

Nominated Persons Policy Document - ATO

Reference: Commission Regulation (EU) No 1178/2011, as amended.

CIVIL AVIATION DIRECTORATE

Civil Aviation Directorate, Transport Malta, Pantar Road, Ħal Lija LJA 9023 Malta. Tel:+356 25555000 cadpel.tm@transport.gov.mt www.transport.gov.mt

0.0 PURPOSE OF THIS DOCUMENT

This policy document is designed to ensure commonality and transparency by TMCAD assessors in the evaluation of nominees for key positions with an Approved Training Organisation within the oversight of TMCAD Personnel Licensing.

The following is an explanatory list of terms used in this policy:

- TMCAD - The competent authority in Malta.
- Organisation - The ATO holder or an entity that is in the process of applying for an ATO.
- Sponsor - The organisation nominating a candidate for acceptance in a key position by TMCAD.
- Assessor(s) - TMCAD personnel conducting assessments for the purpose evaluating the suitability of nominees for key posts.
- Nominee / Candidate - A person, sponsored by an organisation for acceptance by TMCAD in a key position within the organisation.
- Key Position/ Person - One or a combination of incumbencies within the organisation and includes:
 - Accountable Manager (AM)
 - Head of Training (HT)
 - Chief Flight Instructor (CFI)
 - Chief Theoretical Knowledge Instructor (CTKI)
 - Safety Manager (SM)
 - Compliance Monitoring Manager (CMM)

1.0 INTRODUCTION

To achieve an adequate level of safety, both the TMCAD and the organisations holding ATO certificates must work in a consistent manner towards a common goal. To ensure compliance with the regulation, TMCAD must establish means to oversee standards expected from the organisation. The assessment of the standard and competence of the organisation's personnel in key positions falls within the remit of the TMCAD. Although the responsibility for the induction of personnel in key positions rests with the organisation, the regulation obliges the competent authority to oversee that the required acceptance standards are met. This policy is embedded in the PEL Manual and outlines the process to be applied to ensure transparency and consistency in the assessment/acceptance by TMCAD, of persons in key positions sponsored by an organisation. Essentially, nominees for key positions will be expected to satisfy to TMCAD that they possess the experience and qualification required for them to be able to fulfil their role within the management organisation of their sponsor and to ensure compliance with the regulation.

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2.0 ACCEPTANCE PRE-REQUISITES (ORA.ATO.210)

Nominated persons in accordance with ORO.ATO.210 (and its AMCs) shall be expected to possess the experience and meet the licensing provisions that are listed hereunder.

2.1 Head of Training (HT)

Except in the case of ATOs providing flight test training, the nominated HT shall have extensive experience in training as an instructor for professional pilot licences and associated ratings or certificates. The nominated HT shall hold or have held in the 3 years prior to first appointment as HT, a professional pilot licence and associated ratings or certificates issued in accordance with Part-FCL, related to the flight training courses provided.

Note: The amount of experience shall be determined by the Organisation, considering not only years but training hours.

2.2 Chief Flight Instructor (CFI)

The ATO providing flight instruction shall nominate a CFI who shall be responsible for the supervision of flight and flight simulation training instructors and for the standardisation of all flight instruction and flight simulation instruction. The CFI shall hold the highest professional pilot licence and associated ratings related to the flight training courses conducted and hold an instructor certificate with the privilege to instruct for at least one of the training courses provided.

The CFI shall, except in the case of ATOs providing flight test training, have completed 1,000 hours of flight time as pilot-in-command (PIC). At least 500 of those hours shall be on flying instructional duties related to the flying courses provided, of which 200 hours may be instrument ground time.

2.3 Chief Theoretical Knowledge Instructor (CTKI)

The ATO providing theoretical knowledge instruction shall nominate a CTKI who shall be responsible for the supervision of all theoretical knowledge instructors and for the standardisation of all theoretical knowledge instruction. The CTKI shall have extensive experience as a theoretical knowledge instructor in the areas relevant for the training provided by the ATO.

Note: The amount of experience shall be determined by the Organisation, considering not only years but training hours.

The recommendation from TMCAD is 24 months active experience.

2.4 Accountable Manager (AM)

The Accountable Manager is responsible for establishing and maintaining an effective management system, ensuring also that all activities can be financed and carried out in accordance with the appropriate requirements. The post holder shall have a proven track record in same or similar post.

2.5 Compliance Monitoring Manager (CMM)

The Compliance Monitoring Manager shall undertake the function to monitor compliance of the organisation with the relevant requirements.

The recommendation from TMCAD is that the key person has a proven track record of audit planning and 24 months experience as auditor or 12 months CMM experience.

2.6 Safety Manager (SM)

The Safety Manager is responsible to coordinate the safety management system of the organisation.

