

# Technical Training

## Regulatory Management – Competence



## European Regulatory Authorities – Specialist Competence Development Programmes

Since the 1944 signing of the ICAO Convention, Regulatory Authorities around the world have sought efficient ways to develop the competence of their Inspecting staff and technical specialists. The ICAO Universal Safety Oversight Audit Programme (USOAP) examines staff competence and reports a global average of just 40-50% achievement in this critical element.

### Client Profile

*“Our courses support your strategic initiatives and align with your competence development systems.”*

*‘Our whole approach focuses on transferring skills to delegates – directly improving their own competencies, as well as ensuring their knowledge and understanding reflects the latest EASA rules.’*

Bob Simmons, Technical Director, Baines Simmons

Aviation authorities are empowered to regulate aviation safety within national territories by their sovereign governments. The role of the independent safety regulator requires competent individuals, skilled in the development and assessment of technical and organisational certification and personal qualification subject areas. The regulator’s role involves the frequent assessment of fitness of its applicants, their level of regulatory compliance and, increasingly, the effectiveness of the implementation of the rules in achieving high standards of aviation safety.

With the implementation of Safety Management Systems and new risk-based oversight methodologies, the range of competencies required of inspecting staff continues to grow.

### The Challenge

Whilst all 180+ National Aviation Authorities operate within the ICAO framework, unique regulatory systems have been developed under national law, evolving over many years. As a consequence, each Authority has evolved its own processes and standards, dictating the need for unique Inspector competence development programmes. The emergence of EASA in the European environment over the last decade has resulted in some standardisation, however national differences remain.

Strategic development of Authority working procedures and the phased introduction of new rules adds a further dimension, requiring the alignment of any competence development programme with a greater change programme.

Our Authority clients therefore sought an agile and adaptable training partner that could provide bespoke competence development packages, aligning with national processes and standards, the local environment and regulatory/legal systems.

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### The Solution

Baines Simmons developed a range of competence development programmes for EASA competent authorities and delivered bespoke training and consultancy services for a number of European Aviation Authorities, including the following:

#### Feedback from delegates on the courses:

*“The training was excellent. - very relevant, well delivered and with the right level of challenge.”*

*“Well structured course - allowed mistakes to be made and remembered for the future. Altogether, an excellent course.”*

*“A very well run and organised course - specifically designed around our needs. I found this more profitable than my previous internal course.”*

*“The fact that the facilitator kept asking questions during the presentation ensured a high level of attention - a very enjoyable course.”*

	<p><b>EASA</b>  <b>Audience:</b> Flight Operations; Airworthiness; Licensing Inspectors &amp; Management Staff  <b>Courses:</b> Regulators Audit Techniques Course; Safety Management in Aircraft Operations; Establishment of Safety Management Systems; Human Factors Activities in Aviation Maintenance Tasks; Auditing Techniques of Human Factors Implementation in Maintenance Domain</p>
	<p><b>UK CAA</b>  <b>Audience:</b> Flight Operations Inspectors, Airworthiness Surveyors &amp; ANSP Oversight Staff  <b>Courses:</b> Audit techniques, Maintenance programme training, EASA Air Operations rules</p>
	<p><b>FOCA - The Federal Office for Civil Aviation, Switzerland</b>  <b>Audience:</b> Flight Operations and Airworthiness Inspectors  <b>Courses:</b> Audit techniques – modules on safety, quality systems, planning, interview skills &amp; reporting. Also one-day audits at Part 145 and JAR-OPS approved organisations and Maintenance Programme training.</p>
	<p><b>Greek CAA</b>  <b>Audience:</b> HCCA Aerodrome Inspectors  <b>Courses:</b> Audit techniques to ensure compliance with international standards and safe operational practices as applicable to aerodromes.</p>
	<p><b>Polish CAA</b>  <b>Audience:</b> Polish CAA Inspectors  <b>Courses:</b> Operators' Maintenance Programme &amp; Reliability training</p>
	<p><b>Portuguese CAA</b>  <b>Audience:</b> Mixed industry and competent authority  <b>Courses:</b> EASA Continued Airworthiness Regulations – Part M and Part 145 training</p>
	<p><b>Swedish CAA</b>  <b>Audience:</b> Airworthiness Inspectors &amp; Fixed Wing/Rotary specialists  <b>Courses:</b> Human Factors and Error Management; EASA Part M and Part 145; also Regulators' Maintenance Programme training and Flight Operations training</p>
	<p><b>Finnish CAA</b>  <b>Audience:</b> Regulators &amp; Inspectors  <b>Courses:</b> Audit Techniques and Flight Operations training</p>
	<p><b>Belgian CAA</b>  <b>Audience:</b> Regulators &amp; Inspectors  <b>Courses:</b> Maintenance Programme training</p>

### The Outcome

Through customised courses, technical expertise and experience, Baines Simmons training consultants add value to all levels of NAA staff from new starters to seasoned professionals.