

**NATO FLIGHT TRAINING EUROPE
CAMPUS ACCREDITATION REPORT**



**ROYAL AIR FORCE SHAWBURY & 1 FLYING
TRAINING SCHOOL**

GREAT BRITAIN

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NFTE(2024) - Campus_Accreditation_Report – RAF_Shawbury_1FTS - GBR

07 Oct 2024

Reference: NFTE(2024)_Campus_Accreditation_Assessment_Process

INTRODUCTION

1. **NFTE Accreditation Team.** An accreditation team representing NATO Flight Training Europe (NFTE) visited RAF Shawbury and Number 1 Flying Training School (1 FTS) on 23/24 Sep 2024. The visit was conducted iaw Ref A and the accreditation team members were:

Mr Jason Hawker, NFTE Principal Officer NFTE, NSPA
Lt Col Martijn Brouns, Head of Training, RNLAf
Sqn Ldr Andrew Waldron, OC Helicopter Examiners, Central Flying School, RAF

2. **Aims.** As stated at Ref, the aim of NFTE Campus Accreditation is to satisfy the NFTE Steering Board that a training campus and training provider meet satisfactory standards in terms of safety, quality of training and duty of care.

3. **Assessment.** Assessment of overall performance and within each area considered is graded as UNSATISFACTORY or SATISFACTORY.

EXECUTIVE SUMMARY & RECOMMENDATION.

4. **Executive Summary.** RAF Shawbury is a campus delivering Rotary Wing (RW) training to pilots from the UK (Army, Royal Navy and Royal Air Force) and international military pilots. The RW training school at RAF Shawbury is 1 Flying Training School (1 FTS) and the Training Provider (TP) is Ascent Flight Training. NFTE assessment was undertaken of the Phase 2 and Phase 3 RW training and also the RW Crewman and Observer training.

5. The aircraft operated at 1 FTS are the Airbus H135 and H145 helicopters. These are military aircraft that are regulated by both the UK Civil Aviation Authority (CAA) and the UK Military Aviation Authority (MAA). A satisfactory level of regulatory assurance and accreditation activity was evidenced in both the safe to operate and the operated safely categories.

6. The flying instructors at 1 FTS are a mix of military and civilian personnel, with an approximate split of 60/40. All civilian instructors (live flying and synthetic) have a previous military background with significant experience of delivering military flying training. The TP evidenced a robust training quality management system that is accredited by ISO 9001¹. A satisfactory level of training assurance and quality of flying training was clearly demonstrated.

7. RAF Shawbury and 1 FTS provided access to all elements of the training system and welfare facilities as requested by the NFTE Accreditation Team. RAF Shawbury and 1 FTS clearly demonstrated a cohesive unit that is capable of integrating and supporting the welfare requirements of international students to a satisfactory standard.

8. **Recommendation. It is recommended that RAF Shawbury and 1 Flying Training School is accredited as a NATO Flying Training Europe campus.**

ORGANISATION & SUPERVISION (SATISFACTORY)

¹ ISO 9001 is the international standard that defines the requirements for a Quality Management System (QMS).

9. **Flying Training Location.** All flying training is conducted from RAF Shawbury (<https://maps.app.goo.gl/bcLfYvhirsJMx3f8>), except the maritime training element (if required), and the tactical training during phase 3. Maritime training is conducted on the H145 at RAF Valley (<https://maps.app.goo.gl/FuGcGtyeHi1yHspE8>), and the Phase 3 tactical training is conducted from Middle Wallop (<https://maps.app.goo.gl/USDH3sQmdS2gQWyX7>).

10. **Organisation (Military).** RAF Shawbury is the home of 1 Flying Training School (1 FTS). The Commandant of 1 FTS is an RAF OF5 who is the Aviation Delivery Duty Holder (DDH) with responsibility for the quality of training and legally accountable that the aircraft are safe to operate and are operated safely, and responsibility for the quality of output standard, duty of care and military ethos. Under the command of the Commandant are Squadron Commanders of OF4 rank. The Station Commander at RAF Shawbury is an RAF OF4, who is responsible for base support functions and aerodrome operations. The Head of Flying Training for the Royal Air Force is an OF6, and the Operational Duty Holder for all training undertaken in the UK is the Air Officer Commanding 22 Group at OF7.

