



RULES AND REGULATIONS GOVERNING CABIN CREW IN THE EU25

FINAL REPORT BY



With the financial support of the European Commission; Employment, Social Affairs and Equal Opportunities DG

Full Title: Survey and analysis of the scope and contents of existing legal rules governing Cabin Crew licensing, recruitment and vocational training in the 25 EU Member States

Project Acronym: RGCC (Rules Governing Cabin Crew)

Conducted by: EGOA

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0. Foreword

This report is the result of a joint project initiated by the partners under the European sectoral social dialogue. The Sectoral Partners in European Civil Aviation agreed in 2005 to undertake a survey and a comparative analysis in order to provide the interested parties with an objective understanding regarding cabin crew licensing, recruitment and vocational training in the different member states.

It was agreed that the report would be a pure comparative legal assessment and would not include providing policy recommendations for the future. The partners' desire was to map the actual situation as cabin crew licensing and proficiency requirements vary among the Member States.

As none of the Sectoral Partners had the resources and legal expertise to carry out such a study it was agreed to call for an external independent expert. With financial support from the European Commission (DG-EMPL) the partners awarded the project to EGOA Public Affairs Consultancy.

The report is the result of the study undertaken by EGOA. The sectoral partners have contributed to the process through a steering committee of the project but the report is solely the result of the work undertaken by EGOA. The partners are not responsible for its content.

The Sectoral Partners thank EGOA for having led this survey with a lot of professionalism and good will.

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1. Executive Summary

This Report is a comparative analysis of the scope and contents of the legal rules and regulations governing Cabin Crew Licensing, Recruitment and Training Requirements in the Member States of the European Union as per December 2006. It is the result of research carried out during the latter half of 2006 under the responsibility of EGOA (Public Affairs Consultancy, Helsinki & Brussels) pursuant to a contract concluded with the Association of the European Airlines (AEA), the European Transport Workers' Federation (ETF), European Regions Airline Association (ERA), and the International Air Carrier Association (IACA). The project is funded by the European Commission (DG for Employment, Social Affairs & Equal Opportunities).

All readers of this Report are asked to bear in mind the following important points:

- The Report is intended to reflect the situation that prevailed in the European Union on 31 December 2006 and is based upon information that was supplied or otherwise available to the Authors up to that same date;
 - Information from Bulgaria and Romania was not received in time to include these new EU member states into the Report;
- With respect to substance, the Report provides a description of the legislation of each of the Member States, but offers no assessment or interpretation of the appropriateness of the norms contained therein or of their compatibility with any EU regulations. This report is about what *is* and not what *ought* to be. Any interpretation or politically oriented comment would counteract the aim of the Study, namely to prepare a completely neutral presentation of existing legal rules and regulation governing cabin crew in the EU25;
- With respect to form, all country reports are structured in an identical manner, so as to facilitate cross-country and comparative reading;
- With respect to findings, the Authors' mandate has been strictly limited to the nationally applicable legal rules and regulations, and therefore this final Report does not compare or analyse the Operator Manuals or other Cabin Crew relevant rules, procedures or practices required by the Civil Air Operators. As the Report will illustrate, in most of the Member States the legal rules and regulations governing Cabin Crew are relatively similar. This does not imply, however, that the practical reality regarding Cabin Crew recruitment, training and licensing across the Member States is equally uniform. It only implies that the existing differences have less to do with nationally binding legal rules and more to do with different kinds of Air Operator cultures and requirements and practices.
- Regarding the sources of this study, the Authors have relied primarily on the survey responses that were received from the 25 National Civil Aviation Authorities, supplemented with interviews and other follow-up contacts with the relevant CAA personnel as described below. While every effort has been made to ensure the accuracy of data, it is important to note that in most of the EU Member States the data gathering was based on such secondary sources instead of

analysing the original national legislative instruments. Some CAAs provided more “in-depth” answers than others which are reflected in the level of detail in the respective country reports.

- With respect to Cabin Crew *security* training requirements, most of the recent legal changes are related to the increased risk of terrorist activity. Given that these new security training requirements are often ‘restricted’ or ‘confidential’, the Authors of this Report decided (together with the Sectoral Partners of Civil Aviation) to exclude them entirely from this publicly available study.
- It was also agreed that when an EU Member State has implemented the JAR-OPS 1, the Authors do not have to replicate the detailed content of these rules. For example, the precise content of the *safety* training requirements, found in the appendices of the JAR-OPS 1, is not laid down in this Report. If needed, such detailed information can be found at <http://www.jaa.nl/publications/jars/jar-ops-1.pdf> (primarily in Subpart O on pages 147-158).
- With respect to the EU’s overall legal development in the Civil Aviation area, the Council of Ministers and the European Parliament adopted the new “EU-OPS” Regulation in December 2006, at which point the research for this Report was well under way. This new EU Regulation will have to be implemented by the EU Member States 18 months after its entry into force (16 January 2007), i.e. by 16 July 2008. The precise final content of the EU-OPS could slightly evolve in the future on the basis of the adaptations to the technical and scientific progress that could be decided by the Aviation Safety Committee of the EU in accordance with applicable comitology processes. It is important to note that this Report is not about the EU-OPS. Instead, this Report seeks to give a clear picture about the differences in the currently applicable national Cabin Crew rules and regulations (as per December 2006). This study is intended to serve the interested parties primarily during the intermediate period from the first part of 2007 until the EU-OPS becomes binding EU law.

2. Background and Structure of the Report

The last comparative overview of legal rules governing Cabin Crew in the EU dates back to 1996. The operating environment for airlines, all airline staff, as well as for air crew and cabin crew has changed dramatically during the last 10 years. Therefore, the Sectoral Partners¹ in Civil Aviation agreed to conduct a new survey and analysis of the scope and contents of existing legal rules governing cabin crew licensing, recruitment and vocational training in the 25 EU Member States.

The Sectoral Partners decided to call for outside expertise to provide them with an objective and un-biased survey and analysis of the situation in the 25 Member States of the EU. The project was subsequently granted by public tender to EGOA (www.egoa.fi), a Helsinki and Brussels based Public Affairs consultancy. The project is funded by the EU Commission (DG for Employment, Social Affairs & Equal Opportunities).

This document is the final report of the project produced by EGOA.

The Structure of the Report & the Presentation of the Results:

The next Chapter explains the methodology of the Report: what was done, when and how in order to achieve the objectives of the project. The following Chapter provides a statistical summary of the existing rules and regulations in the EU25. Summary tables and maps are used to illustrate the overall findings of the rules and regulations governing Cabin Crew in the EU. This holistic summary is followed first by an introductory chapter to the Country Reports and then by the individual Country Reports presented in alphabetical order. The purpose is to provide a clear 1-2 page description of the legal rules and regulations governing Cabin Crew in each of the 25 Member States of the Union. Some general conclusions are provided in the final Chapter.

¹ Association of European Airlines, the European Transport Workers' Federation, the European Regions Airline Association and the International Air Carrier Association.

3. Project Description and Methodology

The Sectoral Partners in Civil Aviation set up a steering group which gave guidance and advice to EGOA throughout the project. EGOA met with the Steering Group three times in Brussels. The first steering group meeting was held on 30 March 2006 when the project was launched. At this meeting the Steering Group approved EGOA's plan to collect the data via a web-based online survey.

EGOA produced a draft questionnaire in April 2006 and sent it to the Sectoral Partners for comments. This ensured that the content of the questions were in line with the expectations of all stakeholders. With the insertion of some additional questions, clarifications and rewordings, the content of the questionnaire was agreed upon in May.²

The online survey was sent to the 25 National Aviation Authorities in early June. Information about the survey was spread through different channels, but receiving responses from all of the EU member states took slightly longer than expected which caused some delay to the original work schedule. By October 2006 EGOA had received a reply to the survey from all of the 25 Civil Aviation Authorities.

EGOA then drafted the country reports on the basis of the information received. Any available additional information or clarifications was subsequently used to amend country drafts which were then sent for comments to the national members of AEA and ETF. The purpose of this step was to double-check the accuracy of the data and to provide an opportunity for the representatives of the Sectoral Partners to point out any other possibly remaining issues in the content of the reports. Furthermore, the final country drafts were submitted to the 25 CAAs for a final approval.

Whenever comments were received, EGOA incorporated them into the country reports. The main issue which required further clarification in most of the EU Member States was the legal basis of the rules and regulations governing Cabin Crew. The Steering group advised EGOA to clarify the legal basis by means of an additional round of data gathering. It was agreed that a mere reference to the fact that the JAR-OPS is being implemented, is not accurate enough: EGOA would have to find out which particular amendment of JAR-OPS has been implemented and how (for example, whether it is already legally binding national legislation or just a voluntary scheme which an Air Operator may choose to opt into). This additional round of data gathering was conducted during November-December 2006.

Additionally, EGOA interviewed selected representatives of 5 National Civil Authorities: Czech Republic, Finland, France, Germany and the UK. One of the reasons behind selecting these particular countries was to achieve a geographical and "political" balance between different systems regarding Cabin Crew rules and regulations, especially as regards licensing.

The purpose of the interviews was to guarantee that no significant data had been omitted by the survey. The interviews took place between October 2006 and January 2007.

² The original online questionnaire was also converted into a Word –document which is included in this report as the Appendix 1.

The overall goal throughout the process has been to reach an objective and impartial representation of the existing data within the different member states. EGOA's aim is to present the data in a logical, concise and accessible way in order to enable a reader with any level of background knowledge to see quickly what the Cabin Crew relevant Licensing, Recruitment and Vocational Training requirements in the different EU25 are (as per December 2006). This Report does not enter the political domain by making assumptions or recommendations of any kind.

4. Statistical Summary: an overview of the EU25

The purpose of this Chapter is to provide a general snapshot to the legal rules and regulation governing Cabin Crew in the EU25. Further and more precise information can be found in the individual Country reports (Chapter 6).

The first table summarises the information about the JAR-OPS 1 in the EU25. The second table is about the Cabin Crew recruitment requirements and the final table shows which Member States have a national system of licensing, certification or attestation.

It is important to note that the words “license” and “certificate” are often used interchangeably in different Member States. Any attempt to define precisely what either term means in the context of this Report would be problematic. As an example, in Denmark the national law uses the Danish word for “certificate”, but the English translation of the same law refers to a “license”. And while the French system for Cabin Crew is often referred to as “licensing”, the term used in the French law is actually “cérificat”. Therefore, the readers are advised to pay attention to the legal content and the requirements rather than the titles of these documents.

An additional confusion is caused by the existence of multiple legally incomparable certificates. As requested the Authors of this Report have made a clear distinction between nationally binding legal systems of certification/ licensing from all other “certificates” that Cabin Crew may have to carry, but which are actually not based on national laws. Some Civil Aviation Authorities first suggested that there is a certification system in their country, but further examination proved that these certificates are, in fact, based on Air Operators’ practices or international agreements (ICAO Annex 9, for instance). Some information on such certificates that are not based on national laws is added to “additional remarks” of the relevant table 3 below.

