

State of Kuwait
Directorate General of Civil Aviation
Aviation Safety Department

**TRAINING POLICY
&
TRAINING PROGRAMME
FOR KUWAIT DGCA INSPECTORATE STAFF**

(CAP – 105)

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FOREWORD

Kuwait DGCA being the regulatory body in the state of Kuwait has to ensure the competency of its workforce. Hence the DGCA is committed to provide training or take other actions to reach the established level of competency and evaluate the effectiveness of these actions. This policy document provides an overview of various training requirement of DGCA inspectorate staff at all levels. The training as envisaged would enable the inspectorate staff to understand the context, duties and responsibilities, relevant regulatory provisions and make them familiar with the relevant ICAO documents.

This policy document of the DGCA provides common guidelines regarding various trainings to enhance the skills and competency of inspectorate staff. The policy document sets forth the authority and procedural methods to execute various trainings of DGCA inspectorate staff at all levels.

 DGCA President

Date:
25.09.2025

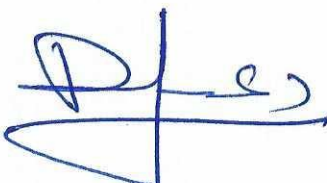

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PART I: TRAINING POLICY FOR KUWAIT DGCA INSPECTORATE STAFF

1. INTRODUCTION

- 1.1. International aviation standards require that Kuwait DGCA provide its inspectorate staff with comprehensive training to ensure the competency of its inspector workforce.
- 1.2. Kuwait DGCA is a regulatory body responsible for the safety oversight of aircraft operations in the country. The DGCA is committed to establish and control the competencies of its inspectorate staff. For this purpose, the DGCA is committed to provide training or take other actions to reach the established level of competency and evaluate the effectiveness of these actions. The DGCA shall ensure that its inspectorate staff are competent to carry out the tasks assigned to them and have the necessary qualification, experience and training to perform their respective functions.
- 1.3. In order to ensure that the inspectorate staff in Kuwait DGCA are qualified, have operational or technical work experience and their training is compatible with the activities they are required to carry out, the DGCA has prepared this Training Policy.

1.4 Definitions:

Session: For the purposes of this Training Policy and Programme, a session is the minimum unit of structured training or OJT activity, delivered in a continuous block of instructional or practical engagement.

A session may be:

- a classroom or workshop period covering a defined subject module, or
- a supervised OJT activity involving direct participation in, or observation of, an inspection task.

Each session must have defined learning objectives, a minimum duration of one to two hours, and documented outcomes validated by the responsible trainer or OJT supervisor.

2. OBJECTIVE

Objective of this Policy is to provide an overview of various training requirement of DGCA inspectorate staff at all levels. The training as envisaged would enable the inspectorate staff to understand the context, duties and responsibilities, relevant regulatory provisions and make them familiar with the relevant ICAO requirements and materials. The training imparted would ensure to meet the vision of Kuwait DGCA – ‘Endeavour to promote safe and efficient air transportation through regulation and proactive safety oversight system’ vision of Safety Regulator

This policy is developed in alignment with ICAO Doc 10070, Manual on the Competency-based Training Methodology, ensuring compliance with international best practices for the training and qualification of regulatory personnel.

3. TRAINING PROGRAM

Each Aviation Safety Department (ASD) division shall establish its training programme for its inspectorate staff as per this training policy.

3.1 The training program for inspectorate staff should contain primarily the following trainings:

- 3.1.1 **Initial/ Induction Training:** The newly inducted inspectorate staff shall be provided an induction training to enable them to get a general understanding about the organisation, its vision, mission and acquire necessary competencies required for performing their job.
- 3.1.2 **On-the -job Training:** After Completion of Initial Induction Training, the newly inducted inspectorate staff will be provided on-the-job training to enable them to handle their responsibilities independently. An inspector has to satisfactorily complete corresponding OJT training for a given job/ function before independently performing that job/ function.
- 3.1.3 **Recurrent Training:** Inspectorate staff will be provided recurrent training to maintain/upgrade the competency level and also for updating their awareness to relevant regulations/developments etc. This training should be conducted two to four years depending on training type as per division training program.
- 3.1.4 **Specialized/Technical Training:** (one-time courses taken any time – ongoing process), Kuwait DGCA shall nominate inspectorate staff for specialized courses as applicable to their domain specialities.

