

3.4 The name, title and contact details of the focal point should be provided in the plan.

Table 1 – National Regulatory Framework

Focal Point Information				
Name		Louis Kweku Opoku		
Title		Mr.		
Organization		Ghana Civil Aviation Authority		
Telephone		+233-21-776171 ext. 1268		
Fax		+233-21-776995		
E-mail		safetyreg@gcaagh.com, polkae@hotmail.com		
Compliance				
Standards and Recommended Practices (SARPs)		Yes , the regulatory framework is in place. <i>Indicate Reference</i>	The regulatory framework is partially in place. <i>Briefly describe what is in place, remaining work and expected date of completion</i>	No , the national regulatory framework has not yet been established. <i>Indicate the type of provision envisaged and the expected date of introduction</i>
Annex 1	1.2.9.1	GCAR 2.2.7		
	1.2.9.2	GCAR 2.2.7(b)		
	1.2.9.4, Appendix 1, Attachment A	GCAR 2.2.7(e)		
	1.2.9.6	GCAR 2.2.7(f)		
	1.2.9.7 (Recommended Practice)	GCAR 2.2.7(c)		
	5.1.1.2 XIII)	GCAR IS:2.2.9(b)XII		
Annex 6	Part I – 3.1.8			30th April 2008
	Part III – 1.1.3			30th April 2008
Annex 10, Volume II	5.1.1.1	GCAR 23.2.5.1.1.1		
	5.2.1.2.1	GCAR 23.2.5.2.1.2.1		
	5.2.1.2.2	GCAR 23.2.5.2.1.2.2		
	5.2.1.2.3	GCAR 23.2.5.2.1.2.3		
Annex 11	2.29.1	GCAR 24.2.28.1		
	2.29.2	GCAR 24.2.28.2		

4. ESTIMATE OF NATIONAL LEVEL OF IMPLEMENTATION

4.1 In order to describe the degree of implementation of language proficiency requirements, the plan should provide an estimate, or snapshot, of the existing level of the proficiency of their pilots, controllers involved in international operations. This estimate should be revised at regular intervals and not less than once a year. The implementation plan should be updated with ICAO accordingly.

4.2 States, with the assistance of operators and service providers, should determine the number of pilots and controllers that are involved in international operations. Within these figures, the

following information would be required: the number of pilots holding ATPL, MPL, CPL and PPL and the number of controllers working in aerodrome, approach and area control facilities. These numbers should be further broken down into levels of language proficiency in accordance with the ICAO rating scale and included in the implementation plan using the table below.

4.3 The language proficiency requirements will be implemented to varying degrees in those States that will not be compliant by 5 March 2008: from minimal implementation activities to nearly full compliance. Thus, some States may not have developed or acquired a capability to determine the level of language proficiency of their personnel using assessment best practices. Those States should provide estimates, to the best of their capability, and update their numbers as their capacity to assess language proficiency in accordance with the ICAO Rating Scale is developed or acquired. If training programmes have been established, estimates based on training assessments may be provided. Other States may have begun to conduct tests and assessments for licensing purposes and would be in a position to confirm a level of proficiency for some of their personnel. In all cases, the manner in which the level of proficiency was estimated should be described (e.g. diagnostic tests, interviews, sampling, personnel linguistic history, licensing tests, etc.).

Table 2 – Estimate of National Level of Implementation

Date: 5th March 2008				
Pilots involved in international operations	ATPL	CPL	MPL	Method of Assessment of Level of Proficiency
Level 3 and below	0	0	0	
Level 4	2	2	0	Licensing Test
Level 5	7	0	0	Licensing Test
Level 6	20	14	0	Licensing Test
PPL				
Date: 5th March 2008				
Indicate number of PPLs involved in international operations	0	Briefly described the method of Assessment of Level of Proficiency		Not applicable

Date: 5th March 2008					
Controllers involved in international operations	Aerodrome	Approach	Area	Student	Method of Assessment of Level of Proficiency
Level 3 and below	0	0	0	0	
Level 4	0	0	0	0	
Level 5	1	0	1	0	
Level 6	12	13	17	0	

5. LANGUAGE PROFICIENCY TRAINING PROGRAMMES

5.1 Language proficiency training programmes are an essential component towards ensuring that personnel achieve and maintain ICAO Operational Level 4 in many States. States should ensure that training is appropriate, effective and efficient through oversight of training providers. Language training programmes can be developed within the resources of a State, air operator or air navigation service provider, or procured through private organizations. In any case, language training providers should ensure that the programmes address the holistic descriptors of Annex 1, Appendix 1, the ICAO rating scale and use language training best practices as described in ICAO *Manual on the Implementation of ICAO Language Proficiency Requirements* (Doc 9835).

