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**Annex II to EASA Opinion No 06/2024**

**COMMISSION IMPLEMENTING REGULATION (EU) .../...**

**of **XXX****

**amending Regulation (EU) 2015/340 as regards the introduction of competency-based training and assessment and virtual training**

# COMMISSION IMPLEMENTING REGULATION (EU) .../...

of **XXX**

## **amending Regulation (EU) 2015/340 as regards the introduction of competency-based training and assessment and virtual training**

THE EUROPEAN COMMISSION,

Having regard to the Treaty on the Functioning of the European Union,

Regulation (EU) 2018/1139 of the European Parliament and of the Council of 4 July 2018 on common rules in the field of civil aviation and establishing a European Union Aviation Safety Agency, and amending Regulations (EC) No 2111/2005, (EC) No 1008/2008, (EU) No 996/2010, (EU) No 376/2014 and Directives 2014/30/EU and 2014/53/EU of the European Parliament and of the Council, and repealing Regulations (EC) No 552/2004 and (EC) No 216/2008 of the European Parliament and of the Council and Council Regulation (EEC) No 3922/91 <sup>(1)</sup>, and in particular Article 50(1)(b) and (c) and Article 53(1) thereof,

Whereas:

- (1) Commission Regulation (EU) 2015/340 <sup>(2)</sup> lays down the technical requirements and administrative procedures relating to air traffic controllers' licences and certificates.
- (2) The limited flexibility and availability of air traffic controller resources in the Union restrict the capacity of the European Air Traffic Management ('ATM') system. Therefore, adaptations to the regulatory framework concerning the licensing and qualification of air traffic controllers are needed.
- (3) To better cater for the needs of air navigation service providers in terms of qualified and available personnel, the requirements set out in Regulation (EU) 2015/340 need to be further harmonised to ensure that the applied training methodology and syllabi ensure a truly harmonised training output and thus positively contribute to the operational needs.
- (4) To enable this harmonisation, the European Union Aviation Safety Agency ('the Agency') considers that the regulatory framework for air traffic controller training in Europe should be enhanced by setting out the required performance standards applying the principles of competency-based training and assessment (CBTA), which is also the International Civil Aviation Organization (ICAO) preferred route to all aviation personnel licensing.
- (5) To better contribute to the application of the CBTA methodology, instructors and assessors also need new requirements setting out their performance standards by applying the same principles.

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<sup>(1)</sup> OJ L 212, 22.08.2018, p. 1.

<sup>(2)</sup> Commission Regulation (EU) 2015/340 of 20 February 2015 laying down technical requirements and administrative procedures relating to air traffic controllers' licences and certificates pursuant to Regulation (EC) No 216/2008 of the European Parliament and of the Council, amending Commission Implementing Regulation (EU) No 923/2012 and repealing Commission Regulation (EU) No 805/2011 (OJ L 63, 6.3.2015, p. 1).

- (6) Following the experience gained during the COVID-19 pandemic, the Agency also considers that enabling the virtualisation of training for air traffic controllers in a harmonised manner could be beneficial.
- (7) The measures provided for in this Regulation are in accordance with the opinion of the Committee established under Article 127(1) of Regulation (EU) 2018/1139,

HAS ADOPTED THIS REGULATION:

*Article 1*

Regulation (EU) 2015/340 is amended as follows:

1. Article 4 is amended as follows:

(a) The introductory phrase is replaced by the following:

‘For the purposes of this Regulation, the definitions of Article 2 of Regulation (EC) No 549/2004, the definitions of Article 3 of Regulation (EU) 2018/1139, and the following definitions shall apply:’;

(b) the following point (2a) is inserted:

‘(2a) “adapted competency model” means a group of competencies with their associated description and performance criteria adapted from an ICAO competency framework that an organisation uses to develop competency-based training and assessment for a given role;’;

(c) points (6) and (7) are replaced by the following:

‘(6) “assessment” means a determination as to whether a person meets a required level of performance under given conditions, by collecting evidence from observable behaviours;

(7) “assessor endorsement” means the authorisation entered on and forming part of the licence, indicating the competence of the holder to conduct assessments of the practical skills for the purpose of the issue of the licence, rating and/or endorsement(s) and their revalidation and/or renewal;’;

(d) the following points (7a), (7b), (7c) and (7d) are inserted:

‘(7a) “competency” means a dimension of human performance that is used to reliably predict successful performance on the job. A competency is manifested and observed through behaviours that mobilise the relevant knowledge, skills and attitudes to carry out activities or tasks under specified conditions;

(7b) “competency-based training and assessment” means training and assessment that are characterised by a performance orientation, emphasis on standards of performance and their measurement, and the development of training to the specified performance standards;

(7c) “competency standard” means a level of performance that is defined as acceptable to demonstrate that a specific competency has been achieved;

