

# Agenda Item 12.2.4

## Competency Assessment and Capacity Development for AMOs and AMFs

Ravind Kumar

Director

Fiji Meteorological Service



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# Objective

The objective of the paper is to inform PMC members on the qualification and competency requirements developed by WMO Commission for Aeronautical Meteorology (CAeM) in response to the requirements listed in paragraph 2.1.5 of the International Civil Aviation Organization (ICAO) Annex 3 to the Convention on International Civil Aviation Meteorological Service for International Air Navigation.



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# Background Information

- **The competency standards and qualification have been developed by WMO CAeM in response to the requirement listed in ICAO Annex 3, paragraph 2.1.5 which states that “each contracting state shall ensure that designated meteorological Authority complies with the requirements of WMO in respect of qualification and training of meteorological personnel providing service for international air navigation.**



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# Background Information

- The competency standards and qualification requirements for Aeronautical Meteorological Personnel (AMP) including Aeronautical Meteorological Observers (AMOs) and Aeronautical Meteorological Forecasters (AMFs)
- These were approved by the 16th World Meteorological Congress in May 2011.
- These were included in the WMO Technical Regulations No.49, Vol.1 together with the required learning outcomes of the Basic Instruction Packages for Meteorologist (BIP-M) and Meteorological Technician (BIP-MT).



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# Background Information

All providers of Aeronautical Meteorological services to international air navigation shall be able to demonstrate that their AMP states the competency standards by 1 December 2013 and the qualification of their AMF satisfy the BIP-M requirements by December 2016.



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# Background Information

In this regard, a set of implementation guidance of AMP Competency standards and a competency assessment toolkit are developed by WMO CAeM to assist its Members in developing their own tailored competency assessment tools for demonstrating their AMPs to meet the competence standards and requirements



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# Background Information

Fiji Meteorological Service (FMS) need to comply with the statutory and regulatory requirements and therefore it has become a mandatory for all AMP at FMS to complete and satisfactorily pass the Competency Assessment.

FMS procedure outlining the process for assessing competency for AMP is based on 'know-tell-do' criteria and is designed to best suit FMS's staff (refer Annex 2).