11. **Organisation (Civilian).** The training provider (TP) at RAF Shawbury is Ascent². The General Manager is an experienced RW pilot who is responsible for the line management of all civilian staff and delivery of the flying task. The managing Director of Ascent also has previous experience as a military Fast Jet pilot.

12. **Flying Supervision.** 1 FTS evidenced a robust system of flying supervision, comprising of a duty Senior Supervisor (responsible for the safe execution of the 1 FTS daily task), a duty Operation Officer (responsible for the safe execution of the Squadron flying task) and a duty Pilot assigned to the associated squadron for authorisations.. A Training Management Information System (TMIS) provides data on all aircrew qualifications, currencies and training requirements.

TRAINING SYSTEM (SATISFACTORY)

13. **Aircraft.** 1 FTS operates the Airbus helicopters EC135 T3H (H135) for RW Phase 2 and 3 training, and the BK117 D2 (H145) aircraft for solely for RW Phase 3 training, which are called Juno HT Mk 1 and Jupiter Mk 1 respectively in RAF service. The Juno and Jupiter are both twin-engine civil helicopters. RW Crewman training is mostly conducted on the H145. The 1 FTS fleet is military registered and owned by the UK Ministry of Defence, operated with civil oversight through the UK Civil Aviation Authority (UK CAA).



Image 1: H135 Juno



Image 2: H145 Jupiter

² A joint venture between Lockheed Martin and Babcock.

14. **Infrastructure.** The TP provides 1 FTS with modern facilities for the delivery of all training in the Duke of Cambridge (DoC) Building. These are shared facilities between the military and civilian staff and the students. The DoC building is also where all ground school and Ground Based Training is delivered, as well as housing the Squadron offices and crewrooms.



Image 3: The Duke of Cambridge Building

15. **Instructors.** The instructors at 1 FTS are both military and civilian, the split being approximately 60/40. All civilian instructors (ground school and flying) are previous military pilots with considerable experience as RW Qualified Flying Instructors. The Central Flying School (CFS) assessment of the flying units at 1 FTS are attached at Annex A³; the standard of aircrew instruction and pure flying was assessed as GOOD.

16. **Ground school.** The ground school phase lasts between 5-12 weeks, the variable being whether a student has conducted a recognized ground school in a previous phase of training. During the ground school phase, all students undertake 1 week of Advanced Personal Leadership Development Training (APDLT)⁴. The ground school has 11 classrooms, all equipped with interactive smart board TV screens. During the ground school phase, all students undergo an Aircrew Conditioning Programme with the Gymnasium staff.

³ As the accreditation team had access to the Central Flying School reports on instructor assessment, no observation was made of a sortie brief/debrief during the visit.

⁴ APDLT aims to develop military leadership and teamwork skills in preparation for the flying phase of training.

17. **Ground Based Training Equipment (GBTE).** A comprehensive suite of GBTE is available for the training of pilots and mission aircrew.

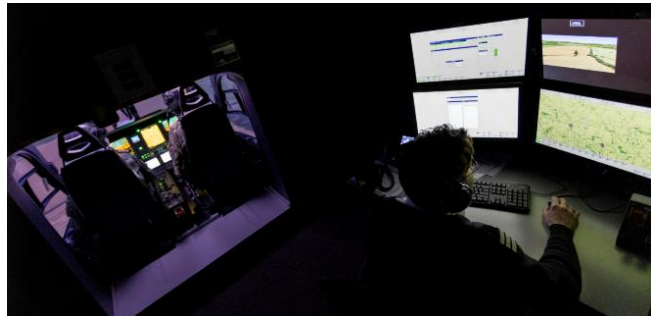
17.1 **RW Pilot Training GBTE.**

17.1.1 **Command & Tactics Trainer (CTT).** The CTT comprises 4 cockpits that can be linked if required. They are used to teach cockpit checks and procedures.



Images 4 & 5: Command & Tactics Trainer

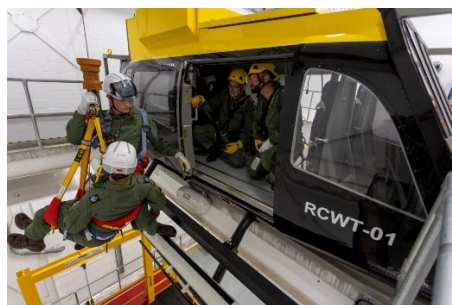
17.1.2 **Flying Training Device (FTD).** The FTD is used to teach the full suite of RW handling and emergency procedures.



