



ICAO DAKAR | UNITING AVIATION

# Workshop on RSOOs/RAIO Implementation Support to States

*Virtual meeting, 8 – 10 August 2023*

Building CAAs HR Capacity for Aviation

Safety Regulation & Oversight

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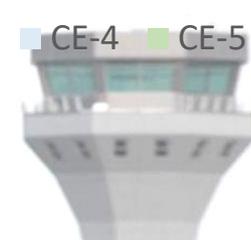
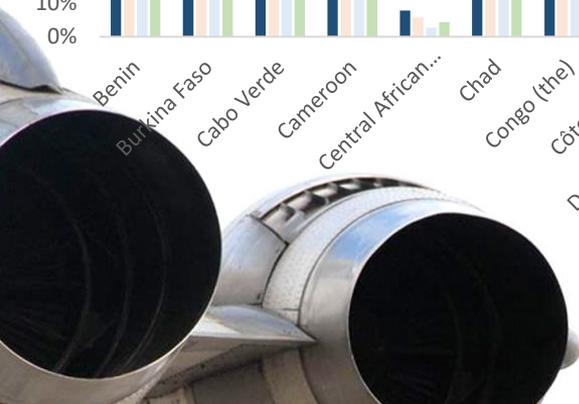
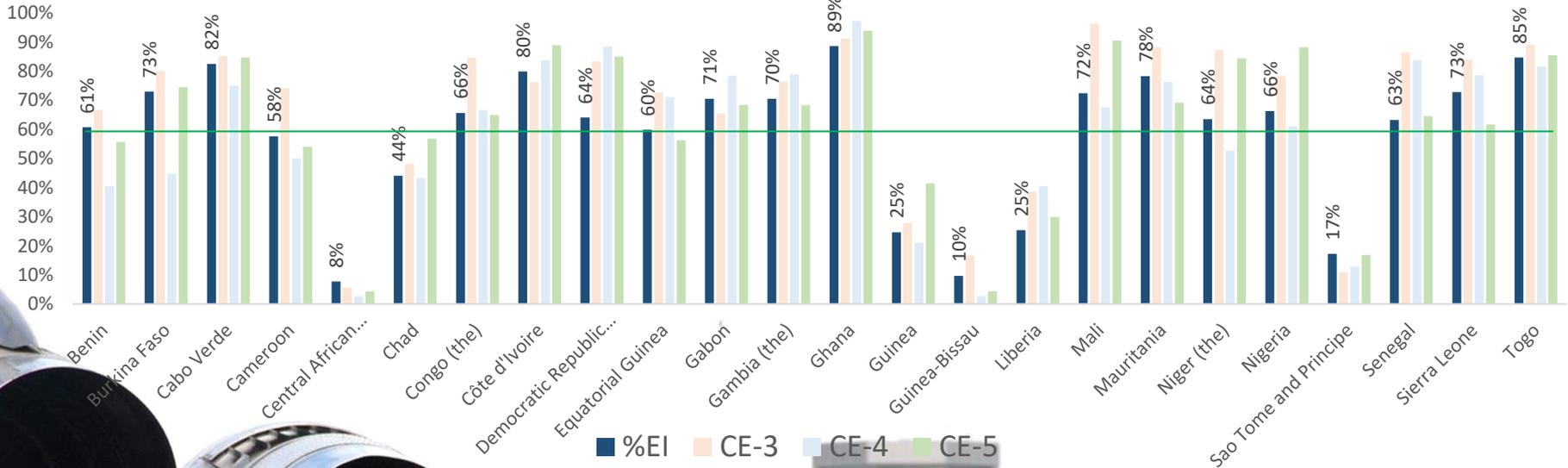


- I. **Impact of Human Resources in States Safety Oversight Performance**
- II. **States Safety Oversight Human Resources capacity building framework**
- III. **States vision in Safety Oversight HR capacity building**
- IV. **States Safety Oversight HR Policy statement**
- V. **Staffing methodologies**
- VI. **Training requirements**
- VII. **Training plans**
- VIII. **Training Evaluation**
- IX. **Training records**
- X. **Next Steps**



