



Agenda Item 6: Review of the implementation of Doc. 8126 – AIS/AIM Staff Competency Assessment and AIS/AIM Staff Training.

Follow-up to the Implementation of the AIS/AIM Staff Competency Assessment
(Presented by Secretariat)

SUMMARY	
This working paper includes the follow-up to the implementation of the AIS/AIM Personnel Competency Assessment, aligned with the requirements of Part I of Doc. 8126 – AIS Manual	
References: <ul style="list-style-type: none">• Doc. 8126 – AIS Manual• Recommendations of the Workshop on Doc. 8126 – AIS Manual and Doc. 10199 – PANS-IM.• Report of SAM/AIM/16• Doc. 9991 – AIS Personnel Instruction Manual	
Strategic objectives ICAO:	<i>A – Operational Safety</i> <i>B – Capacity and efficiency</i>

1. Introduction

1.1 SAM/AIM/16 followed up on the implementation of an AIS/AIM Staff Competency Assessment Model for both levels (Authority and Service Provider).

1.2 SAM/AIM/16 recommended workshops and seminars to disseminate and build capacity in relation to Part I of Doc. 8126 - AIS Manual.

1.3 Doc. 8126 – AIS Manual, Part I requires the implementation of an AIS/AIM Personnel Competency Assessment System

2. Discussion

2.1 SAM/AIM/16 discussed the implementation of Part I of Doc. 8126 – IYA Handbook. During the examination of this matter, the Meeting analyzed the actions implemented by the States in relation to the implementation of the Competency Assessment of AIS/AIM personnel, both of the Authorities and of the Service Providers, as part of the implementation analysis.

2.2 States have reported that they have national procedures, in the Civil Aviation Authorities, for the assessment of personnel competencies. The Secretariat urged that these national competency assessment procedures be reviewed and aligned with the requirements of Part I of Doc. 8126 – AIS Manual.

2.3 Suriname informed the Meeting of the number of staff working in AIS Offices. In addition, he reported on course proposals for capacity building and strengthening the competencies of AIS/AIM personnel in the State.

2.4 The Workshop on Doc. 8126 – AIS Manual has recommended continuing the Workshops on the AIS Doc. 8126 in order to conduct an in-depth analysis of the requirements included in Doc. 8126 – AIS Manual, and to establish a system for assessing the competencies of AIS/AIM staff.

2.5 The Meeting may wish to consider taking note of the recommendations of the Workshops, as indicated in paragraphs 2.4

2.6 States should make every effort to implement a system of Competency Assessment of AIS/AIM personnel, first defining the competencies that AIS personnel must have to perform in the position.

2.7 According to Doc. 9991 – AIS Personnel Instruction Manual, competency requirements must be determined and documented. Processes (i.e. instruction, assessment plans, etc.) should be established and followed to ensure that all AIS technical staff are adequately trained and evaluated to perform the duties assigned to them.

2.8 A table for monitoring the implementation of the AIS/AIM Staff Competency Assessment is presented in the Appendix to this study note. States are asked to provide the information to fill it out.

3. **Action Required**

3.1. The Meeting is invited to:

- a) take note of the information contained in the document;
- b) provide comments on items 2.4 and 2.7;
- c) consider other actions.

APÉNDICE / APPENDIX

**Tabla de seguimiento de sistemas de Evaluación de Competencias del Personal del AIS/
Follow up table for AIS Personnel Competence Assessment systems**

N°	Estado / State	¿Tiene un Sistema de Evaluación de Competencia para el personal AIS?/ Do you have a Competency Assessment System for AIS personnel?	Su Sistema de Evaluación de Competencia del personal AIS está alineada a los requerimientos del Doc. 8126 – Manual del AIS, Parte I? / Is it your AIS personnel Competency Evaluation System aligned with the requirements of Doc. 8126 – AIS Manual, Part I?
1	Argentina		
2	Brazil		
3	Bolivia		
4	Chile		
5	Colombia		
6	Ecuador		
7	Guyana		
8	Panama		
9	Paraguay		
10	Peru		
1	Suriname		
12	Uruguay		
13	Venezuela		