Images 6 & 7: H135 Flight Training Device

17.2 **RW Crewmen Training GBTE.**

17.2.1 **Rear Crew Winch Trainer.** The Rear Crew Winch Trainer is an indoor facility to train RW winch operators.



Images 8 & 9: Rear Crew Winch Trainer

17.2.2 **Rear Crew Cabin Trainer.** The Rear Crew Cabin Trainer is a large helicopter cabin used for internal loading and restraint of cargo. It can also be used for the teaching of vehicle marshalling and troop safety briefings.

17.2.3 **Rear Crew Virtual Reality Trainer.** The Rear Crew Virtual Reality (VR) Trainer is used to train RW Crewmen in RW cabin procedures, utilizing VR goggles and a cabin mock up with an associated instructor console.

18. **Courseware.** Students are provided with a personal laptop for the duration of the training course. All courseware (ground school and flying) is loaded onto the laptop to deliver computer based training. On request, the laptops can be taken overseas.

19. **Syllabus.** The syllabus was considered by the NFTE accreditation team to meet the minimum training requirements⁵ for RW Phase 2 and 3 training, and RW Crewman and RW Observer training. Whilst there are many courses available at 1 FTS to cover the UK requirements across the 3 Services, a breakdown of the hours (live/synthetic) for the main courses offered is illustrated below with Phase 3 RW training being split into 2 training pathways: Support Helicopter and Attack Helicopter.

Event	Duration (weeks)	Live Flying Hours	Live / Synthetic Split
RW Groundschool	5	-	100% Synth
RW Pilot Phase 2 (Short Course) ⁶	25	51	56% Live / 44% Synth
RW Pilot Phase 2 (Long Course) ⁷	35	66	59% Live / 41% Synth
RW Pilot Phase 3 (Attack Helicopter)	24	56	44% Live / 56% Synth
RW Pilot Phase 3 (Support Helicopter)	24	56	55% Live / 45% Synth
RW Observer	12	20	36% Live / 64% Synth
RW Crewman (Phases 2 & 3 Generic) ⁸	42	64	50% Live / 50% Synth

20. **Changes to Training System Design in Next 3 Years.** Nil anticipated.

⁵ An NFTE minimum baseline training requirement document is pending action, and will be used for future NFTE accreditation activity. Until this document is agreed, subject matter expertise has been exercised by the NFTE Accreditation Team.

⁶ The RW Phase 2 Short Course is delivered to pilots who have undertaken Phase 1 on a fixed wing platform.

⁷ The RW Phase 2 Long Course is delivered to pilots who have not undertaken Phase 1 training.

⁸ The duration and hours provided are generic as they differ slightly depending on whether the requirement is from the Army, Royal Navy or Air Force.

21. **International Training.** 1 FTS is currently training DEU Air Force and Army students and has recently completed the training of Irish Air Corp students. Additionally, there are instructors at 1 FTS on exchange from the Jordanian and Pakistan Air Force. It was evidenced that RAF Shawbury is well practiced in the hosting of international staff and students and that the training and support offered international students does not differ in any area from that offered to UK students.

22. **English Language Standards.** All staff, including the 2 x exchange instructors (Pakistan and Jordan) meet the 3, 3, 3, 3⁹ in accordance with NATO Standardisation Agreement 6001 (Language Proficiency Levels). All students attending training at 1 FTS are expected to be proficient in English language to 3, 3, 2, 2 levels.

23. **Flying Clothing.** Flying clothing and Aircrew Assembly Equipment (AEA) are provided by the TP. On arrival in the UK, students are sized by the RAF Centre of Medicine and suitably sized flying clothing is provided to the students, which is worn during all phases of flying training. Night Vision Devices are allocated when required and immersion suits are allocated if a trainee is required to conduct maritime training at RAF Valley as part of Phase 3 training.

24. **Course Completion Certification.** A report is raised on each student at the completion of ground school and each phase of training. A course completion certificate would be issued if required.

SAFETY MANAGEMENT (SATISFACTORY)

25. **Engineering Practices.** The H135 and H145 aircraft are managed and maintained by Airbus Helicopters UK, which operates UK Military Aviation Authority (MAA) and UK CAA approved Part Continuing Airworthiness Management Organisation (CAMO) and Part 145 organisations. The Commandant of 1 FTS as DDH oversees the Airbus Helicopters UK CAMO through the Military CAMO (an RAF Engineer Officer of OF4 rank who reports directly to the DDH). First, second and third party assurance of all engineering practices was clearly evidenced.