Note: These training levels apply to the overall DGCA inspectorate training programme. The On-the-Job Training (OJT) process described in Section 4.3 uses a similar three-level structure (Level I–III) specific to technical job function qualification.

3.1.5 Training Priority Levels and Objectives

The following training levels are used to prioritise inspectorate training requirements in the annual training plan and to guide resource allocation:

Level 1 Training, Essential for maintaining the core competencies of inspectors, ensuring they remain qualified to perform their duties in accordance with current regulatory requirements and established procedures.

Level 2 Training, Necessary to enhance operational effectiveness and maintain up-to-date knowledge of regulatory changes, technical developments, and industry best practices.

Level 3 Training, Supports professional growth and capability expansion. While beneficial to the inspector's overall expertise, it is not directly tied to maintaining current authorizations.

Note: For recurrent or specialized/technical training completed by inspectorate staff prior to the introduction of this policy, the competency and knowledge gained through such training will remain valid and recognized. Any additional training requirements outlined in this policy will be applied prospectively, ensuring that all Inspectors meet updated standards and maintain compliance with current regulatory and operational developments.

3.1.6 Training Time Periods

To ensure compliance with ICAO PQ requirements, the following time periods apply to all DGCA inspectorate training:

- Initial Training shall be completed before an inspector is authorized to perform any independent oversight duties and no later than six (6) months after appointment.
- On-the-Job Training (OJT) shall commence immediately after Initial Training and must be completed within twelve (12) months of appointment.
- Recurrent Training shall be conducted at fixed intervals not exceeding twenty-four (24) months unless otherwise specified in the respective division training programme (Attachments 1–6).
- Specialized Training shall be undertaken as required by assignment, with refresher cycles as specified in the respective division training programme (Attachments 1–6), or if not specified, not exceeding thirty-six (36) months

4. INITIAL/ INDUCTION TRAINING (Phase 1)

- 4.1 Initial/Induction Training/course shall be conducted for each newly inducted inspectorate staff in DGCA.

The Topics/Contents for Induction training is placed at **Part II of this Document**.

- 4.2 Newly recruited inspectorate staff are required to complete the Initial Training in order to start On-the-job Training (OJT) for their respective areas of posting.

- 4.3 On-The-Job Training (OJT) as applicable.

- 4.3.1 On-the-Job Training entails the completion of three levels (Level I – Knowledge, Level II – Understanding, Level III – Performance) for each technical job function. These OJT levels are distinct but aligned in concept with the broader training levels defined in Section 3.1.5, ensuring consistency between general competency development and task-specific qualification. as shown in the table below:

<u>Level</u>	<u>Trainee</u>	<u>Trainer</u>
Level I – Knowledge	Study	Discuss

Level II – Understanding	Observe	Demonstrate
Level III – Performance	Perform	Evaluate

4.3.2 **Level-I training** (Knowledge) is typically a self-study effort on the part of the trainee with guided discussion and validation conducted by the OJT trainer afterwards. The time allowed for this should be appropriate to the complexity of the task and the amount of material to be studied.

Level II Training (Task Observation) involves observation of the performance of specific job tasks. This training typically involves the trainee observing and/or assisting the OJT trainer in the performance of those specific job tasks for which the trainee would be accountable once qualified.

Level III Training (Task Performance) involves the application of knowledge and skills to the performance of specific job tasks. Typically, the trainee performs the job task under the observation of the trainer. The trainer assesses the performance of the task and indicates on the trainee's OJT training plan when Level III performance is achieved.

4.3.3 Each division responsible for concerned area shall frame their own OJT Plan based on these guidelines. In order to ensure the responsibility of oversight of an individual inspectorate staff, concerned division shall maintain record of OJT of its inspectorate staff to indicate that they have been successfully trained on a particular task (Forms 1007 and 1008). Before assigning an inspectorate staff to perform a job task, the head the division shall confirm that the inspectorate staff has completed sufficient training to perform the task.

5 RECURRENT TRAINING

5.1 DGCA inspectorate staff require continuous development of their competencies related to their respective responsibilities. This shall be accomplished through periodic training such as recurrent training or continuation training. To ensure that DGCA inspectorate staff maintain proficiency and keep current on aircraft and equipment, techniques, procedures and new developments in their respective areas of expertise, it is essential that they receive periodic recurrent training.

Recurrent training activities shall be planned and delivered in a manner that maintains all Level 1 competencies and, where applicable, enhances Level 2 competencies, as defined in Section 3.1.5.