All tables are accompanied with a map of the EU25 in which the different Member States have been coloured differently according to which “category” of Member States they belong regarding certain key variables.




The training requirements of the Cabin Crew have not been summarised into a similar table as the other core areas of this Report. This is due to the fact that there is not enough variance in the *legal* training requirements among the EU Member States to make such a table meaningful. In essence, the rules laid down in JAR-OPS 1 Subpart O regarding both the initial and the vocational training applies in the EU25 with relatively few national deviations and additions.

Presumably there are considerable differences in the practical reality and quality of the training provided, and a separate study on this important area is worth a consideration. However, in the context of this legal comparative analysis a statistical table would be highly repetitive providing little additional value for anyone. A reader with particular interests regarding the training requirements can naturally find more information and some national deviations/additions from the JAR-OPS 1 in the actual country reports.

Table 1. The legal role of JAR-OPS 1 in the EU25

Country	The applicable JAR-OPS 1 version/ Amendment	Legal Status	Language versions
Austria	Amendment 8	Binding	German
Belgium	Amendment 12	Voluntary opt-in, then binding	English
Cyprus	Amendment 12	Binding	English
Czech Republic	Amendment 10	Binding	Czech
Denmark	Amendment 12	Binding	English
Estonia	Amendment 11	Binding	Estonian
Finland	Amendment 10	Binding	Finnish
France	Amendment 6 is transposed into national French regulation	JAR-OPS 1 has no legal status <i>per se</i> ; specific national rules still apply.	French
Germany	Amendment 10	Binding	German
Greece	Amendment 6	Binding	Greek
Hungary	Amendment 2 is transposed into national Hungarian legislation (it is included as an annex to the Aviation Decree).	Specific national rules still apply. The specific legal status of JAR-OPS 1 could not be confirmed within the deadline of the Report.	Hungarian
Ireland	Amendment 12	Binding	English
Italy	Amendment 7	Binding	English
Latvia	Amendment 12	Binding	English
Lithuania	Amendment 12	Binding	Lithuanian
Luxembourg	Original JAR-OPS of 1995	Binding	English
Malta	Amendment 10	Binding	English
Poland	Amendment 7	Binding	Polish
Portugal	Amendment 6	Binding	English and Portuguese
Slovakia	Amendment 9	Binding	Slovak
Slovenia	Amendment 11	Binding	English
Spain	Amendment 7	Binding	Spanish
Sweden	Amendment 8	Binding	Swedish
The Netherlands	Amendment 11	Binding	English
The United Kingdom	Amendment 11	Voluntary opt-in, then binding	English

Figure 1. The legal role of JAR-OPS 1 in the EU25

-  Some version of JAR-OPS 1 is legally binding
-  JAR-OPS 1 is not automatically binding law
(Note: there are differences within this category. See the Country reports for further details).
-  An unequivocal answer has not been received

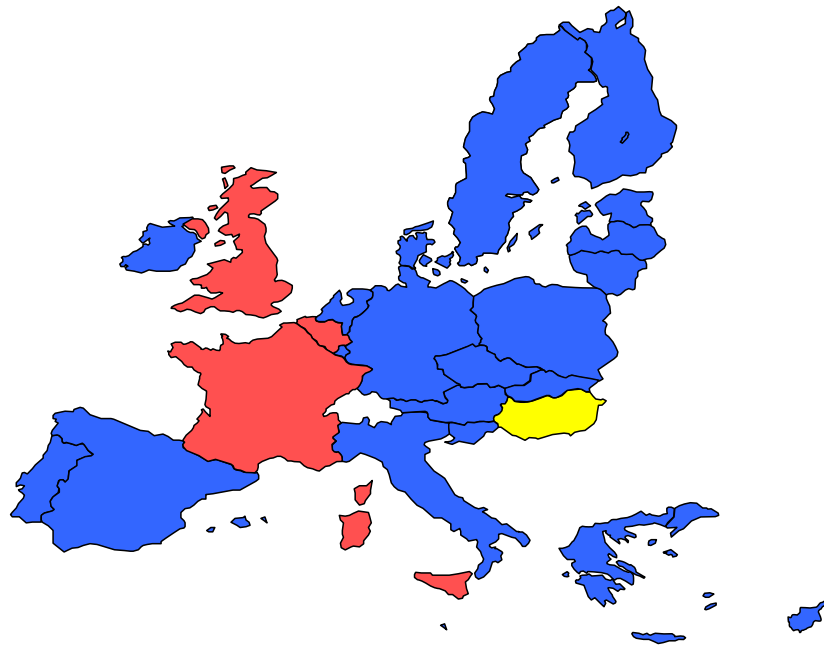




Table 2. Requirements for cabin crew recruitment

Country	Age	Language skills	Basic education	Health requirements
Austria (JAR-OPS 1)	Minimum 18 years	No legal requirement	No legal Requirement	JAR-OPS 1.995 (2) "Medically fit..."
Belgium (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2): "Medically fit..."
Cyprus (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2): "Medically fit..."
Czech Republic (JAR-OPS 1 + additions)	Minimum 18 years	No legal requirements	High School Diploma	JAR-OPS 1.995 (2) + JAR FCL 3, class 2
Denmark (JAR-OPS 1 + additions)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) + JAR FCL 3, class 2
Estonia (JAR-OPS 1 + additions)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) + JAR FCL 3, class 2
Finland (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2): "Medically fit..."
France (national regulations)	Minimum 21 years, maximum 55 years	No legal requirements	No legal requirements	Article 410-1 of the Law n°2001-43 and order 05.07.84.
Germany (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2): "Medically fit..."
Greece (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2): "Medically fit..."
Hungary (National regulations)	Minimum 19 years	At least one intermediate state language examination	High School Diploma	JAR FCL 3, class 2
Ireland (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2): "Medically fit..."
Italy (JAR-OPS 1)	Minimum 18 years	Italian	No legal requirements	JAR FCL 3, class 2
Latvia (JAR-OPS 1 + additions)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) + JAR FCL 3, class 2
Lithuania (JAR-OPS 1 + additions)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) + JAR FCL 3, class 2
Luxembourg (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2): "Medically fit..."
Malta (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) "Medically fit..."

Poland (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) "Medically fit..."
Portugal (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) "Medically fit..."
Slovakia (JAR-OPS 1 + additions)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) + JAR FCL 3, class 2
Slovenia (JAR-OPS 1 + additions)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) + JAR FCL 3, class 2
Spain (JAR-OPS 1 + additions)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) + JAR FCL 3, class 2
Sweden (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) (JAR FCL 3, class 2 is "recommended").
The Netherlands (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) "Medically fit..."
The United Kingdom (JAR-OPS 1)	Minimum 18 years	No legal requirements	No legal requirements	JAR-OPS 1.995 (2) "Medically fit..."

Figure 2. Requirements for cabin crew recruitment

-  In Accordance with JAR-OPS 1
-  With additional requirements or other national deviations
(Note: in many Member States this implies only that the JAR-FCL Class 2 health Certificate is a legal requirement).

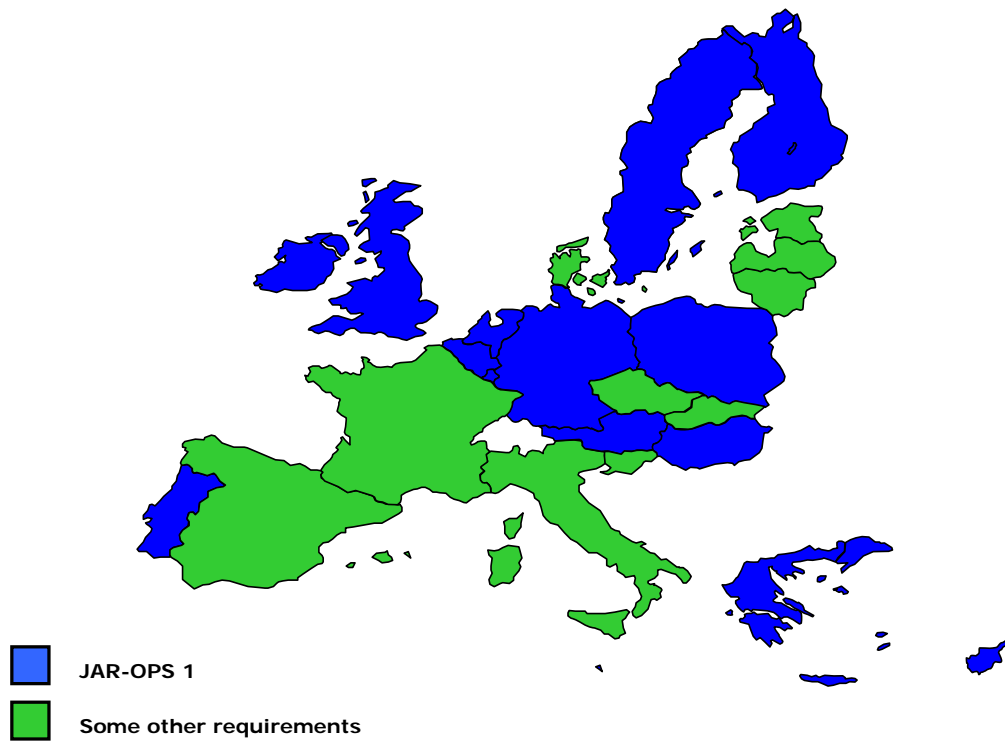


Table 3. Rules and regulations regarding licensing/certification/attestation

Country	Is there a domestic law which sets a national system of Cabin Crew licence, certificate or attestation?	Further information on the document and/or other additional remarks
Austria	No	No additional information was available
Belgium	No	No additional information was available
Cyprus	No	No additional information was available
Czech Republic	Yes. License	The License is issued by the national CAA; valid for 10 years; subject to renewal of the medical certificate every 2 years (JAR-FCL 3, class 2); subject to recurrent training every 12 months; carries the seal of CAA; belongs to the individual.
Denmark	Yes. License	The license is issued by the National CAA and it does not have a time limit regarding validity.
Estonia	No. See next column	Note: Cabin Crew members do carry “certificates”, but instead of national laws or regulations these are based on Air Operator practices and ICAO documents (Annex 9)
Finland	No. See next column	Note: Cabin Crew members do carry “certificates”, but instead of national laws or regulations these are based on Air Operator practices and ICAO documents (Annex 9)
France	Yes. Certificates: CSS Medical Vocational training	The safety, rescue and first aid certificate (CSS) is issued by the national CAA; does not have a time limit regarding validity; carries the seal of the French CAA; belongs to the individual. In order to acquire the certificate candidates must pass a state exam which includes an initial checking of competency, safety, rescue and first aid. Additional requirements include a medical certificate issued by medical centres approved by CAA and vocational training certificate issued by the air operator.
Germany	No	No additional information was available
Greece	No	No additional information was available
Hungary	Yes. License	The License is issued by the national CAA; valid for 24 months; belongs to the individual; is subject to having the JAR FCL3 Class 2 medical certificate. (See the country report for additional details regarding the requirements for extending the Licence).
Ireland	No	No additional information was available
Italy	Yes. License	Cabin crew members receive a certificate with the seal of the CAA. The license is issued by the CAA

