

# SKYPOINTER E-BULLETIN

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# FROM THE CHAIRMAN

Luke Morgan

Dear Members,

I confess I joined the IPA because the company I worked for at the time wanted us to have union representation. They were great to work for, so I went along with it.

Fast forward a year and I was made redundant with 90 days' notice due to our customer selecting a new contract provider for 'reasons of convenience'. I was shocked and devastated. I experienced first-hand a lack of support from my company and the myriad of complications associated with TUPE.

I could not have been more grateful to be a member of the IPA. Although I still lost my job, I faced it with high quality legal expertise and effective action.

I was really impressed with the genuine care and interest shown by IPA staff. It is the reason I subsequently became a board member and am now very proud to be Chairman. Those staff are still here today offering the same care and dedication.

What's happening within the Aviation Industry is unprecedented and beyond imagination. You may be facing extremely difficult and challenging times, not helped by some operators' bombastic management style, and erosion of terms and conditions. The pandemic is not an excuse to treat people poorly.

To our members, I want to thank you for your continued support. Joining the IPA is akin to taking out car insurance; you hope you never need it, but if the worst happens, you're really glad you did.

We are a partnership – your fees mean we have the resources to do our job. Our team has never worked harder in providing the support, advice and action you need.

If you are reading this as someone who has um'd and ah'd about joining the IPA, let me make this analogy: There's no point in trying to get that car insurance the day after you've crashed – that's not how it works. Joining our partnership is insurance for a future we can never predict.

I have been through the hard reality of redundancy twice, so I can empathise with the range of emotions and practical demands some of you are facing.

I have never regretted joining the IPA – in good times and bad they have always been there to offer a friendly voice, a listening ear and high-quality professional advice and action.

I wish you, your families and friends well. Whatever the future holds, in good times and bad, we will be there for you.

Very best wishes,

*Luke Morgan*

Chairman

# UNION NEWSLETTER

By Phil Flower

This has, and continues to be, the most challenging time our industry has ever faced. The IPA represents pilots across the country, both fixed and rotary wing, and we have been contacted by many members who are facing the loss of their jobs, or changes to their terms and conditions.

Based on the levels of redundancy being reported to us our estimation is that between 15 to 20% of all UK based pilot jobs could be lost. Highly trained and experienced pilots are being 'let go', pay cuts applied and new less favourable Terms and Conditions of employment introduced. My challenge to you is to identify how many Directors or senior managers are being affected similarly. I do not begrudge success, but I have a deep-seated dislike of unfairness. If we are all in this together then the burden should be shared equally across each business. Where cuts are necessary those at the top have a responsibility to show real leadership and to take some of the blows themselves. If you know of any Directors or Senior Managers who are then I applaud them, I do not but I hope there are some honourable leaders still out there.

With this in mind we have produced a draft letter, that is on

our website, which we invite you to consider adapting to meet your views and to send to your MP and the Aviation Minister.

As your Trade Union we have written to Government on a range of issues arising from the current crisis and submitted evidence to the Transport Select Committee hearing.

Over the past few weeks we have also held many webinar conferences with members outlining the current situation and how any redundancy process works and answering your questions. We are told these have

been very useful so if you haven't had chance to dial in yet please consider taking part in our next general invite session which will be held soon and notified to you by email.

If you have personal or specific questions about your employment, we are also happy to receive emails or calls from members. We may not know the answer immediately, but we will make every effort to find it for you.

We also remind you that we offer a CV review service and encourage all members to run any new contract of employment or bond past us BEFORE you sign it.

We are here to help and support you. If we can help, please call. 📞

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# TWO DIRECTORS, TWO PERSPECTIVES.

By James West and Steve Hayman



## James West –

These are worrying times to be a professional pilot, and to state the obvious you are very much not alone with your concerns. Everyone's circumstances are of course slightly different but it goes without saying that each and every one of us are no doubt facing up to some significant difficulties, so firstly I'm very pleased to be a member of an excellent union whom I know will do all they can to represent and support me through the initial difficult times ahead.

All humans are blessed with a basic ability to adapt to some degree, and we as pilots have had to put this into practice maybe a long time ago at the interview stage, regularly in preparation for simulator sessions and certainly on a daily basis as unexpected issues arise during line operations. We may not be cognisant of it, but we are experts at gathering data and utilising it appropriately on

a regular basis, and as such we have skills that any business will see as essential to success in whatever field they operate in.

We are a well-trained profession, beginning with the various broad subjects studied for the original licensing exams, subsequent type specific training and then regular simulator sessions for the rest of our career. Many take it further and even train the trainees. The public persona and admiration of a modern pilot, shrouded in a bit of mystery of the complication and responsibility is easily dispelled by breaking learning stages down and keeping it all nice and simple, but the overall professionalism and level of training is still very much to be respected. This will certainly be an asset to future employers as two hurdles to overcome in any organisation would be skill development and work ethic, both demonstrated by the

professionalism that we as pilots exhibit.

Challenges the world over seem to be mounting on an unprecedented scale and no doubt our personal metal will be tested in whatever path our careers eventually take us on. A cool head both in our personal and future professional lives is going to help us to get through any current transitions as best we can and ultimately achieving success. Our experiences have shaped who we are and should give us the confidence to approach any future challenge with a positive attitude. Just remember you are not the only one going through this!

### **Steve Hayman –**

8th March 1991 my mother in law rang to ask if I had seen the news. Air Europe had called in the administrators, and we had all lost our jobs. I was due to do a GVA later that day. With nothing better to do I proceeded to Manor Royal at Gatwick where our HQ offices were located. Too late, everyone had gone.

Along with a few others I went to the Air Europe desk in South Terminal. Fronting the passengers was an experience to say the least. The majority were concerned about how 'we' were going to get them to their destinations in Europe. A few at least asked what were 'we' going to do?

Back at home the reality set in. What now? After a few phone calls it became obvious that there were very few jobs out there, a few were

overseas, my wife was 3 months pregnant, and we had just moved to our new home.

I signed up for Strawberry picking, which was back breaking work. It reminded me of Daffodil picking when I had finished school. Apples were much easier as were Pittosporum trees. It was enough to put some food on the plate. As for paying the mortgage there was no worry as I had Loss of Job Insurance. Wrong, didn't read the small print - no pay out in the first 30 days!

Going overseas wasn't an option so I went back to freelancing, instructing on anything and flying charters as and when they happened. This went on for some 3 years. Then the charter company that I had flown for stopped flying in January 1994. Here we go again!

This time I was more fortunate and managed to get a job with Manx Airlines, British Midland in disguise out of East Midlands. I commuted from Kent going through 2 cars in 2 years. Then I had my lucky break, DC10 First Officer Caledonian Airways.

What I am trying to say is the situation we are all in at the moment is terrible. Many people may lose their jobs, not just in the aviation sector. This job has been like this for years and I don't suppose it will change in the future. However, in my experience if you are prepared to knuckle down there will be light at the end of the tunnel. 🚀