

## TERMS OF REFERENCE OF THE AIR TRAFFIC SERVICES 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 SG to address and rectify them, so as to close the gaps identified.
3. Surveys should be conducted to cover all AFI States. However, in order to manage costs, time and other resources, visits should be taken to selected academies/schools/institutions in AFI States and detailed focus should be on the four institutions with low output/enrolment of ATM and AIM (including Message Handling) candidates, and four with the highest output. In addition, four ANSPs having the highest number of UCRs should be visited.
4. The ATSCSG will be guided by ICAO and will submit interim progress reports to the ESAF Regional Office through the TAG.
5. The report and proposals of the ATSCSG will be submitted to the ATM/AIM/SAR Sub-Group.
6. Composition/Number of Experts: TBD (*South Africa, Swaziland, Uganda, Ghana, Roberts FIR (Mr. Badara Alieu Tarawaley) Kenya, ASECNA (Messrs. Mr SOURA MOUSSA and Victor NGANDJIRO), IFATCA (Messrs George Mbugua and Serge Tchanda), IFALPA, IATA, ARMA.*
7. The Study Group may, with the agreement of the Secretariat invite other expertise as necessary.
8. Expertise provided to the Study Group should not include persons employed by or having roles in training academies/schools/institutions.

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