

# CAA NEWS

*Informing for Safer Aviation*

## *Getting a flying job* Aviation employers speak

CAA GETS AUDITED

EXAMS INTO 2002

# Getting a flying job —

You've paid thousands to get there, you've worked hard to pass your exams, and you've always wanted to fly, so someone should give you a job – right?

With close to 5000 commercially qualified pilots in New Zealand, and just 200 or so operators from flight training schools through to airlines, competition for jobs is stiff. The good news is that employers are hiring, and they're willing to tell you what they are looking for.

The CAA News spoke to five aircraft operators last month, ranging from scenic and charter companies to a regional airline. These bosses told us how they choose pilots, and what qualities they look for. The common thread for all of them might surprise you – it's not your flying skill that is going to get you the job. For these employers your maturity, your attitude to safety, your people skills and your willingness to jump in and help out are what make the difference.

**Russell Baker** does the hiring at his jointly-owned company, *Air Fiordland*. The Te Anau based company operates nine aircraft and employs 14 pilots. Russell has held his CPL since 1972, and he gained his B-category instructor rating in 1975. During his 15 years at Air Fiordland, Russell has held the roles of Chief Pilot, Maintenance Controller, Operations Manager and Chief Executive. His 8000 hours include 5000 flying the same Cessna 185 – ZK-CFI (pictured) – making him a specialist remote-area pilot.



*Air Fiordland's Russell Baker (right) with a frequent passenger, whitebaiter Lester Craw. Russell says "the fact that pilots hold a CPL is a bonus". He's looking for self-discipline and good people skills.*

Russell gets up to ten CVs from pilots across his desk every week, and he says it's not flying skill that impresses him.

"The fact that they have a CPL and can fly a plane is a bonus. Their main job is being a people person. And they have to have self-discipline. That means a pilot who doesn't veer off the route that's been established by the company. I don't want to be getting a call from the warden of a hut that's way off the proper route who says he saw one of my aircraft out near him. That shows a lack of self-discipline and I can't tolerate that," Russell says.

Air Fiordland hires pilots on contract over the busy season, from October to April. The minimum experience required is 400 hours, but Russell says he prefers locally-trained pilots as they have a good understanding of mountain-flying conditions. Air Fiordland pilots start out doing the Queenstown to Milford and Te Anau runs. In their first season they complete a minimum 15-hour course doing trips with a senior instructor and being

re-checked. Their remaining flights that season are carried out in convoy with a senior pilot who flies beside or behind them, noting errors for later debriefs.

Russell says a safety-conscious attitude is vital in his pilots, and with him, you're on trial from the moment he claps eyes on you. "People come down from up north on a flying trip and say they're looking for a job and the next day I see them trying to put a 185 on a wee airstrip because that's the sort of thing they think it's clever to do. Those people are ill-disciplined.

*"Anybody that flies an aeroplane is a bit of a cowboy. But if they want to go off and do low-flying or aerobatics, they can go and do it in their own time, and in someone else's aeroplane."*

If you apply for a job with Russell, expect to be discouraged. "We tend to discourage pilots initially, and then only the keen ones with the self-discipline and commitment to the job are left standing, and they're the ones we are looking for," he says.

But it's not all tough talking.

"Keep persevering and adding to your experience with instrument and instructor ratings. Be prepared for numerous knock backs. Prove to your chosen employer that you have a culture that is working for safer aviation," Russell says.

Air Fiordland is not seeking pilots this season, but Russell says he always has his eyes and ears open for keen pilots with the right attitude.



# what the employers say

**Jim Wilson** has been Chief Pilot at *Helicopters (NZ) Ltd* since 1978, overseeing the operations of 65 pilots flying 37 helicopters in New Zealand, Australia, Southeast Asia, off-shore oil platforms and Antarctica. Jim is also an A-category instructor (helicopter), a flight examiner and a licensed aircraft maintenance engineer.

He says HNZ, which is based at Nelson, prefers career pilots.