26. **Air System Safety Case.** Both the H135 and H145 have an air system safety case that is reviewed annually by the Operational Duty Holder at 2* level. Additionally, air safety training is conducted during Station air safety days, Squadron flight safety briefs and Human Factors and Crew Resource Management training sessions.

27. **Air Safety.** 1 FTS has an Air Safety Team (AST) who provide the DDH with the evidence that the aircraft are being operated safely. The AST demonstrated robust mechanisms and practices to manage risk management, error management and occurrence management.

QUALITY ASSURANCE (SATISFACTORY)

28. **Quality Assurance.** The TP is ISO 9001 accredited and has a robust Quality Management System, which is fully compliant with the UK Defence Systems Approach to Training.

29. **Continual Improvement.** There is a robust and active mechanism to allow continual improvement, consistent with ISO 9001 accreditation.

⁹ The categories are: listening, speaking, reading and writing.

30. **Other Assurance Reports.** The Central Flying School (CFS) assessment of the Phase 2 training squadron at 1 FTS is attached at Annex A.

DOMESTIC & WELFARE (SATISFACTORY)

31. **Accommodation.** Students are accommodated on base in single living accommodation comprising a double bed and desk. Shower and bathroom facilities are either shared (in the main Officers Mess) or en-suite (in the purpose built accommodation block). Within the accommodation block there are also shared clothes washing/drying facilities and a kitchenette with fridge, freezer and microwave. Personal cooking is prohibited within the accommodation block due to fire regulations. There is no provision for dependent accommodation on base; if this is required it would need to be sourced and funded by the Sending Nation. WiFi is provided in all accommodation blocks.



Image 10: Single Accommodation



Image 11: Single Accommodation En-suite

32. **Food.** Three meals a day are provided in either the Officers or Senior Non Commissioned Officers Mess (rank dependent). There is also a flight line feeder which provides lunch for students and instructors. Students are provided a reference number, which allows them to pay for their food on a monthly basis rather than a pay as you dine basis. High energy rations are also available in the crewroom.



Image 12: Flight Line Feeder

33. **Medical Provision.** Primary health and dental care is provided on base, as well as providing emergency support for on base incidents. The medical staff have aviation qualifications, which allow them to provide annual aircrew medical examinations.



Image 13: RAF Shawbury Medical and Dental Facility

34. **Student Safeguarding.** 1 FTS is covered by a Supervisory Care Directive (SCD) detailing the safeguarding of students undertaking training. A recent OFSTED (Office for Standards in Education, Children's Services and Skills)¹⁰ inspection of the SCD assessed it as outstanding. All instructors have undertaken Advanced Care of Trainee training.

35. **Student Supervision.** Students at 1 FTS have a Squadron Commander (OF4), a military Flight Commander and a dedicated course commander¹¹.

36. **Access to Own Nation Support.** Subject to prior agreement and arrangement, 1 FTS would be amenable to support by the sending nation in the form of a Senior National Representative.

37. **Provision for Foreign Students.** 1 FTS and RAF Shawbury are fully inclusive of international students, there being no delineation between them and UK students in any area of 1 FTS or RAF Shawbury.

38. **Recreational Facilities.** There is a very well equipped and modern gymnasium facility on base that is available to all students (and dependents). It features a large sports hall, weights room, spinning facility, squash courts and cardio/multi gym equipment. There is also an external astro turf sports pitch.

¹⁰ OFSTED is a UK Government assessment body who inspect and reports on anywhere that provides education for young people in England.

¹¹ The course commander may be either civilian or military, but will be a serving instructor pilot at 1 FTS.



Images 14 and 15: Gym Facilities



Image 16: Squash Court



Image 17: Sports Hall

MILITARY STANDARDS & ETHOS (SATISFACTORY)

39. **Military Standards.** 1 FTS and the TP have an organizational structure and scheduled syllabus activities that foster a military mentality during aircrew training. Each flying unit is commanded by a military officer (OF4) and each course has a military course commander (OF2/3). The Central Flying School report at Annex A provided an assessment of EXCELLENT regarding military standards, ethos and morale.

OBSERVATIONS AND RECOMMENDATIONS

40. RAF Shawbury, 1 FTS and the Training provider are assessed as being SATISFACTORY in all areas required for NFTE accreditation.

