



## **DIRECTORS GENERAL OF CIVIL AVIATION CONFERENCE ON A GLOBAL STRATEGY FOR AVIATION SAFETY**

**Montréal, 20 to 22 March 2006**

**Theme 2: Improving aviation safety**  
**Topic 2.5: Enhancing safety oversight**

### **ENHANCING SAFETY OVERSIGHT THROUGH EDUCATION OF REGULATORY TASKS TO AIR OPERATORS MANAGEMENT PERSONNEL**

(Presented by Indonesia)

#### **1. INTRODUCTION**

1.1 For the last six years, the aviation activity in Indonesia has been growing dramatically. This has been indicated among others, by the steeply increasing numbers of Civil Aviation Safety Regulations (CASR) 121 Air Operators as well as CASR 135 Air Operators.

1.2 This growth has become a challenge for both the regulatory authority and the operators in complying with the regulatory requirements concerning the availability of qualified personnel to fill managerial positions.

#### **2. AVIATION ACTIVITY**

2.1 From initially only twelve air operators in operation until 2000, there are currently thirty-four air operators operating under CASR 121 and thirty-four others operating under CASR 135, flying approximately 500 aircraft. These air operators serve thirty-two international and 162 domestic airports. They have transported 7.6 million passengers and 120 000 tonnes of cargo in 2000 and 29 million passengers and 229 000 tons of cargo in 2005. For 2006, the passenger growth rate is forecasted to be 17 per cent, which will bring the passengers for this year to 34 million and the cargo growth rate is forecasted to be 13 per cent, which will bring the cargo for this year to 256 000 tonnes. (See Appendix A).

2.2 To support this activity, 5 141 pilot licenses, 4 298 aircraft maintenance engineer licenses, 202 flight engineer licenses, 2 103 flight operation officer licenses and 5 634 flight attendant certificates have been issued.

### 3. THE CHALLENGE

3.1 Among others, one challenge for both the regulatory authority and air operators is the availability of qualified personnel to fill managerial positions as required by CASR such as managing director, director of safety, director of operation, director of maintenance, chief pilot, chief inspector, director of cabin safety and other supervisory personnel. With an increase from only 12 to 64 air operators in a short period of time, the number needed and the number available for the positions can easily be calculated.

3.2 Their position with regard to qualification requirements is one of the key factors for the regulatory authorities to be able to discharge their safety oversight responsibility successfully. They must be able to understand the regulations, speak the same language with the regulatory authority, and, as an agent, transfer their knowledge within their organization.

### 4. THE SOLUTION

4.1 As an answer to the challenge, the Director General of Civil Aviation (DGCA) in cooperation with training centres, ICAO and other international organizations, has been conducting training and on-the-job training in the DGCA office as well as with air operators. Significantly successful programmes have been :

a) National Project Professional Personnel (NPPP):

This programme has been conducted under the ICAO technical assistance programme. Senior pilots and aircraft engineers have been recruited from air operators to be trained to find compliance (as regulator air operator certifications, inspection and surveillance) and to show compliance (as air operator: writing the company manual such as company operation manual, company maintenance manual and company safety manual).

NPPP were recruited with the condition that after finishing training they would go back and transfer what they obtained from the training within their organization. This way, the mission of the regulatory authority to transfer the intention of regulation to air operators can be accelerated.

b) Company Aviation Safety Officer (CASO) training:

The training includes subjects such as flight safety philosophy, human factors and decision-making processes, accident prevention, risk management, aviation safety survey and emergency response plans.

This training conducted regularly every six months, and to date it has been conducted eight times with participants up to forty persons for each class.

c) human factors:

Human factors is compulsory training and it is conducted regularly every six months.

d) management training:

Management training means the participation of senior personnel to the CEO. Management training ranges from the technical, such as maintenance management, to business, such as airline management. CEOs, who in the majority are also owners of an air operator, are encouraged to attend airline management. This is as an effort to change their mind set, where in their previous business, safety might not have been the primary consideration.

