

24th STEERING COMMITTEE MEETING**Regulatory Oversight, Air Navigation Planning, Implementation and Capacity Enhancement****Challenges of Regulatory Oversight: Bangladesh Perspective****Discussion Paper 13 (DP-13)**

(Presented by Bangladesh)

SUMMARY

This Paper highlights the global shortage of qualified aviation inspectors, typical salary structure of inspectors, establishing a proper training institute for all formalized training for the inspectors as the challenges to have an effective oversight system of the CAAs in this region. In this Paper, Bangladesh shares her experience in facing those challenges. This Paper also recommends to take initiative to prepare a model organizational structure for the CAAs to propose their respective government with a suggestion for special pay structure, prepare guidance material and provisions while assessing competencies of the inspectors by the respective institutes to develop in house Instructors and Trainers of safety oversight system, to introduce a database for the region to the best utilization of pool of experts among the countries through a terms of reference.

1) Background

1.1 It was presented in 50th DGCA Conference by United States on the Global Shortage of Aviation Inspectors and Bangladesh being a least developing country feels it is the most acute problem to have an effective oversight system due to lack of qualified inspectors. As inspectors perform a core function of an aviation authority and have direct impact on aviation safety. In 50th Conference, United States recommended that ICAO focus attention to this growing need for inspectors and recommends focusing on developing guidelines for inspector training, retention of inspectors (including commensurate pay and retirement age) and the inclusion of safety inspectors in ICAO's Next Generation of Aviation Professionals (NGAP) overall programme. Bangladesh fully endorses the same and would like to discuss a systematic approach on the subject with a retention plan.

2) Discussion

2.1 Realizing the fact, Bangladesh in two and half years developed 50 Inspectors in all different fields from 07 Inspectors in 2012. Now the new challenge is how to retain them for long term with CAAB?

2.2. When we wanted to address the retention plan of the qualified inspectors the next biggest challenge was salary structure? Typically, the salary structure is designed for our country on grade basis; it could be similar for many other countries like us. As such, despite growing up to

this stage with an effective inspectorate division in a very short time we are worried about the sustainability of the oversight function. Bangladesh is also facing serious difficulties to convince government for the newly proposed organizational structure as there are no datum and references.

2.3 To inform the house, we have truly taken care of the Critical Element-4, tried our best to train the CAAB personnel anywhere we had an opportunity. But the next biggest challenge seems to be establishing a proper training institute for all formalized training for an effective oversight system. Thus the Civil Aviation Training Center or CATC has got the TRAINAIR PLUS approval but we are facing difficulties with qualified Instructor or Trainer to be present and retained with the CATC. However, it could be a pool from the region too. But we are yet to get a database from ICAO Regional Office or COSCAP office for a list of qualified Instructors or Trainers to be knocked when needed by a specific country. Because, we think in-house availability of resource person with a continuous credible training programme can bring sustainability over a period of time which will automatically address the NGAP issues too.

2.4 So in summary, Bangladesh thinks a robust oversight can be established by a weak CAA through:

- i. An updated organizational structure which can be researched by ICAO calculating the size of the industry small or medium or large. So that states can refer the model structure to the government and over period of time there will be harmony between the states following a common structural framework to develop human resources.
- ii. Invest on training, particularly updating the instructors or trainer level. We are yet to be sure how much we can deliver or what else we can be delivered by the TRAINAIR PLUS institute?
- iii. Utilize a common pool of Instructors/ Trainers with a defined Terms of Reference to complement each other in the region.

3) Recommendations/Actions

3.1 The Conference is invited to note the information contained in this Paper.

- a) A model organizational structure for the CAAs to propose their respective government with a suggestion for special pay structure;
- b) Guidance material and provisions while assessing competencies of the inspectors by the respective institutes to develop in house Trainers and Instructors of safety oversight system; and
- c) Introduce a database for the region to best utilize the pool of experts among the countries through a terms of reference.

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