

**57<sup>th</sup> CONFERENCE OF  
DIRECTORS GENERAL OF CIVIL AVIATION  
ASIA AND PACIFIC REGIONS**

*Incheon, Republic of Korea  
4 – 8 July 2022*

**AGENDA ITEM 3: AVIATION SAFETY**

**REVAMPING OF PERSONNEL LICENCING SYSTEM  
IN PAKISTAN**

Presented by the Islamic Republic of Pakistan

**INFORMATION PAPER**

**SUMMARY**

ICAO issued Significant Safety Concerns (SSC) to Pakistan in September 2020. This paper highlights the action taken by Pakistan to strengthen its Personnel Licencing framework which had led to the resolution of SSC during the ICAO USOAP CMA Audit conducted from 29 November 2021 to 10 December 2021.

## **REVAMPING OF PERSONNEL LICENCING SYSTEM IN PAKISTAN**

### **1. INTRODUCTION**

1.1 During 2018, Pakistan identified some anomalies and malpractices in the conduct of Personnel Licencing electronic examinations. The anomalies were further investigated to find the root cause and to take measures to avoid recurrence of such malpractices. While corrective actions were in hand, ICAO issued significant safety concerns to Pakistan under the Universal Safety Oversight Audit Programme in September 2020 halting the entire personnel licencing system.

1.2 By July 2021, enforcement actions were completed against all those who were suspected / identified to have contributed towards the problem. Concurrently, Pakistan CAA took number of steps for revamping its Personnel Licencing System including strengthening of qualified human resources, review of applicable regulations and revamping of licencing examination system. Based on the demonstration of enhanced capabilities and system during the USOAP CM Audit conducted from 29 November 201 to 10 December 2021; SSC has been resolved. Pakistan is still on its way forward for further improvements in examination and licencing system.

### **2. DISCUSSION**

2.1 The salient points of the steps taken during last 2 years to strengthen its Personnel licencing system are as appended below:

- a) Review of all licencing record to identify licences which were issued with some malpractices and enforcement actions against such licence holders including suspension and cancellation of licences.
- a) Upgradation of Personnel Licencing Branch as Personnel Licencing Directorate with clear demarcation of examination and licencing function.
- b) Induction of new CAA inspectors to overcome the shortage in Personnel Licencing and their required trainings to qualify as PEL inspectors.
- c) Review of various licencing regulations contained for improvement and consistency with ICAO framework.
- d) Launching of a new e-exam system with multiple physical and cyber security layers ensuring that no malpractice can be done.
- e) Improvement of FCL examination standards by outsourcing FCL exams to M/s UK CAAi
- f) 24/7 surveillance of the examinations being conducted
- g) Conduct of trainings for the inspectors in PEL Department despite COVID-19
- h) Enhanced surveillance of Approved Training Organizations.

2.2 Demonstration of its capabilities as a regulator in ICAO CMA Audit conducted 29 November – 10 December 2021 led to resolution of SSC against Pakistan in the area of Personnel licencing.

- 2.3 As ongoing efforts, Pakistan has an action Plans for improvement which includes:
- a) Review of scattered regulations in various Air Navigation Orders into consolidated Personnel Licencing regulations for Pakistan.
  - b) Transformation from partial automation to a fully automated / integrated Personnel Licencing system catering the requirements of Personnel Licencing / Examination / Medical Assessments.
  - c) Transformation from the current paper based licences to digital card-licences.
  - d) Improvement of examination system with planning to establish new exam centres at Islamabad and Lahore in future and establishment of e-Exam portal.

### **3. ACTION BY THE CONFERENCE**

- 3.1 The Conference is invited to note the information contained in this Paper.

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