

## ANNEX IV

### Essential requirements for aircrew

#### 1. PILOT TRAINING

##### 1.1. General

A person undertaking training to fly an aircraft must be sufficiently mature educationally, physically and mentally to acquire, retain and demonstrate the relevant theoretical knowledge and practical skill.

##### 1.2. Theoretical knowledge

A pilot must acquire and maintain a level of knowledge appropriate to the functions exercised on the aircraft and proportionate to the risks associated to the type of activity. Such knowledge must include at least the following:

- (a) air law;
- (b) aircraft general knowledge;
- (c) technical matters related to the category of the aircraft;
- (d) flight performance and planning;
- (e) human performance and limitations;
- (f) meteorology;
- (g) navigation;
- (h) operational procedures, including resource management;
- (i) principles of flight;
- (j) communications; and
- (k) non-technical skills, including the recognition and management of threats and errors.

##### 1.3. Demonstration and maintenance of theoretical knowledge

1.3.1. The acquisition and retention of theoretical knowledge must be demonstrated by continuous assessment during training and, where appropriate, by examinations.

1.3.2. An appropriate level of competence in theoretical knowledge must be maintained. Compliance must be demonstrated by regular assessments, examinations, tests or checks. The frequency of examinations, tests or checks must be proportionate to the level of risk associated with the activity.

##### 1.4. Practical skill

A pilot must acquire and maintain the practical skills as appropriate to exercise his or her functions on the aircraft. Such skills must be proportionate to the risks associated to the type of activity and must cover, if appropriate to the functions exercised on the aircraft, the following:

- (a) pre-flight and in-flight activities, including aircraft performance, mass and balance determination, aircraft inspection and servicing, fuel/energy planning, weather appreciation, route planning, airspace restrictions and runway availability;

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- (b) aerodrome and traffic-pattern operations;
- (c) collision avoidance precautions and procedures;
- (d) control of the aircraft by external visual reference;
- (e) flight manoeuvres, including in critical situations, and associated ‘upset’ manoeuvres, as technically achievable;
- (f) normal and cross-wind take-offs and landings;
- (g) flight by reference solely to instruments, as appropriate to the type of activity;
- (h) operational procedures, including team skills and resource management, as appropriate to the type of operation, whether single or multi-crew;
- (i) navigation and implementation of rules of the air and related procedures, using as appropriate, visual reference or navigation aids;
- (j) abnormal and emergency operations, including simulated aircraft equipment malfunctions;
- (k) compliance with air traffic services and communications procedures;
- (l) aircraft type or class specific aspects;
- (m) additional practical skill training that may be required to mitigate risks associated with specific activities; and
- (n) non-technical skills, including the recognition and management of threats and errors, using an adequate assessment methodology in conjunction with the technical skills assessment.

#### 1.5. Demonstration and maintenance of practical skill

1.5.1. A pilot must demonstrate the ability to perform the procedures and manoeuvres with a degree of competence appropriate to the functions exercised on the aircraft, by:

- (a) operating the aircraft within its limitations;
- (b) exercising good judgement and airmanship;
- (c) applying aeronautical knowledge;
- (d) maintaining control of the aircraft at all times in such a manner that the successful outcome of a procedure or manoeuvre is assured; and
- (e) non-technical skills, including the recognition and management of threats and errors, using an adequate assessment methodology in conjunction with the technical skills assessment.

1.5.2. An appropriate level of competence in practical skill must be maintained. Compliance must be demonstrated by regular assessments, examinations, tests or checks. The frequency of examinations, tests or checks must be proportionate to the level of risk associated with the activity.

#### 1.6. Language Proficiency

A pilot must have language proficiency to a degree appropriate to the functions exercised on the aircraft. Such proficiency shall include:

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- (a) the ability to understand weather information documents;
- (b) the use of aeronautical en-route, departure and approach charts and associated aeronautical information documents; and
- (c) the ability to communicate with other flight crew and air navigation services during all phases of flight, including flight preparation, in the language used for radio communications involved in the flight.

#### 1.7. Flight simulation training devices

When a flight simulation training device (FSTD) is used for training, or for demonstration that practical skill is acquired or maintained, this FSTD must meet a given level of performance in those areas, which are relevant to completing the related task. In particular, the replication of configuration, handling qualities, aircraft performance, and systems behaviour must adequately represent the aircraft.

#### 1.8. Training course

1.8.1. Training must be executed through a training course.

1.8.2. A training course must meet the following conditions:

- (a) a syllabus must be developed for each type of course; and
- (b) the training course must comprise a breakdown of theoretical knowledge and practical flight instruction (including synthetic training), if applicable.

#### 1.9. Instructors

##### 1.9.1. Theoretical instruction

Theoretical instruction must be given by appropriately qualified instructors. They must:

- (a) have appropriate knowledge in the field where instruction is to be given; and
- (b) be capable of using appropriate instructional techniques.