- (7d) “conditions” means anything that may qualify a specific environment in which performance will be demonstrated;’;
- (e) the existing point (7a) is renumbered point (7e);
- (f) the existing point (7b) is deleted and replaced by the following point (14b):
- ‘(14b) “national conversion report” means a report on the basis of which prior military air traffic controller training may be given credit by the competent authority to which the application for the issue of a student air traffic controller licence is submitted;’;
- (g) the following point (14c) is inserted:
- ‘(14c) “observable behaviour (OB)” means a single role-related behaviour that can be observed and may or may not be measurable;’;
- (h) point (15) is replaced by the following:
- ‘(15) “on-the-job training instruction” means the phase of unit training during which previously acquired job-related competencies are integrated in practice under the supervision of a qualified on-the-job training instructor in live traffic situation;’;
- (i) point (18) is replaced by the following:
- ‘(18) “performance criteria” means statements used to assess whether the required levels of performance have been demonstrated for a competency. A performance criterion consists of an observable behaviour, condition(s) and a competency standard;’;
- (j) the following point (21a) is inserted:
- ‘(21a) “remote learning” means training situations in which instructors and students are physically separated and interact synchronously or asynchronously. Information is typically transmitted via technological means, such as discussion boards, video conference, audio bridge or data carrier, and other similar means;’;
- (k) points (22) and (23) are replaced by the following:
- ‘(22) “renewal” means the administrative act taken after an endorsement or a certificate has expired that renews the privileges of the endorsement or certificate for a further specified period subject to the fulfilment of specified requirements;
- (23) “revalidation” means the administrative act taken within the period of validity of an endorsement or certificate that allows the holder to continue to exercise the privileges of an endorsement or certificate for a further specified period subject to the fulfilment of specified requirements;’;

- (1) the following point (32) is added:  
‘(32) “virtual classroom” means a virtual environment adapted for the learning process, not requiring a physical location where synchronous learning takes place;’;
2. in Article 6, the introductory phrase of paragraph 2 is replaced by the following:  
‘2. For the purpose of Annex III and for the oversight of the requirements of Annex I regarding air traffic services providers, the competent authority shall be:’.

## *Article 2*

### *Transitional provisions*

1. Air traffic services providers shall adapt their unit competence schemes to comply with the requirements of this Regulation by 31 December 2028.
2. Air traffic controller training organisations shall adapt their training plans and training courses to comply with the requirements set out in this Regulation by 31 December 2028.
3. Certificates of completion of training courses issued in accordance with Regulation (EU) 2015/340 that have started prior to the application of this Regulation shall be accepted for the purpose of the issue, revalidation or renewal of the relevant licences, ratings and endorsements in accordance with this Regulation, provided that the training and the assessment have been completed by 30 June 2029.’.

## *Article 3*

### **Entry into force and applicability**

This Regulation shall enter into force on the twentieth day following that of its publication in the *Official Journal of the European Union*.

It shall apply from 1 January 2029.

However, points (14b), (21a) and (32) of Article 4, as well as points ATCO.B.025(a)(3) and ATCO.OR.C.015, shall apply from [6 months from the date of entry into force].

Done at Brussels,

*For the Commission*  
*The President*  
[...]

**Draft Annexes I to III to draft Commission Implementing Regulation (EU) .../...  
amending Commission Regulation (EU) 2015/340 as regards the introduction of  
competency-based training and assessment and virtual training**

*ANNEX I*

Annex I (PART ATCO) to Commission Regulation (EU) 2015/340 is amended as follows:

1. in point ATCO.A.015, points (c), (d), (e) and (f) are replaced by the following:
  - ‘(c) Licence holders shall not exercise the privileges of their licence when having doubts about being able to safely exercise the privileges of the licence and shall in such cases immediately notify the relevant air traffic services provider of the provisional inability to exercise the privileges of their licence.
  - (d) Air traffic services providers may declare the provisional inability of the licence holder if they become aware of any doubt concerning the ability of the licence holder to safely exercise the privileges of the licence.
  - (e) Air traffic services providers shall develop and implement objective, transparent and non-discriminatory procedures to enable licence holders declaring provisional inability to exercise the privileges of their licence in accordance with point (c), to declare the provisional inability of the licence holder in accordance with point (d), and to inform the competent authority as defined in that procedure.
  - (f) The procedures referred to in point (e) shall be included in the unit competence scheme according to point ATCO.B.025(a)(14).’;
2. in point ATCO.B.001, point (b) is replaced by the following:
  - ‘(b) Applicants for the issue of a student air traffic controller licence shall:
    - (1) be at least 18 years old;
    - (2) within the 12 months preceding the application, have completed initial training at a training organisation satisfying the requirements laid down in Annex III (Part ATCO.OR) relevant to the rating, and if applicable, to the rating endorsement, passed the appropriate examinations and assessments, and demonstrated the required competence as set out in Part ATCO, Subpart D, Section 2;
    - (3) hold a valid medical certificate;
    - (4) have demonstrated an adequate level of language proficiency in accordance with the requirements set out in point ATCO.B.030.’;
3. in point ATCO.B.005, point (c) is replaced by the following:
  - ‘(c) Applicants for the first issue of an air traffic controller licence shall:
    - (1) hold a student air traffic controller licence;

