

**54th CONFERENCE OF
DIRECTORS GENERAL OF CIVIL AVIATION
ASIA AND PACIFIC REGIONS**

*Ulaanbaatar, Mongolia
07 — 11 August 2017*

**AGENDA ITEM 6: TECHNICAL AND REGIONAL
COOPERATION**

**ICAO TCB TECHNICAL COOPERATION TO BANGLADESH,
CAA INSPECTORS' STAFFING REQUIREMENTS
AND THEIR REMUNERATION**

(Presented by Bangladesh)

INFORMATION PAPER

SUMMARY

Retention of technical personnel is always a challenge for the CAAs all over the world especially when funding is an issue for the CAA. The differences in the remuneration packages offered in the Industry and those existing in the CAA have always been the root cause for the shortage of suitably qualified technical persons in the CAAs. The paper discusses the benefits Bangladesh has derived from the Technical Assistance of the ICAO TCB to the State for improving the Aviation Safety & Security and recommends ICAO assistance in the development of a new guidance material on CAA Inspectors' Staffing requirements and their remuneration.

ICAO TCB TECHNICAL COOPERATION TO BANGLADESH, CAA INSPECTORS' STAFFING REQUIREMENTS AND THEIR RÉMUNÉRATION

1. INTRODUCTION

1.1 Bangladesh has received several technical assistances from ICAO Technical Cooperation Bureau (TCB) for implementation of projects for improving the Aviation Safety & Security. However, the retention of qualified CAA Inspectors and a compatible Remuneration compared to those of the industry pose a serious challenge to the State. To overcome this, ICAO assistance in the form of a elaborate Guidance material is sought.

2. DISCUSSION

2.1 Assistance of ICAO TCB to Bangladesh in the form of Technical Cooperation

2.2 Bangladesh has signed several agreements with ICAO TCB during the 39th Session of ICAO Assembly in 2016.

2.3 One such Agreement 'BGD/16/601' is to conduct a fact-finding mission to evaluate CAAB's status to develop a plan of action for the separation of the Air Navigation Service Provider (ANSP) and the Airport Authority from the Regulator, as well as the establishment of an independent Accident Investigation Group (AIG). The main discussion point is the source of revenue both for the Regulator and the Service Provider after separation. The separation process has already started by the field visits of the TCB Experts under the project. The ICAO TCB Team had already submitted the report to TCB.

2.4 In another Agreement 'BGD/16/602' an assessment mission to evaluate requirements for implementation of an Advance Passenger Information System (APIS) to improve the Aviation Security in Bangladesh is in progress.

2.5 CAA Inspectors Staffing requirements and their Remuneration

2.6 To effectively fulfill its responsibilities, the State civil aviation system must be properly organized and staffed with suitably qualified personnel capable of accomplishing the required wide range of technical duties involved in safety oversight. Furthermore, they should also enjoy conditions of service and remuneration consistent with their education, technical knowledge and experience and comparable to those of the operators whose activities they will inspect and supervise. [Ref: GM Doc 9734 Part A, 3.4.2]

2.7 In a bid to raise the Effective Implementation Status of the member States above the Global Average, ICAO APAC Regional Office had conducted two CAT mission in Bangladesh. One of the recommendations was that CAA Bangladesh ensure that regulatory inspectors are remunerated at a level that attract the suitably qualified and experienced personnel and are retained. The cost of retention may be an issue for the CAA but the remuneration package needs to be adjusted with comparable to those of the Industry.

2.8 The cost of recruiting and retaining qualified technical personnel who satisfactorily meet the requirements of the profession represents a significant financial commitment and may require revisions to long-standing policies and regulations regarding remuneration for qualified technical personnel. In order to recruit and retain appropriately qualified personnel who combine professionalism and integrity, it is essential that the State authorities become a competitive employer. [Ref: GM Doc 9734 Part A, 3.4.2]

2.9 Now, the challenges are that being separated from the service providers and airport Authority, how the CAA as a Regulator becomes a competitive employer to develop a significant financial commitment, policies and regulations regarding remuneration for qualified technical

personnel. It may also be difficult to determine the number of CAA inspectors required to perform the State's Safety Oversight Activities effectively depending on the size and complexity of State civil aviation system. The Conference may consider that a separate guidance material for States to resolve this issues.

3. CONCLUSION

3.1 The separation of the Air Navigation Service Provider (ANSP) and the Airport Authority from the Regulator, as well as the establishment of an independent Accident Investigation Group (AIG) has a number of benefits. The CAA then can fully exercise their regulatory powers which otherwise would not have been possible if both the Regulator and the Service Provider were to remain under the same umbrella. Different sets of skills of the regulator are necessary to ensure that the implementation of such regulation optimizes these benefits. The move to establish an Independent AIG in Bangladesh in accordance with the ICAO SARPs and for the protection of Safety Data as detailed in Annex 13 would provide APAC States an example of mitigating such challenges.

4. ACTION BY THE CONFERENCE

4.1 The Conference is invited to:

- a) Inform States that ICAO TCB assistance for implementation of projects with regard to separation of the Air Navigation Service Provider (ANSP) and the Airport Authority from the Regulator, as well as the establishment of an independent Accident Investigation Group (AIG) are available and States may approach ICAO TCB on this; and
- b) Request States CAAs to share their best practices through which they were successful to attract and retain sufficient human resources to meet national and international obligations related to safety oversight of civil aviation with other States.

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