5.2 The Recurrent Training course may share content with the Initial Training course, but varies in emphasis from one to other, as the Initial Training course provides a fuller treatment across all subject area. The Recurrent Training course focuses on changes from year to year in regulations, guidance material as well as significant events occurring in the industry and the local environment from time to time.

6 SPECIALISED TRAINING

The purpose of specialized training is to upgrade the knowledge and competency of DGCA inspectorate staff at par with international standards and for efficient functioning. Duration of training is based on the course and the hosting organization.

7. PREPARATION OF ANNUAL TRAINING PLAN

Each Division shall establish and maintain Individual Training Plans that sets out the training to be provided to each of their inspectorate staff annually and all the proposals may be consolidated at the ASD Directors level. For prioritising the trainings, division should categorically list their priority requirements in their training plan.

Each training requirement in the plan shall be mapped to the corresponding Training priority (Level 1, Level 2, or Level 3) as defined in Section 3.1.5 to ensure prioritization aligns with competency maintenance and development objectives.

The training plan of the DGCA/ASD shall be finalised in consultation with all the concerned division head. Proposal will be submitted to Director of Aviation Safety Department (ASD) for acceptance and accordingly forward to DGCA Administration Department for approval.

Approved training Calendar for the year shall be shared with each concerned Division and kept in each division's records accordingly. also uploaded on the ASD training System.

8. TRAINING RESPONSIBILITIES

It is the responsibility of the DGCA Administration Department to arrange the training in accordance with the training plan.

Division Heads are responsible for ensuring that each inspector within their division maintains Level 1 competencies at all times and receives appropriate Level 2 training to remain current with regulatory, technical, and industry developments, as defined in Section 3.1.5.

9. PROCESS FOR CONDUCTING VARIOUS TRAININGS:

Each ASD Division shall submit its proposal for individual training as per the approved calendar as per the period specified by the DGCA Administration Department.

10. REVIEW OF TRAINING PROGRAM

Each ASD Division is expected to periodically review the Training Program and carry out revisions so that the training of inspectorate staff is continuously updated to keep abreast of the latest developments taking place in the aviation field.

11. TRAINING FILES AND RECORDS

All training completed by DGCA inspectorate staff shall be documented in his or her individual personal file in the online ASD Training System. Inspectorate staff who complete a formal external or in-house training course will receive a Certificate of Completion (or in some cases, such as online training, evidence of attendance/completion) to be added by their division head or his designee to their training file.

12. Training Phases:

- (a) Phase 1, is the induction training which is the core of all inspector's qualification. (Forms 1007 and 1008)
- (b) Phase 2, is specifying training and priority of which courses to attend is decided by the division head based on each division needs, same will be reflected in the terms of reference for each inspector.

13. DGCA Trainer for (Phase 1)

A DGCA trainer shall conduct training modules and examinations as shown in Part II and training program attachments, providing that the following is fulfilled:

- 1- Holds Train the Trainer course Certificate.
- 2- Has at least 10 years' experience as (Pilot, Engineer, ATC Controller ... etc).
- 3- Has at least 5 years' experience in the DGCA/ASD as an inspector or an acceptable equivalent.
- 4- A letter of qualification as a trainer/ examiner shall be issued by the ASD director upon a recommendation from division head, indorsed by the Superintendent and successful interview with ASD director.
- 5- Division Heads are to maintain the records for their division Trainer / Examiner Inspectors.

Note 1: For domain specific courses, the trainer should hold the course certificate.

Note 2: DGCA Trainer may also conduct OJT Training.

14. DGCA OJT Trainer

Any DGCA Inspector may Conduct the OJT in the domain that he is experienced in, provided has at least 5 years' experience in the DGCA/ASD as an inspector or an acceptable equivalent.