- (2) have completed a unit endorsement course, passed the appropriate examinations and assessments, and demonstrated the required competence as set out in Part ATCO, Subpart D, Section 3;
  - (3) hold a valid medical certificate;
  - (4) have demonstrated an adequate level of language proficiency in accordance with the requirements set out in point ATCO.B.030.’;
4. in point ATCO.B.010, point (b) is replaced by the following:
  - ‘(b) The holder of a rating who has interrupted exercising the privileges associated with that rating for a period of the 4 or more preceding consecutive years may only start on-the-job training in that rating:
    - (1) if a training organisation satisfying the requirements laid down in Annex III (Part ATCO.OR) and certified to provide training relevant to the rating, has conducted an assessment of previous competence as to whether the holder of a rating continues to satisfy the conditions of that rating, and;
    - (2) after satisfying any training requirements resulting from the assessment referred to in point (b)(1) above.’;
5. point ATCO.B.020 is amended as follows:
  - (a) point (b) is replaced by the following:
    - ‘(b) Applicants for a unit endorsement shall have completed a unit endorsement course, passed the appropriate examinations and assessments, and demonstrated the required competence, as set out in Part ATCO, Subpart D, Section 3.’;
  - (b) points (i) and (j) are replaced by the following:
    - ‘(i) Unit endorsements shall be revalidated provided all the following conditions are met:
      - (1) the applicant has been exercising the privileges of the licence for a minimum number of hours as defined in the unit competence scheme;
      - (2) the applicant has undertaken refresher training within the validity period of the unit endorsement according to the unit competence scheme;
      - (3) the applicant’s competence has been assessed in accordance with the unit competence scheme not earlier than 3 months preceding to the expiry date of the unit endorsement.
    - (j) If the unit endorsement is revalidated within the 3-month period preceding its expiry date, the new validity period shall be counted from that expiry date.’;
6. point ATCO.B.025 is replaced by the following:

‘ATCO.B.025 Unit competence scheme

- (a) Unit competence scheme(s) shall be established by the air traffic services provider and approved by the competent authority. A unit competence scheme shall include at least the following elements:
- (1) a list of unit endorsement(s) and their validity in accordance with point ATCO.B.020(g);
  - (2) the maximum continuous period when the privileges of a unit endorsement are not exercised during its validity. This period shall not exceed 90 calendar days;
  - (3) for the purpose of maintaining competence, the minimum number of hours exercising the privileges of the unit endorsement, or, in the case of SRA and PAR, the minimum number of approaches, for a preceding period of time, which shall not exceed 6 months. For on-the-job training instructors exercising the privileges of the OJTI endorsement, the time spent instructing shall be counted for the maximum of 50 % of the hours required for revalidation of the unit endorsement;
  - (4) procedures for the cases where the licence holder does not meet the requirements set out in points (a)(2) and (3);
  - (5) processes for assessing competence, including the defined performance criteria;
  - (6) processes for the examination of theoretical knowledge and understanding necessary to exercise the privileges of the ratings and endorsements;
  - (7) processes to identify the training content and methods for continuation training;
  - (8) the minimum duration and frequency of the refresher training;
  - (9) processes for the examination of theoretical knowledge or the assessment of practical skills reviewed, reinforced or enhanced during refresher training in accordance with point ATCO.D.080(d);
  - (10) processes for the examination of theoretical knowledge and the assessment of practical skills acquired during conversion training in accordance with point ATCO.D.085;
  - (11) processes in case of failure of an examination or assessment, including the appeal processes;
  - (12) training personnel qualifications, roles and responsibilities;
  - (13) a procedure to ensure that practical instructors have practised instructional competencies using the procedures in which instruction is provided in accordance with point ATCO.C.010(b)(3) and point ATCO.C.030(d)(3);
  - (14) procedures for the declaration and the management of cases of provisional inability to exercise the privileges of a licence, as well as for informing the competent authority in accordance with point ATCO.A.015(e);



- (15) identification of records to be kept specific to continuation training, assessments and any other records pertinent to the above processes;
  - (16) a process and reasons for reviewing and amending the unit competence scheme and its submission to the competent authority. The review of the unit competence scheme shall take place at least once every 3 years.
- (b) In order to comply with the requirement set out in point (a)(3), air traffic services providers shall record the hours during which each licence holder exercises the privileges of his or her unit endorsement working in sectors, or in a group of sectors and/or working positions in the ATC unit, and shall provide that data to the competent authorities and to the licence holder upon request.
  - (c) When establishing the procedures referred to in points (a)(4) and (14), air traffic services providers shall ensure that mechanisms are applied to guarantee fair treatment of licence holders where the validity of their endorsements cannot be extended.’;
7. in point ATCO.B.030, point (d) is replaced by the following:
- ‘(d) Notwithstanding point (c), extended level (level five) of the language proficiency rating scale set out in Appendix 1 to Annex I may be required by the air traffic services provider, where the operational circumstances of the particular rating or endorsement warrant a higher level of language proficiency for imperative reasons of safety. Such a requirement shall be non-discriminatory, proportionate, transparent, and objectively justified by the air traffic services provider wishing to apply the higher level of proficiency and shall be approved by the competent authority.’;
8. in point ATCO.B.035, point (c) is replaced by the following:
- ‘(c) Language proficiency endorsements shall be revalidated following successful completion of the language proficiency testing taking place within the 3-month period preceding their expiry date. In such cases, the new validity period shall be counted from that expiry date.’;
9. point ATCO.B.040 is replaced by the following:
- ‘ATCO.B.040 Testing of language proficiency
  - (a) The demonstration of language proficiency shall be done through a testing method approved by any competent authority, which shall contain:
    - (1) the process by which testing is done;
    - (2) the qualification of the persons responsible for language proficiency testing;
    - (3) the appeal procedure.
  - (b) Language testing bodies shall comply with the requirements established by the competent authorities in accordance with point ATCO.AR.A.010.’;
10. point ATCO.B.045, the introductory phrase of point (a) is replaced by the following:
- ‘(a) Air traffic services providers shall make available language training to maintain the required level of language proficiency of air traffic controllers to:’;