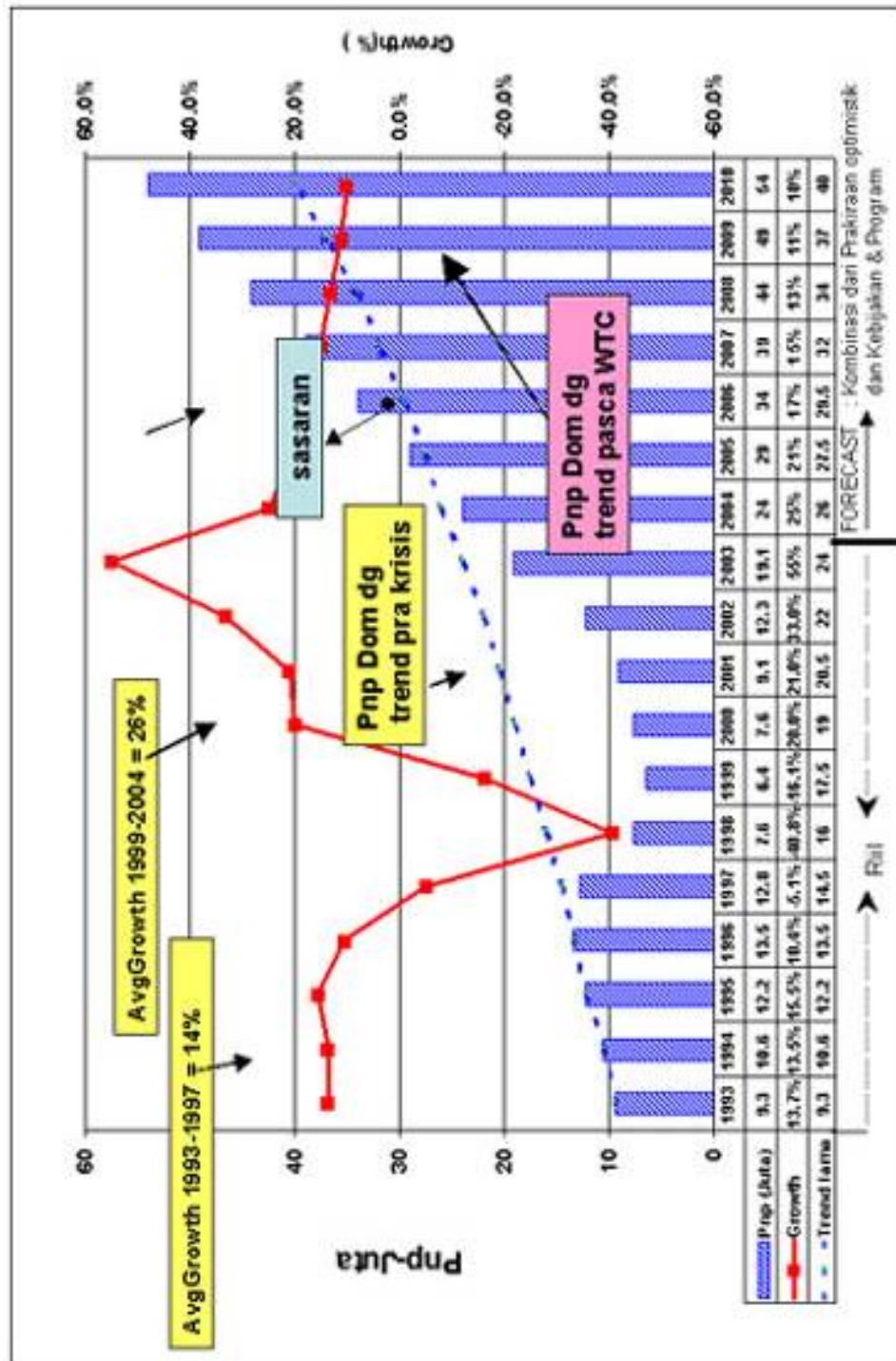
-----



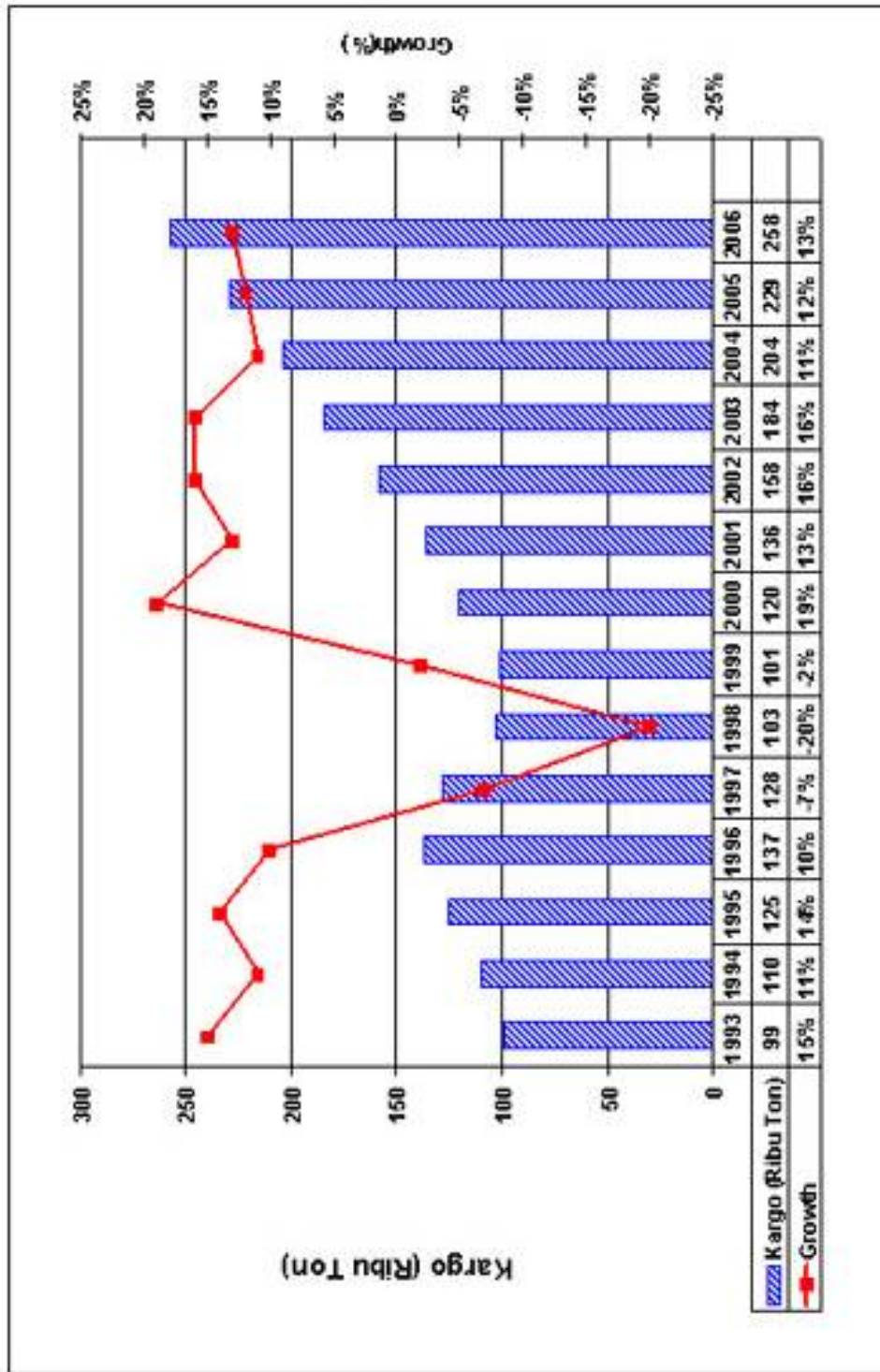