		and belongs to the individual concerned and is valid for 5 years – but is subject to a yearly “recurrent training”, according to JAR-OPS 1.
Latvia	No	No additional information was available
Lithuania	Yes. License	The license is issued by the national CAA; valid for 2 years; carries the seal of CAA; belongs to the individual; subject to the renewal of medical Class 2 certificate (FAR-FCL) and refresher training by every 2 years.
Luxembourg	No	No additional information was available
Malta	No. See next column	Note: Cabin Crew members carry an attestation which is issued by the air operator. While the issue is supervised by authorities, it is not based on legally binding requirements. The attestation does not carry the Seal of the CAA and it does not belong to the individual concerned. There is no expiry date.
Poland	No	No additional information was available
Portugal	Yes. Certificate (based on national regulation 133/2003)	The Certificate of Professional Qualification is issued by the national CAA; is valid for 5 years; carries to seal of CAA; belongs to the individual. The Air Operators are responsible for the medical certificates and these are not tied to the national certificate.
Slovakia	No. See next column	Note: Cabin Crew members do carry a certificate, but the issue is regulated under the OMs. It belongs to the individual and does not carry the seal of CAA.
Slovenia	Yes. License	The License is issued by the national CAA; valid for 12 months; carries the seal of CAA; belongs to the individual; requires a JAR-FCL class 2 medical certification.
Spain	Yes. Certificate	The Certificate is issued by the national CAA; carries a seal of the CAA; belongs to the individual concerned; requires a medical certificate as per JAR-FCL class 2.
Sweden	No. See next column	Note: Airline operators provide certificates to the cabin crew
The Netherlands	No	No additional information was available
The United Kingdom	No	No additional information was available

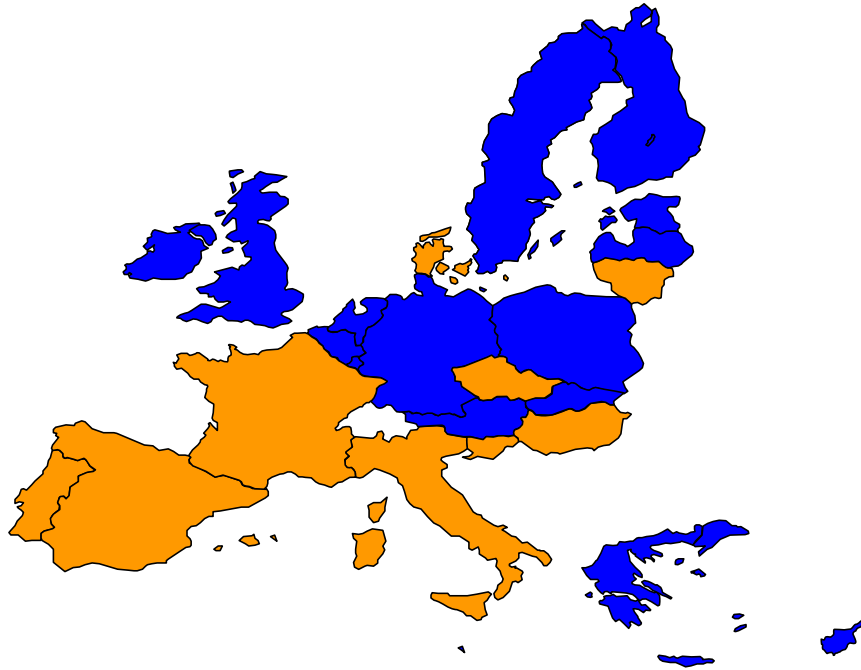
Figure 3. Is there a nationally binding law regarding Cabin Crew licensing or certification?



No



Yes. There is a national law regarding Cabin Crew license/ certificate



5. Country Reports – An Introduction

All 25 countries of the next chapter follow the same structure in order to enhance easy comparisons between the different Member States of the Union. The countries are presented in alphabetical order. All country reports are divided into 5 subchapters providing an answer to the issues listed below. It should be noted that originally EGOA was to compare also the required Security training in the different member states, but this aspect of the study was ultimately excluded from the scope of the Report. Much of the recent development in the security training is classified information, and the exact procedures required to access the cock pit, for example, should for obvious reasons not be discussed in a publicly available study such as this. In many countries the Civil Aviation Authority does not set these rules (in many cases they are given to the Air Operators directly from the Ministry of Interior).

The content of the country reports:

Subchapter 1: “The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance”

Provides an answer to the following issues:

- What is the legal base of the cabin crew rules & regulations?
 - Is the JAR-OPS 1 legally binding? Which Amendment?
- The division of labour, powers and responsibilities within the government:
 - Which ministry/government authority decides/sets the rules?
 - Which actor/authority is responsible for ensuring/overseeing the implementation of these rules?
 - Who is responsible for actually making sure that these rules are obeyed?

Subchapter 2: “Cabin Crew Recruitment: the regulatory qualification requirements”

Provides an answer to the following issues:

- Min/max age requirements
- Language skill requirements
- Basic Education requirement
- Health requirements
- Any other/additional requirements.

Subchapter 3: “Cabin Crew Training: the regulatory requirements”

Provides an answer to the following issues:

- Safety training requirements
- Vocational training requirements (excluding Security training)
- Who can provide the training?

Subchapter 4: “The national laws regarding Cabin Crew Licensing/Certification/Attestation”

Provides an answer to the following issues:

- Is there a national legally binding system of Licenses, Certificates or Attestation?

If so:

- What is the title of it? Who/which agency is supervising the issuance of such documents? Does it carry the seal of CAA?
- How long is it valid for? Does it belong to the individual concerned?
- Is the attestation/licensing/certification system tied to a medical certificate?
- Are medical examinations or assessments for fitness required to be conducted at a defined frequency? If yes, every how often?
- Is the attestation/licensing/certification system tied to renewed validity of training?

Subchapter 5: “Additional remarks”

Extra comments are provided whenever any given piece of information reveals an issue which was not covered by the previous subchapters while it contains some generally interesting or relevant aspect that is worth noting. Views or comments with clear political connotations have been removed systematically given the project mandate which explicitly forbid EGOA from entering the zone of recommendations or political conclusions.

5.1. Austria

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Austria have been based on JAR-OPS 1 since 2004. The currently applicable version of JAR-OPS 1 is the amendment 8 and it is legally binding to all Air Operators. These JAA regulations are transferred into the Austrian law by the Ministerial Decree on Air Operator Certificates ("Verordnung betreffend die Voraussetzungen für die Erteilung des Luftverkehrsbetreiberzeugnisses - AOCV"). These rules are set by the Federal Ministry of Transport, Innovation and Technology.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with.

The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 ("Crew responsibilities").

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Austria the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Austria is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Austrian authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Austria has no rules on Cabin Crew certification or licensing.

5. Additional remarks

There is no strict legal rule as to who should carry out the initial and follow-up medical exams of the cabin crew, but these evaluations are generally performed by authorised AMEs.

5.2. Belgium

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Belgium have been based on JAR-OPS 1 since 1995. The currently applicable version of JAR-OPS 1 is the amendment 12 (English version without any national deviations). These JAA regulations are transferred into the Belgian law (Royal decree of 25 June 2001) by the Ministry of Transport (Service Fédéral Mobilité et Transport) while the Civil Aviation Authority (Direction Générale Transport Aérien) is responsible for supervising their implementation.

In theory the Air Operators could opt-out from JAR-OPS 1. In other words there is no national law that would make the JAA regulations directly binding in Belgium. However, once an operator has opted-in, it will have to comply with the JAR-OPS 1. The Air Operators have incentives to comply with JAR-OPS 1 and all the main Air Operators have opted in. Therefore this country report will, hereinafter, be based on the JAR-OPS 1.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Belgium the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or

assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In Belgium, the initial and any recurrent medical examinations are conducted by an authorized medical examiner but it is the responsibility of the Operator to do so.

The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Belgium is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Belgian authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Belgium has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

In the case of Belgium, operators must ensure that cabin crew members speak at least Dutch, French & English and as most training courses are given in English, sufficient English knowledge is necessary to successfully complete the training. However, there are no rules or regulations which would make this general expectation a legally binding requirement.

5.3. Cyprus

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Cyprus are based on JAR-OPS 1 (since 2003) and AMC 1.995 (a) (2). The currently applicable version of JAR-OPS 1 is the amendment 12 (English version without any national deviations) and it is legally

binding to all Air Operators. These JAA regulations are transferred into the Cypriot law by Department of Civil Aviation of Cyprus (Safety Regulations Unit) which is in charge of setting and implementing the rules on cabin crew regulation.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with.

The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Cyprus the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In Cyprus, the initial medical examination is conducted by an approved Aviation Medical Examiner (AME), but further examinations can be conducted by other doctors. The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Cyprus is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996

Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Cypriot authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Cyprus has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

None

5.4. Czech Republic

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Czech Republic have been based on JAR-OPS 1 since April 1999. The currently applicable version of JAR-OPS 1 is the amendment 10 (Czech translation) and it is legally binding to all Air Operators. These JAA regulations are transferred into the Czech law by the Ministry of Transport while the Civil Aviation Authority is responsible for supervising their implementation.

In addition to JAR-OPS 1, the National Aviation Law also refers directly to ICAO Annex I with supplementary rules and regulations which are only applicable in the Czech Republic. In other words, the national additions to JAR-OPS 1 hereinafter have their legal base in these binding Czech specific additions to ICAO Annex 1.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 ("Crew responsibilities").

2. Cabin Crew Recruitment: the regulatory qualification requirements

The Czech authorities require prospective cabin crew members to have passed the high school exams and received a diploma. This rule goes beyond the JAR-OPS 1 requirements and it can be found in ICAO Annex I in the Czech supplements which are only valid in the Czech Republic. Otherwise the minimum qualifications required for cabin crew recruitment in Czech Republic are based on the rules laid down in JAR-OPS 1 subpart O 1.995 as follows:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew).

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 "Common language" requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS 1 Subpart O 1.995 (2): Each cabin crew member have to pass an initial medical examination or assessment in which he/she is found medically fit to discharge the duties specified in the Operations Manual.

In the Czech Republic, the initial and any recurrent medical examinations are conducted by an authorized medical examiner from the Aviation Medical Center (AMC). After the examination, all prospective cabin crew members should have obtained a Class 2 medical certificate as per ICAO Annex 1.

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Czech Republic is regulated according to the JAR-OPS 1.1005 "Initial Training", including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240 and the National Security Program issued by the Ministry of Transport. There are ongoing changes in Czech Republic regarding the security training and required procedures due to the increased risk of terrorist acts.

It is the operators' responsibility to ensure that all training is conducted by suitably qualified personnel. These may be internal personnel or external organisations.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Cabin crew members receive a License issued by the CAA and carrying its seal which then belongs to a specific individual.