11. point ATCO.C.001 is replaced by the following:  
‘ATCO.C.001 Theoretical instructors
- (a) Theoretical training shall only be carried out by appropriately qualified instructors.
  - (b) A theoretical instructor is appropriately qualified if he or she:
    - (1) holds a professional qualification appropriate to the subject being taught and/or has demonstrated adequate knowledge and experience to the training organisation;
    - (2) has satisfactorily demonstrated instructional skills to the training organisation.’;
12. point ATCO.C.010 is replaced by the following:  
‘ATCO.C.010 On-the-job training instructor (OJTI) privileges
- (a) Holders of an OJTI endorsement are authorised to provide practical training and supervision on operational working positions for which a valid unit endorsement is held and on synthetic training devices in the ratings held.
  - (b) Holders of an OJTI endorsement are also authorised to carry out assessments for the purpose of basic, pre-OJT, continuation training and practical instructor refresher training.
  - (c) Holders of an OJTI endorsement shall only exercise the privileges of the endorsement if they have:
    - (1) exercised for at least 2 years the privilege of the rating they will instruct in;
    - (2) exercised for the preceding period of at least 6 months the privilege of the valid unit endorsement, in which instruction will be given;
    - (3) practised instructional competencies using those procedures in which it is intended to provide instruction, in accordance with point ATCO.B.025(a)(13).
  - (d) The period of 2 years referred to in point (b)(1) can be shortened to not less than 1 year by the competent authority when requested by the training organisation.’;
13. point ATCO.C.015 is replaced by the following:  
‘ATCO.C.015 Application for on-the-job training instructor endorsement  
Applicants for the issue of an OJTI endorsement shall:
- (a) hold an air traffic controller licence with a valid unit endorsement;
  - (b) have exercised the privileges of an air traffic controller licence for a period of at least the 2 years preceding the application. This period can be shortened to not less than 1 year by the competent authority when requested by the training organisation; and
  - (c) within the 12 months preceding the application, have completed a practical instructional competencies course, passed the appropriate assessment, and

demonstrated the required competence, as set out in Part ATCO, Subpart D, Section 5.’;

14. point ATCO.C.020 is replaced by the following:

‘ATCO.C.020 Validity of on-the-job training instructor endorsement

- (a) The OJTI endorsement shall be valid for a period of 3 years.
- (b) The OJTI endorsement may be revalidated by completing a refresher training course on practical instructional competencies during its validity, including an appropriate assessment, provided that the requirement of point ATCO.C.015(a) is met.
- (c) If the OJTI endorsement has expired, , it may be renewed by completing a refresher training course on practical instructional competencies within the 12 months preceding the application for renewal, and by passing the appropriate assessment, provided that the requirement of point ATCO.C.015(a) is met.
- (d) In the case of first issue and renewal, the period of validity of the OJTI endorsement shall start not later than 30 days from the date on which the assessment has been completed.
- (e) If the requirement of point ATCO.C.015(a) is not met, the OJTI endorsement may be exchanged for an STDI endorsement, provided that compliance with the requirements of points ATCO.C.040 (b) and (c) is ensured.’;

15. in point ATCO.C.025, point (a) is replaced by the following:

‘(a) When compliance with the requirements provided for in point ATCO.C.010(b)(2) is not possible, the competent authority may grant temporary OJTI authorisation based on a safety analysis presented by the air traffic services provider, in accordance with point ATCO.B.020(c).’;

16. point ATCO.C.030 is replaced by the following:

‘ATCO.C.030 Synthetic training device instructor (STDI) privileges

- (a) Holders of an STDI endorsement are authorised to provide practical training on synthetic training devices:
  - (1) for subjects of practical nature during initial training;
  - (2) for unit training other than OJT; and
  - (3) for continuation training.
- (b) Holders of an STDI endorsement are also authorised to carry out assessments for the purpose of basic, pre-OJT, continuation training and practical instructor refresher training.
- (c) Where the STDI is providing pre-OJT or assessing during pre-OJT, he or she shall hold or have held the relevant unit endorsement.
- (d) Holders of an STDI endorsement shall only exercise the privileges of the endorsement if they have:
  - (1) at least 2 years’ experience in the rating they will instruct in;
  - (2) demonstrated knowledge of current operational practices;

