


OPERATIONS ADVISORY NOTICE (OAN)		 Transport Malta Civil Aviation Directorate Flight Operations Inspectorate Transport Malta Malta Transport Centre Pantar Road Lija LJA 2021 Malta
OAN Number: 04/17 Revision 4	Issue Date: 12th January 2023	
Subject: Qualification Requirements for Cabin Crew Instructors / Examiners		

1.0 INTRODUCTION

Revision 4 – updates regarding dangerous goods qualifications for instructors.

The purpose of this notice is to update / operators in regards to dangerous goods training in accordance with ICAO doc 10147.

The minimum requirements are applicable to Cabin Crew Training Organisations; operators approved to conduct initial cabin crew training and issue attestations, and also operators requiring approved cabin operations.

2.0 INSTRUCTOR QUALIFICATIONS.

2.1 Theoretical Knowledge / Practical Instruction (ICAO Doc 10002 14.3 / Regulation (EU) 2018/1139 / ORO.CC.115).

Instruction must be given by appropriately qualified instructors. Those instructors must:

(a) have appropriate knowledge in the field where instruction is to be given;

- (i) Instructors conducting theoretical knowledge and practical instruction on ground should hold a cabin crew attestation or is a subject matter expert.

The above requirement does not preclude a subject matter expert from being authorised to instruct on matters that deal with their area of expertise. Separate/additional qualification criteria may be required for subject matter experts, as relevant to the particular subject to be covered.

- i. For CRM modules the instructor shall be a qualified CRM Trainer in accordance with AMC3 ORO.CC.115(e) para (c) Training of cabin crew CRM trainer;
- ii. For Dangerous Goods modules the instructor shall have completed the training program in Competency-based training as per ICAO doc 10147¹
- iii. For Aero-Medical modules the instructor shall be a qualified first aid trainer, medical doctor, qualified nurse, paramedic or equivalent²;
- iv. For Fire Fighting modules the instructor shall be a qualified fire fighting instructor, qualified fire fighter or equivalent²; and
- v. For Security modules the instructor shall be a qualified security trainer or equivalent².

¹ Competency Based Framework as per ICAO TI requirements applicable from 2023.

² Submission of equivalent qualifications to TM CAD for approval is required prior to commencing instruction.

The selection process for a cabin crew instructor should be designed to assert that the individual's knowledge, capability and accomplishment are suitable for the instructor's role and to determine the person's motivation. In addition, selection of an instructor should be based on criteria intended to define a proven capability in the subject for which instruction is expected to be given in accordance with the competences described below. Furthermore, a cabin crew instructor applicant should:

- be familiar with the operator's philosophy, procedures, organisation as well as, area and type of operation;
- have a good knowledge of the administrative procedures, contents of operations manuals, operational documents, forms and related records;
- have good experience on aircraft type(s);

(b) be capable of using appropriate instructional techniques;

- (i) is trained in instructional skills (e.g. train the trainer course), both in real classroom and virtual classroom instructional skills / methods.
- (ii) Programme for the role of instructor should focus on development of the following competences:
 - a. manage safety of training environment;
 - b. prepare training environment;
 - c. manage and support the trainee;
 - d. conduct training;
 - e. perform trainee assessment;
 - f. perform course evaluation; and
 - g. continuously improve performance.

(c) receive regular refresher training to ensure that the instructional standards are maintained up to date.

- (i) the operator / organisation shall establish the interval period of the refresher training.

The operator / organisations shall ensure instructor standardization meetings are held annually to ensure delivery of theoretical and practical elements are consistent between instructors.

2.2 Competency Assessment

When appointing instructors, organisations should consider, before appointment that applicant instructors prove their competency by giving a test lecture based on material, they have developed for the subjects they are to teach.

The competency assessment may be conducted by the appointed head of training / nominated person crew training or any other designated person qualified to do so.

2.3 Cabin Crew In-flight Instructor

Before being appointed as cabin crew in-flight instructor fulfillment of the requirements stipulated in sections 2.1 to 2.2 must be granted. Additionally, in-flight instructors shall possess a minimum of **one (1) year** Senior Cabin Crew Member experience (SCCM).

These qualifications / experience shall be recorded and reported to TM-CAD as required by 4.0.

3.0 CABIN CREW EXAMINER

Persons responsible for examination of cabin crew must:

- (i) **meet the requirements for cabin crew instructors laid down in 2.0; and**
- (ii) **be capable of assessing cabin crew performance and conducting examinations.**

Candidates should possess extensive experience as an instructor of cabin crew in the field(s) of their competency in a cabin crew training environment as outlined in 2.1.

For any element being examined for the issue of a cabin crew attestation as required in Part- CC, the person who delivered the associated training or instruction should not also conduct the examination. However, if the organisation has appropriate procedures in place to avoid conflict of interest regarding the conduct of the examination and/or the results, this restriction need not apply.

4.0 RECORD KEEPING

A list of Cabin Crew Instructors and Examiners is to be kept in the operations manual Part D and or Training Manual.

Qualification / Experience records shall be maintained by the operator / training organisations as required by ORO.MLR.115.

Flight Operations Inspectorate