A Class 2 medical certificate (as per JAR-FCL 3) is an integral part of a Cabin Crew Licence and both documents must be kept together in order to ensure the validity of the license. The medical certificate is valid for 2 years, which means that every 2 years cabin

crew members must complete a medical check by an authorized medical examiner. However, the license itself is valid for 10 years. Every 12 months, cabin crew members must pass recurrent training; otherwise, they lose their license.

Cabin Crew members are allowed to fulfil their duties on board only in case that his/her licence, medical certificate and all required trainings are valid. The indication of a validity of each training can be marked e.g. in special certificates issued by the operators. This document is not prescribed by the law but they are issued by the operators in order to increase transparency.

The CAA supervises all the elements regarding cabin crew licensing, especially ground and flight trainings (i.e. type of training, length, content and final checking). During en-route inspections, CAA inspectors also check if cabin crew members are equipped with valid cabin crew licences and valid medical certificates.

The rules and regulations regarding the national licensing system are found in the National Aviation Law and ICAO Annex I's Czech supplements which are only valid in the Czech Republic.

5. Additional remarks

In the Czech Republic, the hierarchy in cabin crew members is as follows: Cabin Crew Member; Senior Cabin Crew Member; Instructor and Examiner depending on seniority and practical experience acquired on the job.

5.5. Denmark

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Denmark are based on JAR-OPS 1. The currently applicable version is the amendment 12 (English version without any national deviations implemented by AIC B 59/06 on 21 December 2006) and it is legally binding to all Air Operators. These JAA regulations are transferred into the Danish law by the Ministry of Transport while the Civil Aviation Authority is responsible for supervising their implementation.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with.

The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 ("Crew responsibilities").

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Denmark the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In Denmark, the initial and any recurrent medical examinations are conducted by an Authorized Medical Examiner (AME). After the examination, all prospective cabin crew members should have obtained a Class 2 medical certificate as per JAR-FCL 3. In other words, the term “medically fit” (of JAR-OPS 1) is defined more specifically to mean the fulfilment of JAR FCL, Class 2 requirements (see the Danish Regulations for Civil Aviation BL 6-05).

3. Cabin Crew Training: the regulatory requirements

The basic training requirements are set by the Regulation for Civil Aviation BL 6-37 point 6 and paragraph 6.2. of the same regulation requires prospective Cabin Crew to pass a written examination. Additional initial safety training in Denmark is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Danish authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Cabin crew members receive a “License” which carries the seal of the CAA. The holder shall within the past 12 months have taken further training/refresher training course with a satisfactory result at least including subjects as aircraft and equipment, normal

procedures, emergency procedures and location and operation of safety and emergency equipment, security, hygiene, aviation medicine and first aid.

Licensing is tied to a medical certificate as per JAR-FCL 3. Medical examinations and the frequency are according to Class 2 Medical Requirements in JAR-FCL 3. Regulations on Cabin Crew licensing are included in BL 6-37. Issues related to Cabin Crew Licensing are regulated by the Ministry of Transport and licenses are awarded by the CAA. The license validity is not limited in duration.

5. Additional remarks

None

5.6. Estonia

1. The legal base of rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Estonia have been based on JAR-OPS 1 since 1 June 2006. The current applicable version of JAR-OPS 1 is the amendment 11 (implemented on 26 January 2007) and it is legally binding to all Air Operators. The Estonian translation is an exact translation without any deviations. These JAA regulations are transferred into the Estonian law by the Ministry of Economic Affairs and Communication while the Civil Aviation Authority is responsible for supervising their implementation.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Estonia the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart 1.025 “Common language” requirements do apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or

assessment and is found medically fit to discharge the duties specified in the Operations Manual.

An additional minimum health requirement is the JAR FCL class 2 medical certificate. The initial medical examination and following renewals of cabin crew members' certificates are conducted by a doctor with a specialisation in aviation matters and this doctor is authorised to decide whether cabin crew member remains medically fit.

Members of the cabin crew need to retain his/her medical certificate and to participate in recurrent training and refresher training to revalidate or renew the certificate.

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Estonia is regulated according to the JAR-OPS 1.1005 "Initial Training", including the appendices.

Additional vocational training and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member (if applicable). General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Estonian authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Estonia has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

The Estonian CAA does issue a certificate to crew members of an aircraft who are working for an air operator registered in Estonia and who is performing his/her duties on board of the aircraft and therefore has to cross the state border pursuant to the simplified procedure. However, the rules regarding these certificates are issued in ICAO Annex 9 and their primary purpose is to facilitate moving around airports in ICAO Member States. Therefore, in the context of this report, this document does not constitute a national system of Cabin Crew licensing/certification.

5.7. Finland

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Finland have been based on JAR-OPS 1 since 1998. The currently applicable version of JAR-OPS 1 is the amendment 10 and it is legally binding to all Air Operators. These JAA regulations are transferred into the Finnish law by the Finnish Aviation Act (OPS M3-14) which enforces JAR-OPS 1/Finnish translation. The Finnish translation is exact translation without any national deviations. The regulations are issued by the Finnish Civil Aviation Authority (CAA), operating under the Ministry of Transport and Communications. The CAA is also in charge of the oversight and other regulatory activities regarding aviation in Finland.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Finland the minimum qualifications required for cabin crew recruitment are consistent with the rules laid down in JAR-OPS 1 without any alleviations or additional requirements:

The minimum age requirement for Cabin Crew in is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart 1.025 “Common language” requirements do apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The operators have the right and obligation to decide what “medically” fit means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Finland is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational training and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member (if applicable). General requirements for training records are regulated according to the JAR-OPS 1.1035.

In addition to above also JAR-OPS 1.1220 (dangerous goods training programmes) must be complied with. This is a national addition that goes beyond the general JAR-OPS requirements.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S and the National Civil Aviation Security Program which is based on EU-reg 2320/2002. The training elements for cabin crew members are: security systems and access control; ground and in-flight security; pre-boarding screening; baggage and cargo security; aircraft security and searches; weapons and prohibited articles; overview of terrorism; other areas and measures relating to security that are considered appropriate to enhance security awareness.

The Finnish Authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Finland does not have a national system regarding licensing/certification/attestation.

5. Additional remarks

There are some minor national cabin crew specific regulations that exceed the JAR-OPS requirements. According to the Aviation Act (OPS M3-14) 38§ the Cabin Crew Members are not allowed to have any alcohol or other narcotic substances in their blood. This zero tolerance goes slightly beyond the rules laid down in JAR-OPS 1.085 d) (1) and (e) (2); 3.085 (c) (1) and (d) (2). Another example is Finnish Aviation Act (OPS M3-15), which regulates duty/flight times and minimum rest for the crew members.

The Cabin Crew members carry a certificate which is issued by the Air Operators. The purpose of the certificate is to indicate the validity of the period of training. The FCAA also issues a certificate (Crew Member Certificate, CMC) to all airline pilots and cabin crew members. This certificate is intended to facilitate moving around airports in ICAO Member States (replacing passports and visas). Rules regarding the certificate are issued in ICAO Annex 9, VI. These certificates are not based on national laws or regulations.

5.8. France

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew are found in specific national laws, decrees and ministerial orders of the Ministry of Transport. The Direction Générale de l'Aviation Civile (Directorate of Civil Aviation - DGAC) is in charge of setting these rules.

In contrast to most of the EU Member States, the JAR-OPS does not have any binding effect in France. However, JAR OPS 1 requirements have been transposed into the national legislation up to amendment 6 (order « OPS 1 » dated 12 May 1997). Subpart O dealing with Cabin Crew has not been transposed yet into French regulations ; above mentioned specific national rules still apply.

In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. DGAC's Department of Safety Control (DCS) and regional offices (DAC) oversee their implementation and application as part of the AOC monitoring. Field inspections are carried out by field operations inspectors of the DGAC.

2. Cabin Crew Recruitment: the regulatory qualification requirements

In order to be recruited, the Cabin Crew must be over the age of 21 and under 55, hold a safety, rescue and first aid Certificate, and prove their medical fitness by holding a medical certificate.

Note: There are no legal requirements on language skills or basic education. However, common language requirement (equal to JAR-OPS 1 Subpart B 1.025) applies to all Crew members:

- i) an operator must ensure that all crew members can communicate in a common language; and
- ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

In accordance to the Order dated 5 July 1984, Cabin Crew is required to pass an exam on safety, rescue and first aid. This exam includes: a theoretical test on safety, rescue and first aid; a swimming test including water survival exercises; use of personal flotation equipment in water and towing a person for 25 meters; a practice test on safety, rescue and first aid; a flight instruction (60 hours as a minimum). DGAC sets the exam programme, approves the exam centres, organises the checks, nominates the examiners for the initial checks and issues a safety, rescue and first aid Certificate (Certificat de Sécurité Sauvetage - C.S.S).

The same Order (July 1984) regulates that female Cabin Crew members must stop flying as soon as she finds out about her pregnancy. Typically, a ground job is provided during this "immediate temporary inaptitude" for flying.

The minimum health requirement is that cabin crew members must pass a medical examination at regular intervals. The medical examination focuses on progressive chronic disease, nerve system, psychiatric requirements, muscle, bone and articulations, cardiovascular system, respiratory system, digestive system, urinary system, nutritional and endocrine diseases, oncology, haematology, ophthalmologic requirements and otorhinolaryngological requirements. The regulation covers initial medical examination and regular assessment every 24 months. Medical centres approved by DGAC issues the medical certificates.

3. Cabin Crew Training: the regulatory requirements

There is no obligation concerning initial training but DGAC checks Cabin Crew initial competency through the tests of the State exam. This competency is recognised by the issuance of the safety, rescue and first aid Certificate. Non-airline organisations can provide initial training to prepare applicants to pass the safety, rescue and first aid exam to obtain the Certificate issued by DGAC. This activity is not regulated.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are regulated according to a specific ministerial order of Ministry of Transport, including conversion or differences training for each aircraft type or variant to be operated, recurrent training, refresher training, and checking.

Conversion training, recurrent training and refresher training are provided by the operator in accordance to the order dated 5 November 1987. The operator issues a vocational training certificate to each cabin crew member has completed appropriate training.

The recurrent training program is approved by DGAC. Each cabin crew member undergoes a check every year. These checks are performed by examiners nominated by DGAC.

Minimum training on security is based on JAR OPS subpart S which sets requirements for security training and is provided by the operator in accordance to the order dated 12 May 1997 (OPS 1).

The airlines holding an authorisation to transport dangerous goods must provide specific training for cabin crew members based on JAR OPS subpart R.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Cabin crew members receive a certificate which carries the seal of the DGAC. The certificate is not limited in terms of time of validity and is held by the individual in question. The Certificate is not tied to the medical Certificate. The cabin crew must hold a valid medical Certificate. Specific standards for medical certificates are set in order dated 5 July 1984. Medical examination for fitness are to be conducted every 24 months and medical centres examining cabin crew are approved by DGAC. The minimum health requirements are set by specific ministerial order dated 5 July 1984.

