

20/6/16.

THIS EMAIL
DEMONSTRATES
THE PROPOSAL
WAS PUT TO CASA.

From: Glen Buckley <glen.buckley@mft.edu.au>

Sent: Monday, 20 June 2016 10:55 PM

* To: Costa, John

Cc: Ermin Javier; derek.fox@casa.gov.au; rowland.cheshire@casa.gov.au

Subject: Message from Glen Buckley regarding new Proposal

Dear John,

As you are aware I am in the process of putting together an Alliance of Flight Organisations, under an Industry Leading Group of Professionals. My intention is to build a Team that can communicate with CASA in an Effective, Professional and Constructive Manner.

I have now invested significantly in this Proposal. If practical I would like the Opportunity to meet with you in the CASA office to outline my proposed course of action. I will be seeking significant guidance from CASA during this process. My intention is to "get it right" the first time. I genuinely want to work as closely with CASA as your resources permit.

If I can detail my intentions clearly, it will assist you with resource planning. I'm very thick skinned (I didn't say even tempered) so I would welcome any guidance. The Maintenance oversight aspect will be a significant component of my proposal, so your guidance will be of equal value to any other CASA personnel you feel should be involved.

Look forward to hearing from you. Cheers. Glen.

Regards,

Glen Buckley
Melbourne Flight Training

* JOHN COSTA (LEADER OF CMT 2
THE TEAM THAT DESIGNED APTA)

21/06/16

REQUESTING
MEETING WITH
CASA RE PROPOSAL

From: Glen Buckley <glen.buckley@mft.edu.au>

Sent: Tuesday, 21 June 2016 9:27 AM

To: Costa, John

Cc: derek.fox@casa.gov.au; rowland.cheshire@casa.gov.au; Ermin Javier

Subject: RE: Message from Glen Buckley regarding new Proposal [SEC=UNCLASSIFIED]

Hi John,

Regarding the timeframe, I would ideally like to try and meet next week. To give you an indication of the timeframes. I am fully available all week.

The balance of this month will be contacting schools in VIC/TAS

Early July, I propose visiting potentially interested schools.

July 4th Personnel Commencing Employment

Mid July- Meeting of potentially interested Schools and CASA

September 1st- Commence Operations.

Regarding attendees at the meeting, perhaps Michelle Massey and someone from the Flight training side, or whoever she deems appropriate. As I wish to move fairly quickly on this, some aspects may need to get elevated, so ideally someone from Michelle's level would be ideal. I will endeavour to send through a more comprehensive proposal over the next 24 hours.

Cheers. Glen.

Regards,

Glen Buckley
Melbourne Flight Training

Evidence that back
in June 2016. 18
months before the
CASA reversal, I
was discussing the
proposal with CASA.
Note - three CASA
personnel included.

23/06/16

From: Glen Buckley <glen.buckley@mft.edu.au>

Sent: Thursday, 23 June 2016 11:26 AM

To: Costa, John

Cc: rowland.cheshire@casa.gov.au; derek.fox@casa.gov.au

Subject: The final copy of my proposal

Good Morning Gentleman,

I have finalised my Proposal to fellow Flying School Owners in the VIC/TAS region. Another massive one finger typed document, written sitting on my Garage Floor until late in the Evenings.

It remains to be formatted, PDFed etc, but it will keep you in the loop.

Thankyou sincerely for your support and encouragement. Now all that remains is to see if we can "kick some goals"

Cheers. Glen.

Regards,

Glen Buckley
Melbourne Flight Training

13107116

NOTIFYING
CASA OF
INITIAL INTEREST
BY CUSTOMERS

From: Glen Buckley <glen.buckley@mft.edu.au>

Sent: Wednesday, 15 July 2015 3:21 PM

To: Costa, John

Cc: derek.fox@casa.gov.au; rowland.cheshire@casa.gov.au

Subject: Message from Glen Buckley regarding Australian Pilot Training Alliance (APTA)

Hi John,

For your information I have had significant interest in the concept of the Australian Pilot Training Alliance. I anticipate contacting you within 14 days to commence addition of the first base. I intend to take the first one on alone as it will give me the opportunity to refine the process, before adding any more.