*Helicopters (NZ)'s Chief Pilot Jim Wilson says the company looks for hard workers that show initiative, not flashy pilots.*

“We want people who choose HNZ for the long term and who will work their way up our system into management roles. These days a lot of people just want to drive the aeroplane, but they don't want to get involved in the commercial running of companies,” Jim says.

HNZ prefers pilots with about 1000 to 1500 hours, including 200 hours of turbine time.

“Without the turbine time, the transition from a Robbie to a Squirrel is too great. We pay a lot of attention to the pilot's background – 10,000 hours on the same type of task is just

2000 hours five times over. We like a bit of variety, like some hook work or some night work,” Jim says.

Personality also plays a big part. Jim says that with CVs arriving all the time, it's the people who get out and put themselves under his nose that stand a better chance of getting hired.

“It's the other attributes you have, other than flying, that will really sell you.

*“We want hard workers that show initiative, not flashy pilots – we hire draughthorses not racehorses,” he says.*

Jim's been hiring pilots for years, and he says it's the little things that say a lot about you.

“People don't realise that they give themselves away with their logbooks. You can tell if someone is enthusiastic because their logbooks are neat, with photos and sometimes with little notes in them. If they're taking care of their logbook, then we can expect them to take care with the things we want them to.

“You can also tell a lot about someone just by talking to them and asking them to describe the sort of flying they enjoy. Or ask them how they see an audit. Is it a traffic cop type of situation, or an opportunity to learn something?”

*Continued over...*



Your attitude to safety is important.

“An accident may only push your insurance up a part of a percent, but over a \$20 million fleet, that’s a lot of money. It’s not only the CAA that is pushing safety. At HNZ we’d still do things the same way if the CAA and the Rules didn’t exist. It’s not something you can bang people over the head with. You’ve got to get out and lead from the front so people are safe.

“You can bang a dent out of an aeroplane eventually, but your reputation is the most difficult thing to fix,” Jim says.

HNZ welcomes approaches from would-be pilots. Jim says it was hard when he was trying to get a job too.

“People tend to get their CPL and then make the mistake of thinking that that’s all they have to do. But that’s just the start. It’s a big commitment. You’ve got to know what field you want to be in and then go after those operators. You’ve got to be known, and you’ve got to be persistent.”

Another hint is to make sure you can supply good referees from the aviation world, whether it’s someone who trained you, or a previous employer.

**“We wouldn’t take a punt on someone. We would pick up the phone and find someone who knows them.**

We spend a lot of money on training pilots, and we have to get it right,” Jim says.

**Captain Bob Guard** is *Air Nelson’s* Flight Operations Manager. Bob has held his CPL since 1967, his ATPL since 1975 and remains a current A-category flight instructor (aeroplane) and flight examiner.

Air Nelson flies six Metros and 13 Saabs to 16 airports throughout New Zealand on over 1000 flights each week. The company employs 145 pilots and is the largest regional airline in the South Pacific and the seventh largest Saab operator worldwide.

As well as experience and skill, Air Nelson looks for team players.

“We want people who are able to fit in and be a meaningful part of the team. People have to have the right attitude.

**“We would take people with lesser experience if they have the right attitude,” Bob says.**

Air Nelson’s experience minima for the Metro are 500 hours total time including 100 hours on air transport flights, a basic gas turbine rating, a multi-engine instrument rating and 25 hours of night flying, but pilots with just the minimums are very seldom selected. More often, pilots have about 2000 hours before they are chosen. Pilots are bonded for 18 months, and they are trained at the company’s expense.

“We are looking for people who can show they have been a loyal employee in the past, who are tenacious and will get the job finished, and who have the skills that others in the team will respect,” Bob says.

Where you’ve been is just as important to Air Nelson as where you might go.

“We look at where someone was trained.

**“We know the organisations that have a good reputation and we don’t want somebody that was trained by a fly-by-night operation.**

If people are out working in the industry to get experience, they’ve got to do it at a reputable operation. We don’t want people who have to unlearn things,” he says.

