
DRAFT TERMS OF REFERENCE OF THE ATS COMPETENCY STUDY GROUP (ATSCSG)

Terms of Reference (TOR)

- 1 The ATSCSG will review and assess the adequacy of training in the following areas against ICAO Annex 11 requirements, Doc 4444 and common operational requirements (industry best practices) as follows:
 - a) Aviation Training Academies, schools and institutions.
 - b) Abridging (conversion) training being provided by ANSPs in order to bring their candidates to set Standards and to specific requirements air traffic services units (ATSUs) requirements (airspace configuration, aircraft movements, procedural or radar control, etc.).
 - c) Type and quality of on-the-job (OJT) training being provided, covering both initial and in-service OJT.
 - d) Recurrent training.
 - e) Special training including introduction/indoctrination to new technologies.
 - f) Development and implementation of training programmes and training plans (Ref. ICAO USOAP Audit reports).
 - g) ANSP mechanisms to identify and rectify competency deficiencies.
2. The ATSCSG will review the shortcomings in these areas and will make recommendations to the ATM/AIM/SAR Sub-Group to address and rectify them, so as to close the gaps identified.
3. Surveys/visits will be carried out to selected academies/schools/institutions and States as follows:
 - a) Top four FI academies/schools/institutions having the highest output, based on output within the region; (To cover the whole region) Revised the language
 - b) Bottom four AFI academies/schools/institutions having the lowest output, based on output; and
 - c) States with high number of UCRs. (The ATSCSG will be tasked to establish the criteria).
4. Composition/Number of Experts: Kenya, Ghana, Roberts FIR, South Africa, Swaziland, Uganda, TBD FATCA, IFAPA, IATA & ARMA ASECNA (Who and how many members of the Study Group??) States should communicate the names of the participants to the Regional Offices by 4th October 2013.
5. The ATSCSG will be guided by ICAO and will submit interim progress reports to the ESAF Regional Office through the TAG.

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