At this early stage I would suggest that there will be a few more bases to add during the latter part of August.

Assuming that they are existing Flight Training Organisations, are you able to give me an indication of time frames for CASA to process the associated requirements i.e. Approvals, Inspections, etc.

Cheers. Glen

Regards,

Glen Buckley
Melbourne Flight Training

1/8/16

From: Glen Buckley <glen.b@auspta.com.au>
Sent: Monday, 1 August 2016 3:21 PM
To: Costa, John <John.Costa@casa.gov.au>
Subject: Change of Company name for MFT

Dear John,

As you are aware Melbourne Flight Training Pty Ltd hold the ARN 759217 . This Company holds the AOC and trades as Melbourne Flight Training.

As you are aware we are working towards forming the Australian Pilot Training Alliance.

My intention is to effect a name change of the Company away from Melbourne Flight Training Pty Ltd and Register a new name Australian Pilot Training Alliance Pty Ltd.

There are no other changes with the exception of the name change.

The reasoning behind this decision is to have the name APTA appear on documentation such as the AOC rather than Melbourne Flight Training.

I feel this will better portray a collaborative approach rather than appear that Organisations are being swallowed up by MFT.

It may be that this query is better directed to Reg Services, but have sent it through to you in the first instance.

Cheers. Glen.

1/8/16

From: Costa, John [mailto:John.Costa@casa.gov.au]

Sent: Monday, 1 August 2016 3:34 PM

To: Glen Buckley <glen.b@auspta.com.au>

Subject: RE: Change of Company name for MFT [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Glen,

Thank you for the info-understood.

A change of name will affect your approvals if they have been issued to MFT for example the CEO, HAAMC, HOO any other exemptions approvals. It will also affect your OPSM, but there are ways in which you can manage the variation to give the time required. The ARN should remain the same so long as the entity that the original AOC was issued to remains the same-such as the ABN and/or CAN.

Rowland and I are at MBR on Thursday if you have a few minutes so we can take a look at what you have by way of approvals and how you may want to manage the transition? We are available at around 10:30 if that helps.

Kindest regards

John Costa

Certificate Team Manager-Southern Region

Safety Assurance Branch

26104117

From: Crawford, Graeme <Graeme.Crawford@casa.gov.au>

Sent: Wednesday, 26 April 2017, 5:40 PM

To: Glen Buckley

Cc: Massey, Michelle

Subject: RE: Message from Glen Buckley [SEC=UNCLASSIFIED]

UNCLASSIFIED

Glen,

I really appreciate you taking the time to recognise the efforts of the team in Southern Region who worked with you on gaining your P141 & P142 approvals.

I know it has been a long and stressful journey for you and I truly hope you can now enjoy the destination.

Congratulations to you and your team,

Graeme

Graeme M. Crawford

Group Manager – Aviation Group

7/10/17

From: Glen Buckley
Sent: Saturday, 7 October 2017 10:50 AM
To: Crawford, Graeme <Graeme.Crawford@casa.gov.au>
Cc: john.costa@casa.gov.au
Subject: Request for meeting with Glen Buckley from APTA (dont roll your eyes)

Dear Mr Graeme Crawford,

You may recall me from this previous email,

"Dear Mr Graeme Crawford,

I am writing to update you on our process in working towards the Part 142 Approval. I have been advised by Mr John Costa that the issue is imminent.

The purpose of my letter is to provide some feedback.

As you are aware I have some concerns about the Process and associated costs. But that is not the purpose of this email.

