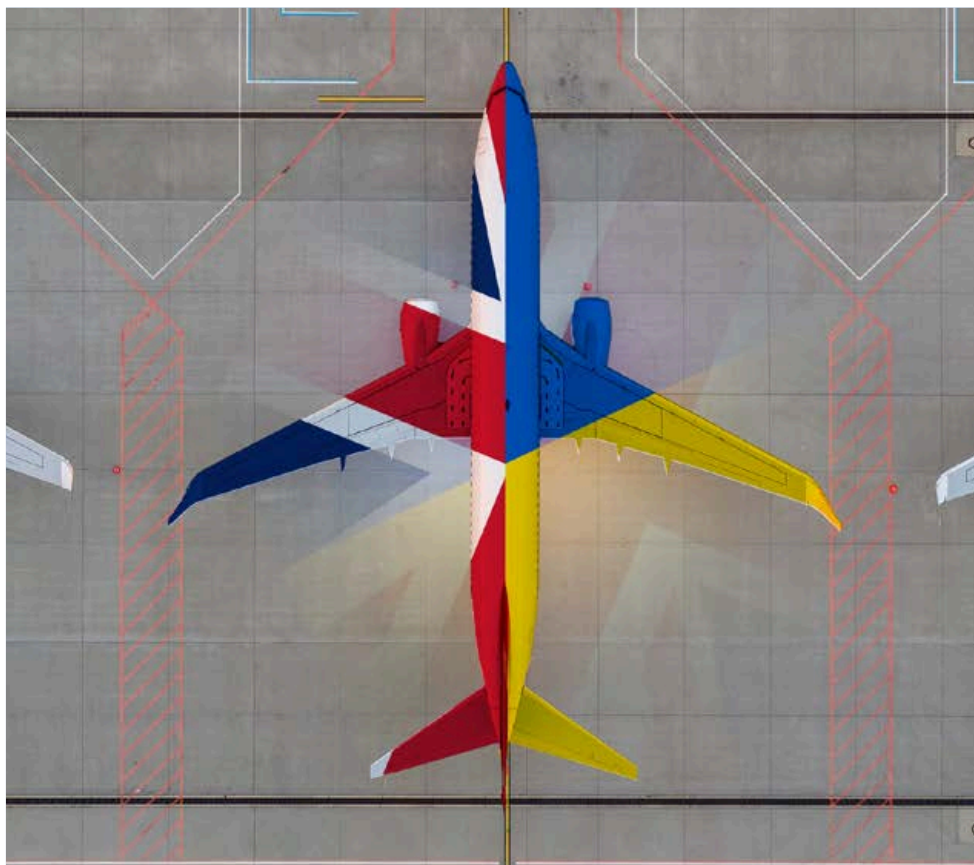


SKYPOINTER E-BULLETIN

April 2022



www.ipapilot.com



FROM THE CHAIRMAN
RICHARD LOTINGA
- "TIME TO GO"
GENERAL SECRETARY
REPORT

2
3
5



FROM THE CHAIRMAN

Luke Morgan

Welcome to the second quarter Skypointer. How much do you understand and contribute to your own company's culture?

My own company has recently changed its guiding principles and mission statement. The change has been well managed and strategised with a comprehensive introduction program of education and involvement. This demonstrates a true commitment to being a 'force for good' in guiding workforce actions, decisions and outcomes in the future.

Studies continue to examine company culture (including safety culture) as an evolving concept. The culture in an organisation is determined by the nature of its operations, behaviour that is considered satisfactory, the norms practiced by employees, and the integration and adaptation approaches within the organisation.

They further identify various factors that define company and safety culture. Artefacts such as posters, buildings, and décor tell a lot about the company culture. In addition, the values, beliefs and norms of the company as spelt out in its mission statement, principles and strategies identify its culture. It is these guiding principles (values and beliefs) that my company has reviewed, changed and implemented over the last few months.



Yes, there is an associated cost to this change, however, the company has taken a long-term view about outcomes and success. The review and change have certainly engaged the workforce and aligned our thinking which will help promote a well-defined and safe workplace culture.

The employees' values and behaviours shape a company culture and cultural meanings within the company are integrative. Culture, especially safety culture, comprises of distinct constructs such as leadership styles, management skills and knowledge, and workforce diversity all have a significant effect on company and safety culture.

Do you understand and more importantly believe in your own company's mission statement, guiding principles and that you are part of a safe, just and successful company culture?

Luke Morgan

Chairman

RICHARD LOTINGA "TIME TO GO"

By Richard Lotinga

Well that's it then. Time to go. Having been in aviation since the age of 14 and retired at 65, 4 years ago, it is time to move on and let a younger generation take my place.