5.2 States should use the table below to describe their existing and planned training programmes.

Table 3 – Language Proficiency Training Programmes

State oversight of aviation language training has been established. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	If no, expected date of establishment:
Language Training will be provided through: (Check all that apply)	
Air Navigation Service Provider	
Air Operator/Airline	
Educational Institutions	
Private organizations	30th June 2008

6. LANGUAGE PROFICIENCY ASSESSMENT (OR TESTING) FOR LICENSING PURPOSES

6.1 The high stakes of language proficiency assessments (also referred to as tests) for licensing purposes are well recognized. Chapter 6 of Document 9835 provides more detailed information on the impact and requirements of these tests. These requirements apply whether all or part of the assessment process is established within the resources of a State, air operator or air navigation service provider, or procured through a private organization. States should therefore include information in their implementation plan concerning the process they have, or will be using for the initial and recurrent licensing assessments.

6.2 The following information concerning initial and recurrent proficiency assessments for licensing purposes for pilots and controllers should be provided in the implementation plan.

Table 4 – Language Proficiency Assessment (or Testing) for Licensing Purposes

State oversight of aviation language assessment has been established.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	If no, expected date of establishment:
Pilots		
The Language Proficiency Assessment was/is/will be developed by:		
Civil Aviation Authority		Ghana CAA
Air Operator		
Educational Institution		

Private Organization <i>Optionally, indicate the private organization used</i>	
The Language Proficiency Assessment was/is/will be administered by:	
Civil Aviation Authority	Ghana CAA
Air Operator	
Educational Institution	
Private Organization <i>Optionally, indicate the private organization used</i>	

Controllers	
The Language Proficiency Assessment was/is/will be developed by:	
Civil Aviation Authority	Ghana CAA
Air Navigation Service Provider	
Educational Institution	
Private Organization <i>Optionally, indicate the private organization used</i>	
The Language Proficiency Assessment was/is/will be administered by:	Ghana CAA
Civil Aviation Authority	
Air Navigation Service Provider	
Educational Institution	
Private Organization <i>Optionally, indicate the private organization used</i>	

7. INTERIM MEASURES TO MITIGATE THE RISK

7.1 States that are not in a position to comply with the language proficiency requirement by the applicability date should provide information on the interim risk mitigating measures they will introduce until they achieve compliance in March 2011. All States will need this information to carry out a risk analysis to ensure that the lack of language proficiency is minimized as a potential cause of accidents and incidents.

7.2 States should develop interim measures based on the identification of hazards and risks associated with non- or partial compliance with the language proficiency requirements. A hazard is any situation or condition that has the potential to cause adverse consequences and a risk is the assessed potential for adverse consequences resulting from a hazard. Risk mitigating measures can then be identified.

7.3 Risk mitigating measures should be carefully evaluated to ensure that they do not introduce additional risks and that they are appropriate to organizational and national circumstances. Therefore the prescription of universally applicable risk mitigating measures for the progressive implementation of language proficiency requirements is impractical. States are encouraged to apply the procedures outlined in the ICAO Safety Management Systems training course (<http://www.icao.int/anb/safetymanagement>) and the *Safety Management Manual (SMM)* (Doc 9859) to determine mitigating measures that are the most suitable to them.

7.4 States should document in their implementation plan the mitigating measures that will be introduced until compliance is achieved in March 2011 using the table below.

Table 5 – Interim Measures to Mitigate the Risk

Pilots (international operations)	2008	2009	2010
Commercial multi-pilot operations	See note on page C-2	See note on page C-2	See note on page C-2
General aviation multi-pilot operations	Not applicable	Not applicable	Not applicable
Commercial single-pilot operations	Not applicable	Not applicable	Not applicable
General aviation single-pilot operations	Not applicable	Not applicable	Not applicable
Controllers	All tested		
Aeronautical Station Operators	Not applicable	Not applicable	Not applicable

7.5 In developing potential risk mitigating measures, States can prioritize the steps of their implementation plan considering the most urgent need in terms of safety for commercial operations involved in international operations and those involving general aviation operating under VFR in low density airspace. Implementation plans should examine the risks involved and could prioritize using a phased in compliance until March 2011.