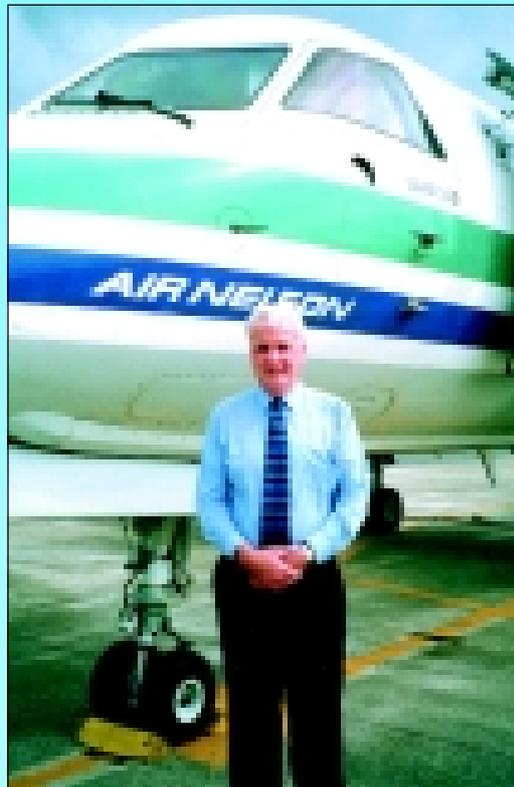
At Air Nelson, training is given a very high priority, and a lot of money is spent on keeping pilots well prepared.

“We look at a person from day one as though they could be a potential captain. When we check a pilot’s background we look for a safety conscious attitude. We talk to previous employers and ask around through our networks. We don’t take any risks,” Bob says.

If you want a job with Air Nelson, send in your CV, but don’t ring every week. Although CVs arrive almost daily, Bob says they are a useful way of keeping up with a pilot’s progress. As you gain experience, feel free to send in an update.

“We have so many people interested that we can’t invite people to just drop in. Pilots have to walk a fine line between keeping in touch, and annoying us,” Bob says.

“Once they’ve been selected, pilots could still not make the grade. They’ve got to keep working hard and not relax their standards once



*Air Nelson’s Flight Operations Manager Bob Guard says pilots are considered as potential captains from day one.*

they get in,” he says.

*Southern Air* runs two Britten Norman Islanders, one Cessna 172 and one Cessna 177. Eighty percent of the company’s flights are between Invercargill and Stewart Island, and the remaining flights are made up of charters, hospital transfers and search and rescue work.

They employ four pilots full time and one part time.

**Phil Kean** (pronounced Kane) is *Southern Air’s* Chief Pilot and has been with the company for 16 years. After crossing Foveaux Strait 25,000 times he says he’s “getting the hang of it now”.

“You never see two waves the same. If you don’t let yourself get into a rut, if you make every takeoff like it was your first, you’re right I reckon,” he says.

*Southern Air* tends to employ pilots from the local region, because those pilots know about the local conditions and about living down south. Pilots need a minimum of 750 hours total time as well as an instrument rating, but occasionally people are hired who have less time but the right attitude. Newcomers spend their first 50 hours flying with Phil, and during that time they see a good cross-section of the work the company does.

Phil says he looks for a confident pilot who can take charge and make decisions, but who is also pleasant with clients, and

who works well as part of a team.

“When you see a pilot coming to meet you, you can tell a lot about them by their appearance. If they haven’t got their logbook or their CV with them, they’re not organised – it’s not a good sign.

“We can’t afford to have people who mess around. If they do it on the ground, they’ll do it in the air too.

*“But over-confidence isn’t what you want either. There’s no room left for the stand-alone, know-it-all aviator. All the way through, flying is very much a learning game,” Phil says.*

A careful approach to safety is also extremely important.

“If a pilot doesn’t want to make a flight, that’s entirely their call. I’m not going to get out there and make a fool of myself either. If you can’t get back from a flight it’s not the end of the world. You can go tomorrow. It’s the same thing.