- (3) practised instructional competencies using those procedures in which instruction is provided.
  - (e) As an exception to point (d)(1),
    - (1) the period of 2 years may be shortened to not less than 1 year by the competent authority when requested by the training organisation;
    - (2) for the purpose of basic training, any rating held is appropriate;
    - (3) for the purpose of rating training, training may be provided for specific and selected operational tasks by an STDI holding a rating that is relevant for that specific and selected operational task.';
17. point ATCO.C.035 is replaced by the following:  
 'ATCO.C.035 Application for synthetic training device instructor endorsement  
 Applicants for the issue of an STDI endorsement shall:
- (a) have exercised the privileges of an air traffic controller licence in any rating for at least 2 years. This period can be shortened to not less than 1 year by the competent authority when requested by the training organisation; and
  - (b) within the 12 months preceding the application, have completed a practical instructional competencies course, passed the appropriate assessment, and demonstrated the required competence, as set out in Part ATCO, Subpart D, Section 5.';
18. point ATCO.C.040 is replaced by the following:  
 'ATCO.C.040 Validity of synthetic training device instructor endorsement
- (a) The STDI endorsement shall be valid for a period of 3 years.
  - (b) The STDI endorsement may be revalidated by completing a refresher training course on practical instructional competencies during its validity including an appropriate assessment. In addition, for STDIs not holding a valid unit endorsement, knowledge on the current operational practices shall be ensured.
  - (c) If the STDI endorsement has expired, it may be renewed by:
    - (1) completing a refresher training course on practical instructional competencies. In addition, for STDIs not holding a valid unit endorsement, knowledge on the current operational practices shall be ensured; and
    - (2) passing the appropriate assessment,  
 within the 12 months preceding the application for renewal.
  - (d) In the case of first issue and renewal, the period of validity of the STDI endorsement shall start not later than 30 days from the date on which the assessment has been completed.';
19. point ATCO.C.045 is replaced by the following:  
 'ATCO.C.045 Assessor privileges

- (a) Holders of an assessor endorsement are authorised to carry out assessments:
  - (1) for the issue of a student air traffic controller licence or for the issue of a new rating and/or rating endorsement, if applicable;
  - (2) of previous competence for the purpose of points ATCO.B.001(d), ATCO.B.005(e) and ATCO.B.010(b);
  - (3) of student air traffic controllers for the issue of a unit endorsement and rating endorsement(s), if applicable;
  - (4) of air traffic controllers for the issue of a unit endorsement and rating endorsement(s), if applicable, as well as for the revalidation and renewal of a unit endorsement;
  - (5) of applicant practical instructors or applicant assessors when compliance with the requirements of points (c)(2) to (4) is ensured.
- (b) Holders of an assessor endorsement shall only exercise the privileges of the endorsement if they have:
  - (1) at least 2 years' experience in the rating and rating endorsement(s) they will assess; and
  - (2) demonstrated knowledge of current operational practices.
- (c) In addition to the requirements set out in point (b), holders of an assessor endorsement shall only exercise the privileges of the endorsement:
  - (1) for assessments leading to the issue, revalidation or renewal of a unit endorsement if they also hold the unit endorsement associated with the assessment and have exercised the privileges of that endorsement for a preceding period of at least 1 year;
  - (2) for assessing the competence of an applicant for the issue, revalidation or renewal of an STDI endorsement if they have exercised the privileges of an STDI or OJTI endorsement for at least 3 years;
  - (3) for assessing the competence of an applicant for the issue, revalidation or renewal of an OJTI endorsement if they have exercised the privileges of an OJTI endorsement for at least 3 years;
  - (4) for assessing the competence of an applicant for the issue revalidation or renewal of an assessor endorsement if they have exercised the privileges of the assessor endorsement for at least 3 years.
- (d) When assessing for the purpose of issue or renewal of a unit endorsement, and for ensuring supervision on the operational working position, the assessor shall also hold an OJTI endorsement, or an OJTI holding the valid unit endorsement associated with the assessment shall be present.';

20. point ATCO.C.055 is replaced by the following:

'ATCO.C.055 Application for assessor endorsement

Applicants for the issue of an assessor endorsement shall:

- (a) have exercised the privileges of an air traffic controller licence for at least 2 years; and

- (b) within the 12 months preceding the application have completed an assessor training course, passed the appropriate assessment, and demonstrated the required competence, as set out in Part ATCO, Subpart D, Section 5.’;

21. point ATCO.C.060 is replaced by the following:

‘ATCO.C.060 Validity of assessor endorsement

- (a) The assessor endorsement shall be valid for a period of 3 years.
- (b) The assessor endorsement may be revalidated by completing a refresher training course on assessment competencies during its validity including an appropriate assessment. In addition, for assessors not holding a valid unit endorsement, knowledge on the current operational practices shall be ensured.
- (c) If the assessor endorsement has expired, it may be renewed, within the 12 months preceding the application for renewal, by:
  - (1) completing a refresher training course on assessment competencies. In addition, for assessors not holding a valid unit endorsement, knowledge on the current operational practices shall be ensured; and
  - (2) passing the appropriate assessment.
- (d) In the case of first issue and renewal, the period of validity of the assessor endorsement shall start not later than 30 days from the date on which the assessment has been completed.’;

22. point ATCO.C.065 is replaced by the following:

‘ATCO.C.065 Temporary assessor authorisation

- (a) When the requirement provided for in point ATCO.C.045(d)(1) cannot be met, the competent authority may authorise holders of an assessor endorsement issued in accordance with ATCO.C.055 to carry out the assessments referred to in points ATCO.C.045(b)(3) and (4) to cover exceptional situations or to ensure the independence of the assessment, provided that the holder of the assessor endorsement shall also hold a unit endorsement with the associated rating and, if applicable, rating endorsement, relevant to the assessment for the preceding period of at least 1 year .
- (b) For the purpose of covering exceptional situations, the temporary assessor authorisation shall be limited to the assessments necessary to cover exceptional situations and shall not exceed 1 year or the validity of the assessor endorsement issued in accordance with point ATCO.C.055, whichever occurs sooner.
- (c) For the purpose of ensuring the independence of the assessment for reasons of recurrent nature, the validity of the temporary assessor authorisation shall be determined by the competent authority but shall not exceed the validity of the assessor endorsement issued in accordance with point ATCO.C.055.