General Note:

1. The format and duration for the courses should be dictated by the scope of the content.
2. Training that includes OJT, participating at an increasing level of involvement, in at least one inspections plus an assessed inspection before being cleared to operate without supervision.
3. It is very important that stakeholders must have confidence in the Inspectors, therefore the assessment inspection must be performance oriented with a minimum performance expectation. If that expectation is not met then additional training should be undertaken until ASD is satisfied or termination/transfer procedures are to be considered.
4. During all of the training sessions employ best teaching/training practice using recognized ways of effective training such as:
 - a. using only suitably qualified and experienced trainers;

- b. *the use of suitable audio-visual material;*
- c. *“guest” experts from specific disciplines to supplement ASD in house trainers;*
- d. *workshops and case studies; existing material that has been tested and tried, for example the ICAO SMS/SSP course case studies/exercises.*

Part II

Induction Training: DGCA Inspectorate Staff (Phase 1)

Sl. No.	Name of the course	Duration	Trainer
Modules			
1.	Overview of Kuwait DGCA ❖ Vision ❖ Functions ❖ History ❖ Organization structure ❖ Roles ❖ Directorates /Departments /Divisions	2 sessions	DGCA Trainer
2.	Overview of International Civil Aviation Organisation ❖ Chicago Convention ❖ ICAO ❖ Contracting States ❖ ICAO SARPS & Annex management	2 sessions	DGCA Trainer or recognized training provider
3.	General Information on Legislations & Regulations ❖ Primary legislation (Hierarchy of regulations) ❖ Delegation of powers ❖ Advisory circulars ❖ Introduction to Kuwait Civil Aviation Safety Regulations (KCASRs)	2 sessions	DGCA Trainer or recognized training provider
4.	Overview of DGCA/ASD divisions: ❖ Functions & Duties ❖ Interaction with other Departments. ❖ Procedures, Policies and Documentation ❖ Certificates / Approvals granted by each Division.	4 sessions	DGCA Trainer
5.	State Surveillance Policy	2 sessions	DGCA Trainer or recognized training provider
6.	State Safety Programme and National Aviation Safety Plan familiarization	1 session	DGCA Trainer or recognized training provider
7.	ASD investigations overview	2 sessions	DGCA Trainer

Sl. No.	Name of the course	Duration	Trainer
8.	Auditing Techniques & Procedures	5 sessions	DGCA Trainer or recognized training provider
9.	Enforcement ❖ Types ❖ Enforcement policy & Procedure	2 sessions	DGCA Trainer
10.	Personnel ethics, Inspector ethics, conduct and credentials	2 sessions	DGCA Trainer
11.	Basic IT Module ❖ Working with internet and Cyber Security	6 sessions	DGCA IT
12.	General Administration ❖ General government rules ❖ Conduct & Office procedures	2 sessions	DGCA Trainer

Attachment 1

REG Training Programme (Phase 2)

Standards and Safety Regulations Division			
Position	Training	Type of Training	Recurrent Training Timeframe
Head of S&R Division	1- All training required for OPS or AW inspectors and regulators (as applicable). 2- Safety Oversight Investigation	As applicable	As applicable
Operations - Standards and Safety Regulations Regulators	1- Induction Training as per Part II	Initial	N/A
	2- FOI Safety Oversight course.	Initial & OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial & recurrent	Every 4 years
	6- International law course.	Specialized	N/A
Airworthiness - Standards and Safety Regulations Regulators	1- Induction Training as per Part II	Initial	N/A
	2- AW Safety Oversight course.	Initial, OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial & recurrent	Every 4 years
	6- International law course	Specialized	N/A
Aerodromes - Standards and Safety Regulations Regulators	1- Induction Training as per Part II	Initial	N/A
	2- Aerodrome (AGA) Safety Oversight course.	Initial & OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Specialized & OJT	N/A
	4- Audit Techniques Course.	Initial & recurrent	Every 4 years

	5- Human Factors Course.	Initial & recurrent	Every 4 years
	6- International law course	Initial, OJT & recurrent	Every 4 years
ANS - Standards and Safety Regulations Regulators	1- Induction Training as per Part II	Initial	N/A
	2- ANS Safety Oversight course.	Initial, OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial & recurrent	Every 4 years
	6- International law course	Specialized	N/A

Attachment 2

PEL Training Programme (Phase 2)

PERSONNEL LICENSING DIVISION			
Position	Training	Type of Training	Recurrent Training Timeframe
Head of Personnel Licensing Division	All training required for PEL inspectors (as applicable).	As applicable	As applicable
Licensing Inspector/Specialist (Pilot, Cabin Crew & Flight Dispatcher)	1- Induction Training as per Part II	Initial	N/A
	2- Safety Oversight course.	Initial	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial	N/A
	6- PEL Regulatory Course (Licensing & Training Organizations).	Specialized & OJT	N/A
	7- Flight simulation training device (FSTD)	Initial & OJT	N/A
PEL Airworthiness Inspector/Specialist (Aircraft Maintenance Engineer)	1- Induction Training.	Initial	N/A
	2- Safety Oversight course.	Initial	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial	N/A
	6- PEL Regulatory Course (Licensing & Training Organizations).	Specialized & OJT	N/A
Aviation Medical Assessor	1- Induction Training.	Initial	N/A
	2- Basic training of a minimum of 60 hours of lectures including practical work for physicians responsible for the medical assessment, surveillance	Initial & OJT	N/A