“You’ve got to always be in that frame of mind – it doesn’t have to be done,” he says.

**Michael Banneman** began flying in 1972 and has owned the Christchurch-based flight seeing and charter company *Air Adventures* since 1994.

Air Adventures’ five pilots operate five aircraft (two multi-engine and three single-engine) throughout Canterbury and across to Mount Cook, Milford Sound and Queenstown.

Michael says he does take on new CPLs, but he tends to start them off picking up passengers and cleaning aircraft while they are being trained in the ways of the company. Pilots cannot act as pilot-in-command on single-engine aircraft until they have 300 hours or 500 hours for multi-engine aircraft.

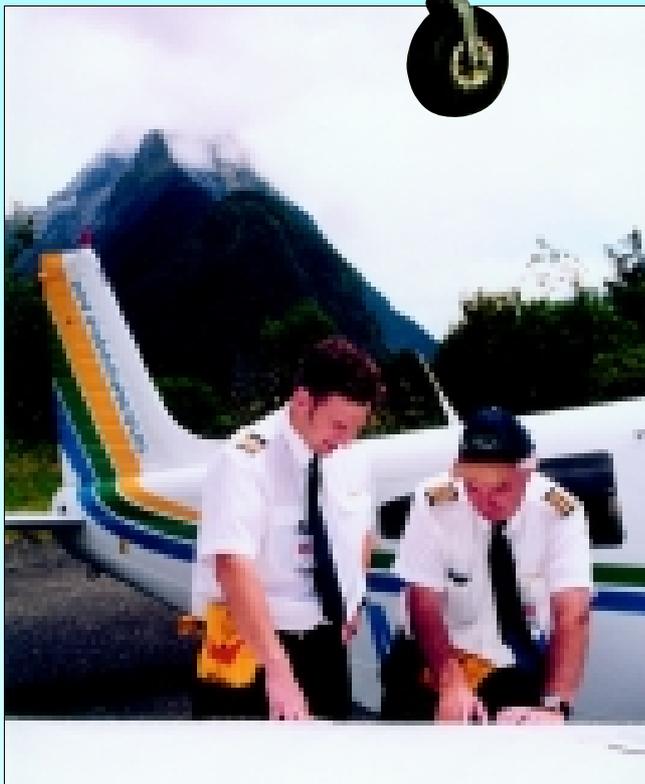
“Once pilots have been approved to fly operationally, they generally start out on flights to Kaikoura, progressing gradually to Mount Cook, Milford Sound and remote-strip operations. We like our pilots to be very competent at VFR flying before beginning the IFR work,” Michael says. “To get a flying position with us you’ve got to be around here putting in the hard yard – that’s how you’ll get started,” Michael says.

He says he doesn’t get a lot of approaches from pilots looking for jobs. But there’s no point in sending him your CV.

“That’s not the way to do it. I like people to come in with their CV and have a chat, so I can get a feel for the sort of person they are.



*Southern Air's Chief Pilot Phil Kean prefers locally trained pilots and hires for attitude as much as for experience.*



*Michael Banneman (right) with Air Adventures' newest pilot, Chris Hood.*

“They need to be reasonably outgoing and, as we’re a tourist operation, they have got to be able to look after people. They also have to be well groomed, and a little on the conservative side. If they show up with studs in their eyebrows, then that’s not what the public want to see in their pilot,” Michael says.

Air Adventures pays for all its pilot training and checks. This amounts to a considerable investment for both VFR and IFR pilots. In return the company expects a high level of commitment in all parts of the company’s operations.

Pilots are expected to be reliable, conscientious and thorough. They need to know their own limits and stay within them.

“We have a very strict policy on the weather and safety. Nobody is pressured to do any job. If they don’t like it, it’s okay by me. And another policy I have is that I don’t care how long it takes to do a job, it just must be done safely.

“I might also cancel a job if I don’t think my pilot’s experience is right for it, but I expect them to be able to make that decision themselves,” Michael says.

