



FAB Central Europe



FAB CE HR & TRN Sub Committee

Social Dialogue Forum

November 27th 2014
Hungarocontrol, Budapest



Overview of HR&TRN SubC

HR&TRN SubC covers or provides support to:

- Project 13 – Deployment of FAB Competence Schemes
- Project 14 – Training and Training Facilities
- Training Facilities Managers Task Force
- Social Dialogue



Project 13

Deployment of FAB Competence Schemes :

ATCOs
AMC/FMP
ATSEP

Identification of required staff
Identification of tasks and processes
Creation of Raw models
Gap analysis



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HR Project 13 Status of deliverables

FAB CE COMPETENCE SCHEME				
Deliverable			Status	
No.	Name			
P13_D1	Project Management Plan			Closed
P13_D2	Identification and plan for the implementation of the common competence scheme for ATCOs			Closed
P13_D3	Implementation of the common competence scheme ATCOs			Closed
P13_D4	Identification and plan for the implementation of the common competence scheme for AMC/FMP Staff			Closed
P13_D5	Implementation of the common competence scheme AMC/FMP			Closed
P13_D6	Submitted Competence Scheme Doc (ATCO) to NSAs			Closed
P13_D7	Submitted CS (AMC/FMP) to NSAs			Ongoing



HR Project 13 Status of deliverables

P13_D10	Identification and plan for the implementation of the common competence scheme / ATSEP		31.12.2014	
P13_D11	Implementation of the common competence scheme / ATSEP		Q1 2015	
P13_D13	Report on ATCO Competence Scheme application		Q4 2014	
P13_D15	Report on AMC/FMP Competence application		Q4 2014	

- Description of the project achievements and commitments**

The ATCO competence deliverables P13_D2 – D3 – D6 have been approved.

The AMC/FMP competence deliverable P13_D4 – D5 have been approved.

The ATSEP competence deliverables P13_D10 and D11 expected in Q4 2014 and in Q1 2015

Monitor the implementation of Common Competence Schemes for all Staff (ATCO, AMC / FMP, ATSEP)



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Project 14

Creation of harmonized training practices and training package for:

- ATCOs,
- AMC/FMP personnel and
- ATSEP,

in line with Common Competency Schemes
Synergies with TFM TF



TRN Facility Manager Task Force

TFM TF manages :

Implementation Teams (ITs) :

- TRN Cooperation / Harmonisation steps
- ACS basic courses
- ACS rating courses
- Train the Trainers (TtT)
- AMC/FMP Staff
- ATSEP





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HR Project 14 Status of deliverables

TRAINING FACILITIES		Status	
No.	Name		
P14_D1	Project Management Plan		Closed
P14_D2	ToRs of TFM TF as approved		Closed
P14_D3	Commitment to TRN harmonisation formally stated by CEOC		Closed
P14_D5	Updated training material for Basic and ACS Rating Course		Q1 and Q4 2015
P14_D6	Task List of AMC/FMP staff		Closed
P14_D7	Updated/newly created TRN package for AMC/FMP Staff		Closed
P14_D8	Report on the coordination of existing TRN (AMC/FMP)		Closed
P14_D9	Train the Trainers Common Concept		Closed
P14_D10	"Train the Trainers" training package		Q3 2015
P14_D11	Common Concept for ATSEP		Q4 2015
P14_D12	TRN Package for ATSEP		Q4 2015



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HR Project 14 Status of deliverables

P14 D13	Concept for the required TRN for Contingency			
P14 D14	TRN Package for Contingency			
P14 D15	Concept for the required TRN for Initial Scenario			
P14 D16	Overall TRN Package for Initial Scenario			

Description of the project achievements and commitments

- Cooperation of TOs focused on TRN Harmonisation and Cost saving
- Common TRN for ATCOs : - advanced elaboration for Basic Courses - ACS ongoing
 - Joint review of Edition 2.0 of EUROCONTROL Specifications for the ATCO CCC Initial Training.
 - Common/joint TRN of the Trainers
- Common TRN for AMC/FMP approved
- Common TRN for ATSEP under definition
- Joint definition of new TRN required for FRA application and Cross border Activities
- Support to OPS in specific Operational TRN



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HR & TRN Targets in FAB CE Strategy

Target 15.1: Implementation and monitoring of the commonly approved Common Competence Schemes

