problem solving and decision making,
  - situational awareness, and
  - workload management.



## **AMC1 ORO.FC.230 Recurrent training and checking**

This gives the current means of compliance to meet recurrent training programmes.

NB: there is always the possibility for an operator to propose an Alternative Means of Compliance (AltMoC) – this is then assessed by the competent authority for compliance with the rule. Provided that the proposals do not change the rule there should be no problem.

There is also the possibility for the competent authority to propose its own AltMoC.





## EBT - Regulatory perspective : a pragmatic approach

- The soft law concept helps an operator to complement the hard law required training with adapted elements to the operator's needs. **Why not choose EBT?**
- ICAO DOC 9995 may serve as a baseline, other related documents may be also considered.
- CAs should prepare by training their staff to the EBT paradigm shift.
- Workshops and Standardisation meetings will contribute for the exchange of best practices.



# EBT - Regulatory perspective: Future Rulemaking Tasks

- ▶ EASA RMT.0599 which starts next year, will review all operator training requirements taking into account the experience and best practices.
  - ▶ a review of prescriptive rules,
  - ▶ a review of the ATQP concept,
  - ▶ the introduction of EBT concept.
- ▶ EASA RMT.0596, starts next year. This is a review of the Implementing Rules dealing with instructor and examiner requirements.



# EBT - Regulatory perspective: Future Rulemaking Tasks

Clearly the shift to EBT will require not only a thorough review of the pilot training programmes but also the preparation of the instructor and examiner population to refocus on analysis of the root cause to correct inappropriate events.

Therefore your contribution via participation in working groups or careful study of the NPAs and input via the EASA Comment Response Tool will be necessary to define new training programmes, the instructor competency requirements and the instructor training necessary to take EBT forward.



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**Thank you for your attention**

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