**Jason Hawker, NSPA
NFTE Principal Officer**

Signature

Date

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**Lt Col Martijn Brouns RNLAf
Head of Training**

Signature

Date

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**Sqn Ldr Andrew Waldon
Central Flying School Examiner**

Signature

Date

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ACCEPTANCE OF REPORT AND NFTE STEERING BOARD DECISION

The recommendations of this report are accepted in full. On behalf of the NATO Flight Training Europe Steering Board, NATO Flight Training Europe campus accreditation is granted to RAF Shawbury and 1 Flying Training School, Royal Air Force.

**Gp Capt Ryan Morris RAF
NFTE Steering Board Chair**

Signature

Date



17 Nov 24

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Annex A: Assurance visit by CFS Exam Wg to 705 Naval Air Squadron (NAS), RAF Shawbury

Assurance visit by CFS Exam Wg to 705 Naval Air Squadron (NAS), RAF Shawbury

Introduction

1. A team from CFS Exam Wg visited 705 NAS during the period 1 Jul – 12 Jul 24. This was a routine visit conducted iaw Ref A and 22 Gp ASOs. The Team members were:

Name	Unit	Role
Sqn Ldr A Waldron	CFS Exam Wg	Team Leader
Flt Lt T Pollard	CFS Exam Wg	CFS Pilot Examiner
Capt M Wilson	CFS Exam Wg	CFS Pilot Examiner
MACR A Clulow	CFS Exam Wg	CFS Rearcrew Examiner
MACR M Lingham	CFS Exam Wg	CFS Rearcrew Examiner

Aims

2. The aims of the visit and assessment criteria are outlined below. They are divided into two sections: ORGANISATIONAL issues that, whilst not under the control of the Sqn Cdr, impact their ability to deliver; and UNIT issues that do pertain directly to the delivery of flying training and are under the control of the Sqn Cdr.

a. **Organisational issues.**

- (1) Assess enabling functions, including asset availability, training devices, supporting infrastructure and courseware.
- (2) Assess airfield operating criteria.
- (3) Advise on any other matters that a unit cdr or higher authority may request.
- (4) Report on matters of air safety (by exception).

b. **Unit issues.**

- (1) Assess the standards of flying and aircrew instruction.
- (2) Assess the standardisation of aircraft handling and operation.
- (3) Examine the effectiveness of flying supervision.
- (4) Assess the continuance of military standards, ethos and morale.
- (5) Assess the standards of flying related administration.

Assessment of overall performance and within each area considered is graded against UNSATISFACTORY, MARGINAL, SATISFACTORY, GOOD and EXCELLENT.

3. It is recognised that some of the issues raised in this report may be the responsibility of contractors or partners to address. However, as CFS do not have full contractual visibility, all observations and recommendations will be attributed to the unit being assured, with the expectation that the unit command and management chains will assign specific ownership.

Achievement

4. The complement of QHIs suitable and available for testing was as follows:

	Complement	Numbers suitable and available for testing	Numbers tested
QHIs	14	12	12
TOTALS	14	12	12

5. Several examinations had been completed adjacent to the visit. Therefore, the numbers above include those tested in the previous 6 months to the visit and those tested during the visit. Ground examinations were conducted on all staff tested, no trainees were checked during the visit, although an additional trainee sortie was observed. The deficit of 2 x QHIs that have not been tested were 1 x retiree and 1 x leaving the service.

Test results

6. The results for checks conducted are as follows:

QHIs.

- (1) Above standard of category 0
- (2) At standard of category 11
- (3) Below standard of category 0
- (4) Competent to Instruct 1
- (5) Confirmation of category 0

Observations and recommendations

Recommendations outstanding from previous Exam Wg visits

7. There were 6 recommendations and 1 observation from the previous visit. Most of these have been completed following previous engagement with the unit, but there is one recommendation still outstanding.

Recommendation: Whilst it was noted that 705 NAS had taken active steps to protect one of their morning briefs, which ensured standardisation and face to face contact could take place, it was felt by the team that 1 FTS should return to daily morning briefs, especially with the arrival of foreign trainees.