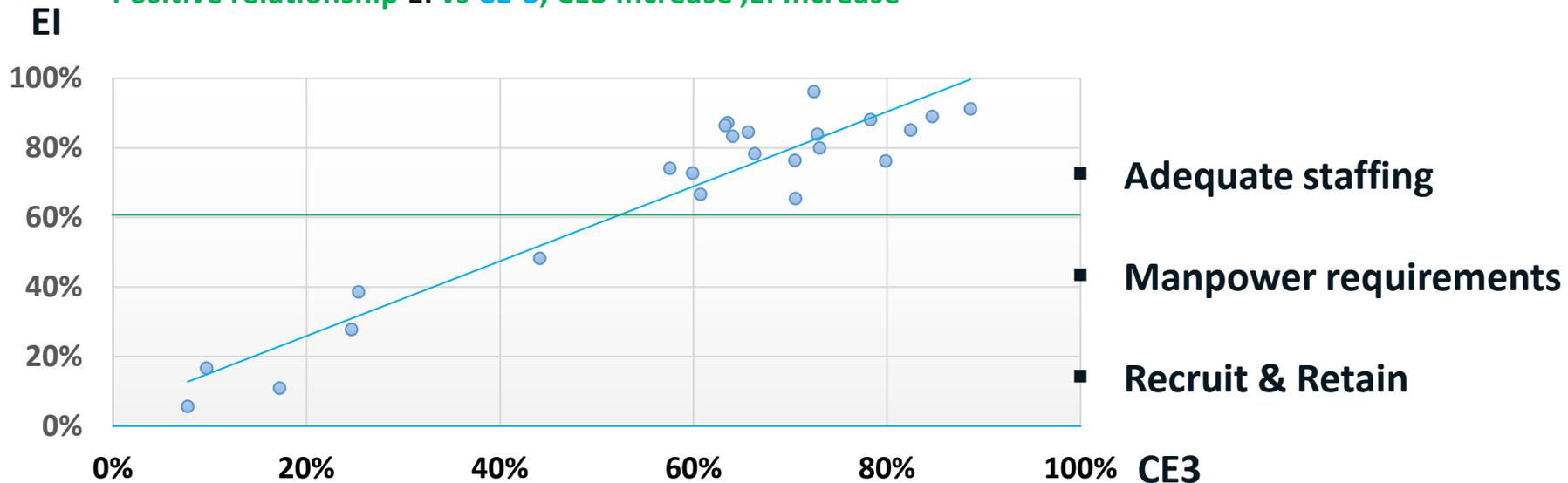
# Impact of Human Resources in States Oversight Performance (1/4)