“Richard Rayward at Air Safaris in Lake Tekapo has a saying ‘if a pilot is on the edge of their seat then they’ve got no business being there’ – that about sums it up,” he says. ■

# Exams stay with ASL

The CAA has completed a review of New Zealand's aviation examination system as part of a wider study of personnel licensing.

The review aimed to lead to improvements in the education, training and assessment of pilots and engineers – all of which can contribute to lowering accident rates.

The review focussed on the provision and delivery of aviation examinations. Under the current system, the industry-owned company, Aviation Services Limited (ASL), provides most examinations.

Industry members who took part in the review earlier this year generally favoured the current system. The CAA received more than 180 submissions on its draft review document and found there was concern that having multiple providers could degrade the system. A small number supported a proposal for an alternative service in competition with ASL.

In reaching its conclusions, the CAA considered four broad options:

- Organisations could be certificated to carry out exams under the Rules.
- The Director could continue to delegate the role to one or more organisations.
- The CAA could conduct exams in-house.
- The CAA could recognise additional alternative forms of assessment, such as other qualifications.

## Possible changes from 2002

The CAA has determined that the system will remain unchanged until 2002, allowing ASL to continue to deliver Private Pilot, Commercial Pilot, Air Transport Pilot, and Aircraft Maintenance Engineer Licence examinations. From 2002, the existing structure will continue for at least three to five years further, but

the organisation conducting the examinations will be selected through a competitive tendering process.

The single provider for external examinations, and any other organisation conducting courses and assessments under equivalence arrangements, will require certification under Part 141 Aviation Training Organisations – Certification.

The CAA will continue to consult with the industry before any further steps are taken.

The examination review is available on the CAA web site [www.caa.govt.nz](http://www.caa.govt.nz) under "Public Information / Public Documents".

If you would like a hard copy, or you have any questions or comments, contact Policy Adviser Roger Crosthwaite.

Tel: 0-4-560 9505

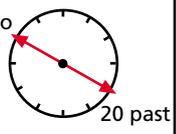
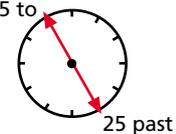
# Airport Flyer

Wellington Buses is offering a new service called the Airport Flyer, which is a cheaper alternative to a taxi when you need to get from the airport to a stone's throw from Aviation House in Lower Hutt. It's easy to spot because it's painted bright orange and has an aeroplane on it.

It costs \$6.50 one way, and if you'd like a same-day return ticket the cheapest is a Star pass. It costs \$7.00, which includes unlimited Cityline and Stage Coach travel. Trips take approximately 55 minutes each way.



You can't miss this bright orange bus!

BUSES LEAVE EVERY HALF HOUR		
DEPARTS ▼	10 to  20 past	5 to  25 past
Queensgate (Bunny St) Mon – Fri	From 6.20am – 9.50am	From 10.25am – 7.25pm
Airport (Outside Terminal) Mon – Fri	From 7.20am – 8.20pm	
Queensgate (Bunny St) Weekend		From 6.55am – 7.55pm
Airport (Outside Terminal) Weekend	From 7.50am – 8.50pm	



# ICAO audits the CAA

New Zealand has a very good safety oversight system, according to an audit of the CAA conducted in August by the International Civil Aviation Organisation (ICAO). Although it is not exactly the same system as some of the more traditional authorities, the auditors were particularly impressed with the resources and emphasis the CAA focuses on safety education, and with the balance between safety education and law enforcement.

New Zealand was the 16<sup>th</sup> of ICAO's 185 member states to undergo the mandatory audit. The audits are part of a world-wide information gathering exercise aiming to show the quality of aviation safety oversight and to develop strategies for improvement.

## *The CAA measures up well against its overseas counterparts.*

Three representatives from the ICAO headquarters in Montreal spent seven days operating from Aviation House, examining three main facets of the CAA's work. The focus was on flight crew and engineer licensing, aircraft airworthiness, and aviation safety oversight. The audit looked at how New Zealand conforms to ICAO standards and recommended practices, and whether our alternatives provide an equal or better level of safety for international aviation. The team of auditors also visited several industry participants, including Aviation Services Limited, Air New Zealand Limited, Freedom Air, the Airways Corporation, and the Massey University School of Aviation.