Major observations and recommendations from this visit¹

8. There were no major observations or recommendations arising from this visit.

Organisational observations and recommendations

Enabling Functions

9. 1 FTS is split into two sub-units, 9 Regt AAC and 2 Maritime Air Wing (MAW). 2 MAW comprises of 660 Sqn AAC and 705 NAS and is commanded by a Royal Navy SO1. 705 NAS is commanded by a Royal Navy SO2 and the Sqn staff comprise of both military and Ascent personnel. The Training Officer is military, who is supported by a civilian deputy. There are 2 additional CFS Accredited Instructors (CAIs) who assist in the delivery of instructor training.

10. The Sqn delivers 2 courses for trainees, 315 Basic Rotary Wing Training (BRT) and 317 BRT (long) which are for pilots with no formal FW training experience. Instructor courses for CQT (765) and Staff Role Conversion (715) are also delivered to instructors. In order to refresh winged trainees who have been on holds, 925 course exists as a refresher syllabus.

11. It should be noted that the current parallel sqn set up of both 660 Sqn and 705 NAS delivering identical courses is soon to change at 1 FTS. The future plan will see 705 NAS deliver the more advanced training and 660 Sqn delivering the basic flying training syllabus. The examining team observed that this is a positive step and will monitor how this is delivered over the next 2 years between reports.

12. 1 FTS has a central system for the booking of training areas. Although there are limited areas that offer maximum training opportunities for several sorties, it was noted that this has not been aired as a concern compared to previous years.

13. The standard of supporting infrastructure was assessed as **GOOD**.

¹ A major observation is one of Regulatory non-compliance, or which directly affects Air Safety.

Airfield operating criteria

14. Air Traffic Control personnel resource continues to cause issues with IF embargos lasting up to 3 hours daily. Chetwynd and Ternhill operating areas also had limitations on aircraft numbers and availability, which could have an obvious affect on training.
15. There are currently runway repair works taking place on the airfield leading to several weeks of disruption for the operators. Whilst this did not impact the current flying schedule, it was noted that as works increase, it may impact on the training delivery and availability of suitable areas.
16. All instructors were observed to be operating iaw the RAF Shawbury published orders.
17. The standard of the airfield operating criteria were assessed as

GOOD. Other matters requested by unit Cdr or higher authority.

18. It was discussed that although the addition of 1 foreign instructor on the unit bolsters the line QHI numbers, they are counted as a full JPAN position alongside their UK counterparts. This creates an unrealistic overview of staffing levels as the foreign instructor timeline to onboard and cultural differences mean they are not able to support the unit to a normal UK QHI requirement.

Observation: The team believe that the foreign instructor should be treated as a separate additional QHI and not be counted as the permanent JPAN staffing numbers for the unit.

Air safety

19. There were no air safety related observations or recommendations from this visit.

Unit related observations and recommendations

Standards of flying and aircrew instruction

20. 705 NAS instructors deliver regular trainee sorties live and in the FTD, all were assessed as operating to their standard of category.
21. Continuity between primary staff instructors and their trainees has fluctuated, with it being raised in the forums as an issue. Although this has not been reflected in the pass rate of trainees, it may be worth noting for any lower grade trends in the future.
22. The standard of aircrew instruction and pure flying was assessed as

GOOD. Standardisation of aircraft handling and operation

23. The Juno HT1 is equipped with a moving map display (DMAP) that can be overlaid with information including from the ACAS. Although discussed in the previous report about direction to use NAVD in the basic phase, the current trainees still raise a valid point over the ability to use all the available SA tools to help them during flying training.

24. There are now additional standardisation points that accompany the instructor pace notes which was overall seen as a positive step forward. A standardisation log also exists electronically on the unit which aids the instructors, but it was noted that this method is not utilised by the trainees.

25. The standardisation of aircraft handling and operation was assessed as

GOOD. Flying supervision

26. The supervision of daily live flying was found to be of a good standard. TMS was utilised by DAs and supervisors to track currencies and there was a robust authorisation process in place.

27. The supervision of new B2 instructors on the unit was robust and seen as a positive process by the examining team. Regular B2 supervisory sorties and ground assessments were conducted on the unit which prepares them well for subsequent upgrades to B1.