The recommendation from TMCAD is that the key person has a proven track record of safety and knowledge of safety risk assessment and qualified in incident investigation and follow-up, with 24 months experience working in the Safety unit or 12 months experience as a SM.

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3.0 PROCESS FOR THE NOMINATION OF PERSON IN KEY POSITION(S)

In the case of, Accountable Manager, Nominated Person, Safety Manager or Compliance Manager, the sponsoring organisation shall submit through Centrik, not less than ten (10) working days prior to proposed date of assessment:

- i. A formal application of proposal for nomination;
- ii. Completed TMCAD Form 143;
- iii. Manpower Plan;
- iv. Management of Change (if this is a change of key person).

The application shall be accompanied by the following documents:

- i. Curriculum Vitae;
- ii. Relevant Qualifications

4.0 PROCESS FOR ASSESSMENT

- The assessment will be conducted at the offices of TMCAD. It is expected that the candidate has the organisation manual suite available with them.
- Assessors shall be Personnel Licensing Inspectors or Inspecting Officers (when the assessment team includes one of the preceding grades).
- Two assessors will be present during the session.
- The decision on the outcome of the assessment by the TMCAD assessors must be unanimous.
- If the candidate is not accepted by the TMCAD, he shall not be permitted to reapply for the same post with the sponsoring organisation for a minimum period of 12 months.
- A list of topics (not exhaustive) for discussion can be found in Appendix A of this document.

For the avoidance of doubt, previous employment of a Key Person in a similar position with another organisation will not result in automatic acceptance by TMCAD within the new organisation. The decision of the TMCAD assessors will be final and not subject to appeal.

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5.0 PROVISIONAL ACCEPTANCE

TMCAD can provisionally accept sponsored nominees under one of two circumstances:

- In the event that the nominees are sponsored by an organisation that is in the process of attaining an ATO, then a full assessment of the nominees’ knowledge of the organisation’s processes would be limited, particularly since the documentation phase of the ATO application would be thereto incomplete. Under such circumstances, the TMCAD assessors may provisionally accept the sponsored nominees in their proposed incumbencies for the purpose of assisting with the establishment of the organisation’s management system in pursuit of attaining an ATO.

Notwithstanding, at this initial stage of ATO attainment, the HT, CFI and CTKI or their deputies must be in possession of qualifications established under ORA.ATO.210 and this Notice. A provisional acceptance under this arrangement will be subject to a follow-up assessment after 3-6 months, by which time the provisionally accepted key personnel would have become familiar with the organisation’s processes.

- If a candidate is proposed for a key position by an organisation already holding an ATO and during the TMCAD assessment the nominee reveals that he does not possess adequate qualification, he may be provisionally accepted, without prejudice to the statutory qualification requirements for HT, CFI and CTKI. In this case, the assessors will invariably require the candidate to attend specific courses to meet the established criteria hereunder.

Under such circumstances, the provisional acceptance shall be for a period not greater than 6 months, until the required qualification criteria are met. This period may be extended for a further period of 6 months if proof has been provided that the qualifying courses have not been available within this period. If within this 12-month period, the nominee has not qualified in the assessed criteria, TMCAD provisional acceptance will lapse and a new assessment by TMCAD will be required.

It will be the responsibility of the organisation’s Accountable Manager to notify TMCAD that the organisation is in default of requirements of this policy. The Accountable Manager shall advise TMCAD on how the functions of the post will be fulfilled by the organisation.

6.0 ACCEPTANCE, NOTIFICATION AND CHANGES TO ATO

The outcome of the assessment will be notified through Centrik to the nominee’s sponsor. In the event that the nominee is acceptable to TMCAD, the sponsor will also be advised in writing if the acceptance is provisional and whether the contracted hours of employment are adequate. Written notification of acceptance (of the nominee) to the organisation shall include the proviso that should the operational situation of the organisation change from the circumstances at the time of acceptance of the nominee, the TMCAD reserves the right to review the acceptance criteria of the nominee.

Case in point to this is in organisations where one person holds multiple key positions, erstwhile permissible due to the size and nature of the operation. If the organisation’s size and scope of operation varies TMCAD may also determine that a multiple key position holder relinquishes one or more incumbency.

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7.0 COMBINATION OF ROLES

The acceptability of one person holding more than one key role will be dependent on the size and scope of the operation as allowed by ORA.GEN.200.

If the key person holds multiple roles, the candidate must fulfil all requirements for all nominations that the organisation applies for, and no credits shall be given for concurrent roles.

Each organisation must declare the minimum working hours for each position. Working hours shall be dependent upon the scale of the operation but limited to the applicable Working Time Directive.

The complexity of the organisation may prevent, or limit, combinations of nominations that may be acceptable in other circumstances.

