3RD MEETING OF THE SOMALI AIRSPACE SPECIAL COORDINATION TEAM

Virtual, 11 April 2022

Agenda Item 2: Report of the Training and Operational Trials Work Group

2.1   PROPOSED TRAINING AND OPERATIONAL TRIAL ROADMAP

(Presented by Somalia)

SUMMARY
This information paper presents the proposed training roadmap for the Somalia Air Traffic Controllers towards attainment of an Area Control Rating and Validation in line with capacity building in preparation for the implementation of Area Control Service. The training plan is part of the milestones to be achieved for the upgrading of the upper airspace of the Mogadishu Flight Information Region (FIR) from Airspace Class G to Class A. **Action by the Meeting is in Paragraph 3 of this WP**
REFRENCE(S) *Annex 1: Personnel Licensing* *Annex 11: Air Traffic Services* *Doc 4444: PANS ATM* *Doc 10056: Manual on Air Traffic Controller Competency-based Training and Assessment* SOMCARs (Somali Civil Aviation and Regulations)

Strategic Objectives	**Related ICAO Strategic Objectives:** **A** – *Safety,* **B** – *Air Navigation Capacity and Efficiency*

1   **INTRODUCTION**

1.1   The State of Somalia through the Somalia Civil Aviation Authority (SCAA) is desirous to implement Airspace Class A over its Flight Information Region (FIR) from FL245 and above, which currently is classified as Airspace Class G.

1.2   The Somalia Airspace Special Coordination Team (SASCT) was setup to support the SCAA coordinate activities that would facilitate achievement of Somalia's objective of upgrading of the Somalia Airspace from Class G to Class A whilst ensuring compliance

with applicable standards of Safety and Efficiency and maintaining the required coordination will all relevant stakeholders.

1.3   Several meetings that have led to the proposed road map have been held between the Somalia Civil Aviation Authority (SCAA) agencies, ICAO and other stakeholders as listed in Appendix 1 of this paper.

2.   DISCUSSION

2.1.   Requirements for an Area Control Rating

2.1.1   **Annex 1** to the Convention on International Civil Aviation **- Personnel Licensing**:

4.5.2 Requirements for air traffic controller ratings
4.5.2.2 Experience
4.5.2.2.1 The applicant shall have:
  a) Satisfactorily completed an approved training course;
  b) Provided, satisfactorily, under the supervision of an appropriately rated air traffic controller:
      2) approach control procedural, approach control surveillance, **area control procedural** or area control surveillance rating: the control service for which the rating is sought, *for a period of not less than 180 hours or three months*, whichever is greater, at the unit for which the rating is sought;

2.1.2   **Doc 10056 – Manual on Air Traffic Controller Competency-based Training and Assessment**

1.6.9 Organization of ATC training
1.6.9.1 The purpose of ATC training is the acquisition and maintenance of the competencies required to perform as an air traffic controller. It includes situations where already licensed/rated ATCOs undertake further training:
      a) as a result of a move to a different working position or new location, while retaining the same rating.
      b) to acquire an additional rating.
      c) to advance their careers in an operational context; and
      d) as a result of upgrades to systems and/or changes to procedures.

2.1.3   **Annex 11** to the Convention on International Civil Aviation – **Air Traffic Services**
2.28 Fatigue management
2.28.1 States shall establish regulations for the purpose of managing fatigue in the provision of air traffic control services. These regulations shall be based upon scientific principles, knowledge and operational experience, with the aim of ensuring that air traffic controllers perform at an adequate level of alertness. To that aim, States shall establish:
      a) regulations that prescribe scheduling limits in accordance with Appendix 5 to

ICAO Annex 11 – ATS (*extract attached as Appendix 9*); and

b) where authorizing air traffic services providers to use a fatigue risk management system (FRMS) to manage fatigue, FRMS regulations in accordance with Appendix 6 to Annex 11.

2.2 Training period

2.2.1   The Class A airspace required to conduct the training has been established through an operations trial which has been published in Somalia AIP SUP 02/2022 effective 21 April 2022 till 21 September 2022.