I joined the IPA in 1993 and the Board, soon thereafter, having meetings at the Greyhound in Horley whilst operating out of the Beehive with Excalibur Airways. Not the longest serving member by far, Noel Baker takes that honour, but I have contributed my fair share.

Being part of the introduction of the IPF (IP Federation) and subsequently IPA(U) was definitely a positive as was the recruitment of Claire Pickford and Philip Flower who have done tremendous work on behalf of the IPA.

Some of our associations have had mixed benefits, films on 'Pilot Fatigue' and 'Air Contamination' have been well intentioned but may not have had the results that we desired. Equally, recruiting in aviation associated venues may have been fun (Headcorn no, Shoreham yes) but not as successful as we would hope in gaining new members.

Our AGMs were for a considerable period held at one venue, The George in Crawley. We tried Shoreham and hotels in the Gatwick area but it still made us too Gatwick centric, which to



be fair was where the IPA was born. Having been to Brooklands, Coventry and recently Duxford has allowed pilots from other bases at least the opportunity to see, hear and speak to our staff and Board members.

Our support for our members is now far ranging throughout the UK. Claire and Philip have helped at

tribunals in Edinburgh, the Midlands and the South-West, which as a result is making the IPA far better known. It has always been realised that 'word of mouth' can be the best form of recruitment.

From a personal point of view, I was the IPA representative in analysing the then new EASA FTL regulations. The introduction of EASA FTLs were a reduction in safety for the UK but a vast improvement on the working conditions experienced by pilots from other parts of the EU.

I have been on the Board for 25 years, an active Vice-Chairman and Chairman for a total of 7 or 8 years, Treasurer and latterly Company Secretary. The Executive Committee accelerated involvement with union matters taking much of the work with our Executive Secretaries, culminating in Philip Flower taking the reins.

Of course, in that time I worked

for Excalibur, ChallengeAir, Air 2000 which morphed into First Choice, Thomson and TUI. Aircraft included, A320 and A321, DC10-30, B757 and B767 not forgetting the small matter of Phantom FGR2 and FG1, Hawk, Hunter and Tornado GR1. The latter of course pre-IPA.

In another guise I continue with the Honourable Company of Air Pilots as a Liveryman and have produced a paper on GNSS and threats to commercial aviation and continue an active participation in the Space Technical Group.

Although retired, I shall take an interest in all things aviation related and throw in my two-pennyworth when appropriate.

'I am delighted that I am being replaced by an experienced pilot, Emily, who I'm sure will carry on the traditions (habits?) of the IPA and offer a slightly different perspective. 🚀



GENERAL SECRETARY REPORT

By Phil Flower



Just as we thought aviation was beginning to recover from the drastic effects of the pandemic, another major blow is dealt to the industry. The war in Ukraine is an abomination which has rightly been condemned around the world. The horrors faced in Ukraine from air, sea and land are beyond words and cannot be condoned or excused.

The impact on aviation from the war has been rapid with airspace closing and aircraft being grounded. Re-routing will cost the industry as will the increase in fuel costs, which forward purchasing will stave off for a while but not for ever, and not for every business. Demand for travel has, as you would anticipate, also reduced.

Most of us will have never experienced the direct consequences of war, and we can only hope that remains the case. It is likely that

some of you may have family, friends or colleagues who are affected, which may have an impact on both personal and work lives. We are coming out of a pandemic which resulted in significant job losses in the aviation sector, and many thousands of deaths related to covid 19 one way or another. None of us know how long these two events will continue for, or what the long-term damage socially and economically will be across the world.

We continue to support our members who have been affected by the pandemic and will offer support to anyone affected by events in Ukraine. The IPA condemns the action being taken by Russia and any act of war. We sincerely hope that peace is restored in Ukraine soon, and that those affected will be able to go about rebuilding their lives safely. 🇺🇦



Assistant General Secretary

The Independent Pilots Association (IPA) is looking to recruit someone with an interest in, or experience of, the aviation sector. Providing a personal and professional service, you will have a keen interest in helping our members with their employment related issues and will assist our General Secretary with a view to taking over the role in due course. Trade Union experience would be beneficial.

Training will be provided in Grievance, Discipline and Capability Procedures, Employment Law, and Trade Union Law.

The successful applicant will need to be prepared to travel within the UK and must hold a valid full UK driving licence. You will be responsible for representing members both on an individual basis and in collective negotiations where the IPA has recognition agreements.

This is a part-time position, initially for 3 days a week, based at our office in Haywards Heath, West Sussex. A flexible approach to working days/hours will be required to meet the needs of our members.

Salary is dependent upon experience and qualifications.
Application is by CV and covering letter.

For a full job description, or to apply please contact:
office@ipapilot.com