	and certification of Class 2 medical certificate.		
	3- Advance training of a minimum of 60 hours of lectures including practical work for physicians responsible for the medical examination, assessment and surveillance of Class 1 flying personnel.	Specialized & OJT	N/A
	4- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	5- Refresher Training (minimum of 20 hours every 3 Years).	Recurrent	Every 3 years
	6- Audit Techniques Course	Initial & recurrent	Every 4 years
	7- Safety Oversight course.	Initial	N/A
	8- PEL Regulatory Course.	Specialized & OJT	N/A
	9- Human Factors Course.	Initial	N/A
Licensing Inspector (Air Traffic Controller)	1- Induction Training as per Part II	Initial	N/A
	2- Safety Oversight course.	Initial	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial	N/A
	6- PEL Regulatory Course.	Specialized & OJT	N/A

Attachment 3

OPS Training Programme (Phase 2)

FLIGHT OPERATIONS DIVISION			
Position	Training	Type of Training	Recurrent Training Timeframe
HEAD OF FLIGHT OPERATIONS DIVISION	All training required for flight operations inspectors.	As applicable	As applicable
FLIGHT OPERATIONS INSPECTOR/ OPERATIONS SPECIALIST	1- Induction Training as per Part II	Initial	N/A
	2- Safety Oversight course.	Initial & OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial, OJT & recurrent	Every 4 years
	5- Human Factors Course.	Initial	N/A
	6- Dangerous goods regulations.	Initial & recurrent	Every 4 years
	7- Authorized examiner (TRE/SFE)	Initial & recurrent	Every 3 years
	8- AOC certification.	Initial	N/A
	9- Flight simulation training device (FSTD)	Initial & OJT	N/A
	10- Authorized instructor (TRI)	Initial & recurrent	Every 3 years
	11- Fatigue risk management (FRMS)	Initial & recurrent	Every 4 years
	12- Evidence-Based training (EBT)	Initial	N/A
	13- Competency-Based training assessment (CBTA)	Initial	N/A
	14- Tutor course.	Initial	N/A

Attachment 4

AW Training Programme (Phase 2)

Position	Training	Type of Training	Recurrent Training Timeframe
HEAD OF AIRWORTHINESS DIVISION	All training required for AWT inspectors (as applicable).	As applicable	As applicable
AIRWORTHINESS INSPECTOR	1- Induction Training as per Part II	Initial	N/A
	2- Safety Oversight course.	Initial & OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial, OJT & recurrent	Every 4 years
	5- Human Factors Course.	Initial & recurrent	Every 4 years
	6-AMO and CAMO training	Initial	N/A
	7-Eviroment safety training	initial	N/A
	8-Technical training- Aircraft type course - Including Avionics (as applicable)	Initial, OJT	N/A
	9- Air Operator Certification	Specialized & recurrent	Every 4 years
	10-RVSM	Specialized & recurrent	Every 4 years
	11-ETOPS / EDTO	Specialized & recurrent	Every 4 years
	12-RAMP/SAFA Inspection	Initial	N/A
	13-Oversight, organization investigation	Initial &OJT	N/A
	14-Reliability Monitoring	Specialized & recurrent	Every 4 years
	15- Leasing	Initial	N/A
	16-Mel /MMel	Initial	N/A
	17- Fuel Tank Safety	Initial	N/A
	18-Ewis Training	Initial	N/A
	19-NDT and corrosion Prevention Program	Specialized & recurrent	Every 4 years
	20- CAT II / CAT III	Specialized	N/A
	21- RNP	Specialized	N/A
	22- Quality systems	Specialized	N/A

Attachment 5

AGA Training Programme (Phase 2)