APPENDIX A

PASSENGER AND CARGO GROWTH

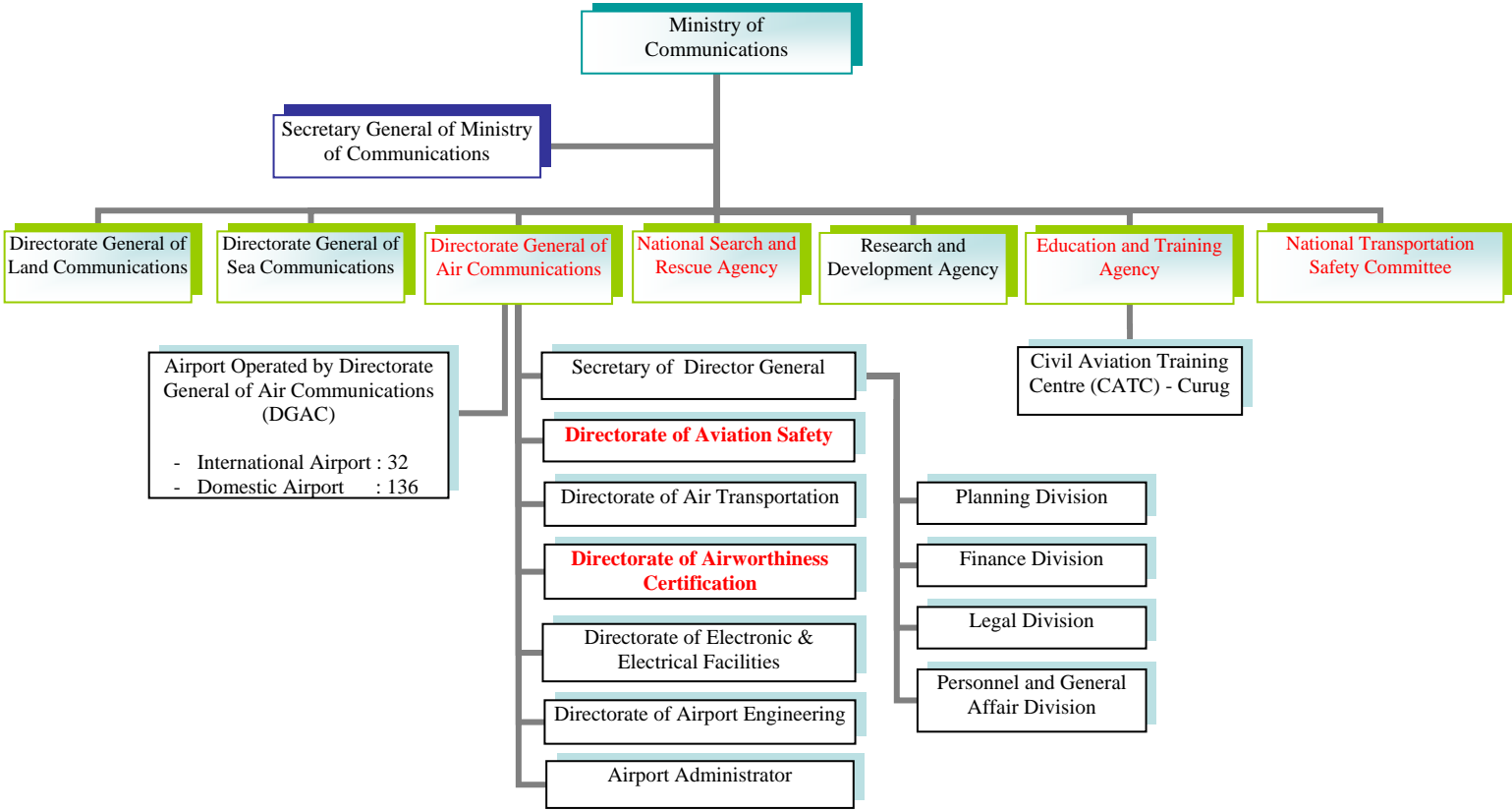