I would like to convey my appreciation for the exceptional support provided by the Southern Region team. It was obvious that a very significant allocation of resources was made available to my Company and I am very appreciative of that

Every person involved in the process was nothing less than exceptional. I do appreciate that some direction did come from your Office, and that required a number of CASA Personnel to redirect their efforts. Could I respectfully request that you pass my thanks down the line.

Although the Transition process got off to a somewhat slow start, I am very confident that the process is improving significantly. Lots of lessons learned by both sides that will benefit future applicants and facilitate smoother Transitions going forward.

Once again thank you for your initial direction, and thanks to the Southern Region for so professionally executing the task.

Cheers. Glen."

But alas, I fear you will better remember me, from our meeting in Aviation House on Wednesday 18th January 2017, which I will choose to gloss over if that's OK?

You may recall that towards the end of that meeting you queried me about my "project", which I assumed to be the Australian Pilot Training Alliance (APTA). I brushed your query aside, because I felt I was there as the CEO of Melbourne Flight Training, and that was totally independent to my role as CEO of APTA. In this correspondence however I am writing to you as the CEO of APTA.

I am certainly not "eating humble pie" but; I am, now nibbling at the crust of it. It actually looks and smells quite good. I needed more ingredients than the recipe book said, and the ingredients were much harder to get, I had to cook it much much longer, but it came together very well.

In all seriousness, the Product is exceptional. Not just my own, but I am now truly convinced that any well intentioned, well resourced Part 142 Organisation has a lot to contribute. It is a measurably

safer organisation. On that point I unreservedly admit that component of my initial argument was wrong. It is, Safer.

My project APTA, had an extremely slow start, part due to the 12 month delay of the Transition date. We now have that date locked in by CASA, and I have had significant interest from a number of Operators with three other Organisations joining over the last few weeks. Information about this concept is on our website at www.auspta.com.au. A recent media release has generated a level of interest from a number of media outlets. APTA is not intended to deliver a significant ROI. It is intended and designed from the outset as a means to increase Safety and Quality, while actually stimulating Business. It is an umbrella organisation and the Profit and Loss is fully disclosed to all members including wages and salaries paid. All member subscription fees are re-invested into developing and improving the group.

My area of preference to operate in is, Victoria and Tasmania. If this system works, nothing would give me greater satisfaction, than to see it replicated. To fully reach its potential, it depends on an almost intertwined relationship with CASA, and that is the purpose of this correspondence.

Am I able to request a meeting with the appropriate Personnel within CASA. The request is not urgent, and I appreciate it will require many weeks scheduling. The purpose of this meeting is to find out what CASA wants. How can APTA help CASA to get the product out there. I need to build a strong relationship. I want to work very closely. Ideally I would like to have somebody from CASA placed within the group as a liaison person with all expenses of that deployment met by APTA. That is simply one option, but I would like to explore all options.

My only time constraint is that I anticipate discussing the concept with the media over coming weeks, Australian Flying has approached me and intend to do a fairly comprehensive article on the concept over Christmas

I have included our draft contract that has variations applied to it, as required. In particular the final pages contain the "spirit of APTA". It will give you an overview of the concept. Obviously it has a level of commercial sensitivity attached to it, but I do appreciate that by the nature of this correspondence I am sharing it.

Thankyou for your consideration. I have included Mr John Costa in on this email, as I am sure he is eagerly looking for more things to get involved in, in the lead up to Christmas,

Cheers. Glen.

26/04/17

DISCUSSIONS
ABOUT
MEETING FOR
CASA TO
PRESENT OUR
APPROVAL

From: Glen Buckley [mailto:glen.buckley@mft.edu.au]

Sent: Wednesday, 26 April 2017 3:33 PM

To: Costa, John

Subject: Message from Glen Buckley

Hi John,

Thanks for the call earlier. Thankyou sincerely to the entire team for their very significant assistance that was provided.