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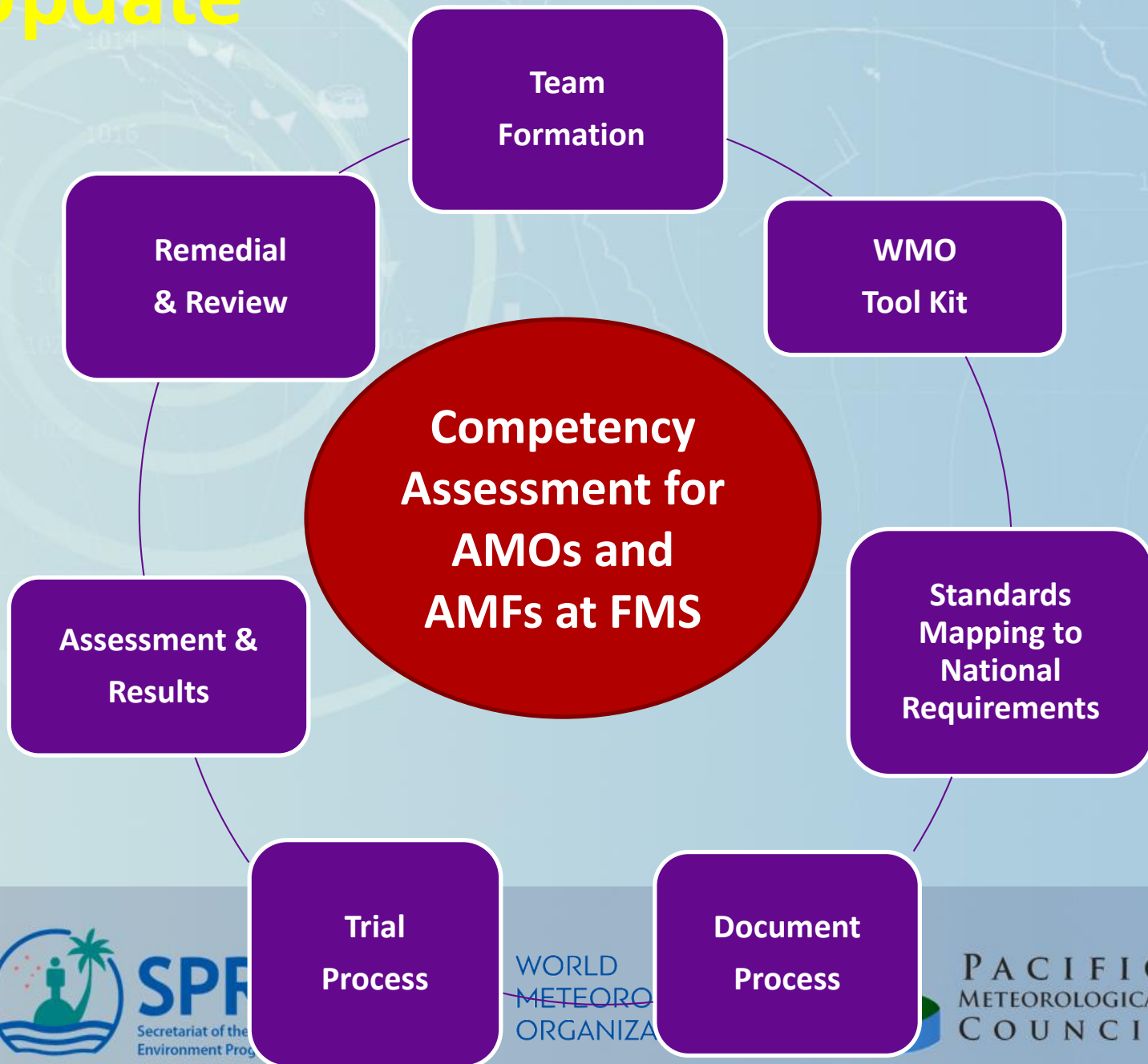
# Update

A recent survey conducted by the Pacific Islands Aviation Weather Services (PIAWS) Panel on the implementation of competency assessment of the Pacific Island Countries and Territories' NMHSs personnel providing services for international air navigation, shows 10 out of 11 respondents have either completed or started the competency assessment of their AMP as provided in Annex 1 of this paper.

- FMS has developed procedure outlining the process for assessing competency of AMP based on 'know-tell-do' criteria and is designed to best suit FMS's staff (refer to Annex 2).



# Update



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# Tailored Toolkits

1. Direct observation
2. Experiential questions
3. Written test
4. Post shift audits
5. Portfolio writings



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# Assessment & Action

- Assessment carried out by lead assessors
- Results analysed
- Staff needed to score 80% and above to be certified competent
- Non competent staff were;
  - Given training
  - Reassessed
- Procedure on critical errors during assessments, officer removed from operational duties.

# Recommendations

PMC Members are invited to Note the following:

- The result of the recent survey of NMHSs personnel providing services to international air navigation.
- NMHSs personnel providing services for international air navigation are to comply with the WMO qualifications and training requirements of AMP, to meet the ICAO Annex 3, paragraph 2.1.5.
- NMHSs are to implement competency assessment methods to meet the ISO 9001:2015 Standards especially clause 7 and sub clause 7.2.



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# Recommendations

PMC Members are invited to Note the following:

- a set of “Implementation Guidance of AMP Competency Standards” and CAT developed by WMO CAeM to assist in developing tailored competency assessment tools
- FMS procedure outlining the process for assessing competency for of personnel providing services to international air navigation, as presented in Annex 2.



# Recommendation

## Requests

- NMHSs to ensure that personnel providing services for international air navigation meet the AMP qualification requirements included in the WMO Technical Regulations No. 49, Vol. 1 together with the required learning outcomes of the BIP-M and BIP-MT.



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