DGAC supervises all elements of Cabin Crew certification and conducts field inspections on all aspects of certification and training requirements, with the exception that DGAC does not conduct field inspections of training organisations providing initial training.

To undertake assigned duties, Cabin crew members must hold three certificates: the safety, rescue and first aid certificate (CSS) issued by CAA, a medical certificate issued by medical centres approved by CAA and vocational training certificate issued by the air operator.

5. Additional remarks

France has a very thorough structure of national legislation covering all aspects of cabin crew activities.

5.9. Germany

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew on board of airplanes in Germany have been based on JAR-OPS 1 (deutsch = German version) since 1998. The currently applicable version of JAR-OPS 1 (deutsch) is the amendment 10 of the JAA version, published in July 2006. The rules and regulations are set by JAA at present (EASA in the future) and transferred into German law by the BMVBS as the German Ministry for Transport. The Federal Office of Civil Aviation (FOCA) is in charge of implementation and application of the rules and regulations. These rules are binding on commercial air operations.

Some minor national deviations (additions) to the JAR-OPS 1 are published in the Fifth Implementation Order to the 'Betriebsordnung für Luftfahrtgerät (5. DVLuftBO)' (Aircraft Operations Order). See below for further details on these additions.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 ("Crew responsibilities").

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Germany the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 "Common

language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Germany is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

It is worth noting that handling dangerous goods is added to recurrent training in Germany. This is a national addition that goes beyond the general JAR-OPS requirements. The German authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

Minimum training on security is regulated according to the JAR-OPS 1 subpart S 1.1240. The official National Requirements for training, which have to be agreed by the Ministry of Inner Affairs and Ministry of Transport, have not been published yet. The requirements for operator’s crew training have been published by LBA circular letter dated November 18, 2002 (Extended/Additional security training). These are similar to the EU regulation 2320/2002.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Germany has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

As mentioned above, handling dangerous goods is added also to the recurrent training requirements in Germany. Another additional national feature is a re-qualification training programme for German Operators. The programme is based on LBA Circular, Rev. 1, dated October 30, 2006 (developed on IEM OPS 1.1020 (a) as basis). Hence, it is not a legally binding rule or regulation, but an “agreement” which is followed. The programme

regulates the re-qualification of experienced cabin crew after an absence from duties for more than 12 months.

A comment on the language requirements for Cabin Crew recruitment: in practice it is expected that the cabin crew members are able to communicate in German as the national language and English as an international language. However, there are no rules or regulations which would make this general expectation a legally binding requirement.

5.10. Greece

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Greece have been based on JAR-OPS 1 since 2002. The currently applicable version of JAR-OPS 1 is the amendment 6 (Greek version without any national deviations) and it is legally binding to all Air Operators. These JAA regulations are transferred into the Greek law by the Ministry of Transport while the Civil Aviation Authority (Flight Operations Department within the Flight Standards Division) is responsible for supervising their implementation.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Greece the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In Greece, the initial and any recurrent medical examinations are conducted by an authorized medical examiner. The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Greece is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

It is worth noting that handling dangerous goods is added to recurrent training in Greece. This is a national addition which goes beyond the general JAR-OPS requirements.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240 and the National Civil Aviation Security Regulation and National Civil Aviation Security Training Program issued by the Ministry of Transport.

The Greek authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Greece has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

None

5.11. Hungary

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Hungary have been based on the Aviation Act (Act 97 of 1995) and the Decree of the Ministry of Transport and Water Management 20/2002 (III.30) on aircraft operations. The Hungarian translation of JAR-OPS (amendment 2) with some modifications is the annex of the above mentioned decree. Some regulations (the licenses for cabin crews) are also included in the Decree 5/2001 (II.6) on the licenses for the air transport crews. These regulations are legally binding. The ministry responsible for setting the regulation is the Ministry of Economy and Transport and the Civil Aviation Authority of Hungary (CAA) is responsible for supervising their implementation.

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Hungary the minimum qualifications required for cabin crew recruitment are based on the rules laid down in Decree 5/2001 (II.6) on the licenses for air transport crews.

The minimum age requirement for Cabin Crew is 19 years.

Minimum education level of the prospective Cabin Crew member is secondary education (high school diploma). Minimum language skills required are at least one intermediate state language examination. In addition, JAR-OPS Subpart B 1.025 “Common language” requirements do apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

Minimum health requirements include a JAR FCL 3, class 2 medical certificate.

3. Cabin Crew Training: the regulatory requirements

The training covering safety, security, and type specific aircrafts issues are essentially the same as in JAR-OPS.

The initial safety training in Hungary is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices. Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240 and there is a National Civil Aviation Security Programme based on the Governmental Decree 104/2004. (IV.27.) on aviation security. The operators shall establish security training programmes which shall be applied to the cabin crew. The CAA shall approve the security training programmes established by the operator.

The Hungarian Authorities allow operators to use training providers, but the operators remain responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Hungary has a national system where cabin crew members receive a license which carries a seal of the Aviation Authority. The license is issued by the Aviation Authority and belongs to the individual concerned and is valid for 24 months. The license is subject to having the JAR FCL3 Class 2 medical certificate. Periodic medical examinations are also according to the JAR FCL3 Class 2 medical certificate (para JAR-FCL 3.105 (a) (2)).

If the cabin crew member wants to have extension to his/her license he/she must certify that a successful first aid examination has been completed during the previous 24 months. He/she must have participated in a rescue exercise related to the endorsed aircraft during the previous 12 months and that he/she has completed a successful practical examination in the operation of onboard and safety equipment of the endorsed aircraft types.

5. Additional remarks

None

5.12. Ireland

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Ireland have been based on JAR-OPS 1 since 1998. The currently applicable version of JAR-OPS 1 is the amendment 12 (English version without any national deviations) and it is legally binding to all Air Operators. These JAA regulations are transferred into the Irish law under the Irish Aviation Authority Operations Order (last updated as S.I. no 61 of 2006). The Irish Aviation Authority (IAA) is in charge of setting the rules and overseeing the implementation of cabin crew regulations. Although the IAA exists within the framework of the Ministry of Transport, it operates and functions as a separate entity.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Ireland the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or

assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In Ireland, the initial medical assessment must be conducted by a qualified doctor who is acceptable to the Operator. (This could be the Operator's Chief Medical Officer or a doctor assigned by the Operator who is acceptable to the IAA). The doctor is not required to have a specialization on aviation matters, although an understanding of the work environment is considered desirable.

The operators have the right and obligation to decide what "medically fit" means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Ireland is regulated according to the JAR-OPS 1.1005 "Initial Training", including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240 and the Irish National Aviation Security Program set by the Ministry of Transport.

The IAA is responsible for overseeing and approving the training program proposed by the operator. It is the operators' responsibility to ensure that all training is conducted by suitably qualified personnel. These may be internal personnel or external organisations.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Ireland has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

None

5.13. Italy

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Italy have been based on JAR-OPS 1 since March 1998. The currently applicable version of JAR-OPS 1 is the amendment 7

(no national translation) and it is legally binding to all Air Operators. The implementation of these regulations is supervised by ENAC (Ente Nazionale Aviazione Civile, the Italian CAA) which operates under the supervision of the Ministry of Transport.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Italy the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for cabin crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to cabin crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There is an ENAC regulation from 2006 which sets Italian language as required. Other than that, JAR-OPS Subpart B 1.025 “Common language” requirements do apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS 1 Subpart O 1.995 (2): each cabin crew member have to pass an initial medical examination or assessment in which he/she is found medically fit to discharge the duties specified in the Operations Manual.

Being medically fit is demonstrated by an JAR-FCL class 2 medical certificate. The cabin crew member needs to maintenance his/her medical certificate and to participate in recurrent training and refresher training to revalidate or renew the certificate. The actual cabin crew certificate is linked to this medical certificate and cannot be received without it. The initial medical examinations are conducted at the I.M.L (Istituto di Medicina Legale dell’ Aeronautica Militare) by qualified doctors specialised in aviation matters. Cabin crew members are subject to medical examinations every 2 years until they turn 40 and every 1 year thereafter.

In order to be enrolled by an operator the cabin crew member must have an “APSE” certificate (Professional Certificate in First Aid and Emergency Service).

These rules are based on Ministerial decree n. 467 dated June 26th, 1992. Air Operators are fully responsible for making sure that the minimum requirements of rules and regulations are fulfilled. This applies also to the applicants.

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Italy is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

Italian law (DPR 566/88 and D.M 467-T) is also partly applied here. This concerns the regulation in order to obtain the required training certificate on first aid and emergency training (Attestato per i servizi di pronto soccorso ed emergenza). The difference between JAR-OPS and DPR 566 concerns the examinations to obtain the certificate. These are carried out by the ENAC and training is provided by the operators. It is ENAC department policy to authorize Cabin Crew Members Courses only for those operators who have a training organization and training devices (TRTO's) and who can really offer consequent employment.

Security training is based on European requirements and implemented gradually into training courses. ENAC has its own Security section which provides security training.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Italy has a national system where cabin crew members receive a certificate with the seal of the CAA. The license is issued by the CAA and belongs to the individual concerned and is valid for 5 years – but is subject to a yearly “recurrent training”, according to JAR-OPS 1.

5. Additional remarks

Italy is going to review training programmes in view of super long range flights and after 9/11 terrorist attacks.

The Air Operators also may request cabin crew applicants to present a high school diploma in order to have more qualified personnel on board. This, however, is not based on law.

5.14. Latvia

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Latvia have been based on JAR-OPS 1 since July 1998. The currently applicable version of JAR-OPS 1 is the amendment 12 which is legally binding to all Air Operators. There is a straight forward translation without any national deviations into Latvian, but it will only become effective once EU-OPS is implemented; for the time being, the Latvian authorities and operators use the English

version. These JAA regulations are transferred into the Latvian law by the Cabinet of Ministers while the Civil Aviation Agency is responsible for supervising their implementation.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Latvia the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In Latvia, the initial and any recurrent medical examinations are conducted by an authorized medical examiner with a specialization on aviation matters. After the examination, all prospective cabin crew members should have obtained a Class 2 medical certificate as per JAR-FCL 3. In other words, the term “medically fit” (of JAR-OPS 1) is defined more specifically to mean the fulfilment of JAR FCL, Class 2 requirements.

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Latvia is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996

Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240. In Latvia, there are ongoing changes regarding the security training and required procedures due to the increased risk of terrorist acts.

The Latvian authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Latvia has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

None

5.15. Lithuania

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Lithuania have been based on JAR-OPS 1 since 2001. The currently applicable version of JAR-OPS 1 is the amendment 12 (Lithuanian translation without any national deviations) and it is legally binding to all Air Operators. These JAA regulations are transferred into the Lithuanian law by the Civil Aviation Administration in charge of setting and overseeing the implementation of rules and regulations concerning cabin crew.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Lithuania the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure

that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The Lithuanian authorities requires prospective Cabin Crew members to hold a valid Class 2 medical certificate before taking the initial training course. The legal basis for the Class 2 medical certificate is JAR-FCL 3 which was translated and implemented in Lithuanian language in 2004. In other words, the term “medically fit” (of JAR-OPS 1) is defined more specifically to mean the fulfilment of JAR FCL, Class 2 requirements.

