

BALPA

Pilots and Flexicrew Survey

METHODOLOGY NOTE

ComRes interviewed 200 easyJet pilots on permanent contracts and 100 pilots employed by easyJet as “flexicrew” by telephone between 1st and 7th March 2013. The sample was drawn from BALPA’s membership. ComRes is a member of the British Polling Council and abides by its rules.

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BALPA - Pilot and Flexicrew
CATI Fieldwork : 1st - 7th March 2013

Absolutes/col percents

Table 1

SC2. Are you on an easyJet permanent contract, or are you employed as "flexicrew"?

Base: All pilots on permanent contracts and flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	300	200	100	282	18	123	154	23
Permanent contract	200 67%	200 100%	-	191 68%	9 50%	32 26%	145 94%	23 100%
Flexicrew	100 33%	-	100 100%	91 32%	9 50%	91 74%	9 6%	-

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CATI Fieldwork : 1st - 7th March 2013

Absolutes/col percents

Table 2

Q. Do you agree or disagree with each of the following statements?

- Summary

Base: All pilots on permanent contracts and flexicrew pilots

	Q. Summary		
	I am proud of being a pilot	I would certainly recommend a career as a pilot to young people	The aviation industry is not doing enough to encourage fresh talent to join the industry
Base	300	300	300
Agree	279 93%	88 29%	237 79%
Disagree	21 7%	211 70%	61 20%
Don't know	- -	1 *	2 1%

BALPA - Pilot and Flexicrew
CATI Fieldwork : 1st - 7th March 2013

Absolutes/col percents

Table 3

Q. Do you agree or disagree with each of the following statements?

- I am proud of being a pilot

Base: All pilots on permanent contracts and flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	300	200	100	282	18	123	154	23
Agree	279 93%	181 91%	98 98%	262 93%	17 94%	118 96%	142 92%	19 83%
Disagree	21 7%	19 10%	2 2%	20 7%	1 6%	5 4%	12 8%	4 17%

BALPA - Pilot and Flexicrew
CATI Fieldwork : 1st - 7th March 2013

Absolutes/col percents

Table 4

Q. Do you agree or disagree with each of the following statements?

- I would certainly recommend a career as a pilot to young people

Base: All pilots on permanent contracts and flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	300	200	100	282	18	123	154	23
Agree	88 29%	58 29%	30 30%	83 29%	5 28%	37 30%	45 29%	6 26%
Disagree	211 70%	141 71%	70 70%	198 70%	13 72%	86 70%	108 70%	17 74%
Don't know	1 *	1 1%	-	1 *	-	-	1 1%	-

BALPA - Pilot and Flexicrew
CATI Fieldwork : 1st - 7th March 2013

Absolutes/col percents

Table 5

Q. Do you agree or disagree with each of the following statements?

- The aviation industry is not doing enough to encourage fresh talent to join the industry

Base: All pilots on permanent contracts and flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	300	200	100	282	18	123	154	23
Agree	237 79%	160 80%	77 77%	227 80%	10 56%	94 76%	121 79%	22 96%
Disagree	61 20%	38 19%	23 23%	53 19%	8 44%	29 24%	31 20%	1 4%
Don't know	2 1%	2 1%	-	2 1%	-	-	2 1%	-

BALPA - Pilot and Flexicrew
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Absolutes/col percents

Table 6

Q. Overall, how positive or negative are your opinions towards BALPA?

Base: All pilots on permanent contracts and flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	300	200	100	282	18	123	154	23
Very positive	(5) 41 14%	27 14%	14 14%	39 14%	2 11%	18 15%	20 13%	3 13%
Fairly positive	(4) 180 60%	110 55%	70 70%	167 59%	13 72%	85 69%	82 53%	13 57%
Neutral	(3) 59 20%	45 23%	14 14%	58 21%	1 6%	18 15%	34 22%	7 30%
Fairly negative	(2) 16 5%	15 8%	1 1%	14 5%	2 11%	1 1%	15 10%	- -
Very negative	(1) 4 1%	3 2%	1 1%	4 1%	- -	1 1%	3 2%	- -
NET: Positive	221 74%	137 69%	84 84%	206 73%	15 83%	103 84%	102 66%	16 70%
NET: Negative	20 7%	18 9%	2 2%	18 6%	2 11%	2 2%	18 12%	- -
Mean	3.79	3.71	3.95	3.79	3.83	3.96	3.66	3.83
Standard deviation	0.79	0.85	0.64	0.79	0.79	0.63	0.90	0.65
Standard error	0.05	0.06	0.06	0.05	0.19	0.06	0.07	0.14

