

FC5240

Posted on 26.07.2023 by Steve Forward

Category: [Flight Crew \(Commercial\)](#)

Report Title Online learning

Initial Report

In 2018/9 the company were instructed by the CAA to roster a day of online learning to reflect the time that pilots were spending outside of their duty days completing tech quizzes, pre learning for simulator, aircrew notices etc. Once that happened the company added more study material to be completed before simulator sessions and took the SEP course entirely online (they did roster a day every other year for this item). The required pre reading for the simulator now covers 35 items.

All the courses that I used to attend a classroom to take part in are now done online in our own time and we are rostered a day of every year and a day off every other year to reflect this workload in our own time. At least we were. The company have now taken to rostering the online learning day in chunks, either before or after a duty. They have been challenged by the BALPA, their response is that it complies with the CAA request to record the time we spend doing online learning. My issue with this is that this is a cynical ploy to comply with the CAA requirements ignoring the spirit.

I was rostered an online learning block of 3 hours after an 8 hour duty. I was given 90 minutes to get home and then 3 hours online learning. This fails to take into account the fact that after a total of 9½ hours out of the house, a flight in bad weather at both ends and a commute in bad weather both ways the last thing I feel able to do is sit down and study. In the event I actually contacted crewing and asked them to put me down as fatigued for the online learning part of my duty. Whilst the company may well be complying with CAA requirements, rostering the time in blocks like this either before or after a duty is wholly inappropriate. It is nothing more than a paper exercise to make sure that pilots are available for the maximum number of days flying, over the years the time spent on courses has been pared down to the absolute minimum. A case of the company wanting to have its cake and eat it?

Comment

The reporter's contention is that online learning is now rostered in chunks that are not compatible with other duties. As the company comment notes, such training is not part of FDP calculations and rostering them for a specific duty period is simply a device to ensure that the time spent is accounted for as a duty in its own right and therefore included within basic pay etc as appropriate.

Although it was assigned a specific date/time, it did not mean that the training had to be conducted at those times, and the activity could be done during reserve or standby for example, or whenever suited people best. Be that as it may, this was not clear to the reporter (and perhaps others), and so there is a case for the company explicitly stating within its training guidance that the timing of such online training is flexible provided it is completed within a predetermined date as applicable.