The initial and further medical examinations can be conducted in Aeromedical Centres (AMC) or by CAA Authorised Medical Examiners (AMEs). The Chief Medical expert of the Aeromedical Section in the CAA (AMS) has the final saying in deciding whether someone is fit or unfit to receive the cabin crew license.

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Lithuania is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Lithuanian authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Cabin crew members who are able to meet all the necessary requirements receive a “License” which carries the seal of the CAA and belongs to the individual concerned for at least a period of 2 years. The license is tied up to a medical certificate Class 2. Recurrent medical examinations should be conducted every 2 years and in order to revalidate or renew the license, “refresher training” and a proficiency check is required at the same time interval.

Due to recent changes in JAR-FCL 3, the validation period of medical examination Class 2 has been slightly changed; every 60 months up to age of 40 years and every 24 months after 40 years.

The Civil Aviation Administration is in charge of regulating the rules regarding licensing and also of awarding the document. The CAA supervises all elements of cabin crew licensing by conducting field inspections.

5. Additional remarks

None

5.16. Luxembourg

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Luxembourg are based on the original JAR-OPS 1 dated on the 22nd of May 1995. It was implemented into the Grand Duchy's legislation in the 23rd of March 1998 and it remains as the legally binding version. The Civil Aviation Authority of Luxembourg is in charge of implementation and application of the rules and regulations. Later JAR-OPS 1 Amendments have not been implemented into the domestic law.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. In fact, their AOC is linked to the fulfilment of these rules and regulations.

The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 ("Crew responsibilities").

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Luxembourg the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 "Common language" requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS 1 Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or

assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The Initial and the recurrent medical examinations are conducted by a doctor with aeronautical background (AME).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Luxembourg is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The Luxembourg authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

There is no national system of attestation, certification or licensing of cabin crew members in Luxembourg. Certification is done by airline operators.

5. Additional remarks

The major change in the rules and regulations governing Cabin Crew was the implementation of the JAR-OPS 1 requirements. The rules and regulations governing Cabin Crew are available online at: <http://www.dac.public.lu/documentation/index.html>

5.17. Malta

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew are based on JAR OPS 1 (English version) which has the force of law in Malta, i.e. it is legally binding for all Civil Aviation Operators. There is no translation of JAR-OPS into Maltese, although that will change with intro of EU-OPS 1. JAR-OPS 1 was originally implemented in Malta in 1998 and the currently applicable version is Amendment 10. The Department of Civil Aviation (DCA, under the Ministry for Competitiveness and Communications), includes a Flight Operations Inspectorate which is responsible for the approval and ongoing surveillance of the operational safety standards of Maltese airlines.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are

responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Malta the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS 1 Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In Malta all initial and recurrent medical examinations for cabin crew are carried out by Aviation Medical Examiners only.

3. Cabin Crew Training: the regulatory requirements

The initial safety training on Malta is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

In Malta all cabin crew training is currently carried out by approved airline training organisations. However non-airline organisations would not be excluded from providing training. No legislation exists to cover non-airline cabin staff training organisations.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Malta does not have a legally binding national system regarding attestation/certification/licensing of the cabin crew members. (See additional remarks for further details on “attestation”).

5. Additional remarks

The Maltese Cabin Crew members carry an “attestation” called “Training and Checking Certificate”. The Maltese authorities do expect that the Air Operator(s) issue these attestations, but this is not a legal requirement. The attestations do not carry the seal of CAA and they do not belong to the individual cabin crew members. The attestation does not include an expiry date, but it does contain the date of last competency check. For the time being the attestation system is not tied to a medical certificate.

It is expected that the JAR-OPS 1 Amendment 11 will be adopted in the near future and the Amendment 12 will follow soon after.

5.18. Poland

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing Cabin Crew in Poland have been based on JAR-OPS since 2004. The currently applicable version of JAR-OPS in Poland is the Amendment 7 and it is legally binding to all Air Operators. A national translation of JAR-OPS is applied. These JAA regulations are transferred into Polish law by the Aviation Law Act by the Ministry of Transport while the Civil Aviation Office (CAO) is responsible for supervising their implementation.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Poland the minimum qualifications required for cabin crew recruitment are consistent with the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements do apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must

ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The initial medical examination is conducted by doctors specialised in occupational health and registered in the National Health Service. In addition, Cabin Crews are examined by specialised doctors (AME – Aeromedical Examiners) registered in the Aeromedical Section and authorised by the Polish CAA. Only AMEs can decide if a Cabin Crew member is medically fit. Each Cabin Crew member has to exam yearly: morphology, glucose, urine, reticulocytes; every two years: cholesterol, resting ecg, ophthalmologic exam, ORL exam with audiometry; every third year: dentistry exam and neurology; and every fourth year: chest x-ray examination.

In general, regulations related to Cabin Crew qualifications are to be found in the Annex to Ordinance No 262, part 2609, December 10, 2004 of Regulation of the Polish Aviation Law. Air Operators are required to operate according to the rules in the Operations Manual, which needs to be approved by the Polish CAA. Obligations given by these rules to cabin crew members are detailed in the Operations Manual and Cabin Crew Manual.

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Poland is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

In addition, Chapter 12, Annex 6 to the Convention of International Civil Aviation is applied to cabin crew training.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240 and the National Civil Aviation Security Program.

The Polish Authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Poland has no national system regarding licensing/certification/attestation of the cabin crew members.

5. Additional remarks

JAR-OPS Amendment 10 is under legislation process and is expected to enter into force during Spring 2007.

5.19. Portugal

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Portugal have been based on JAR-OPS 1 since 2003. The currently applicable version of JAR-OPS 1 is the amendment 6 and it is legally binding to all air operators. These JAA regulations are transferred into the Portuguese law by the Ministry of Transport while the Civil Aviation Authority (INAC - Instituto Nacional de Aviação Civil) is responsible for supervising their implementation.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with.

The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Portugal the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew).

There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Portugal is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The minimum training on safety issues in Portugal is consistent with the requirements laid down in Law Decree 289/2003 and INAC OPS internal procedure found in part 2.11. The minimum training on security on the other hand, is stated in the National Civil Aviation Security Program approved by the Prime Minister. There are ongoing changes in Portugal regarding the security training and required procedures due to the increased risk of terrorist acts.

Only certified operators are allowed to provide cabin crew training and it is the Ministry of Transport and INAC itself, which set out and supervise the rules regarding training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Once all the necessary requirements are fulfilled, cabin crew members receive a Certificate of Professional Qualification (CAP) which carries the seal of the national CAA and belongs to the individual concerned. The Certificate is valid for 5 years and it is not tied up with any medical certificate as medical fitness falls under the responsibility of the airline. Recurrent medical examinations for fitness also fall under the responsibility of the airline and their frequency depends on the operator’s policy.

The rules and regulations regarding certification are stated in national regulation 133/2003 and since the official document is not a license, it is not tied to renewed validity of training.

While the Ministry of Transport and the Ministry of Work and Social Security are in charge of regulating the rules regarding certification, INAC has the right to award such certificates and supervise the operator’s training program by conducting field inspections.

5. Additional remarks

None

5.20. Slovenia

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Slovenia have been based on JAR-OPS 1 since April 2004. The currently applicable version of JAR-OPS 1 is the amendment 11 (English version without any national deviations) and it is legally binding to all Air Operators which operate internationally (in/outside Slovenia). Only small operators, mainly in the field of aerial work and panoramic flight (operating in Slovenia only) abide according to old national legislation. These JAA regulations are transferred into the Slovenian law by the Ministry of Transport, Directorate of Civil Aviation which is responsible for setting and overseeing the implementation of the rules regarding cabin crew.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Slovenia the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In Slovenia, the initial and any recurrent medical examinations are conducted by an authorized medical examiner. After the examination, all prospective cabin crew members should have obtained a Class 2 medical certificate as per JAR-FCL 3. In other words, the term “medically fit” (of JAR-OPS 1) is defined more specifically to mean the fulfilment of JAR FCL, Class 2 requirements.

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Slovenia is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Slovenian authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

If all the necessary requirements are fulfilled, cabin crew members receive a “License” which carries the seal of the CAA and belongs to the individual concerned. The license is valid for 12 months.

The license is tied up to a separate medical certificate as per JAR FCL Class 2 and medical examinations are to be carried out every 12 months. The Ministry of Transport is in charge of regulating the rules regarding licensing and it is the Directorate of Civil Aviation (within the framework of the Ministry of Transport) which awards such documents.

The CAA supervises the operators and the training of cabin crew members by conducting field inspections and regularly checking on all aspects of certification.

5. Additional remarks

None

5.21. Slovakia

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing all aviation personnel (including cabin crew) are stated in Civil Aviation Act No. 143/1998, article 19. The Slovakian Ministry of Transport, Post and Telecommunication sets the rules and regulations governing Cabin Crew. The Civil Aviation Authority provides supervision and it oversees the implementation and application of these rules or regulations. The detailed cabin crew qualifications are stated in JAR OPS 1 as a subsidiary legislation. The currently applicable version is

Amendment 9 (a Slovak translation of the English original without national deviations). It is legally binding and it supersedes previous national legislation.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Slovakia the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members. There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS 1 Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

Slovakia is one of the EU member states in which this issue is regulated further: the Cabin Crew members must also fulfil the health requirements of the JAR FCL 3, class 2. The Initial and the recurrent medical examinations are conducted by authorized medical examiners (AME) or by Aero Medical Centre (AMC).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Slovakia is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

Security training is regulated in accordance with National security programme and approved operators’ security programme.

Safety and Security training related to JAR OPS 1 and Security programme are provided in approved or authorised organisations.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Slovakia does not have National laws regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

The most important recent changes regarding Cabin Crew regulations have been the transition from national to harmonised JAR OPS requirements and on the field of the Security.

JAR-OPS 1 Amendment 10 and 11 are expected to be implemented into the national legislation during early 2007.

The Slovak Cabin Crew members do carry a certificate which belongs to individual concerned and does not carry the seal of CAA. These certificates are not regulated in the national law, however, but under the approved Operator's manuals.

5.22. Spain

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Spain have been based on JAR-OPS 1 since 4 March 2001. The currently applicable version of JAR-OPS 1 is the amendment 7 and it is legally binding to all Air Operators. There is a national translation in Spanish without deviations from the original. These JAA regulations are transferred into the Spanish law by the Ministry of Public Works by Royal Decree 220/2001. (The Air Safety Act (Ley 21/2003 de 7 de Julio, de Seguridad Aérea (B.O.E. nr 162, de 8 de Julio de 2003) while the Spanish Civil Aviation Authority (Dirección General de Aviación Civil – DGAC) is responsible for supervising their implementation). According to the article 31 of the Air Safety Act the DGAC and linked institutions shall collaborate with personnel from EU institutions or EASA to realize inspections or investigations.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 ("Crew responsibilities").

