



PAKISTAN CAA-CATI PERIODICAL

Civil Aviation Training Institute Hyderabad

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**Flt Lt(R)
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MESSAGE BY DGCAA



It is indeed heartening to learn that Civil Aviation Training Institute (CATI) is starting its Quarterly Magazine by the name of "PAKISTAN CAA - CATI, PERIODICAL". I am sure that it will connect the entire organization through sharing of information and latest developments in CATI and in the field of aviation. I am expecting that this magazine should be able to provide updates and information on the way in which CATI is moving to achieve its goals. It will definitely strengthen the relations not only with all CAA employees but should also act as a tool of information to other components of the Aviation sector in Pakistan and educational / training institutions in the country. I would urge the Director CATI and his team to encourage CAA employees all over Pakistan to contribute through writing articles for the magazine, which will also serve as an outlet for their creativity, ideas and developing critical thinking skill. Over a period of time, this newsletter must be able to become an effective part of CATI's educational strategy. While wishing the best to our training institute for starting its magazine, it is considered imperative to ensure the consistency, timeliness and constant improvement in its quality in the times to come.

TRAINING– The Main Ingredient of Human Capital

Pakistan Civil Aviation Training Institute (CATI) embarked on its journey in 1982 with the sole aim to ensure quality training and development of the CAA human resource. The Institute was developed under the auspices of International Civil Aviation Organization (ICAO). Later on CATI was declared an Approved Training Organization (ATO) and also became a full member of the ICAO TrainairPLUS Programme. The future vision of CATI is to become a regional leader in the field of aviation training.

TRAINING ACTIVITIES IN CATI ARE CARRIED OUT IN FOUR DIFFERENT SCHOOLS NAMELY:

- School of Air Traffic Services and Communication Operations
- School of Aviation Management and Rescue Fire Fighting Services
- School of Electronics Engineering
- School of Engineering Services



The aforementioned schools cover a wide variety of disciplines pertinent to the field of aviation ranging from Air Traffic Services to Information Technology.

Civil Aviation Training Institute (CATI) is issuing its first ever Quarterly Newsletter which marks the fulfillment of another important milestone in the pursuit of improvement. If any organization intends to improve in real sense then it has to focus on fixing two important components of Human Resource Management namely the Recruitment & Selection and Training & Development. CATI is the focal point within CAA responsible for ensuring implementation of the latter. Before we move any further we need to differentiate between training from education.

According to Edwin B. Flippo, a renowned Professor of Personnel Management and author of many books, "training is the act of increasing the knowledge and skills of an employee for doing a particular job". He further elaborated that training is an organized procedure whereby an individual learns the technical / professional knowledge and skills for performing particular tasks. Training has specific goals of improving one's capability, capacity, productivity and performance.

Therefore, training and development, if properly implemented, would guarantee organizational success on a long-term basis. There is a strong link between any organization's success and learning. Organizations that learn at a fast pace and adapt well to the changing environments perform the best over a period of time. Organizational leadership has a great role to play in

order to build a culture amongst its employees, to promote adaptability and acceptance of new philosophies, trends, best practices and relevant technological advancements with open arms.

We would have to give the highest level of importance to transform CAA into a learning organization and CATI has a vital role to play in this process. The quality of training programs would have to witness changes in the right direction so that CAA employees are fully aware of their responsibilities. We are living in a World, which is continuously changing. This puts an additional responsibility on the employees to be dynamic and adaptive to their job requirements.

Having a well-trained and developed workforce gives the organization the Competitive Advantage needed to become a regional leader. The entire Training & Development strategy and mechanism within the organization has to undergo change and fully align with the organization's requirements and employees' needs. However, in an organization like Pakistan Civil Aviation Authority with so much diversification, effective training & development is a big challenge. If CAA is unable to move forward progressively in accordance with the need of the time then soon it might reach a stage where it would cease to exist as a progressive organization. In order to keep CAA relevant, investing in the Training & Development program must be part of our strategy.