##### 1.9.2. Flight and flight simulation instruction

Flight and flight simulation instruction must be given by appropriately qualified instructors, who have the following qualifications:

- (a) meet the theoretical knowledge and the experience requirements appropriate for the instruction being given;
- (b) be capable of using appropriate instructional techniques;
- (c) have practised instructional techniques in those flight manoeuvres and procedures in which it is intended to provide flight instruction;
- (d) have demonstrated the ability to instruct in those areas in which flight instruction is to be given, including pre-flight, post-flight and ground instruction; and
- (e) receive regular refresher training to ensure that the instructional standards are maintained up to date.

Flight instructors conducting training in aircraft must also be entitled to act as pilot in command on the aircraft for which instruction is being given, except for training on new aircraft types.

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## 1.10. Examiners

Persons responsible for assessing the skill of pilots must:

- (a) meet the requirements for flight or flight simulation instructors; and
- (b) be capable of assessing pilot performance and conducting flight tests and checks.

## 2. EXPERIENCE REQUIREMENTS – PILOTS

A person acting as flight crew member, instructor or examiner must acquire and maintain sufficient experience for the functions being exercised, unless the implementing acts adopted on the basis of this Regulation provide for competence to be demonstrated in accordance with point 1.5.

## 3. MEDICAL FITNESS – PILOTS

### 3.1. Medical criteria

- 3.1.1. All pilots must periodically demonstrate medical fitness to satisfactorily execute their functions, taking into account the type of activity. Compliance must be shown by appropriate assessment based on aero-medical best practice, taking into account the type of activity and the possible mental and physical degradation due to age.

Medical fitness, comprising physical and mental fitness, means not suffering from any disease or disability, which makes the pilot unable:

- (a) to execute the tasks necessary to operate an aircraft;
- (b) to perform assigned duties at any time; or
- (c) to perceive correctly his or her environment.

- 3.1.2. Where medical fitness is not fully demonstrated, mitigation measures that provide equivalent flight safety may be implemented.

### 3.2. Aero-medical examiners

An aero-medical examiner must:

- (a) be qualified and licensed in the practice of medicine;
- (b) have received training in aviation medicine and regular refresher training in aviation medicine to ensure that assessment standards are maintained up to date; and
- (c) have acquired practical knowledge and experience with regard to the conditions in which pilots carry out their duties.

### 3.3. Aero-medical centres

Aero-medical centres must meet the following conditions:

- (a) have all the means necessary for the scope of responsibilities associated with their privileges. Those means comprise, but are not limited to, the following: facilities, personnel, equipment, tools and material, documentation of tasks, responsibilities and procedures, access to relevant data and record-keeping;
- (b) as appropriate for the type of activity undertaken and the size of the organisation, implement and maintain a management system to ensure compliance with the essential

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requirements set out in this Annex, manage safety risks and aim for continuous improvement of this system; and

- (c) establish arrangements with other relevant organisations, as necessary, to ensure continuing compliance with those requirements.

#### 4. CABIN CREW MEMBERS

##### 4.1. General

Cabin crew members must:

- (a) be trained and checked on a regular basis to attain and maintain an adequate level of competency in order to perform their assigned safety duties; and
- (b) be periodically assessed for medical fitness to safely exercise their assigned safety duties. Compliance must be shown by appropriate assessment based on aero-medical best practice.

##### 4.2. Training course

4.2.1. When appropriate for the type of operation or privileges, training must be executed through a training course.

4.2.2. A training course must meet the following conditions:

- (a) a syllabus must be developed for each type of course; and
- (b) the training course must comprise a breakdown of theoretical knowledge and practical instruction (including synthetic training), if applicable.

##### 4.3. Cabin Crew Instructors

Instruction must be given by appropriately qualified instructors. Those instructors must:

- (a) have appropriate knowledge in the field where instruction is to be given;
- (b) be capable of using appropriate instructional techniques; and
- (c) receive regular refresher training to ensure that the instructional standards are maintained up to date.

##### 4.4. Cabin crew Examiners

Persons responsible for examination of cabin crew must:

- (a) meet the requirements for cabin crew instructors; and
- (b) be capable of assessing cabin crew performance and conducting examinations.

#### 5. TRAINING ORGANISATIONS

A training organisation providing pilot or cabin crew training must meet the following requirements:

- (a) have all the means necessary for the scope of responsibilities associated with their activity. Those means comprise, but are not limited to, the following: facilities, personnel, equipment, tools and material, documentation of tasks, responsibilities and procedures, access to relevant data and record-keeping;

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- (b) as appropriate for the training provided and the size of the organisation, the organisation must implement and maintain a management system to ensure compliance with the essential requirements set out in this Annex, manage safety risks, including risks related to deterioration in the standard of training, and aim for continuous improvement of this system; and
- (c) establish arrangements with other relevant organisations, as necessary, to ensure continuing compliance with those requirements.

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