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Spain the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995, published in Spain in Royal Decree 220/2001. The Air Operators also need to check that the cabin crew member is holding a "Certificado de TCP", which is an attestation of the fulfillment of requirements.

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS 1 Subpart O 1.995 (2): each cabin crew member have to pass an initial medical examination or assessment in which he/she is found medically fit to discharge the duties specified in the Operations Manual.

Being medically fit is demonstrated by an JAR-FCL class 2 medical certificate. The cabin crew member needs to maintenance his/her medical certificate and to participate in recurrent training and refresher training to revalidate or renew the certificate. The actual cabin crew certificate is linked to this medical certificate and cannot be received without it. The initial medical examinations are conducted by an AME (Aeromedical Examiner). This applies also to all decisions related to the health of cabin crew members.

3. Cabin Crew Training: the regulatory requirements

The initial safety training in Spain is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

Air Operators can carry basic training by themselves, required that the training requirements are fulfilled, but can also use training providers which have been specially authorised by the CAA.

Considering security training the DGAC obliges the operators to have a programme on security, but normally these programmes are merely a chapter in the training manual and the training does not go beyond theory.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Spain has a national system where cabin crew members receive a certificate (Certificado de Tripulante de Cabina de Pasajeros) which carries a seal of the DGAC. Only the DGAC Authority has the right to award the certificate. The certificate belongs to the

individual concerned and is valid according to a medical certificate (periodic checks according the frequency required in JAR-FCL class 2 medical certificate). In addition, refresher courses and periodic training needs to be carried out. Legislation on granting the certificate is found in a Ministerial Order of 4th November 1996, about Cabin Crew Training. It states that after completing the training and exams the applicant should present an application form and her/his medical certificate and a copy of national identity document. These are required before the CAA will give the applicant a certificate.

5. Additional remarks

A comment on the language requirements for Cabin Crew recruitment: in practice it is expected that the cabin crew members are able to communicate in Spanish as the national language and English as an international language. However, there are no rules or regulations which would make this general expectation a legally binding requirement.

5.23. Sweden

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in Sweden have been based on JAR-OPS 1 since 1997. The currently applicable version of JAR-OPS 1 is the amendment 8 and it is legally binding to all Air Operators. The rules are set through the Joint Aviation Authorities (JAA) and Swedish Civil Aviation Authority (SCAA) oversees their domestic implementation and application.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with.

The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In Sweden the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in the Netherlands is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Swedish authorities allow operators to use training providers, but the Air Operators remain legally responsible for the fulfilment of the training requirements.

The rules on training stipulate that Cabin Crew members are responsible for making sure that the training requirements are fulfilled in accordance with Operations Manual.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

Sweden has no national system for certification or licensing. Certification is done by airline operators.

5. Additional remarks

In addition to the above mentioned Sweden also has national rules (BCL-D 1.15) regarding Flight Time Limitations.

Regarding the health requirements, the Swedish authorities recommend the fulfilment of JAR-FCL 3, class 2. However, this is not a legally binding requirement.

5.24. The Netherlands

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew in the Netherlands have been based on JAR-OPS 1 since 1998. The currently applicable version of JAR-OPS 1 is the

amendment 11 (English version without any national deviations) and it is legally binding to all Air Operators. These JAA regulations are transferred into the Dutch law by the Dutch Civil Aviation Authority (CAA-NL) in charge of setting and implementing the rules and regulations concerning cabin crew. The CAA exists within the framework of the Dutch Ministry of Transport, Public Works and Water Management.

According to JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with.

The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 (“Crew responsibilities”).

2. Cabin Crew Recruitment: the regulatory qualification requirements

In the Netherlands the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

In the Netherlands, the initial medical examinations must be conducted by an authorized medical examiner with expertise in aviation matters. The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in the Netherlands is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one

type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

The rules regarding minimum training on security are regulated according to the JAR-OPS 1 subpart S 1.1240.

The Dutch authorities allow operators to use training providers, but the operators remain legally responsible for the fulfilment of the training requirements.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

The Netherlands has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

None

5.25. The United Kingdom

1. The legal base of the rules governing Cabin Crew and the responsibilities regarding compliance

The rules and regulations governing cabin crew are based on the UK CAP 393 - Air Navigation Order 2005. This is a legal act proposed by the Department for Transport (DfT). It gives the UK Civil Aviation Authority overarching responsibility for oversight and other regulatory activities regarding aviation in the UK. An operator has to comply with the Air Navigation Order. However, they are exempted from that provided they have chosen to comply with the requirements of JAR-OPS 1. Hence, JAR-OPS 1 is currently optional, but once an operator has opted-in, it will have to comply with it (transgression against JAR-OPS would then be a transgression against the Air Navigation Order). The operators are strongly encouraged to already comply with JAR-OPS as they will have to do so in any case once the EU-OPS has become binding. An overwhelming majority of Air Operators, including all the main commercial air carriers, have already opted-in to JAR-OPS. Therefore this country report will, hereinafter, be based on the rules and regulations of JAR-OPS. The currently applicable version of JAR-OPS 1 in the UK is the Amendment 11.

According to the JAR-OPS 1 subpart O 1.988 the operators shall ensure that all crew members comply with the requirements of the subpart. In general, the air operators are responsible for making sure that the rules and regulations governing Cabin Crew are complied with. The specific responsibilities of the Cabin Crew are regulated according to the JAR-OPS Subpart B 1.085 ("Crew responsibilities").

2. Cabin Crew Recruitment: the regulatory qualification requirements

In the UK the minimum qualifications required for cabin crew recruitment are based on the rules laid down in JAR-OPS 1 subpart O 1.995:

The minimum age requirement for Cabin Crew in is 18 years. There is no cabin crew specific rule regarding the maximum age (the labour laws regulating the general retirement age apply to Cabin Crew). There are no rules or regulations regarding the (minimum) education level of the prospective Cabin Crew members.

There are no regulatory requirements regarding the minimum language skills of the individual members of the Cabin Crew. However, JAR-OPS Subpart B 1.025 “Common language” requirements does apply to all Crew members: i) an operator must ensure that all crew members can communicate in a common language and ii) an operator must ensure that all operations personnel are able to understand the language in the Operations Manual which pertain to their duties and responsibilities.

The minimum health requirements are regulated according to the JAR-OPS Subpart O 1.995 (2): each cabin crew member has passed an initial medical examination or assessment and is found medically fit to discharge the duties specified in the Operations Manual.

The operators have the right and obligation to decide what “medically fit” means in practice (the issue is not regulated any further).

3. Cabin Crew Training: the regulatory requirements

The initial safety training in the UK is regulated according to the JAR-OPS 1.1005 “Initial Training”, including the appendices.

Additional vocational and training that qualifies the cabin crew to operate on type specific aircraft are also regulated according to the JAR-OPS 1 Subpart O (including the appendices): JAR-OPS 1.1010 Conversion & Differences Training; JAR-OPS 1.1012 Familiarisation; JAR-OPS 1.1015 Recurrent Training; JAR-OPS 1.1020 Refresher Training; JAR-OPS 1.1025 Checking; JAR-OPS 1.1030 Operation on more than one type or variant; JAR-OPS 1.1000 (c) (e) Senior Cabin Crew Member; JAR-OPS 1.996 Single Cabin Crew Member. General requirements for training records are regulated according to the JAR-OPS 1.1035.

It is the operators' responsibility to ensure that all training is conducted by suitably qualified personnel. These may be internal personnel or external organisations.

4. The national laws regarding Cabin Crew Licensing/Certification/Attestation

The United Kingdom has no national system regarding attestation/certification/licensing of the cabin crew members.

5. Additional remarks

UK CAA issues a “Fodcom” (flight operations department communication) which seeks to give recommendations and guidance in the practical implementation of JAR-OPS and other aviation related matters. For example, the minimum health requirements of JAR-OPS subpart O 1.995 are not very specific, and the Fodcom seeks to set some national benchmarking on issues such as what “medically fit” means in practice. This is advisory material, however, and as such it does not bind the operators in any way.

Regarding security training: The Department for Transportation is in charge of setting the specific training rules according to the National Security Programme directly with the Operators. These rules vary according to the type of the plane and they are typically operator specific. Due to their sensitive nature they will not be discussed in detail in this report (the national procedures regarding access to the flight deck etc.). There are ongoing changes in the UK regarding the security training and required procedures due to the increased risk of terrorist acts.

6. Conclusions

The purpose of this Report has been to compare the scope and contents of the currently applicable legal rules and regulations governing Cabin Crew Licensing, Recruitment and Training Requirements in the EU25. Making political recommendations was specifically excluded from the Authors' mandate for this project. The overall findings can be summarised in the following general observations:

- Regarding the legal base, some amendment of JAR-OPS 1 is legally binding in all member states except France, Hungary, the UK and Belgium. In the latter two this means only that the Air Operators still have a “theoretical” opportunity to opt-out from JAR-OPS, but in practice the main commercial Air Operators have all opted in, and they must therefore comply with it. Hence, the majority of the EU25 share a relatively similar legal framework regarding Cabin Crew (based on JAR-OPS 1) with some national additions.
- Regarding the recruitment requirements:
 - The minimum age requirement is 18 years in all countries except France (21 years) and Hungary (19 years). The maximum age is regulated only in France (55 years).
 - There are no legal requirements regarding the basic education level in 23 member States. A High School Diploma is required by Check Republic and Hungary.
 - 15 Member States have no other health requirements than those stated in the JAR-OPS 1 (i.e. the Cabin Crew must be ‘medically fit’ to conduct their duties). Ten Member States have more specific health requirements, typically according to the JAR-FCL, class 2 Certificate.
- Regarding the training requirements, the JAR-OPS 1 rules or their equivalents apply in all of the EU25 with some minor national differences or additions.
- Regarding the Licensing/Certification/Attestation, nine Member States have a national system supervised by the domestic CAA.

It is important to note that similar legal frameworks do not necessarily imply similar day-to-day reality regarding the recruitment, training and/or licensing of the Cabin Crew members in the EU25. It may be presumed that the different Air Operators have implemented the applicable legal rules into multiple different kinds of specific practices.

- For example, in most countries the operators are responsible for ensuring that after initial medical examinations the members of the Cabin Crew “remain medically fit to discharge the duties in the Operations Manual” (JAR-OPS subpart O, 1.995 (a) (3)). This, then, is one of the legal rules regarding the minimum health requirements of Cabin Crew members. In the majority of the EU Member States there are no further legally binding requirements regarding how the various Air Operators should define what “medically fit” means.

- Additionally, in many EU member states the National regulators appear to have “expectations” that go beyond the legally binding requirements. This is the case particularly regarding the language requirements: for all practical purposes it appears to be quite a necessity in many Member States that the Cabin Crew members speak fluent English (when the required training, for example, is provided in English). However, strictly speaking this is not a legal requirement.