2.2.2   According to the AIP SUP the Mogadishu FIR will be airspace class A daily between 0300Z and 1800Z.

2.2.3   The training period for the first group of Somalia air traffic controllers is proposed to run from April 23, 2022, for a period of approximately 108 days.

2.2.4   The training roster shall have 2 components that will run concurrently:
- Instructor roster
  2 shifts per day 03:00-15:00 and 06:00-18:00

- Trainee roster
  2 shifts per day 03:00-10:30 and 10:30-18:00

2.2.3   A sample-training roster is attached as Appendix 3.

2.3.   Trainee identification and readiness

2.3.1   In readiness for the establishment of Airspace Class A, SCAA in its Airspace Modernization plan, considered the staff capacity and facilities requirements as documented in the SCAA Transition plan.

2.3.2   The identified personnel numbering 26 Air Traffic Control Officers (ATCOs) have already undergone knowledge training as required in Annex 1 and the Somalia Civil Aviation Regulations (SOMCARs). Attainment of the experience requirements will be met through practical training under supervision of an On-the-Job-Training Instructor (OJTI) in compliance with 2.1 above.

2.3.3 The 26 trainees have been divided into 3 groups
Group 1 – 8 trainees to begin live traffic OJT as from 23 April 2022
Group 2 – 6 trainees to begin live traffic OJT from approximately Aug/Sep 2022
Group 3 – 12 FIS officers to complete Knowledge refresher training and simulation OTI in preparation for start of Live traffic OJT from approximately Dec 2022/Jan 2023

2.3.4   Trainees will undergo training as follows;

- The trainees have been paired into 4 training pairs – A, B, C and D.
- 2pairs shall be on duty and 2 pairs shall be off duty per day in group 1
- 2 shifts per day 03:00-10:30 and 10:30-18:00
- On average each trainee will receive 3.5 hours of OJT per shift, requiring approximately 54 shifts to attain 180 hours.
- To mitigate risk of fatigue,
  o Trainee's shall be rostered, for the most part, on a rotational 2 shifts on/2 shifts off basis
  o Whilst on shift each trainee shall not work on position for longer than 2 hours in at a stretch
- Each Trainee shall be under supervision of a competent OJTI at all times.

2.4.   On Job Training Instructors (OJTIs)

2.4.1   To ensure adequate supervision, the SASCT training work group considered the supervision requirements and recommended that a minimum of three OJTIs would be required. SCAA has secured the services of two extra OJTIs from the neighboring States to complement the one OJTI who is already within SCAA.

2.4.2   The two additional OJTIs completed airspace familiarization process and have received approval from the SCAA to provide OJT instruction in the Mogadishu FIR.

2.4.3   The SASCT Training work group deliberated the scheduling of the OJTIs for the first group of eight trainees. The schedule developed has ensured that risk of OJTI fatigue is mitigated by ensuring that each OJTI has a minimum of 12 hours rest between duty period and a maximum of 12 hours duty hours per day.

2.4.4   To ensure that cases of Fatigue during duty period are further mitigated, the following measures have been taken;
- The 12-hour duty period ensures that there is a maximum watch period of 3hours followed by a 3-hour rest period, during which the OJTI is free from any obligation.
- The three OJTIs alternate on a 2 day ON 1 day OFF rotation. In the event one of the OJTI is indisposed, the training program shall be suspended and the operations revert to Class G provisions as documented in the contingency plan.
- On completion of training for the first group of trainees (3 months), the OJTIs shall be given a break period on a rotational basis. This will allow them to obtain rest before the next group begins and for continued mentorship or **"off position"** supervision of the newly qualified ATCO's during the consolidation period.

3   **ACTION BY THE MEETING**

3.1.   The meeting is invited to;

a) To note of the information contained in the Working Paper.
b) Consider and approve for implementation, the proposals for the rostering of the Trainees, the rostering of the OJTIs and their adequacy in meeting personnel training requirements as described in Appendix 3 (roster)