

# Office Memorandum • UNITED STATES GOVERNMENT FEDERAL AVIATION AGENCY

TO : Chief, Operations Division, FS-400

DATE: August 19, 1959

FROM : Acting Chief, International Operations Branch

SUBJECT: Policy of Foreign Air Carriers Regarding Retirement Age

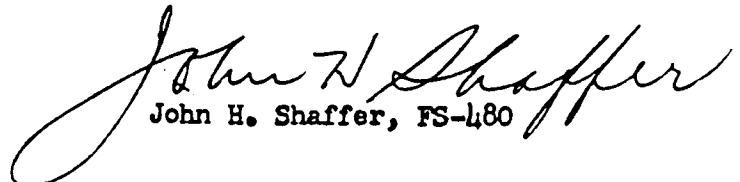
FS-1 has requested (via telephone) that information be compiled on the subject matter and submitted before August 20, 1959. This report is available for your immediate attention and forwarding.

It is not considered necessary to submit copies of the field reports except in the instance of the London IFO. An overwhelming number of reports from all parts of the world, other than the European area, state that there are no age limitations on the retirement of an air carrier pilot nor on utilization on specific types of equipment. Our Tokyo IFO indicates that the Japan Air Lines has no age limitations. Also there are no Japanese Government restrictions, but the Japanese are looking to the United States for leadership in this field.

The Manila IFO states that Cathay Pacific Airways has a compulsory retirement age of 55 utilizing all types of aircraft, and the Indian Airlines conforms to the same policy.

The Buenos Aires IFO states that there is a bill now in the Argentine Congress which, if passed, will permit airline pilots to retire at age 45. The LAN pilots of Chile may retire after twenty-five years' service, if they desire, at full pay by the government.

The London IFO report has more substance on this survey than the other IFO's. It is a very excellent summation of the situation in the European air carriers which have had to face the problem of training pilots on the high performance aircraft.

  
John H. Shaffer, FS-480

Attachment:

London IFO Memo of 8/13/59 to FS-480

OPERATIONS DIVISION  
AUG 20 1959  
RECEIVED

FEDERAL AVIATION AGENCY

Chief, International Operations Branch, FS-480  
Bureau of Flight Standards  
Chief Advisor, International Field Office,  
London

August 13, 1959

Policy of Foreign Air Carriers Regarding  
Retirement Age; FS-480 Message 30/2105Z

In reply to subject message from FS-480, the London IFO has made contact with the larger foreign air carriers based in our geographical area. The London IFO does not have supervision over these foreign air carriers. However, it is felt that we could best acquire the information requested by our handling the situation from the headquarters of the air carrier.

No contact was made with Deutsch Lufthansa; Finnair or Austrian Airlines, as their pilot personnel is limited, or their operations have been in service for a relatively short time.

BOAC In an interview with Captain Farnsworth, Superintendent of Flight Operations, it was brought out that BOAC established and signed a new working agreement with the pilots on August 11, 1959, which had been under consideration for some time. The restrictions of the new policy are based on the experience they have gained in many years of operation of reciprocating, turbo-prop jets and turbo jet aircraft and future additional mental and physical factors that supposedly will be needed in the operation of large turbo jet aircraft, i.e., Boeing 707 and VC-10.

In the past BOAC had in reality a Gentlemen's Agreement that pilots would automatically retire at 60 years of age. BOAC, like most European Airlines, had little or no operation during the last World War. The age group of pilots reaching retirement at the present time were involved in the recession of the war and many of their flight personnel dispersed to different fields of endeavorment. A goodly share of the pilots who did return have been absorbed in administrative positions created by their own large expansion and installation in subsidiary airlines. At the present time BOAC has one active pilot who is 55 years of age; two active pilots who are 54 years of age and only a total of 47 active pilots who are over 45 years of age. Consequently, any immediate retirement program will affect only a very small percentage of their active group.

The new agreement specifies forced retirement when reaching the age of 55 years. In conjunction with forced retirement, BOAC is allowing, what they describe as a ten year notification period, which permits

pilots who are presently over forty-five years of age to continue until 60 years of age before retiring, contingent on meeting the requirements and a Company Review Board. The Company is still promoting the pilot bid system for types of equipment, based on seniority. However, it does not preclude the Company from making selective choices or refusing individuals whose aptitude, based on past records and performances, is not suitable for turbo jet equipment. Captain Farnsworth brought out that BOAC could not conceive of training and checking out a pilot in jet aircraft where the airline would receive less than two complete years of utilization. Hence BOAC restricts changes to jet aircraft by pilots when reaching 53 years of age. If during the jet training a pilot fails to complete satisfactorily the syllabus and flight checks, he will revert back to the type of equipment he formerly operated. The Company is considering lowering the on duty time for flight crews on jet type aircraft from 16 hours for the two pilot crew to 14½ hours.

In their Boeing 707 training program they are planning, besides ground training, 15 hours in a simulator and 12 to 15 hours on actual flight training. BOAC is confident that with their two proficiency checks a year; one line route check a year and two pilots completely rated in aircraft, that a higher standard of safety will be maintained. There are no United Kingdom Government regulations on ages for pilots on scheduled airlines.

KLM - In a discussion with Mr. Bake, Assistant Chief Pilot - KLM, the following information was received in regard to their pilot retirement program (Mr. Bake spoke in behalf of the Chief Pilot, who was on holiday):

KLM has an agreement with their pilots that retirement will occur when they reach the age of 50. However, upon reaching that age, the pilot can make a request for additional years up to a maximum of 55, at which time he is forced to retire. Each year after the age of 55, a Board of Review, consisting of the Chief Pilot; Check Pilots and Management Officials, reviews the individual pilot's qualifications and performance. A running record is kept of the pilot's mistakes and complaints, which are reviewed at this time, and an extensive physical examination, requiring approximately five hours to complete, is performed. Consideration is also given at this time to the pilot's outside interests, to determine whether or not this activity is detracting from his professional interest and ability.