As a final point, it is important to note that the Council of Ministers and the European Parliament adopted a new EU regulation (EU-OPS 1) in December 2006 and it entered into force in January 2007. The Member States have 18 months to implement it, i.e. it becomes binding in July 2008. The current version of EU-OPS 1 is based on the JAR-OPS 1 Amendment 8. Further legislative fine-tuning will take place in the comitology process of the Aviation Safety Committee (ASC) of the EU. After 18 June 2008 all the relevant rules and regulations governing Cabin Crew must be harmonised in the entire EU.

7. Appendices

7.1. The Questionnaire

The Cabin Crew Survey

The purpose of this survey is to analyse the scope and contents of existing legal rules governing Cabin Crew qualification, training and certification requirements in the 25 EU member states. We are aware that one or more of the survey questions may not be applicable to the existing system in your country. You will have an opportunity to clarify any particular features of your regulatory framework towards the end of the survey. If at all possible, we kindly ask you to provide your answers in English.

1. Does your country have rules or regulations regarding the minimum qualifications required for Cabin Crew recruitment?

Note: this question covers only the general requirements such as age, language skills, educational level, health examinations or certificates, etc. Possible rules and regulations regarding minimum safety/security training, and possible certification practices, are covered in questions 2 and 3.

Yes or No?

(If “yes”):

What is the content of these rules or regulations regarding the general qualifications for Cabin Crew recruitment?

Minimum and/or maximum age:

Minimum language skills:

Basic educational level:

Minimum health requirements:

Is any other physical and/or mental assessment carried out at the time of recruitment to check whether a prospective Cabin Crew member is apt for safety duties/responsibilities (before training on these issues)?

Does your government require any other qualifications for Cabin Crew recruitment? If yes please specify

In which forms of legislation are these rules regarding cabin crew qualifications found? In other words, are they regulated in general legislation, subsidiary legislation or according to some other rule setting procedure?

Which ministries, government agencies, departments or authorities are in charge of setting these rules or regulations? Which ones oversee their implementation and application?

What kind of obligations, if any, do these rules or regulations give to the employers (airlines or air carriers)? In other words, to what degree are the employers responsible for making sure that the minimum requirements of these rules and regulations are fulfilled?

What kind of obligations, if any, do these rules or regulations give to the employees (cabin crew members)? In other words, to what degree are the employees responsible for making sure that the minimum requirements of these rules and regulations are fulfilled?

(If “no” to the 1st main question):

1.2. If there are no written rules or regulations regarding the minimum cabin crew qualifications, are there some well established practices in the government supervision of the general qualification requirements of cabin crew members?

(If “yes” to 1.2.):

1.2.1. Could you kindly provide a brief description of these well established practices regarding the government supervision of the minimum qualification requirements regarding the Cabin Crew recruitment in the absence of written rules and regulations?

(If “no” to the 1.2.):

1.2.2. It appears that there are no rules, regulations, or well established practices in how the Government supervises the Cabin Crew qualification requirements in your country. Can we therefore conclude that your Government (or any public sector agency) does not exercise any control over the minimum qualifications in the cabin crew recruitment process?

(Assuming “yes” to 1.2.2. – go to the 2nd main question; if “no” to 1.2.2., then):

Please, kindly provide a brief explanation about what kind of control the government exercises regarding the cabin crew qualifications in the absence of written rules, regulations and well established practices.

2. Does your country have rules or regulations regarding the minimum safety and/or security training of the Cabin Crew members?

Yes or No?

(If “yes”):

Is there minimum training on safety issues (named "Initial Training", "Recurrent Training" or "Refresher Training" in JAR-OPS and include, for example, first aid)?:

Is there minimum training on security (named "Initial Training", "Recurrent Training" or "Refresher Training" in JAR-OPS and include, for example, anti-terrorism)?:

What is the minimum training that qualifies the cabin crew to operate on type specific aircraft? (Named “Conversion and Differences Training” in JAR OPS)

Is there any other regulated element of Cabin Crew training in your country?

Are there any regulations regarding who can provide the required training? In other words, do the government authorities allow non-Airline organisations to provide some or all of the required training?

In which forms of legislation are these rules regarding cabin crew training found? In other words, are these training aspects regulated in general legislation, subsidiary legislation or according to some other rule setting procedure?

Which ministries, government agencies, departments or authorities are in charge of setting these rules or regulations regarding the cabin crew training/competence requirements? Which ones oversee their implementation?

Have there been any major changes in the training requirements during the last 10 years?

What kind of obligations, if any, do these training rules or regulations give to the employers (airlines or air carriers)? In other words, to what degree are the employers responsible for making sure that the minimum training requirements are fulfilled?

What kind of obligations, if any, do these rules or regulations give to the employees (cabin crew members)? In other words, to what degree are the employees responsible for making sure that the minimum training requirements are fulfilled?

(If “no” to the 2nd main question):

2.1. If there are no written rules or regulations regarding cabin crew training, are there some well established practices in how the government agencies supervise this issue?

Please, kindly provide a brief description of these well established practices regarding the government supervision of the cabin crew training in the absence of written rules and regulations.

(If “no” to 2.1.):

2.1.1. It appears that there are no rules, regulations, or well established practices regarding the government supervision of the Cabin Crew training requirements in your country. Can we therefore conclude that your government (or any public sector agency) does not exercise any control over the required training of the cabin crew members?

(If “yes” to the 2.1.1., then go to the 3^d main question; if “no” to 2.1.1., then):

Please, kindly provide a brief explanation about what kind of control does the government exercise regarding the cabin crew training in the absence of written rules, regulations and well established practices?

3. Does your country have any rules or regulations regarding attestation/certification/licensing of cabin crew members?

(If “yes”):

What is the official title of the document: License, Certificate or Attestation?

Does this document carry the seal of the CAA?

Does the license/certificate belong to the individual concerned?

How long is it valid for?

Is the attestation/licensing/certification system tied to a medical certificate? If not, does your country have separate certificates to establish the medical fitness of Cabin Crew? Are any specific standards used (such as JAR-FCL pilots' medical requirements for Class 2)?

Are medical examinations or assessments for fitness required to be conducted at a defined frequency? If yes, every how often?

Is the attestation/licensing/certification system tied to renewed validity of training? If yes please explain.

In which forms of legislation are these rules regarding cabin crew attestation/certification/licensing found? In other words, are the certificates regulated in general legislation, subsidiary legislation or according to some other rule setting procedure?

Which ministries or government agencies are in charge of regulating the rules regarding these attestations/certifications/licensing?

Which organisations have the right to award such attestations/certificates/licenses?

Do the authorities supervise all elements of Cabin Crew attestation/licensing/certification? Does your Civil Aviation Authority conduct field inspections on all aspects of the attestation/licensing/certification process, including the training requirements?

(If "no" to the 3rd main question):

If there are no cabin crew attestation/certifications/licences in your country, can we conclude that the government authorities do not have any additional ways of limiting who can become a cabin crew member (beyond the possible qualification and training requirements already covered by questions 1 and 2)?

(If "yes" – go to the 4th main question; if "no", then):

Can you briefly explain, how your government agencies limit or regulate who can become a cabin crew member in the absence of certification/licencing/attestation?

Note: there is no need to repeat anything that has been covered by the previous questions. This space is only for any additional "bureaucratic" mechanisms that your government may have for regulating who may or may not become a cabin crew member.

4. In your country, are there any additional features regarding such rules and regulations (or lack thereof) that were not covered by the previous questions and which would be relevant for this comparative analysis?

5. Do you have any additional comments or information that you would like to share with the project Team conducting this comparative analysis?

You may wish to comment on when the Cabin Crew rules governing Cabin Crew qualifications, training and certification were changed and why? (Were changes made following accidents in your country, or after September 11th 2001, for example?).

6. Finally, are the relevant rules and regulations regarding cabin crew qualification, training and/or certification requirements available online in your country?

If yes, could you possibly provide the project Team links to these online rules and regulations (copy & paste to the space below)? The purpose here is to create a permanent online tool for updating and monitoring any changes in the relevant legislation in your country.

Your Personal contact information:

Name

Title

Organisation

Country

Contact information

You have completed the survey. We are truly appreciative for your valuable contribution.

7.2. The Mandate Letter



MANDATE LETTER

May 2006

Brussels, 17

To whom it may concern,

The Sectoral Partners in Civil Aviation have requested an external survey and analysis of the legal rules governing cabin crew licensing, recruitment and vocational training in the EU-25 Member States. The results of the survey and analysis will be used widely within the sectoral dialogue, but also the European Institutions and respective Member States are expected to benefit widely from this comparative analysis. **The evaluation project is funded by the EU Commission (DG Employment).**

The purpose of the evaluation is to provide the interested parties with an objective understanding of the current frameworks regarding the cabin crew licensing, recruitment and vocational training in the different member states. The project is a pure comparative legal assessment, and the mandate does not include providing policy recommendations for the future. This evaluation, awarded to EGOA Public Affairs Consultancy through a call for tender, has started in March 2006 and is expected to be finalised by the end of October 2006.

The evaluation is conducted by the following Team of EGOA: Mr Jan Ahlskog, Mr Ukko Metsola, Mr Ilari Marzano and Ms Ira Kita. The evaluation team will survey and/or interview carefully selected national civil servants that are in charge of the aviation matters. Furthermore, the evaluation team will also be in contact with the members of the sectoral dialogue.

We trust that we can count on your cooperation and contribution to this analysis as we are taking it very seriously. We thank you in advance for your help in this matter and apologise for any inconvenience this might cause.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Julia Egerer'.

Julia Egerer. Manager, Trade and Social Affairs, AEA

A handwritten signature in blue ink, appearing to read 'Francois Ballestero'.

Francois Ballestero. Political Secretary, ETF

A handwritten signature in black ink, appearing to read 'Vermeir Koen'.

Vermeir Koen. Director, Aeropolitical & Industry Affairs, IACA

A handwritten signature in black ink, appearing to read 'Andy Clarke'.

Andy Clarke. Director, air transport policy, ERA

7.3. The Acknowledgements

The Authors would like to thank all National Civil Aviation Authorities for their cooperation in this project. EGOA is grateful in particular to the following individuals who were interviewed for the Report and who provided invaluable assistance regarding the rules and regulations in their respective countries. EGOA alone is responsible for any possible errors in the final Report.

Mrs. **Janice Fisher**, Head of Cabin Safety Office – The UK CAA, Flight Operations Inspectorate Department.

Mrs. **Birgit Tönnissen**, Cabin Safety Inspector – The German CAA

Mrs. **Radka Růžičková**, Senior Cabin Crew Inspector – The Czech CAA, Flight Operations Division

Mr. **Reijo Lamberg**, Director, Flight Operations and Licencing – The Finnish CAA

Mr. **Karim Bekkouche**, Deputy Head of Aviation Staff Office – The French CAA

Mr. **Jean-Yves Piéri**, Chef de Bureau – The French CAA

Additionally, EGOA would like to thank all the Members of the Steering Group set up for this project. We owe a special gratitude to Mrs. **Julia Egerer**, Manager of the Trade and Social Affairs (AEA), who arranged the Steering Group meetings in Brussels.