WACAF



## Impact of Human Resources in States Oversight Performance (2/4)

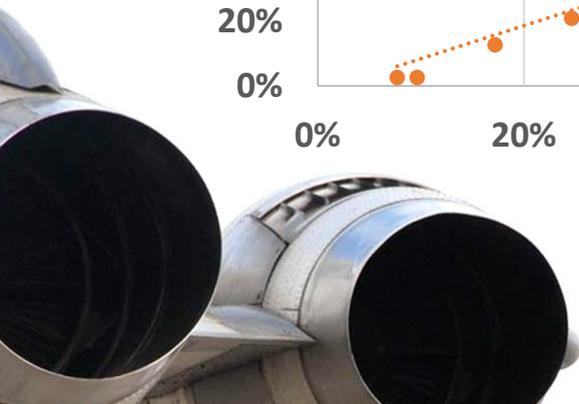
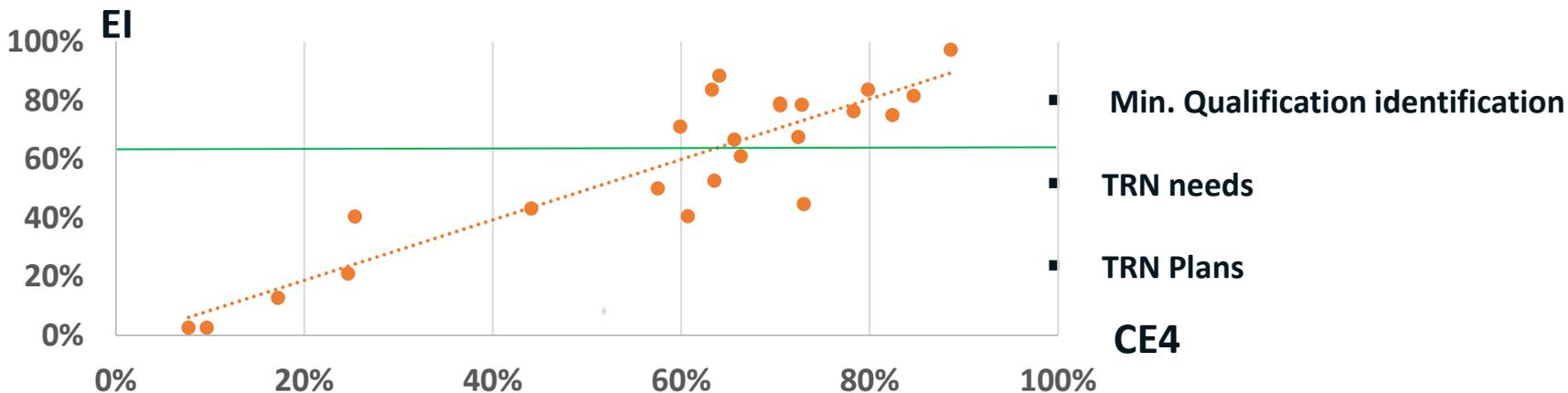
Positive relationship EI vs CE-3, CE3 Increase ,EI Increase





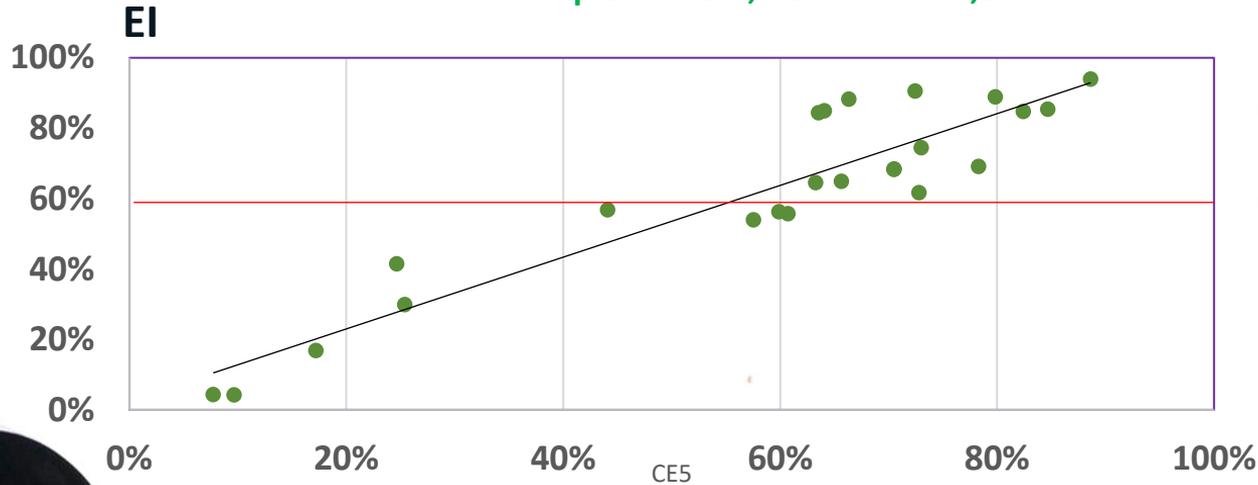
## Impact of Human Resources in States Oversight Performance (3/4)