Only ten recommendations were made in the three areas investigated

(The United Kingdom received 28 recommendations).

Airworthiness was found to be generally satisfactory, and six recommendations were made. It is suggested that the CAA:

- establish additional ongoing specialist technical training for airworthiness inspectors;
- ensure airworthiness rules concerning aircraft maintenance reliability information are fully implemented;
- review implementation of rules concerning maintenance of aircraft autoland systems;
- implement additional aircraft weight-and-balance requirements;
- conduct more pro-active surveillance of Inspection Authorisation holders and design delegation holders and include a requirement that these approvals expire at a set time; and
- ensure that the ICAO standards concerning the contents and procedures in maintenance control manuals are fully implemented.

All recommendations have been addressed and these areas are under review.

The audit showed that the Personnel Licensing system was comprehensive, offering both integrity and consistency.

Two recommendations were that the CAA:

- amend its rules to ensure that unlicensed pilots do not fly New Zealand registered aircraft overseas, and that any flight crew licence which doesn't fully conform with the ICAO Convention is endorsed; and
- ensure flight crew be made aware that they require permission to operate in foreign airspace if they are not compliant with ICAO standards.

The CAA will implement these recommendations by July 2001.

The Aircraft Operations system generally conforms to ICAO standards and two recommendations were that the CAA:

- formalise aircraft type training for flight operations inspectors; and
- review the air operator flight crew and cabin crew training requirements.

Action plans addressing the recommendations have been forwarded to ICAO for consideration.

ICAO's summary report is due out in early 2000 and will be made available on the CAA web site [www.caa.govt.nz](http://www.caa.govt.nz).

## What is ICAO?

The International Civil Aviation Organisation is a United Nations specialised agency comprising 185 nations that are signatories to the 1944 Chicago Convention under which ICAO was founded. ICAO's purpose is to foster and facilitate international civil aviation development and safety.

All 185 nations agree to abide by the same civil aviation standards (most nations write their own rules, but they must meet ICAO's standards). If a state has a rule that differs from an ICAO standard then they have to say why it's different and publish the details. The CAA has published about 164 of these ICAO Differences on behalf of New Zealand, which are available on the CAA web site [www.caa.govt.nz](http://www.caa.govt.nz) under "Legislation/ICAO Differences". ■

# Personnel Licensing

Just as the CAA has groups of people whose focus is aviation operators or aircraft, there is a team dedicated to personnel - that's pilots, engineers, flight engineers and air traffic controllers. The team issues your licences and medical certificates, approve flight examiners, and oversee flight training organisations.

## Richard MacFarlane – Manager



Richard has been the Manager of Personnel Licensing since the Medical and Licensing units joined to form a single unit about eighteen months ago.

Richard, better known as 'Macka', has vast experience in both military and civil aviation. He was a navigator in the Royal Australian Air Force and accumulated well over 4000 hours in the F-18 Hornet, Mirage III, Macchi MB326H, CT4 Airtrainers, Winjeels, C-130E Hercules, and HS748 aircraft. As a civilian pilot he gained several thousand hours in light

general aviation singles and twins and airline simulators as a B-category Flight Instructor.

Macka has also been involved in the development of several aviation academic programmes in both Australia and New Zealand. Massey University aviation students may remember him as a lecturer in Human Factors and Advanced Navigation. Macka has also found time to collect his own academic qualifications and has a Diploma of Applied Science, Bachelor of Arts, Post-graduate Diploma of Social Science in Industrial and Organisational Psychology, and is currently busy working on his thesis for a Master of Public Policy. His thesis topic is Reliable Objective Flight Testing. Macka lives in a house at the top of Mount Victoria, which he is renovating. After completing his studies, he hopes to find the time to build a Pietenpol Aircamper, which is a single-engine, open-cockpit, wood and fabric monoplane with a cruising speed of 90 mph.

