

24th COSCAP-SA STEERING COMMITTEE MEETING

Capacity Building Matrices Discussion Paper 9 (DP-9)

(Presented by the CTA)

SUMMARY

The purpose of this paper is to discuss the development of three capacity building matrices for South Asia. These matrices will address three areas such as Technical Experts, Technical Instructors and Accident Investigators. This paper will briefly describe the processes involved within its development and implementation

1. Background

1.1 Capacity building has always been a challenge for COSCAP SA Member States. Recruitment and retention of inspectors are difficult mostly due to financial, organizational and political factors. Although providing training to inspectors may enhance the capacity building of a State, it still does not resolve the continuous shortage of qualified inspectors.

2. Discussion

2.1 In order to have more readily available access to technical experts, instructors and accident investigators, COSCAP SA Member States are encouraged to work and share their experienced resources together as one “region”. There are several key advantages in sharing resources as such below:

- Less reliance on outside experts/instructors hence more autonomy;
- Cost effective;
- Better support in areas where recruitment and retention of inspectors is very difficult (i.e. the revolving door syndrome);
- For accident investigations, may assist States in establishing an independent, arms length, participation;
- Sharing of resources may increase the potential for more harmonized regulations and the sharing of best practices – “the word spreads around”

2.2 Although the development of a “Pool of Experts” will meet some of the advantages listed above, it was thought that a more systematic approach was required in order to ensure that the “pool” was well qualified, accessible, current and cost effective.

2.3 In order to meet the above objectives, the following steps are proposed for the development of Capacity Building Matrices:

- 1) The first step would be to identify a neutral, unbiased office that would serve as the “Office of Prime Interest (OPI)” that would develop and manage the South Asia Capacity Building Matrices (ASCBM) system. COSCAP SA would be best suited for this task because of its neutrality and overarching functions within South Asian States;
- 2) COSCAP SA would develop selection qualification criteria for each of the three matrices. Note: Prior to becoming final, draft criteria would be circulated to member States for acceptance;
- 3) COSCAP SA would advertise the criteria to member States in order to solicit names of technical staff that may meet the criteria. COSCAP SA would also post the criteria on the COSCAP SA website for the interest of all individuals. This would be to ensure openness and transparency;
- 4) COSCAP SA would collate the results and convene a selection board to discuss the results and make the final determination of who qualifies to be placed on the respective matrices;
- 5) COSCAP SA would post the matrices on the website - restricting access for member States only;
- 6) COSCAP SA would monitor the currency of the matrices on a periodic base. Member States would inform COSCAP SA of any changes in the status of their selected staff as applicable;
- 7) COSCAP SA would develop processes and procedures for the usage of the Matrices;
- 8) COSCAP SA would develop processes and procedures for experts/instructors in the preparation and execution of their functions.
- 9) COSCAP SA would keep record and statistics on technical assistance, training and investigations generated from the usage of the Matrices and report the results to the Steering Committee.
- 10) COSCAP SA would make any follow up adjustments to the ASCBM system as required.
- 11) COSCAP SA would amend the IF&PM to introduce the SACBM as described above.

2.4 COSCAP SA would like to dedicate the months of November and December 2015 to develop the matrices for implementation at the beginning of the New Year 2016. Note that the Annual Work Plan has incorporated the development and potential implementation of the SACBM accordingly.

3. Actions for the meeting

3.1 The COSCAP-SA Steering Committee is invited to review and comment on the proposed South Asia Capacity Building Matrices (SACBM).

- 3.2 Based on the decisions of the Steering Committee, the CTA will make any adjustments as requested by the SC and start the development of the SACBM in Nov. 2015.