8. POSTING THE PLAN AND NOTIFYING ICAO

8.1 Instructions on how States can post their implementation plan can be found on the ICAO Flight Safety Information Exchange (FSIX) Website at <http://www.icao.int/fsix/>. States may chose to provide a link to a national website where the implementation plan is located or provide ICAO with a PDF file. To facilitate the development of an implementation plan, all of the tables in this document have been compiled and can be found on the FSIX website.

8.2 Implementation plans will be posted in the language in which they are provided. When the implementation plan is provided in a language other than English, States are strongly encouraged to provide an English translation. Please note that implementation plans posted on the FSIX website have not been reviewed or approved by ICAO.

9. NOTIFICATION OF DIFFERENCE

9.1 The implementation plan should also include the required filing of differences pursuant to Article 38 of the Convention. A form of notification of differences to language provisions can be found in Attachment C and should be forwarded to ICAO as part of the implementation plan unless the State has already notified ICAO of such difference. A note on the notification of differences can be found on the FSIX website (<http://www.icao.int/fsix/>). States are reminded that they should document in the AIP any significant difference on language proficiency.

ATTACHMENT C to State letter AN 12/44.6-07/68

**NOTIFICATION OF COMPLIANCE WITH OR
DIFFERENCES FROM LANGUAGE PROVISIONS IN
ANNEXES 1, 6, 10 AND 11**

(Reference to Table 1, paragraph 3, Attachment B)

To: The Secretary General
International Civil Aviation Organization
999 University Street
Montreal, Quebec
Canada H3C 5H7

1. No differences will exist on 6th March 2008 between the national regulations and/or practices of **(State)** Ghana and the language provisions as detailed in Table 1, paragraph 3 of Attachment B of this State letter.

2. The - following differences will exist on - between the regulations and/or practices of **(State)** - and the provisions the language provisions as detailed in Table 1, paragraph 3 of Attachment B of this State letter. (Please see Note 3) below.)

a) Annex Provision (Please give exact paragraph reference)	b) Difference Category (Please indicate A, B, or C)	c) Details of Difference (Please describe the difference clearly and concisely)	d) Remarks (Please indicate reasons for the difference)
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(Please use extra sheets as required)

3. By the dates indicated below,

(State) _____ will have complied with the language provisions as detailed in Table 1, paragraph 3 of Attachment B of this State letter for which differences have been notified in 2 above.

a)	Annex Provision (Please give exact paragraph reference)	b)	Date	c)	Comments
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(Please use extra sheets as required)

Note: All active pilots and air traffic controllers in Ghana have been tested in accordance with the ICAO Language Proficiency Rating Scale in Attachment A of ICAO Annex 1.

Inactive pilots and air traffic controllers are required to be tested for Language Proficiency in addition to other proficiency requirements prior to the re-instatement of their licences.

As at 5th March 2008, 45 pilots and 44 air traffic controllers, constituting active pilots and air traffic controllers in Ghana have been tested in accordance with Language Proficiency requirements of Annex 1. The low number of active pilots is due to the change of the State of Operator of MK Airlines to the United Kingdom and the collapse of the national carrier Ghana Airways, resulting in a decrease of pilots with Ghana licences by over 200.

Signature _____

(Signature)

Date _____

4th MARCH 2008

NOTES

- 1) If paragraph 1 above is applicable to you, please complete paragraph 1 and return this form to ICAO Headquarters. If paragraph 2 is applicable to you, please complete paragraphs 2 and 3 and return the form to ICAO Headquarters.
- 2) Please dispatch the form to reach ICAO Headquarters as soon as possible but prior to 5 March 2008.
- 3) A detailed repetition of previously notified differences, if they continue to apply, may be avoided by stating the current validity of such differences.
- 4) Guidance on the notification of differences from language provisions is provided in the Note on the Notification of Differences at <http://www.icao.int/fsix/>.
- 5) Please send a copy of this notification to the ICAO Regional Director accredited to your Government.

— END —