7.1 Persons Holding Key Positions with Different ATOs

A person appointed as a nominated person by the holder of an ATO must not be appointed as a nominated person by the holder of any other ATO, unless acceptable to the Competent Authorities concerned. Holding a nomination in more than one ATO is acceptable under the following conditions:

- i. The organisation must make arrangements to ensure continuity of supervision in the absence of nominated persons and thus have a declared deputy.
- ii. Nominated persons must be contracted to work sufficient hours to fulfil the management functions associated with the scale and scope of the operation.

A person shall not occupy a key position with more than 2 ATO holders.

8.0 DEPUTIES

Nomination of deputies has the same process as key persons. Deputies shall meet the same requirements of the key persons since they will be assuming responsibilities and duties of the concerned function.

9.0 WITHDRAWAL OF ACCEPTANCE

TMCADs acceptance of a nominee may be withdrawn at any time even after the nominee has embarked on substantive employment with the organisation. This process will only be initiated if a valid reason exists. Reason for such a withdrawal of acceptance include, but not limited to:

- i. Inadequate appropriate interaction with TMCAD;
- ii. Persistent delays in closing audit findings;
- iii. Lack of qualification as a consequence of change in size and scope;
- iv. Culpable infringement of regulations;
- v. Criminal/fraudulent activity.

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APPENDIX A

Assessors have the obligation to ensure that the nominated person/s being interviewed adequately meets the requirements established by the regulation by means of their qualifications and experience. In this respect below are guidelines TMCAD Personnel Licensing officials will use during the assessment, however, questions might not be limited to the below to ensure a thorough assessment.

A.1 Head of Training (HT)/Chief Flight Instructor (CFI) Nominated Person

Requirements:

Head of Training (HT). Except in the case of ATOs providing flight test training, the nominated HT:

- shall have extensive experience in training as an instructor for professional pilot licences and associated ratings or certificates.
- the Head of Training has overall responsibility to ensure training is in compliance with the appropriate regulations
- The Head of Training must ensure the training provided is in compliance with Part-FCL (In case of flight test training, with relevant requirements of Part-21)
- The Head of Training must ensure the satisfactory integration of flight training in an aircraft or a FSTD and theoretical knowledge instruction
- The Head of Training must supervise the progress of individual students

Chief Flight Instructor (CFI). The ATO providing flight instruction shall nominate a CFI who shall be responsible for the supervision of flight and flight simulation training instructors and for the standardisation of all flight instruction and flight simulation instruction. The CFI shall hold the highest professional pilot licence and associated ratings related to the flight training courses conducted and hold an instructor certificate with the privilege to instruct for at least one of the training courses provided.

- The CFI is ultimately responsible for ensuring standards of training

Assessment:

- Assess the nominee's licence, ratings, certificates and logbook
- Assess the nominee's knowledge of current regulations that prescribe training requirements.
- Assess the nominee's knowledge of the elements of the Safety Management System, the principles of the Compliance Monitoring System of the organisation
- Assess the nominee's knowledge of EU regulations governing ATOs
- Assess the nominee's knowledge of the role the position he is being nominated for has in Safety Management and Compliance Monitoring
- Assess the nominee's knowledge of ATO manuals.
- Assess the nominee's knowledge of Regulation Part-FCL
- Assess the nominee's vision in lieu of the current training effectiveness of the ATO and possible way forward
- Assess the nominee's hours of employment in relation to the scope of the ATO
- Assess the nominee's general attitude towards the regulations and TMCAD

Guidance on Training Requirements for the Position

- Requirements of ORO.ATO.210
- Basic Safety Management System Course
- Briefing or course on Area KSA100
- Briefing or course on Competency-Based Training

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A.2 Chief Theoretical Knowledge Instructor (CTKI) Nominated Person

Requirements:

Chief theoretical knowledge instructor (CTKI). The ATO providing theoretical knowledge instruction shall nominate a CTKI who shall be responsible for the supervision of all theoretical knowledge instructors and for the standardisation of all theoretical knowledge instruction. The CTKI shall have extensive experience as a theoretical knowledge instructor in the areas relevant for the training provided by the ATO.

Assessment:

- Assess the nominee's qualifications and experience
- Assess the nominee's knowledge of current regulations that prescribe theoretical instructor requirements.
- Assess the nominee's knowledge of the elements of the Safety Management System, the principles of the Compliance Monitoring System of the organisation
- Assess the nominee's knowledge of EU regulations governing ATOs
- Assess the nominee's knowledge of the role the position he is being nominated for has in Safety Management and Compliance Monitoring
- Assessment of nominee's knowledge of ATO manuals
- Assess the nominee's aptitude and soft skills with students.
- Assess the nominee's knowledge of the ATO's procedure for standardisation of all theoretical knowledge instruction and supervision of TKIs
- Assess the nominee's hours of employment in relation to the scope of the ATO
- Assess the nominee's general attitude towards the regulations and TMCAD