AERODROMES INSPECTORS DIVISION			
Position	Training	Type of Training	Recurrent Training Timeframe
HEAD OF AERODROMES CERTIFICATIONS DIVISION	All training required inspectors (as applicable).		As applicable
AERODROMES INSPECTOR	1- Induction Training as per Part II	Initial	N/A
	2- Safety Oversight course.	Initial & OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Audit Techniques Course.	Initial, OJT & recurrent	Every 4 years
	5- Human Factors Course.	Initial	N/A
	6- ICAO Annex 14 / KCASR 14	Initial & recurrent	As applicable
	7- Aerodrome Certification	Initial & recurrent	As applicable
	8- Aerodrome Inspection	Initial & OJT	Every 4 years
	9- Pavement strength rating	Specialized	
	10- Airfield Lighting & Electrical Systems	Specialized	
	11- Control of Obstacles	Specialized	
	12- Aerodrome Operation	Specialized	
	13- Wildlife Hazard Management	Specialized	
	14- Aerodrome Emergency Planning	Specialized	
	15- Rescue and Fire-Fighting	Specialized	
	16- Ground Handling	Specialized	
	17- Aerodrome Master Planning	Advanced	

	18- Airside Safety	Advanced	
	19- Airside Driving	Advanced	
	20- Accident/Incident Investigation	Advanced	

Attachment 6

ANS Training Programme (Phase 2)

AIR NAVIGATION SERVICES INSPECTORS DIVISION			
Position	Training	Type of Training	Recurrent Training Timeframe
HEAD OF AIR NAVIGATION SERVICES INSPECTORS DIVISION	All training required inspectors (as applicable).	As applicable	As applicable
AIR NAVIGATION SERVICES INSPECTOR/ AIR TRAFFIC SERVICES	1- Induction Training as per Part II	Initial	N/A
	2- ANSI Safety Oversight course.	Initial & OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- ANSI Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial	Every 4 years
	6- Safety Oversight Investigation	Advanced & recurrent	Every 4 years
	7- Air Traffic Flow Management	Specialized & recurrent	Every 4 years
	8- Elimination of AIS deficiencies	Specialized & recurrent	Every 4 years
AIR NAVIGATION SERVICES INSPECTOR/Search and Rescue	1- Induction Training as per Part II	Initial	N/A
	2- ANSI Safety Oversight course.	Initial, OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- Safety Oversight Investigation	Initial & recurrent	Every 4 years
	5- ANSI Audit Techniques Course.	Initial & recurrent	Every 4 years
	6- Human Factors Course.	Initial	Every 4 years
	7- SAR administration	Specialized & recurrent	Every 4 years
	1- Induction Training as per Part II	Initial	N/A

AIR NAVIGATION SERVICES INSPECTOR/ Aeronautical Information Services	2- ANSI Safety Oversight course.	Initial & OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Specialized & OJT	N/A
	4- ANSI Audit Techniques Course	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial	Every 4 years
	6- Safety Oversight Investigation	Initial & recurrent	Every 4 years
	7- Transition from AIS to AIM	Initial & recurrent	Every 4 years
	8- Elimination of AIS deficiencies	Initial & recurrent	Every 4 years
AIR NAVIGATION SERVICES INSPECTOR/ METEOROLOGY	1- Induction Training as per Part II	Initial	N/A
	2- ANSI Safety Oversight course.	Initial, OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- ANSI Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course.	Initial	Every 4 years
	6- Safety Oversight Investigation	Specialized & recurrent	Every 4 years
AIR NAVIGATION SERVICES INSPECTOR/ Communication, Navigation and Surveillance	1- Induction Training as per Part II	Initial	N/A
	2- ANSI Safety Oversight course	Initial, OJT	N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).	Initial & recurrent	Every 4 years
	4- ANSI Audit Techniques Course.	Initial & recurrent	Every 4 years
	5- Human Factors Course	Initial	Every 4 years

	6- Safety Oversight Investigation	Specialized & recurrent	Every 4 years
	7- Elimination of CNS deficiencies		
AIR NAVIGATION SERVICES INSPECTOR/Chart	1- Induction Training as per Part II		N/A
	2- ANSI Safety Oversight course		N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).		Every 4 years
	4- ANSI Audit Techniques Course		Every 4 years
	5- Human Factors Course		Every 4 years
	6- Safety Oversight Investigation		Every 4 years
AIR NAVIGATION SERVICES INSPECTOR/PAN.OPS	1- Induction Training as per Part II		N/A
	2- ANSI Safety Oversight course		N/A
	3- State Safety Program (SSP)/Safety Management Course (SMS).		Every 4 years
	4- ANSI Audit Techniques Course		Every 4 years
	5- Human Factors Course		Every 4 years