DGCAA VISITS CATI



DG CAA and Additional DG CAA During Presentation

Director General CAA along with Additional DGCAA, Director Airport Services, Director CNS Engineering, Director Security, Director Operations, Director SQMS and Director HR visited Civil Aviation Training Institute (CATI) Hyderabad on 09th November, 2021. A four hour meeting was held in the Conference room of CATI, which included an extensive presentation on all matters pertaining to CATI given by Director CATI. That included a brief on CATI, development and implementation of Revitalization plan of CATI termed as the "Roadmap for improvements at CATI", problem areas and support required from HQCAA. Each and every aspect was discussed in detail focusing on the historical perspectives of CATI, general perceptions about CATI, Management Commitment, improvements required in the infrastructure, facilities and living conditions, interaction with universities and other training institutes within and outside Pakistan, improvements needed in the quality of training education at the institute with special emphasis on the instructors, etc. DGCAA took very keen interest in the activities of CATI and issued necessary directions on all the points presented in the meeting.

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DG CAA along with his team visiting CATI



Director CATI giving briefing on CATI to DG CAA

DGCAA assured all out support to CATI in pursuit of its objectives and the directions given during the meeting. A visit to all schools at CATI and other areas was undertaken after the conclusion of the meeting. A small event in connection with the World Quality Day was also held in the CATI Auditorium during which presentations were given by Director SQMS, Chief of ATS & Com-Ops. School and Director CATI respectively. He shared his Vision to see CATI placed in a selected group of leading Aviation training institutes in the future for which necessary discussions and deliberations were held.

◀ Training – Continued From Page 2

The International Civil Aviation Organization (ICAO) also recognizes the importance of training. GAT (Global Aviation Training) is one of the initiatives being undertaken by ICAO to fulfill the training needs of the aviation world. Various courses and training programs have been developed by ICAO to empower current and next generation of aviation professionals with the techniques and tools to thrive in today's challenging aviation sector. Afterall trained employees are the most valuable assets for any organization.

ICAO believes that sustainable, safe and secure global aviation development relies on availability of qualified and competent employees to plan, coordinate, manage, operate, maintain and oversee all complex operations related to aviation. In order to assist it's Member States, ICAO also launched the Aviation Training and Capacity-Building Roadmap for States. This roadmap will enable member states to adopt a structured plan to implement comprehensive and consistent human resource development strategies. It is evident from aforementioned initiatives how much importance is attributed to training and development by ICAO.

Recently, CATI has undergone a technical transformation. Technology has been widely integrated in the training and teaching methodology at CATI. Various state of the art simulators have also been installed augmenting the existing training facilities. In addition to the above, CATI has always been fortunate to have excellent faculty members who are accomplished professionals in their respective fields and diligently perform their roles as instructors.

CATI Roadmap - An Abstract

- ✓ To provide a long term strategic direction to Civil Aviation Training Institute (CATI) Hyderabad for continual improvement and progression.
- ✓ To devise a methodical approach and plan for the realization of the long term vision of CATI.



STRATEGIC DIRECTION OF CATI

- ✓ To align CATI with the recent and future trends in global/ regional aviation sector through development of a strategic plan titled as CATI Vision 2030.
- ✓ The entire system and performance mechanism of CATI would be examined, benchmarked and streamlined in relation to:
 - Expectations of the Aviation Division / CAA Top Management and all CAA functions at HQCAA including Airports locations.
 - International best practices & Standards.
 - Quality Assurance requirements of Training Institute.

CATI becomes Professional Engineering Body (PEB)

Pakistan Engineering Council (PEC) is a professional body for accreditation of engineering education and regulation of engineering profession in Pakistan. It was established in 1976 by the PEC act 1976.