As you will appreciate from my telephone conversation it is somewhat of a double edged sword. The achievement is significant, but so are the costs to the Business in getting there. Although it is a relief to have the process finalised, the burden has been very very significant on my own personal situation and on MFT, hence my apparent lack of excitement about the achievement. It is an important milestone however and I do need to separate the achievement from the process and associated costs.

If Michelle is available to present the certificate on Friday, that would be fine, and appreciated. There is no doubt that the achievement has come to fruition due to the exceptional efforts by every member of the team that we have engaged with. The extra efforts made over recent months has been particularly appreciated as I know you have a very significant workload and a number of Organisations pulling you in many different directions.

I can assure you that I am very supportive of CASA and particularly the team from the Southern Region. I do have my own view on the 141/142 process, but I do appreciate the importance of staying positive about the process and encouraging other operators to get on board and start moving towards Transition. My intention when discussing the process with other Operators is to be positive and encouraging, and I have no intention of infecting other Operators with any sort of negativity.

With that in mind, if Michelle is available we would welcome anyone from CASA here on Friday. I recognise that it is potentially an "opportunity" for CASA and MFT.

Cheers. Glen.

Regards,

Glen Buckley
Melbourne Flight Training

26/04/17

From: Crawford, Graeme <Graeme.Crawford@casa.gov.au>
Sent: Wednesday, 26 April 2017 5:40 PM
To: Glen Buckley
Cc: Massey, Michelle
Subject: RE: Message from Glen Buckley [SEC=UNCLASSIFIED]

UNCLASSIFIED

Glen,

I really appreciate you taking the time to recognise the efforts of the team in Southern Region who worked with you on gaining your P141 & P142 approvals.

I know it has been a long and stressful journey for you and I truly hope you can now enjoy the destination.

Congratulations to you and your team,

Graeme

Graeme M. Crawford

Group Manager – Aviation Group

14/08/17

ADVISING
CASA THAT
AVIA INTEND
TO JOIN.

From: Glen Buckley <glen.b@auspta.com.au>

To: Costa, John <John.Costa@casa.gov.au>; Nishi (naomichi.nishizawa@casa.gov.au)
<naomichi.nishizawa@casa.gov.au>; Bankien, Harold <Harold.Bankien@casa.gov.au>

Cc: Ermin Guido Javier Jr. <ermin.j@auspta.com.au>; Andrew Warland-Browne
<andrew.wb@auspta.com.au>; Laveniya Ruthralingam <laveniya.r@auspta.com.au>; Andrew Roff
<aroff@base64.com.au>

Subject: Update on Avia joining APTA

Dear John Costa and Team,

I mention contracts
but at this stage
CASA was not
interested

Further to our discussion Thursday August 3rd, I have been formally advised that Avias intention is to join APTA.

We are in receipt of the signed contracts, and are ready to commence the process.

I appreciate CASAs significant workload at the moment, but our intention is to work towards a six week time line

Importantly for Avia, they wish to maintain continuity of operations if all practical. At this stage, my understanding is that they will have the continuing support of their existing HOO, Max Sereno, so I do not expect any loss of Key Personnel.

In the event that Avia were to lose any existing Key Personnel during that period, our intention would be to transfer the Students to MFT, temporarily delivering the training for RPL and PPL only, under our syllabi, until Avia operations were ready. This training would be delivered from our existing MFT base.

Ermin has been very clear on his expectation that irrespective of the outcome with the Key Personnel, we will not compromise our procedures. Similarly, there will obviously be no expectation that CASA would compromise there procedures

For your information our intention is for Darren Schmidt, current Training Manager at MFT, and Flight Examiner to take on the role of Senior Base Pilot at Avia. Darren has been with us for about seven years and will be the ideal candidate due to his familiarity with APTAs operations. It is anticipated that Darren will transfer to Avia in approximately two weeks time

Thankyou for your consideration, please feel free to contact Ermin or myself with any queries or any clarification you require.

Thankyou to the team in anticipation of your assistance.

Cheers. Glen.

We used existing personnel
to move to the new high
business level of operational control