

Factual Report – Attachment 20
Atlas Air PWP Program (FOTM Revision)

OPERATIONAL FACTORS

DCA19MA086

From: Senior Directors, Flight Operations
To: All Manual Holders
Issue Date: 18 APR 16
Effective Date: 18 APR 16
Expiration Date: 18 APR 17
Subject: FOTM Revision Updates

The following changes will be incorporated into a future revision of this manual.

*** Page 1.1.2 - Administrative Training: Consolidation [§ 121.434(h)(4)(ii)]** - Revise the third paragraph to read as follows:

If the required 100 hours of line operating flight time is not completed within 120 days, and if the pilot continues to meet all other applicable requirements of FAR 121 subpart O, the Company may extend the 120-day period to no more than 150 days by satisfactorily completing a Line Observation, Refresher Training or Proficiency Check on or before 120th day during line operations, to determine the flight crewmember has retained an adequate level of proficiency.

*** Page 1.2.1 - Training Facilities and Devices** - the following has been added to the "Ground Training Locations" table:

Hyatt House

5710 Blue Lagoon Dr,
Miami, FL 33126

*** Page 1.4.14 - Distance Learning** - Insert new paragraph above the last paragraph:

Each CM will be enrolled on or about the first day of the first month of each quarter. They will complete the quarterly module by the end of the 15th day of the third month of the quarter.

*** Page 1.8.2 - 1.8.4 - Proficiency Watch Program** - The following language will replace the existing Proficiency Watch Program

Proficiency Watch Program

The Company has established a Proficiency Watch Program (PWP) to comply with the FAA's requirement to provide a pilot remedial training and tracking program. The requirement stipulates that an air carriers training program must include a process for the regular analysis of the performance history of any flight crewmember who has demonstrated performance deficiencies during training and checking or experienced multiple failures during checking, and to provide additional training and oversight to ensure those deficiencies are addressed and corrected.

The following definitions and applicability are defined by the FAA with respect to the pilot remedial training and tracking program:

Multiple Incomplete/Failure - A multiple failure is when an individual pilot does not satisfactorily complete Recurrent Flight Training (RFT), Proficiency Check (PC) or Line Check (LC) on a repetitive basis. The failure does not need to occur consecutively to be considered repetitive. A crewmember who is deemed incomplete/unsatisfactory on any two (2) training or checking events within a two year rolling period will constitute multiple incompletes and/or failures.

Performance Deficiency - A performance deficiency is when an individual pilot repeatedly does not satisfactorily complete a maneuver/procedure/subject area or combination of maneuvers/procedures/subject areas during training and/or checking. This does not include practice during the normal course of training. However, this may include failure of a specific maneuver/procedure/subject area for which the pilot receives additional training in accordance with § 121.441(e) during a proficiency check even if the pilot resumes the proficiency check and passes that maneuver/procedure/subject area and all other maneuvers/procedures/subject areas during that proficiency check.

Remedial Training - Additional training tailored to an individual pilot to address the performance deficiencies and/or failures identified in the certificate holder's analysis of the individual pilot's training and checking performance.

Tracking - A process to manage pilots with performance deficiencies and/or multiple failures to ensure that the performance deficiencies and/or failures are effectively corrected.

Initial, Transition, Upgrade, and Requalification - An individual pilot's performance should be analyzed after the completion of initial, transition, upgrade, or requalification training. Analysis may also be necessary before the completion of the training due to poor pilot performance during training to identify performance deficiencies and/or multiple failures.

Recurrent - An individual pilot's performance should be analyzed after the completion of each recurrent training or checking event. This includes ground training, flight training, proficiency checks, and line checks.

PWP Entry

Entry into the proficiency watch program will comprise any of the following within a two (2) year rolling period:

- A flight crewmember who demonstrates multiple incompletes/failures of a Recurrent Flight Training (RFT), Proficiency Check or Line Check (LC) or combination thereof. The following is an example:
 - A crewmember incompletes an RFT, is retrained, completes the RFT and then subsequently receives an unsatisfactory grade on a PC or LC.
 - A crewmember receives an unsatisfactory grade on a PC, is retrained, completes the PC and then subsequently receives an unsatisfactory grade on the next scheduled PC or LC.
- A Flight crewmember who demonstrates a performance deficiency while in Initial, Upgrade or Requalification training and subsequently receives an unsatisfactory grade on a Type, PC and LC. The following is an example:
 - A crewmember demonstrates the need for remedial training due to a performance deficiency on a maneuver/procedure/subject area or combination of maneuvers/procedures/subject areas (e.g. Non-ILS approaches) during a course of training (Initial, Upgrade or Requalification) and subsequently receives an unsatisfactory grade on the Type Rating, PC or LC.

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- A flight crewmember who repeatedly demonstrates a performance deficiency on a maneuver/procedure/subject area or combination of maneuvers/procedures/subject areas during training or checking (PC, RFT or LC). This may include failure of a specific maneuver/procedure/subject area (e.g. Non-ILS approaches) for which the pilot receives additional training in accordance with § 121.441(e) during a proficiency check even if the pilot resumes the proficiency check and passes that maneuver/procedure/subject area and all other maneuvers/procedures/subject areas during that proficiency check. The following is an example:
 - A crewmember who is deemed incomplete, unsatisfactory or is required to repeat a maneuver/procedure/subject area or combination of maneuvers/procedures/subject areas (e.g. Non-ILS approach) as part of a PC (or RFT or LC) and accomplishes the PC (or RFT or LC) satisfactory and then during the next subsequent training/checking event (PC, RFT or LC), the identical maneuvers/procedures or subject area is deemed to be incomplete, unsatisfactory or is required to be repeated (PC).

PWP Duration

6 months after return to active flying status.

PWP Pairing Restrictions

No crewmember who is currently in PWP may be paired with a Captain or First Officer who has not completed COS (consolidation) in type.

PWP Structure

- 3 months after the return to active flying status, the flight crewmember will return for a RFT.
- 6 months after return to active flying status, the flight crewmember will return for a PCWU and PC.
- Within the duration of the PWP, a two (2) leg line check will be conducted on the flight crewmember. One leg as PF and one as PM.
- A flight crewmember who successfully accomplishes all events of the PWP will be released from the PWP.
- A flight crewmember who fails any event while in the PWP program will be considered to have failed to exit the program and will be reentered into the PWP.

PWP Administration

- The Fleet Captain will administer the PWP.
- A flight crewmember will be notified in writing by the Fleet Captain of his enrollment in the PWP and of the structure of the PWP.
- A flight crewmember will be notified in writing by the Fleet Captain of his release from the PWP.
- PWP flight crewmembers shall not be paired with other PWP on any flight.
- PWP flight crewmembers shall not be paired with other PWP flight crewmembers on any PC.

Failure to exit PWP

- A flight crewmember who is deemed as incomplete/unsatisfactory on any PWP required event or any regularly scheduled training or qualification event while enrolled in the PWP has failed to exit the PWP.
- A flight crewmember who has failed to exit the PWP will be reentered into the PWP program.

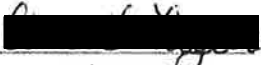
* Page 1.10.2 - The **Simulator Instructors (CTI) who Upgrade** section is no longer valid and will be deleted in the next revision.



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FAA APPROVED NYC-FSDO-15 <u>04/18/2016</u> DATE  SIGNATURE

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