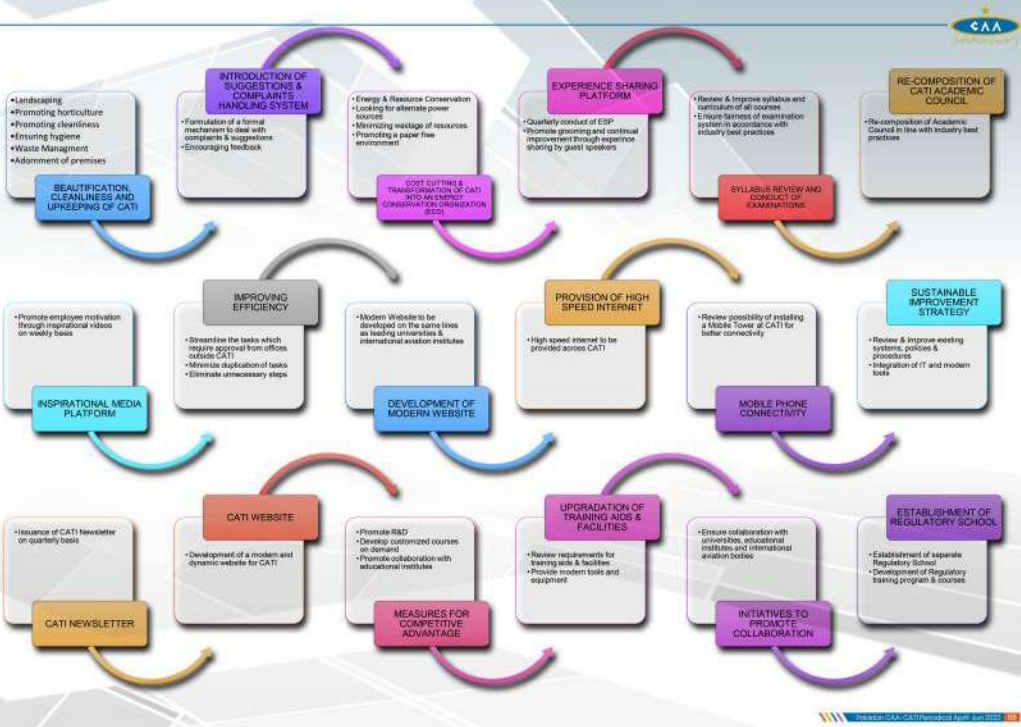
Pakistan Engineering Council represents the engineering community in Pakistan and assists the Government of Pakistan at the federal and provincial levels. It also acts as a think tank for the government and undertakes efforts to establish scientific standards for engineering innovations and services.

Engineers are an important segment of the Pakistan CAA family, providing vital services ranging from Civil Works, Electronics to Mechanical works. Moreover, the school of Engineering Services (ES) at CATI has been fulfilling the training and developmental needs of CAA engineering personnel for the past four decades.

It has been our legacy to always seek opportunities to improve the standard of training facilities at CATI. For this purpose CATI management has undertaken various initiatives which includes collaborations with leading technical and educational bodies within Pakistan and abroad. In line with this vision, CATI recently became registered as a certified Professional Engineering Body (PEB) of Pakistan Engineering Council's Continuing Professional Development (CPD) program which will provide a platform for engineering professionals within Pakistan to engage in learning activities in order to develop and enhance their abilities.

CATI being a PEB is now authorized to conduct short courses, trainings, seminars and workshops for Registered and Professional Engineers working in CAA or elsewhere. Additionally, CATI is accredited to carry out research activities and become member of technical committees of PEC. It is intended that specialized job-oriented global certification courses will be conducted at CATI to enhance employability and on-job performance.

To begin with, CATI has planned to conduct a full day seminar comprising of 200 to 250 participants at its existing facility. Furthermore, annual calendar of activities to be conducted in CATI has been prepared in order to allow systematic planning and execution. In pursuance of achieving excellence and regular improvement, Quality Improvement and Self Assessment Manuals are also being prepared in line with ISO's Best practices.



Journey of Modernization of Class Rooms



School of Air Traffic Services and Communication Operations



School of Electronics Engineering and Information Technology



School of Aviation Management and Rescue & Fire Fighting Services

and The journey continues to make CATI a modern institute

CATI recently launched an initiative, in pursuance of its roadmap, providing a platform for sharing of experiences by retired officers from CAA and other notable organizations to benefit from their wisdom and acumen. This initiative is in line with the spirit and vision of this prestigious institution that has been amicably fulfilling the training and development needs of human resource of Pakistan Civil Aviation Authority and aviation personnel globally for the past four decades.