Macka is a member of both the Royal Aeronautical Society and the Guild of Air Pilots and Air Navigators.

## Rex Kenny – Sport and Recreation Coordinator / Aircraft Maintenance Specialist



Rex says that he wouldn't trade his job for anyone's.

"My job is the best job in the building because it has a very good balance between being in and out of the office, and the organisations I deal with all want something that I can give them, so it's a good relationship," Rex said.

His job involves handling Part 149 *Aviation Recreation Organisations* certification and monitoring, the provision of seminars on Sport and Recreation, and rule guidance. Rex is also a familiar face at aircraft

maintenance engineer seminars, which he has been running for the past two years.

Rex has been with the CAA since 1991, with a three-year stint at Aviation Services Ltd managing aircraft maintenance engineer licencing, before returning to the CAA in 1995. Rex joined the CAA after an air force career spanning 22 years. He joined the RNZAF straight out of school and trained as an aircraft technician. As a boy Rex became interested in aviation when he spotted the local railway stationmaster flying model

aeroplanes in the paddock behind his house. "It was the very early days of remote control, so there were some spectacular crashes," Rex said. Nowadays Rex has his PPL so he can fly a real aeroplane – although he does still potter about with model ones. He owns a Jodel, which he flies whenever he gets the chance.

## The Frontline

Shirley, Barbara, Elizabeth and Ngaire, are responsible for processing and issuing licences and medical certificates.

## Barbara Handley – Executive Officer



Barbara has been with the CAA and its precursors the longest, and when she joined 31 years ago, she missed out on the job she'd applied for because the Paraparamu base didn't have facilities for women, — so she was offered a position at the central office in Wellington instead. Since then, Barbara has been involved in just about every facet of aviation administration including Air Traffic Control and Airworthiness.

## Shirley Delany – Personnel Licensing Adviser

Shirley came to the CAA five years ago after completing business studies and computer training at Polytechnic. Shirley has three sons and although the youngest is 17 she is still kept very busy being a mum. When she's not providing a wake-up call service to her son in Korea, Shirley is submerged in a swimming pool doing water aerobics. Shirley regularly provides board for Japanese students from Wellington's Capital Language Academy.



## Elizabeth Parlakchief – Personnel Licensing Adviser



If this name seems somehow familiar, it is because it might be Elizabeth's signature on your licence.

Elizabeth started in Examinations nine years ago and moved through to her current position in Personnel Licensing. Before joining the CAA she worked in a pharmacy part-time and was a full-time mum.

Elizabeth lives in Wainuiomata with her husband and has most of her family nearby. She shares an interest in gardening with Shirley and Barbara, enjoys walking and reading, and is a keen rugby fan.

# — meet the team

## **Ngaire Roil – Personnel Licensing Adviser**

Ngaire came to the CAA 10 years ago from the Department of Education, where she was involved in producing School Publications. Like Elizabeth, she started in Examinations, and moved to her current position as Personnel Licensing Adviser. Ngaire lives on a lifestyle block in Whiteman's Valley with her four-year-old son Kristopher.



All four women say that they have remained at the CAA because of the people, both their colleagues and their clients. They enjoy dealing with the wide range of aviators, from private pilots to airline pilots, to aircraft engineers.

## **Tony Hochberg – Medical Officer**



Dr Tony Hochberg works part-time at the CAA, runs a private practice in Roseneath, and works on the Life Flight Trust Westpac Helicopters. As Medical Officer, Tony spends much of his time advising pilots and doctors on medical issues and dealing with the 0.5 percent of pilots who are either medically unfit or have a condition that requires CAA review.

"It's an interesting area to be working in. The cases we deal with are the difficult ones, and that's what makes it attractive," Tony said.

