

**Docket No. SA-531**

**Exhibit No. 14-Q**

**NATIONAL TRANSPORTATION SAFETY BOARD**

**Washington, D.C.**

Colgan Air Safety Initiatives

(4 Pages)



## **Colgan Air Safety Initiatives**

**After February 12, 2009**

**The following initiatives have been implemented at Colgan Air effective April 30, 2009.**

**Changes to items 1, 2 and 3 can only be approved by the VP, Flight Operations, the VP, Safety and Regulatory Compliance, and the VP, Administration**

1. Change Minimum Time Qualifications
  - New Hires - 1000 hrs TT & 100 hrs multi-engine
  - Q400 Capt – 3500 hrs TT and one of the following:
    - 1000 hrs PIC at Colgan Air
    - 1500 hrs in Type
    - 2000 hrs at Colgan Air
  - SF-340 Capt – 2500 hrs TT and 1000 hrs at Colgan
2. Enhance Pilot Interview Selection Process
  - The pilot hiring recommendation will be between Manager, Recruiting and Flight Operations Management.
  - The VP, Administration or Manager, Human Resources will be responsible to ensure all qualifications, completion of paperwork, and testing requirements have been met.
  - The final hiring decision will be made by the Chief Pilot, Director of Operations or VP, Flight Operations.
3. Pilot background checks, (PRIA) will now be enhanced to include FOIA. PRIA records must be reviewed by Manager, HR or Vice President, Administration and a management person from Flt Standards or Flight Operations prior to the pilot be released into service.

**Changes to items 4 through 14 can only be approved by the VP, Flight Operations and the VP, Safety and Regulatory Compliance**

4. Review and update pilot candidate Simulator Evaluation Form
5. Formally Train / Standardize pilot candidate SIM Evaluators and Interviewers



6. New Colgan CRM/TEM program under development
  - Two day initial CRM/TEM course
  - Annual recurrent course
7. Enhanced instructor standardization training and on-going instructor auditing.
8. Checking Standards – PF & PM both must be checked when applicable. Must train Check Airman to ensure a focus is put on PM duties (important as PF duties).
9. Operating Experience (OE)
  - No Reduction for all OE events
  - 4 legs of jumpseat observation prior to OE (not required for upgrade)
  - 2 hrs pre-brief prior to OE
  - New Hire OE
    - i. Less than or equal 1000 TT minimum 50 hrs
    - ii. 1001 TT to 2000 TT minimum 35 hrs
    - iii. 2001 TT to 2500 TT minimum 30 hrs
    - iv. 2501 TT or greater minimum 25 hrs
  - Transition – All Seats minimum OE 30 hrs
  - Upgrade minimum OE 20 hrs.
  - Final sign off must be with a different check airman. Same concept as simulator training and checking, whoever trains cannot check.
10. Line Check
  - Must be two legs - observing PF and PM duties
  - New Captains will have a 6 month line check
  - All First Officers will have annual line checks
  - A Line Check after completion of Consolidation of Knowledge for Captains and FOs
11. Consolidation of Knowledge of Skills
  - As soon as IOE completed – lines will be built specifically to ensure CKS is conducted as quickly as possible for the first 100 hours.
12. Green on Green
  - Expanded to seat specific, not time in type
  - Either the pilot in command or the second in command has at least 100 hours of line operating flight time, either as pilot in command or second in command.  
Two exceptions –
    1. When a new fleet type airplane is introduced
    2. A new domicile to which it assigns pilots who will be required to become qualify
    3. ed on the airplanes operated from that domicile



13. Check Airman Evaluation Program
  - Observation program of Check Airman by Standards Department designee's
  - Annual evaluation of all check airman
  
14. Enhanced Maneuver Training and Checking
  - Realistic stall scenarios close proximity of airport
  - All three stall series must be checked. No waiver of any stall
  - Upset recovery maneuvers that will be required on all initial and recurrent checkrides
  - Stick Pusher Demonstration
  
15. Fatigue awareness program
  - Initiate bulletin to all crew members on how to recognize fatigue
  - Enhance current training programs to include fatigue awareness

#### **Safety Department Enhancements and Initiatives**

16. Flight Operation Quality Assurance Program (FOQA)
  - Implementation of Flight Operations Quality Assurance Program to conduct a review of FDR downloads to identify data from flights where deviations from norms have taken place. The object is to pick out potential problems and correct them before they lead to accidents.
  - Implementation on new FOQA program by July 1, 2009
  - Currently completed test analysis of 30% of Q400 Fleet
  
17. Automate Safety reporting process using Web Based Database and alerts to designated Directors and Managers.
  
  
18. ASAP program re-emphasis campaign to all CREW Bases. (Summer – Fall 2009)
  
  
19. Line Observation Safety Audits (LOSA)
  - Re-initiate LOSA program during Summer 2009
  - Train LOSA observers to conduct non-jeopardy observation flights by July 2009
  - Goal to do 50 LOSA rides by September 2009
  - Review audit findings with recommendations to Flight Operations and Dispatch by October 2009



20. ASAP program awareness and familiarization campaign to all CREW Bases.  
(Summer – Fall 2009)
  
21. Increased visibility of the Safety Dept in the field operation by monthly observations to CREW Bases, Outstation visitations, and jumpseat observations.
  
22. Review of current fatigue policy
  - Establish steering committee with Flight Operations Crew representatives
  - Establish fatigue Risk Management process
  - Improve fatigue reporting and analysis
  
23. Internal Evaluation Program (IEP)
  - Colgan has full time IEP Manager
  - IEP evaluations are conducted monthly of:
    - i. Flight Operations Department
    - ii. Dispatch and Crew Scheduling
    - iii. Inflight
    - iv. Maintenance
    - v. Station Operations
    - vi. Training