Target 15.2: Common training of ATCO of two or more ANSPs conducted

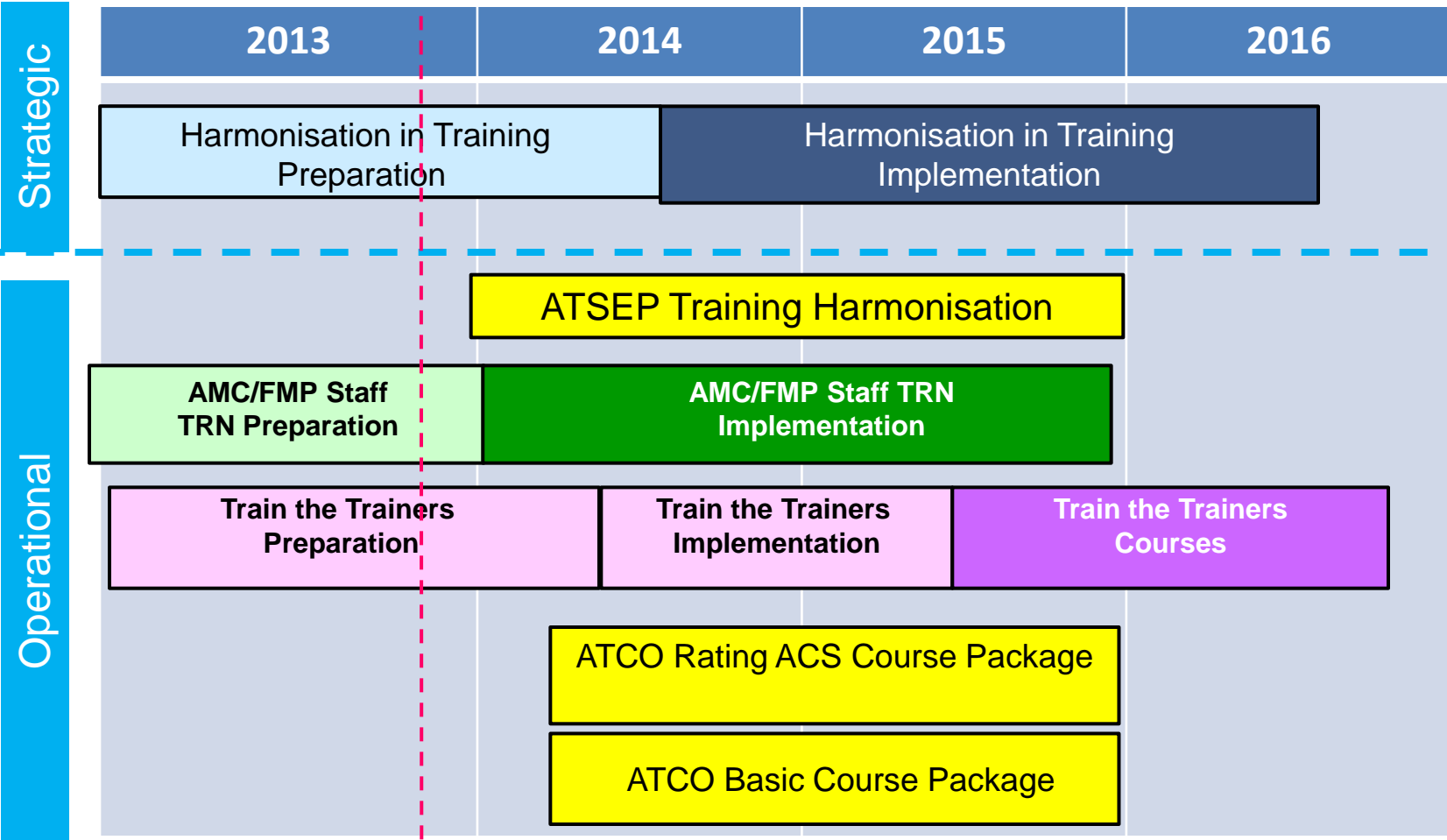
Target 15.3: Common training of ATSEP of two or more ANSPs conducted

Target 15.4: Common use of training facilities of two or more ANSPs conducted

Target 15.5: The first joint safety management training conducted



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New developments in TRN domain 2015 and 2016

New Specifications on Initial (Basic + Rating) Training, version 2.0 Change expected already in January 2015, enforced in mid-2015, with transition 6 to 12 months. (With almost completely new taxonomy)

Notices of Proposed Amendment (NPAs), freely translated - EASA way to collect comments, before publication of a New Regulation by the EU. According to this process we can expect a new Regulation for detailing rules for air traffic controllers' licences (new 805/20011).

New Unit Training Plans (UTP) and new Unit Competence Schemes (UCS), with transition up to 18 months.