28. Post COVID implementations still seem to exist on the unit; the normal routine is not to conduct daily morning briefs. They are conducted on Wednesday (protected so all staff and trainees can attend), Thursday (Wing brief – not protected) and Friday (not protected) at 0830. The Thursday brief is a Wing brief and the Wing CO attends and addresses the unit. The team attended the Wednesday brief where standardisation and trainee performances are covered alongside the parallel 660 Sqn. The team noted that all of the regular daily morning brief items like Question of the day, emergencies, recce and avoids were all covered in the one 'protected' Wednesday brief. This also ran into the standardisation brief with instructors only, which meant a total of approx. 2 hours at the start of the day. It was felt by the examining team that a daily brief that is protected for all would allow for more touch points for the trainees and a bite size approach to aviation awareness.

Recommendation: As per the previous unit report in Jul 22 – Whilst it was noted that 705 NAS had taken active steps to protect one of their morning briefs, which ensured standardisation and face to face contact could take place, it was felt by the team that 1 FTS should return to daily morning briefs, especially with the arrival of foreign trainees.

29. The standard of flying supervision was assessed as

GOOD. Military standards, ethos and morale

30. 705 NAS maintains a Royal Navy structure and working relationships between staff and trainees was seen to be one of a professional nature with a strong Sqn identity noted by the team. Trainee morale continues to be high and they stated they enjoyed the working environment and were grateful for the good working relationship with the staff. Of note for the unit, during the forums both the staff and the trainees stated they had a sense of squadron identity and enjoyed the ethos at work.

31. Military standards, ethos and morale was assessed as

EXCELLENT.

32. **Flying related administration**

33. All logbooks, F5000s (or SS equivalent) and Training Folders were inspected. There were some minor errors in signatures and some discrepancies in the recording of IRTs across logbooks and F166s. The exam team noted that this is across 1FTS and will consider a wider school discussion over standardisation of IF documentation.

The standard of flying related administration was assessed as **GOOD**.

Assessment

34. The overall standard of the unit was assessed as **GOOD**, broken down as follows:

a. **Organisational Issues**

- (1) Assessment of enabling functions – **GOOD**.
- (2) Assessment of airfield operating criteria – **GOOD**.
- (3) Air safety – **NSTR**.

b. **Unit Issues**

- (1) The standards of aircrew instruction, flying and operation – **GOOD**.
- (2) Standardisation of ac handling and operation – **GOOD**.
- (3) Effectiveness of flying supervision – **GOOD**.
- (4) Assessment of military standards, ethos and morale – **EXCELLENT**.
- (5) Assessment of flying related administration – **GOOD**.

Summary and conclusions

35. **Debrief and Test Reports.** At the end of the visit OC CFS Heli Exam informally debriefed Lt Cdr De Maine, CO 705 NAS. Individual test reports were provided to CO 705 NAS. The observations and recommendations should be considered for action. It was noted that due to the structure of the organisation, many of the recommendations had multiple owners or no obvious owner. This will be monitored by the Exam Wg team.

36. The Sqn was well prepared for the visit and the staff were open and helpful when dealing with the team; I thank CO 705 NAS for the hospitality shown to the CFS team. The positive summary is that all the staff are focused on developing the best outcome for the trainee and striving to deliver the best flying training; I especially commend the Sqn for the **EXCELLENT** assessment of military standards, ethos and morale.

J LE CORNU
Wg Cdr
OC Exam Wg

Comments by higher authority:

Comdt 1 FTS

Many thanks for this report.

Great to see the recognition of the hard work of the team, especially on the military ethos side that has been recognised.

I will take forward the overseas instructor observation, but with limited QHI resource out there it may be difficult to get another UK Service to take this on.

As to morning briefs, the real constraint is the scheduling and MFTS construct and whilst not ideal, I think the current briefing schedule is fit for purpose, but this is Sqn business.

Head of Flying Training

A strong showing from 705 NAS, which reflects the hard work and professionalism of the team.

There are 83 Mil QHI JPANs at 1FTS used to generate 71 FTE QHI to meet the contracted position. The DFT supports wider Defence Engagement tasks via the NRE programme for 1 x JOR and 1 x PAK QHI operating at 1FTS and has aspirations to grow further NRE under the NFTE construct. It is recognized that these NRE positions come with some administrative and supervisory overheads that, alongside cultural differences, may result in a slightly lower level of overall output. However, these are offset against the wider aims of Defence in cultivating positive relationships with international partners, and the current overall impact is negligible while throughput at 1FTS remains circa 70% of the SUN-C design figure.

Delighted to see that military standards, ethos and morale are assessed as EXCELLENT, reflecting the wider elements of Phase 2 training delivered by 1FTS; daily morning briefs, as recommended, may support this further.