Since Tony graduated from the Auckland University School of Medicine he has kept himself busy gathering an array of academic qualifications. He has completed a two-year Certificate of Sports Medicine, a Diploma of Aviation Medicine, a Certificate in Hyperbaric Medicine (diving medicine), and will become a registered Occupational Medicine Specialist next year when he completes a Fellowship of the Australasian College of Occupational Medicine.

After that, Tony thinks he might just have a break from study. This will give him some spare time to go scuba diving, which he is very keen on. Tony says the best place to dive is a place called Palau in Micronesia. Tony's had a few flying lessons, but the closest he's got to flying a big jet was when he had a go at operating a 747 simulator.

## **Michael Tucker – Principal Aviation Examiner**

Michael first became interested in aviation through his father, who flew Swordfish torpedo bombers in the Second World War. Although Michael didn't tread directly in his father's footsteps and join the air force, he did drop loads from planes as a topdressing pilot. Michael started flying a 150 horsepower Piper Super Cub in 1962 when he was at school, and he soon gained his CPL. He spent more than five years as an agricultural pilot based in Rangiora and Dannevirke. Michael is an A-category Flight Instructor, and he helped many student pilots become licensed in the 12 years he spent instructing in Ashburton and Timaru.



Michael is still assisting pilots and says he spends about 90 percent of his time advising aviators. He has been with the CAA and its precursors since 1982 and is responsible for testing flight examiners, implementing the rules, and liaising with industry about flight training.

"Aviation is my main interest in life. I'm an enthusiast. It is a real bonus being able to work in the aviation field when it is my hobby too," Michael said.

## **John Parker – Flight Testing Officer**

John has been a Flight Testing Officer for 13 years. His main role is conducting biennial renewal tests of A-category instructors and examiners. John has been flying since 1963 and has his ATPL and A-category Instructor rating. He grew up in Sydney and after completing basic training in the Royal Australian Air Force he spent a short time selling toasters and vacuum cleaners. Between his dislike of sales and a job offer from a kiwi friend, the decision to move to New Zealand was not a hard one.



John initially picked and pruned apple trees in Motueka while he gained his New Zealand licences. He subsequently spent two years instructing in Motueka and seven years at Rotorua Aero Club before joining the CAA. A major accomplishment for John was compiling the Flight Instructors Guide (available from 0800 GET RULES, 0800 438 785), which aims to enhance standardisation of flight training and to support those in the role. In his spare time, John slays dragons and rescues princesses. However the only injury he risks, playing the computer game Dungeons and Dragons, is a headache.

## **Kathleen Callaghan - Principal Medical Officer**



Dr Kathleen Callaghan has been with the CAA for about eight months and has packed a lot into such a short time. Kathleen joined the CAA after three and a half years in the RNZAF Aviation Medicine Unit in Auckland as the Flying Personnel Medical Officer. Although the work is similar, her new position has provided its share of challenges. Much of Kathleen's time has been spent working on introducing a new, more accurate method of calculating cardiovascular risk.

"The current method overestimates risk for a number of reasons. The new method is more accurate and precise and geared towards risk in terms of aviation. It will reduce the amount of unnecessary cardiological investigation and therefore ongoing costs for medical certification," Kathleen said.

The new method is currently undergoing testing by Aviation Medical Assessors (AMAs).

In addition to providing specialist aviation medical advice to the CAA and industry, Kathleen contributes to CAA policy projects, the Civil Aviation Rules, and liaises with other civil aviation authorities worldwide. She also contributes specialist knowledge to accident and incident investigations.

Kathleen has also organised a rewrite of the CAA's medical manual and has set a target completion date of December 2000. She hopes to make the manual available on the CAA web site to increase the transparency of the medical process.

More recently, Kathleen has been busy auditing AMAs throughout New Zealand with CAA Safety Auditor John McKinlay. The audits will be completed by July.

Kathleen has a keen interest in flying which started with gliders and moved to a fixed-wing PPL and a very prized share in Harvard 78. As well as her medical qualifications, she has a Master of Science degree in psychology - focusing on areas pertaining to human perception and performance in aviation.