- (d) For the reasons referred to in points (b) and (c), the competent authority may grant a temporary assessor authorisation based on a safety analysis to be presented by the air traffic services provider.’;
23. point ATCO.D.001 is replaced by the following:  
‘ATCO.D.001 Objectives of air traffic controller training  
Air traffic controller training shall cover the entirety of theoretical courses, practical exercises, including simulation, and on-the-job training required in order to acquire and maintain the competencies to deliver safe, orderly and expeditious air traffic control services.’;
24. the following point ATCO.D.003 is inserted:  
‘ATCO.D.003 Principles of competency-based training and assessment
- (a) Training organisations shall follow competency-based training and assessment principles when developing training plans and courses for all types of training.
- (b) When doing so, the training organisations shall ensure that:
- (1) there is an explicit link between the required performance and the competencies to be trained and assessed;
- (2) there is a process to ensure consistency between instructors and assessors assessing the same performance using the same adapted competency model; and
- (3) the assessment of competencies is based on multiple observations across multiple contexts confirmed with the assessment report.
- (c) To be considered competent, an individual shall demonstrate an integrated performance of all the competencies defined in the relevant adapted competency model.’;
25. in point ATCO.D.005, point (1) of point (a) is replaced by the following:  
‘(1) initial training, leading to the issue of a student air traffic controller licence or to the issue of an additional rating and, if applicable, rating endorsement, providing:
- (i) “basic training” : theoretical and practical training designed to impart fundamental knowledge and practical skills related to basic operational procedures, and to prepare the student for rating training;
- (ii) “rating training” : theoretical and practical training designed to impart knowledge and practical skills related to a specific rating and, if applicable, to rating endorsement.’;
26. point ATCO.D.010 is replaced by the following:  
‘ATCO.D.010 Composition of initial training

(a) Initial training, intended for an applicant for a student air traffic controller licence or for the issue of an additional rating and/or, if applicable, rating endorsement, shall consist of:

(1) basic training, comprising all the following subjects:

SUBJECT 1: AVIATION LAW

SUBJECT 2: AIR TRAFFIC MANAGEMENT

SUBJECT 3: METEOROLOGY

SUBJECT 4: NAVIGATION

SUBJECT 5: AIRCRAFT

SUBJECT 6: HUMAN FACTORS

SUBJECT 7: EQUIPMENT AND SYSTEMS

SUBJECT 8: PROFESSIONAL ENVIRONMENT; and

(2) rating training, comprising the subjects of at least one of the following:

(i) Aerodrome Control Rating — ADC

SUBJECT 1: AVIATION LAW

SUBJECT 2: AIR TRAFFIC MANAGEMENT

SUBJECT 3: METEOROLOGY

SUBJECT 4: NAVIGATION

SUBJECT 5: AIRCRAFT

SUBJECT 6: HUMAN FACTORS

SUBJECT 7: EQUIPMENT AND SYSTEMS

SUBJECT 8: PROFESSIONAL ENVIRONMENT

SUBJECT 9: ABNORMAL AND EMERGENCY SITUATIONS

SUBJECT 10: AERODROMES

(ii) Approach Control Procedural Rating — APP

SUBJECT 1: AVIATION LAW

SUBJECT 2: AIR TRAFFIC MANAGEMENT

SUBJECT 3: METEOROLOGY

SUBJECT 4: NAVIGATION

SUBJECT 5: AIRCRAFT

SUBJECT 6: HUMAN FACTORS

SUBJECT 7: EQUIPMENT AND SYSTEMS

SUBJECT 8: PROFESSIONAL ENVIRONMENT



SUBJECT 9: ABNORMAL AND EMERGENCY SITUATIONS

SUBJECT 10: AERODROMES

(iii) Area Control Procedural Rating — ACP

SUBJECT 1: AVIATION LAW

SUBJECT 2: AIR TRAFFIC MANAGEMENT

SUBJECT 3: METEOROLOGY

SUBJECT 4: NAVIGATION

SUBJECT 5: AIRCRAFT

SUBJECT 6: HUMAN FACTORS

SUBJECT 7: EQUIPMENT AND SYSTEMS

SUBJECT 8: PROFESSIONAL ENVIRONMENT

SUBJECT 9: ABNORMAL AND EMERGENCY SITUATIONS

(iv) Approach Control Surveillance Rating — APS

SUBJECT 1: AVIATION LAW

SUBJECT 2: AIR TRAFFIC MANAGEMENT

SUBJECT 3: METEOROLOGY

SUBJECT 4: NAVIGATION

SUBJECT 5: AIRCRAFT

SUBJECT 6: HUMAN FACTORS

SUBJECT 7: EQUIPMENT AND SYSTEMS

SUBJECT 8: PROFESSIONAL ENVIRONMENT

SUBJECT 9: ABNORMAL AND EMERGENCY SITUATIONS

SUBJECT 10: AERODROMES

(v) Area Control Surveillance Rating — ACS

SUBJECT 1: AVIATION LAW

SUBJECT 2: AIR TRAFFIC MANAGEMENT

SUBJECT 3: METEOROLOGY

SUBJECT 4: NAVIGATION

SUBJECT 5: AIRCRAFT

SUBJECT 6: HUMAN FACTORS

SUBJECT 7: EQUIPMENT AND SYSTEMS

SUBJECT 8: PROFESSIONAL ENVIRONMENT

## SUBJECT 9: ABNORMAL AND EMERGENCY SITUATIONS

- (b) Training intended for an additional rating shall consist of the subjects applicable to at least one of the ratings established in point (a)(2).
  - (c) Training intended for the reactivation of a rating following a not successful assessment of previous competence in accordance with point ATCO.B.010(b) shall be tailored according to the result of that assessment.
  - (d) Training intended for a rating endorsement shall consist of subjects, topics and subtopics developed by the training organisation and approved as part of the training course.
  - (e) Basic and/or rating training may be complemented with subjects, topics and subtopics that are additional or specific to the functional airspace block (FAB) or to the national environment.’;
27. in point ATCO.D.015, point (g) is replaced by the following:  
‘(g) processes for examinations and assessments in accordance with points ATCO.D.025 and ATCO.D.035;’;
28. point ATCO.D.025 is replaced by the following:  
‘ATCO.D.025 Basic training examinations and assessment
- (a) Basic training courses shall include theoretical examination(s) and assessment(s).
  - (b) A pass in theoretical examination(s) shall be awarded to a candidate achieving a minimum of 75 % of the marks allocated to that examination.
  - (c) The following competencies, as a minimum, shall be assessed:
    - (1) Situational awareness: comprehend the current operational situation and appreciate future events;
    - (2) Traffic and capacity management: maintain a safe and orderly traffic flow;
    - (3) Separation and conflict resolution: respond to potential traffic conflicts and maintain separation;
    - (4) Communication: perform communication effectively;
    - (5) Coordination: apply coordination between personnel in operational positions and with other affected stakeholders;
    - (6) Self-management: demonstrate personal attributes that improve performance;
    - (7) Teamwork: collaborate actively to achieve a common goal.
  - (d) Assessment(s) shall be conducted on a part-task trainer or a simulator.
  - (e) A pass in assessment(s) shall be awarded to a candidate who consistently demonstrates the competencies defined in point (c).’;
29. point ATCO.D.030 is deleted;

30. point ATCO.D.035 is amended as follows:

‘ATCO.D.035 Rating training examinations and assessment

- (a) Rating training courses shall include theoretical examination(s) and assessment(s).
- (b) A pass in theoretical examination(s) shall be awarded to a candidate achieving a minimum of 75 % of the marks allocated to that examination.
- (c) The following competencies, as a minimum, shall be assessed:
  - (1) Situational awareness — comprehend the current operational situation and anticipate future events;
  - (2) Traffic and capacity management — ensure a safe, orderly and efficient traffic flow, and provide essential information on environment and potentially hazardous situations;
  - (3) Separation and conflict resolution — manage potential traffic conflicts and maintain separation;
  - (4) Communication — communicate effectively in all operational situations;
  - (5) Coordination — manage coordination between personnel in operational positions and with other affected stakeholders;
  - (6) Management of non-routine situations — detect and respond to abnormal and/or emergency situations impacting operations;
  - (7) Problem-solving and decision-making — find and implement solutions for identified threats and associated undesired states;
  - (8) Self-management — demonstrate personal attributes that improve performance and maintain an active involvement in self-learning and self-development;
  - (9) Workload management — use available resources to prioritise and perform tasks in an efficient and timely manner;
  - (10) Teamwork — collaborate actively to achieve a common goal.
- (d) Assessment(s) shall be conducted on a simulator.
- (e) A pass in assessment(s) shall be awarded to a candidate who consistently demonstrates the competencies defined in point (c) to the competency standard and under the conditions specific to the rating to be achieved.’;

31. point ATCO.D.040 is deleted;

32. the following point ATCO.D.043 is inserted:

‘ATCO.D.043 Principles of competency-based training and assessment for unit training  
When developing training plans and courses for unit training, training organisations shall, in addition to what is provided for in point ATCO.D.003, ensure that:

- (a) relevant competencies are clearly defined;