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Absolutes/col percents

Table 7

Q. Thinking generally, which of the following supermarkets, would you most liken easyJet to?

Base: All pilots on permanent contracts and flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	300	200	100	282	18	123	154	23
Tesco	107	71	36	99	8	42	56	9
	36%	36%	36%	35%	44%	34%	36%	39%
Sainsbury's	59	45	14	57	2	17	37	5
	20%	23%	14%	20%	11%	14%	24%	22%
Asda	51	32	19	49	2	26	25	-
	17%	16%	19%	17%	11%	21%	16%	-
Aldi	44	22	22	39	5	26	17	1
	15%	11%	22%	14%	28%	21%	11%	4%
Iceland	18	14	4	18	-	6	9	3
	6%	7%	4%	6%	-	5%	6%	13%
Marks & Spencer	10	9	1	9	1	2	5	3
	3%	5%	1%	3%	6%	2%	3%	13%
Waitrose	4	2	2	4	-	2	2	-
	1%	1%	2%	1%	-	2%	1%	-
None of the above	7	5	2	7	-	2	3	2
	2%	3%	2%	2%	-	2%	2%	9%

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Absolutes/col percents

Table 9
Q. If you believed that you were too tired to safely perform your scheduled flying duties which were due to commence in two hours' time, which of the following would you be most likely to do?

Base: All pilots on permanent contracts and flexicrew pilos

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
	300	199	100	281	18	122	154	23
Call in saying that you are fatigued and lodge a fatigue report	172 57%	129 65%	43 43%	162 58%	10 56%	60 49%	99 64%	13 57%
Go to work and discuss how to mitigate it during the flight with the flight crew	49 16%	22 11%	27 27%	44 16%	5 28%	28 23%	18 12%	3 13%
Call in sick	42 14%	32 16%	10 10%	40 14%	2 11%	12 10%	25 16%	5 22%
Go to work and not mention it to anyone	35 12%	15 8%	20 20%	34 12%	1 6%	22 18%	11 7%	2 9%
Other	1 *	1 1%	-	1 *	-	-	1 1%	-
None of the above	-	-	-	-	-	-	-	-

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Absolutes/col percents

Table 11

Q. How often, if at all, would you say that you have felt that your abilities during a flight have been compromised due to fatigue?

Base: All pilots on permanent contracts and flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	300	200	100	282	18	123	154	23
More frequently than once a week	15 5%	14 7%	1 1%	14 5%	1 6%	2 2%	9 6%	4 17%
More frequently than once a month, but less frequently than once a week	107 36%	78 39%	29 29%	102 36%	5 28%	39 32%	61 40%	7 30%
More frequently than once every three months, but less frequently than once every month	86 29%	53 27%	33 33%	81 29%	5 28%	44 36%	41 27%	1 4%
More frequently than once every six months, but less frequently than once every three months	46 15%	31 16%	15 15%	42 15%	4 22%	19 15%	22 14%	5 22%
Less frequently than once every six months	31 10%	18 9%	13 13%	28 10%	3 17%	11 9%	15 10%	5 22%
Never	14 5%	5 3%	9 9%	14 5%	- -	8 7%	5 3%	1 4%
Refused	1 *	1 1%	- -	1 *	- -	- -	1 1%	- -
NET: Monthly	122 41%	92 46%	30 30%	116 41%	6 33%	41 33%	70 45%	11 48%
NET: Quarterly	208 69%	145 73%	63 63%	197 70%	11 61%	85 69%	111 72%	12 52%
NET: Six monthly	254 85%	176 88%	78 78%	239 85%	15 83%	104 85%	133 86%	17 74%

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Absolutes/col percents

Table 12

Q. Approximately how much will you have to live on over the next month after you have deducted any training loan repayment that you might have?
Base: All flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	100	-	100	91	9	91	9	-
Up to £500	18 18%	-	18 18%	16 18%	2 22%	15 16%	3 33%	-
Between £501 and £750	25 25%	-	25 25%	24 26%	1 11%	24 26%	1 11%	-
Between £751 and £1,000	20 20%	-	20 20%	18 20%	2 22%	19 21%	1 11%	-
Between £1,001 and £1,500	29 29%	-	29 29%	25 27%	4 44%	26 29%	3 33%	-
More than £1,500	8 8%	-	8 8%	8 9%	-	7 8%	1 11%	-
NET: Up to £750	43 43%	-	43 43%	40 44%	3 33%	39 43%	4 44%	-
NET: Up to £1,000	63 63%	-	63 63%	58 64%	5 56%	58 64%	5 56%	-
NET: Up to £1,500	92 92%	-	92 92%	83 91%	9 100%	84 92%	8 89%	-

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Absolutes/col percents

Table 13

Q. Thinking about your career flying for easyJet, which of the following best describes how long you expect to continue flying for easyJet?