Guidance on Training Requirements for the Position

- Requirements of ORO.ATO.210
- Basic Safety Management System Course
- Briefing or course on Area KSA100
- Briefing or course on Competency-Based Training

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A.3 Accountable Manager (AM)

Requirements:

- The Accountable Manager is responsible for establishing and maintaining an effective management system, ensuring also that all activities can be financed and carried out in accordance with the appropriate requirements.
- The Accountable Manager must have direct safety accountability for the ATO and remains ultimately responsible that the ATO remains in compliance with the applicable regulations
- The Accountable Manager shall be responsible that the ATO has sufficient qualified personnel, that the ATO maintains the appropriate staff and that personnel are aware of the rules and procedures to conduct their duties.

Assessment:

- Assess the nominee's knowledge of the elements of the Safety Management System, the principles of the Compliance Monitoring System of the organisation
- Assess the nominee's knowledge of EU regulations governing ATOs
- Assess the nominee's knowledge of his responsibilities as Accountable Manager
- Assess the nominee's knowledge of the role the position he is being nominated for has in Safety Management and Compliance Monitoring
- Assess the nominee's management experience and capabilities
- Assess the nominee's knowledge of ATO manuals.
- Assess the nominee's knowledge of Regulation Part-FCL
- Assess the nominee's general attitude towards the regulations and TMCAD

Guidance on Training Requirements for the Position

- EU Regulation No. 1178/2011 Training Course
- Basic Safety Management System Course
- Accountable Manager / Nominated Persons Course

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A.4 Compliance Monitoring Manager (CMM) Nominated Person

Requirements:

The organisation shall be responsible to nominate a person or group of persons with the responsibility of ensuring that the organisation remains in compliance with the applicable requirements.

- The Compliance Monitoring Manager shall be responsible for ensuring that the compliance monitoring programme is properly implemented, maintained and continually reviewed and improved
- The Compliance Monitoring Manager shall have direct access to the Accountable Manager
- The Compliance Monitoring Manager shall have access to all parts of the ATO and, as necessary, the contracted organisations

Assessment:

- Assess the nominee's qualifications and experience
- Assess the nominee's knowledge of the principles of the Compliance Monitoring system in the organisation.
- Assess the nominee's knowledge of EU regulations governing ATOs
- Assess the nominee's knowledge of the elements of the Safety Management System, the principles of the Compliance Monitoring System of the organisation
- Assess the nominee's knowledge of the role the position he is being nominated for has in Safety Management and Compliance Monitoring
- Assess the nominee's knowledge in Audit Planning and from where this requirement is derived from the regulation
- Assess the nominee's administrative skills with regards to findings and their safety impact on operations
- Assess the nominee's knowledge about regulation requirements that deals with Mandatory Occurrence Reporting.
- Assess the nominee's knowledge of a Compliance Monitoring Programme.
- Assess the nominee's hours of employment in relation to the scope of the ATO
- Assess the nominee's general attitude towards the regulations and TMCAD

Guidance on Training Requirements for the Position

- EU Regulation No. 1178/2011 Training Course
- Basic and/or Advanced Safety Management System Course
- Instruction Techniques
- Basic and/or Advanced Auditing Techniques Course
- Root Cause Analysis Course

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A.5 Safety Manager (SM) Nominated Person

Requirements:

The organisation shall identify a person who fulfils the role of Safety Manager and who is responsible for coordinating the safety management system of the organisation.

- The safety manager is responsible for coordinating the safety management system.

Assessment:

- Assess the nominee's qualifications and experience
- Assess the nominee's knowledge of the elements of the Safety Management System, the principles of the Compliance Monitoring System of the organisation
- Assess the nominee's knowledge of EU regulations governing ATOs
- Assess the nominee's knowledge of the role the position he is being nominated for has in Safety Management and Compliance Monitoring
- Assess the nominee's knowledge of ATO manuals.
- Assess the nominee's knowledge of ICAO Annexes dictating the requirements of Safety Management System
- Assess the nominee's knowledge of the EU regulation that governs Safety Management System
- Assess the nominee's knowledge on the components of Safety Management System, purpose of the Safety Review Board, the HIRA process of the organisation, the SSP
- Assess the nominee's knowledge on the regulation that applies in case of accident
- Assess the nominee's knowledge on the levels of risk severity and probability applicable in the organisation, identification of hazards and mitigation of associated risks
- Assess the nominee's hours of employment in relation to the scope of the ATO
- Assess the nominee's general attitude towards the regulations and TMCAD

Guidance on Training Requirements for the Position

- EU Regulation No. 1178/2011 Training Course
- Basic and/or Advanced Safety Management System Course
- Investigation Techniques

PERSONNEL LICENSING SECTION