The idea behind this Experience Sharing activity is to allow CAA's current and future leadership to learn from the experiences and rich history of their predecessors. This also provides an opportunity to honour retired CAA veterans and allow them to reunite with their organization. Moreover, retired officers and current CAA leadership is able to acquaint themselves with each other in order to foster a culture of mutual trust and respect, which is a hallmark of eminent organizations.



Cake cutting ceremony on the occasion of 77th International Civil Aviation Day and 39th anniversary of Pakistan Civil Aviation Authority

These sessions are planned to be arranged on quarterly basis. Consequently, the first session was conducted on Tuesday, the 07th of December, 2021. This date was especially chosen to coincide with the International Civil Aviation Day as well as Pakistan Civil Aviation Authority day. Many serving and retired CAA officers graced the event. Mr. Alqera Atiq, Ex. Director PCAA addressed the house on behalf of the contingent of retired officers. He had served at major managerial positions throughout his career including the posts of Director HR, Director CATI & Director Commercial, just to name a few. He particularly thanked CATI management for organizing such an event and providing retired officers with the opportunity to reunite with their peers and colleagues.

The retired officers took to the podium to express their views and experiences. However, the highlight of the session was the speech by the guest of honor, Air Commodore (R) M. Junaid Amin, Ex. DG CAA. His words of inspiration truly made the event unforgettable. The audience were able to take away many valuable life lessons from his conversation.

A tradition was also introduced as part of this ESP to pay tribute to the retired PCAA officers who have left this world for their eternal abode. In the 1st session participants paid their respects and homage to the memory of the following officers:

- Air Marshal (Retd) Khalid Chaudhary, Ex DG CAA
- Mr. Manzar Jamal, Ex. Deputy DG (Regulatory) CAA
- Mr. Suhail Ahmed Chauhan, Ex. Deputy DG (ANS) CAA
- Engr. Ghulam Murtaza, Ex. Principal Director (Regulatory)



The second event was arranged on Thursday the 31st of March, 2022 and was attended by senior officers from HQ CAA along with many retired officers, in addition to the officials and trainees from CATI. Hafiz Zakawat-ul-Hassan, Ex. Director CATI and Mr. Muhammad Rauhullah, Ex. Director P&D were invited as chief guests. Both officers had served PCAA in various capacities throughout their long careers and had also served at CATI during various tenures. Mr. Mubashar Zafar was also amongst the guests. He had served as Director P&D and Director Works during different tenures. He took the stage to represent the retired officers and shared his thought provoking and inspirational experiences with the audience. He also expressed his gratitude for providing this unique platform for such a memorable activity.





During the 2nd session of ESP tribute was paid to the following retired PCAA officers who have passed away:

- Mr. Tariq Gill, Ex. Additional Director ATS
- Mr. Afan Waheed Butt, Ex Airport Manager, AllAP, Lahore

The guests really appreciated this initiative of CATI management and also expressed their satisfaction on the ongoing activities at CATI. They especially thanked the top management of CAA and Director CATI for providing this opportunity to them to revisit their cherished memories of this esteemed institution.

Director CATI thanked the worthy guests for sparing their valuable time for this noble cause. He also lauded their meritorious services for Pakistan Civil Aviation Authority. Director CATI expressed that initiatives play a pivotal role in the grooming and mentoring of officials. The life lessons learnt through these such sessions will not only be beneficial in our professional lives but will also contribute towards the betterment of our personal life.

The sessions were concluded with prayers and best wishes for the bright future of Pakistan Civil Aviation Authority.

MOCK-UP AIRCRAFT

RFF is referred to the Rescue and Fire-Fighting services provided at an aerodrome which are specifically dedicated in support of safe aircraft operations at airport. This special category of fire-fighting involves incident response, hazard mitigation, evacuation and possible rescue of passengers and crew of an aircraft involved in an emergency at the aerodrome (or potentially off the aerodrome).