Base: All flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	100	-	100	91	9	91	9	-
I think that I will still be flying for easyJet in one years' time	47 47%	-	47 47%	44 48%	3 33%	42 46%	5 56%	-
I think that I will still be flying for easyJet in three years' time	27 27%	-	27 27%	24 26%	3 33%	26 29%	1 11%	-
I think that I will still be flying for easyJet in five years' time	6 6%	-	6 6%	5 5%	1 11%	5 5%	1 11%	-
I think that I will still be flying for easyJet in more than five years' time	19 19%	-	19 19%	17 19%	2 22%	17 19%	2 22%	-
Don't know	1 1%	-	1 1%	1 1%	-	1 1%	-	-

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Table 14

Q. If you recently signed or are planning to sign a new entrant contract, which of the following best describes why this is?

Base: All flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	100	-	100	91	9	91	9	-
This is the only opportunity available to me at the moment so I have no choice	79 79%	-	79 79%	72 79%	7 78%	72 79%	7 78%	-
I am not planning to sign any contract	16 16%	-	16 16%	14 15%	2 22%	15 16%	1 11%	-
The work conditions or benefits on offer are attractive	4 4%	-	4 4%	4 4%	-	3 3%	1 11%	-
easyJet has a reputation as a good employer	1 1%	-	1 1%	1 1%	-	1 1%	-	-
Other	-	-	-	-	-	-	-	-

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Absolutes/col percents

Table 15

Q. Have you ever felt that the presence of flexicrew on the flightdeck have affected you, in either a positive or a negative way?

Base: All pilots on permanent contracts

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	200	200	-	191	9	32	145	23
NET: Yes	129	129	-	122	7	16	99	14
	65%	65%	-	64%	78%	50%	68%	61%
Yes - in a positive way	5	5	-	5	-	-	5	-
	3%	3%	-	3%	-	-	3%	-
Yes - in a negative way	124	124	-	117	7	16	94	14
	62%	62%	-	61%	78%	50%	65%	61%
I have never felt that the presence of flexicrew has affected me	71	71	-	69	2	16	46	9
	36%	36%	-	36%	22%	50%	32%	39%

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Absolutes/col percents

Table 16

Q. Which, if any of the following would you say has been adversely affected by the presence of flexicrew on the flight deck? Please say all that apply.
Base: All pilots on permanent contracts who say that the presence of flexicrew has effected them in a negative way

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	124	124	-	117	7	16	94	14
Your ability to deal with unexpected events	72 58%	72 58%	-	66 56%	6 86%	12 75%	53 56%	7 50%
Your response time in the cockpit	63 51%	63 51%	-	58 50%	5 71%	11 69%	45 48%	7 50%
Your decision making skills	49 40%	49 40%	-	45 38%	4 57%	9 56%	35 37%	5 36%
Your own health	43 35%	43 35%	-	39 33%	4 57%	9 56%	30 32%	4 29%
Your sense of being in control	40 32%	40 32%	-	39 33%	1 14%	9 56%	26 28%	5 36%
Other	19 15%	19 15%	-	18 15%	1 14%	2 13%	12 13%	5 36%

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Table 18
Demographics
Base: All pilots on permanent contracts and flexicrew pilots

	Total	Type of Contract		Gender		Age		
		Permanent	Flexible	Male	Female	18-34	35-54	55+
Base	300	200	100	282	18	123	154	23
Gender								
Male	282 94%	191 96%	91 91%	282 100%	- -	113 92%	146 95%	23 100%
Female	18 6%	9 5%	9 9%	- -	18 100%	10 8%	8 5%	- -
Age								
18-24	10 3%	1 1%	9 9%	10 4%	- -	10 8%	- -	- -
25-34	113 38%	31 16%	82 82%	103 37%	10 56%	113 92%	- -	- -
35-44	79 26%	70 35%	9 9%	72 26%	7 39%	- -	79 51%	- -
45-54	75 25%	75 38%	- -	74 26%	1 6%	- -	75 49%	- -
55+	23 8%	23 12%	- -	23 8%	- -	- -	- -	23 100%
Mean age	38.9	44.1	28.6	39.3	33.4	28.7	44.1	58.7