Positive relationship EI vs CE-4, CE4 Increase ,EI Increase



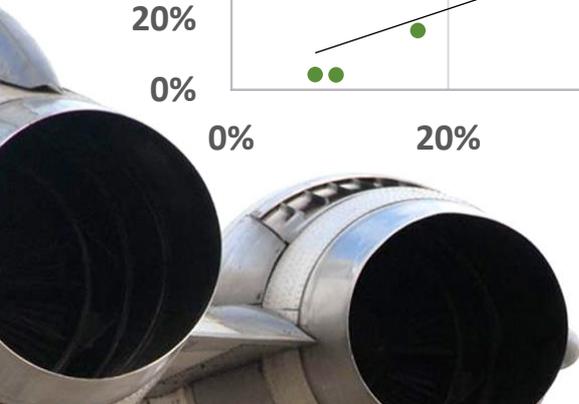
## Impact of Human Resources in States Oversight Performance (4/4)

Positive relationship EI vs CE-5, CE5 Increase ,EI Increase



- Internal guides & procedures
- Instructions to the industry

CE5





## States Safety Oversight Human Resources capacity building framework

Framework of Human Resource for Aviation Safety Oversight involves various considerations including but not limited to:

- Vision and policies on HR Performance competencies
- Mobilization of financial resources
- Planning, implementation and monitoring of staffing and training
- Guidance materials provided in ICAO relevant provisions (Doc 9734 Part A – *The Establishment and Management of a State Safety Oversight System*, Doc 10070– *Manual on the Competencies of Civil Aviation Safety Inspectors (CASI)*)





# Vision

**As National Aviation Regulator, establish a Civil Aviation Safety Inspectors (CASI) Team built on a robust competencies based HR capacity.**





**To provide for each area of the USOAP, the required number of Civil Aviation Inspectors (CASI) duly trained and motivated to carry out the safety oversight functions assigned to the CAA through:**

- **CASI staffing and retention policy including minimum qualification requirement and recruitment procedures**
- **CASI training programmes and Plans development, implementation and monitoring including necessary types of trainings**





## Required CAA CASI staffing depends on various factors:

- Amplitude, depth and complexity of the industry to be regulated and oversighted
- Frequencies of oversight activities
- Trends in industry developments
- Opportunities in the State to recruit CASI
- Other factors
- **No standardized staffing methodology by ICAO**





**Best Practices and common sense require to identify comprehensively functions and tasks assigned and to be conducted by CASIs including but not limited to:**

- **Development/amendments of Regulations and Guidance Materials,**
- **Inspections and audits of the industry,**
- **Certifications and approvals and other activities**





## Best Practices and common sense require to estimate :

- The possible trends in industry developments
- The opportunities in the State to recruit CASIs
- Other factors





**Best Practices and common sense require to estimate as fully as possible:**

- **The yearly time consumption of the identified activities including time allocated to none specific oversight function but that affect the availability of the CASI (Tc)**
- **Available yearly working time in the year taking into consideration the all the possible cases of unavailability of a CASI ( Live, Training , sickness, etc..) (Tav)**
- **A first estimated number of CASIs can be “reasonably” computed as  $Nca = TC/Tav$ )**
- **This figured should be adjusted to have a “realistic” final number of inspectors**
- **The States remains the one to own the responsibility of determining number of the required CASI**



- **Trainig Programme is the foundation of the building of competencies and performance**
- **States CASI training programme identifies the training needs**
- **Training needs should reflect the capacity to conduct the tasks identified for CASIs staffing**
- **CAAs Training programmes should include Initial, specilized, OJT, Periodic/Recurrent Training**





**Training Plans includes the mobilization of resources such as:**

- **Finance**
- **Staff of the HR department, with skills for a consistent and thorough training planning**
- **Training schools and training centers**





## Training Plans:

- **Includes individual planning for each CASI**
- **Is established for along a defined period (3, 5 or more years)**
- **Is detailed into Initial, Specialized, Recurrent/Periodic trainings and OJT**





## Training Evaluation

- **Status of Implementation of Training Plan should be evaluated**
- **Relevance of training conducted should be assessed in short medium and long terms**





- **CASIs Training should be duly recorded and kept in a secured area**
- **CASIs Training recorded should be continuously reviewed and updated**





## **RSOOs assistance to States to:**

- **Identify staffing and training needs**
- **Develop training Programmes**
- **Identify Training Centers/Schools**
- **Develop and implement training plans**





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THANK YOU