DOMESTIC PASSENGER



CARGO



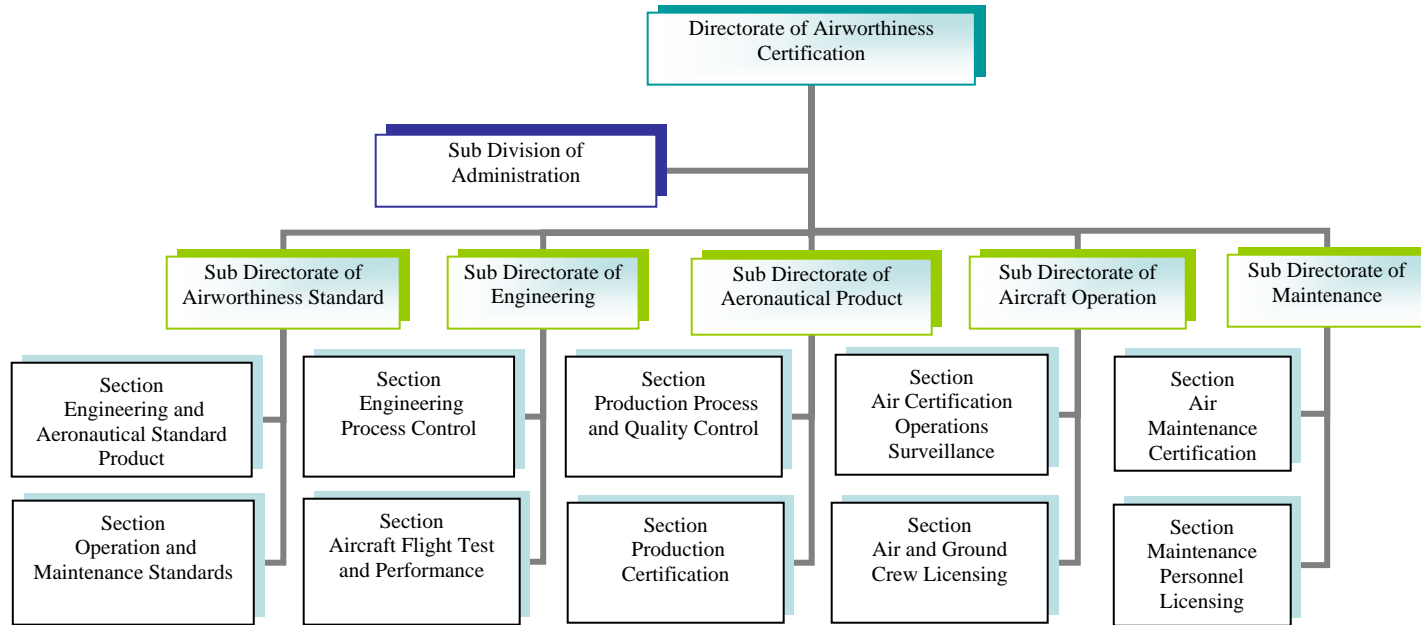
**Organization Chart for The Ministry of Communications, based on Ministry of Communications Decree No. KM. 43/2005**