In the history of KLM, at least since the inception of high performance aircraft after World War II, there has been only one pilot reach the age of 55 before his forced retirement occurred. This, incidentally, took place in Central America. Three others recently reached the age of 50, two of which voluntarily retired at that age - the third one was denied continued service on the basis of the findings of the subject Review Board.

With respect to the turbo-prop and jet pilots, excluding Viscounts, KLM have a maximum age of 46, at which time they are not eligible for checking out unless they have been recently active in flying high performance civil or military aircraft. Mr. Bake stated that KLM had found themselves in the peculiarly fortunate position of having a comparatively young group of pilots who had been trained subsequent to World War II. It is envisioned by them that they will attempt to enact new retirement rules as circumstances and experience dictate.

Mr. Bake further expressed the opinion that it was highly unlikely that any of their pilots who had reached the age of 47 on January 1, 1960 would be permitted to check out in their Lockheed Electras or DC-8's. Several pilots who have approached this age have been advised that they are not eligible to be checked out in these aircraft. The same philosophy and age limitations also apply to the co-pilots. The co-pilots on KLM are required to undergo physical checkups with the same frequency as captains (6 months) and be completely checked out on the particular equipment to which they are presently assigned. The same requirements will be applied with the acquisition of the new equipment expected in October of this year.

No Dutch Government regulations are in existence regarding retirement age for pilots.

SABENA - In an interview with the office of the Chief Pilot, Captain Diels and their Industrial Relations Manager, Mr. Mortehan, the following information was acquired from Sabena:

In the past, and at the present time, Sabena has no company restriction for retirement age of pilots. The airline's contract with the flight crews involves only flight times; duty times and rest period limitations, etc. Sabena ceased operations during World War II and have very few pilots who have reached the questionable retirement age. The oldest active pilot is 51 years of age and only 11 pilots of the active group are over 45 years of age. In preparation for their jet aircraft deliveries in November 1959, the company has established the rule that no pilot over 47 years of age will train or be checked out in turbo jet aircraft. This requirement is based on amortization before retirement. The airlines general concept of this period extends over seven or eight years, so in essence Sabena has a retirement program of 54 or 55 years of age. All of Sabena's thinking and development of a retirement program have been in the vein of economics. Management reveals that

they are conscientiously watching the developments of other larger airlines for restrictions that are found to be necessary for pilots operating high performance turbo jets. Their status seems to be one of following the other airlines, instead of developing their own standards.

There are no Belgian Government rules in force regarding retirement age for pilots.

SAS - In an interview with the office of the Chief Pilot, SAS, at Stockholm, Sweden, it was revealed that SAS entered into a new agreement with the pilots a few months ago. The agreement specifies compulsory retirement for pilots in all categories at 60 years of age. A pilot by his own choice may choose to retire at 55 years. Continuation beyond 55 years of age is dependent upon the pilot meeting the necessary proficiency checks and state of his physical condition. The maximum age for checking out in turbo-jet aircraft is 53 years of age. No basic age restrictions are involved in reciprocating type aircraft.

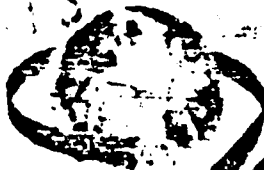
In addition to the age restraints, the agreement stipulates the monthly time limitations will be 100 hours a month for propeller airplanes and 85 hours a month on jet airplanes. On a 90 day period the flight time limitations are 285 hours for propeller aircraft and 255 hours for jet aircraft. The yearly time limits restrict pilots to 1,000 hours on propeller aircraft and 950 hours on jet aircraft.

No Swedish, Danish or Norwegian Government regulations are in existence regarding retirement age for pilots.

	1. Compulsory Retirement Age	2. Age Restriction on Specific Types	3. Age Limitation - Normal Pilot Duty
BOAC	55	53 All Types	55; 60 for those presently over 45
KLM	55	46 for Turbo jet	50
SABENA	<del>55 in essence</del> ment	47 for Turbo jet	55
SAS	60	53 for Turbo jet	55

cc: NYIDO

Harry A. Kircher



**Iberia**

Iberia, Compañía Maritima, Aerolineas de Líneas Aéreas

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**IBERIA**

de Líneas Aéreas

September 14, 1959

Federal Aviation Agency  
Federal Building  
New York International Airport  
Jamaica 30, N.Y.

Att: Mr. Lee Jett

Dear Sir:

In connection with the phone inquiry we received from your office we wish to answer as follows:

1. IBERIA has no compulsory retirement age for Pilot's but, the Spanish Government passed a law establishing the age limit at 55 for the Pilot's duty on Flight.
2. There is no restrictions as to a specific type of aircraft, nor are there any requirements for age limitations for Pilot's duty on conventional or high performance aircrafts.

Hoping this information will be of assistance, we remain,

Yours very truly,

**IBERIA AIR LINES OF SPAIN**

**C. Llorens  
U.S. Operations Manager**

CLL/ddp  
cc: U.S. Gen.Mgr.



78-~~880~~  
75-~~185B~~

Miss Prioleau (GC-2) called G. Winslow October 23, 1959, and read a copy of letter from the Director General, Air Services Dept. of Transport, Ottawa, Canada -

On the subject of age limit for pilots in Canada, the yardstick used is not age but physical fitness - if a pilot is physically fit he may continue in his duties. However, the steps taken by FAA in regard to age limitation are being closely followed there.