ICAO Doc-9137 Part-7 (Airport Services Manual Emergency Planning) is the primary reference document that deals with the standards and recommended practices related to RFF training. In line with these requirements, Rescue & Fire Fighting

(RFF) training formally began in Aviation Management & RFF School in 1983. Considering the significance of RFF Services and the need to establish a stringent and comprehensive training program, ICAO deputed Dr. C.T White as a special advisor at the RFF School at the time of establishment of CATI. He was responsible to oversee and assist in the implementation of ICAO guidelines pertaining to RFF training.



Consequently, the need was felt for a mock-up aircraft for RFF drills. Therefore, the first Mock-up Aircraft was built in 1985 within CATI premises. The condition of this mock-up aircraft had deteriorated significantly over time and it was expedient that a new mock-up aircraft be built to fulfill training requirements. Foregoing in view, a new Mock-up Aircraft, based on the design characteristics of Boeing-737, has been assembled recently.

In order to ensure durability and to give the trainees a real life feel while conducting Fire Fighting Exercises, the new mock-up has been designed using metal sheets. The length of the Aircraft is 100 feet whereas, wingspan is 96 feet. The total expense incurred in this project is around Rupees 25 Million.

This newly established facility will allow the conduct of different types of Fire Fighting & Rescue trainings, as outlined hereunder:-

1. Aircraft Engine Fire
2. Nose & Rear Wheels fire
3. Use of Escape Chutes
4. Evacuation of Passengers in Aircraft Emergency.
5. Emergency Exits
6. During an Emergency, entry Procedures by Rescuers in an Aircraft.



In addition to this, rescuing the injured / sick passengers from the Aircraft is also part of this training which is considered an important and crucial element in the provision of RFFS.

We staunchly believe that through innovation and hard work we will be able to achieve excellence and provide relevant trainings in the field of aviation.

News & Snippets

- In first quarter of 2022, total 32 courses of varying duration were conducted in numerous disciplines of aviation.
- Additionally, 70 courses of varying duration are planned to be held in the second and third quarter of 2022 in all four schools.
- For the grooming, development and motivation of CATI trainees and employees an initiative of motivational platform was started in Oct 2021. Under this platform motivational sessions of around one hour are being managed on each Thursday.
- In line with the program of PEC, CATI being a PEB has prepared annual calendar of activities to be conducted in CATI. To begin with, in the last half of current year 2 seminars of 1 day each and a 2 days' Workshop have been planned to be held in the months of July, October and December respectively.
- Third program of Experience Sharing Platform (ESP) will be held by the end of June 2022.
- As part of upgrading CATI, 02 more Class Rooms will be upgraded by the end of July 2022 with modern training aids and latest equipment.
- CATI celebrated several days of National and International importance – International Air Traffic Controllers day, International Quality day, International Civil Aviation day, Quaid e Azam day, Allama Iqbal day, Pakistan day and International Fire Fighters day.

From the Editor's Desk



Dear Colleagues,

I am pleased to present the first "CATI Periodical". This periodical will be issued on quarterly basis and will provide the readers with an insight on the ongoing activities at CATI as well as future plans. As this periodical represents CATI, the main focus of the articles will be on training and human resource development. At the same time new developments and technologies, Aviation promotional activities etc will be made part of this magazine.

The periodical commences with the message from the Honorable Director General Civil Aviation Authority. The first issue talks about the importance of training in grooming and development of human resource. It also sheds some light on various steps taken by CATI management for making CATI a modern and smart institute under CATI Roadmap plan and other initiatives such as "Experience Sharing Platform (ESP)", "making CATI a certified PEB under the aegis of PEC" and the establishment of Mockup Aircraft for effective training of Resue and Fire Fighting. Readers". The summarized form of CATI Roadmap is also covered in this issue, which describes the strategic direction of CATI to realize long term goals and transform CATI into a recognized hub for quality aviation training in the region.

We encourage readers to provide us with feedback on our effort and also share pertinent information related to the field of aviation for inclusion in the upcoming periodicals.

We sincerely hope that you will enjoy this issue and continue to support us in our endeavors.

Nawaz Ahmed Sipra
Chief Editor