ORGANIZATION CHARTS

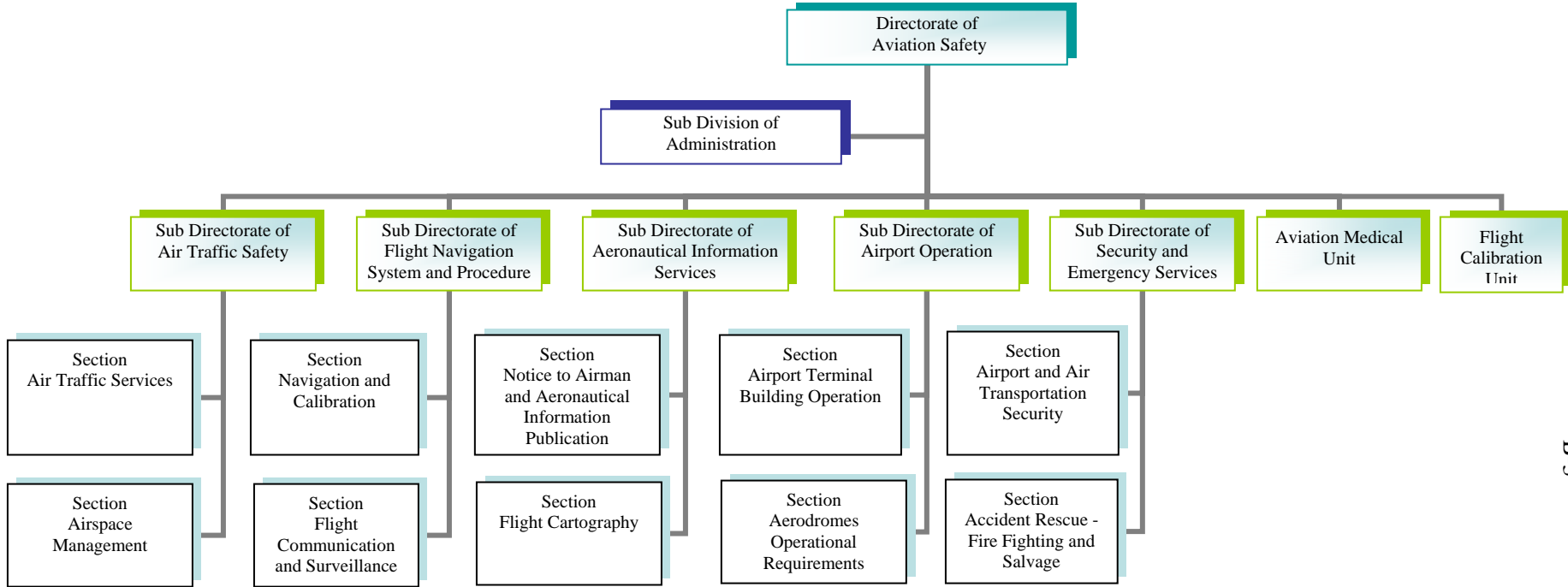
APPENDIX B

**Organization Chart for Directorate of Airworthiness Certification, based on Ministry of Communications Decree No. KM. 43/2005**





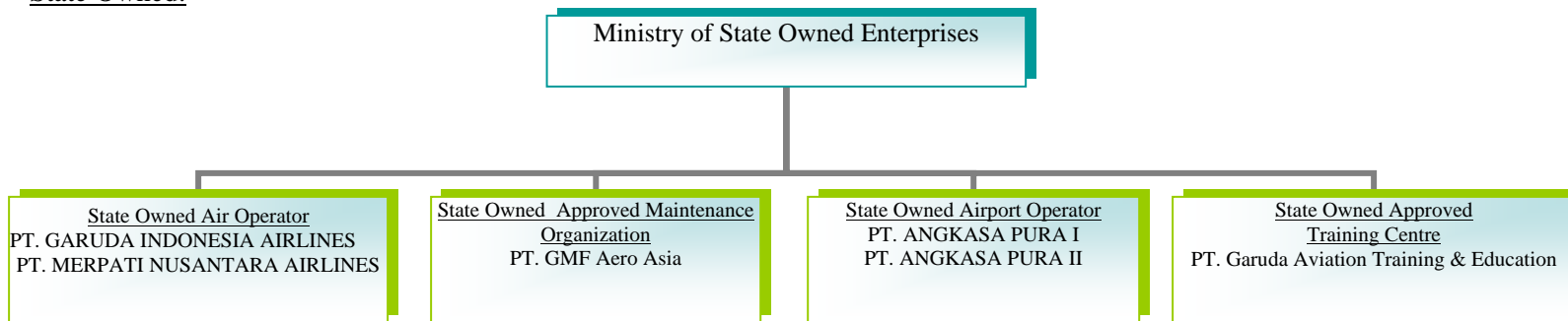
**Organization Chart for Directorate of Aviation Safety, based on Ministry of Communications Decree No. KM. 43/2005**



B-3

**Organization Chart: Directorate of Ministry of State Owned Enterprises**

State Owned:



Private Owned :