- (b) competencies are formulated in a way that ensures that they can be trained for, observed and assessed consistently in a wide variety of work contexts; and
  - (c) clear performance criteria are established for assessing competence.’;
33. in point ATCO.D.055, point (b)(4) is replaced by the following:  
‘(4) the process for the conduct of the unit endorsement course(s);’;
34. in point ATCO.D.060, point (c) is replaced by the following:  
‘(c) Unit endorsement courses shall define the syllabus in accordance with point ATCO.D.045(c), the required performance criteria in accordance with point ATCO.D.043(c), and shall be conducted in accordance with the unit training plan.’;
35. in point ATCO.D.070 is replaced by the following:  
‘(a) The assessment shall be conducted in the operational environment under normal operational conditions.  
(b) When the unit endorsement course contains a pre-on-the-job training phase, the candidate’s competencies shall be assessed on a synthetic training device at least at the end of this phase.  
(c) Notwithstanding point (a), a synthetic training device may be used during a unit endorsement assessment to demonstrate the application of trained procedures not encountered in the operational environment during the assessment.’;
36. point ATCO.D.075 is replaced by the following:  
‘ATCO.D.075 Continuation training  
Continuation training shall consist of refresher and, when relevant, conversion training courses, and shall be provided according to the requirements contained in the unit competence scheme according to ATCO.B.025.’;
37. point ATCO.D.080 is amended as follows:  
(a) points (b) and (c) are replaced by the following:  
‘(b) Refresher training shall be designed to review, reinforce or enhance the existing knowledge and competencies of air traffic controllers to provide a safe, orderly and expeditious flow of air traffic and shall contain at least:  
(1) standard practices and procedures training, using approved phraseology and effective communication;  
(2) abnormal and emergency situations training, using approved phraseology and effective communication; and  
(3) human factors training.  
(c) A syllabus for the refresher training course shall be defined and where the course refreshes specific competencies of air traffic controllers, the appropriate observable behaviours from the adapted competency model shall be selected.’;

(b) the following point (d) is added:

‘(d) Refresher training shall include examinations or assessments using the processes described in the unit competence scheme.’;

38. point ATCO.D.085 is replaced by the following:

‘ATCO.D.085 Conversion training

- (a) Conversion training course(s) shall be developed and provided by training organisations and approved by the competent authority.
- (b) Conversion training course(s) shall be designed to provide knowledge and skills appropriate to a change in the operational environment and shall be provided by training organisations when the safety assessment of the change identifies the need for such training.
- (c) Conversion training course(s) shall include the determination of:
  - (1) the appropriate training method for, and duration of, the course, taking into account the nature and extent of the change; and
  - (2) the examination and/or assessment methods for the conversion training.
- (d) When a change to the functional system leads to the introduction of a unit endorsement, an assessment is required to allow for the issue of the new unit endorsement.
- (e) Conversion training shall be provided before air traffic controllers exercise the privileges of their licence in the changed operational environment.’;

39. the following point ATCO.D.087 is inserted:

‘ATCO.D.087 Principles for competency-based training and assessment for practical instructors and assessors

- (a) The training for practical instructors and assessors in a competency-based environment shall ensure that they:
  - (1) fully understand the principles of competency-based training and assessment;
  - (2) have detailed knowledge of the adapted competency model and the processes for assessing competence.
- (b) In a competency-based environment, a practical instructor shall:
  - (1) instruct on the basis of the training plan and associated training materials;
  - (2) understand the merits of, and provide timely and continuous feedback on, trainee performance;
  - (3) use the adapted competency model to diagnose the root cause(s) of performance difficulties;
  - (4) recognise the challenges associated with instructing and diagnosing deficiencies in the cognitive processes;

- (5) manage issues related to attitude by ensuring a positive and professional attitude.
- (c) In a competency-based environment, an assessor shall:
- (1) gather evidence of competent performance through practical observations (and any associated interviews);
  - (2) analyse all the evidence to determine if the trainees' performance demonstrates that they have acquired or maintained the competencies detailed in the adapted competency model;
  - (3) be able to assess an integrated performance and, at the same time, evaluate the performance of separate competencies;
  - (4) conduct assessment(s) by gathering evidence of competent performance;
  - (5) debrief the trainees in a manner that will aid their progress.';
40. point ATCO.D.090 is replaced by the following:  
 'ATCO.D.090 Training of practical instructors
- (a) Training of practical instructors shall be developed and provided by training organisations and shall consist of:
    - (1) a practical instructional competencies course for OJTI and/or STDI;
    - (2) a refresher training course on practical instructional competencies;
    - (3) a method(s) for assessing the competence of practical instructors.
  - (b) The training courses and assessment method(s) referred to in point (a) shall be approved by the competent authority.';
41. point ATCO.D.095 is replaced by the following:  
 'ATCO.D.095 Training of assessors
- (a) Training of assessors shall be developed and provided by training organisations and shall consist of:
    - (1) an assessor training course;
    - (2) a refresher training course on assessment competencies;
    - (3) a method(s) for assessing the competence of assessors.
  - (b) The training courses and the assessment method(s) referred to in point (a) shall be approved by the competent authority.'.

## *ANNEX II*

Annex II (PART ATCO.AR) to Commission Regulation (EU) 2015/340 is amended as follows:

In point ATCO.AR.D.005, point (d) is replaced by the following:

- (d) In cases of suspension or revocation of licences, ratings and endorsements, the competent authority shall notify in writing the licence holder and the relevant air traffic services provider of this decision, and inform the licence holder of his or her right of appeal in accordance with the procedures established in point ATCO.AR.A.010.’.

### ANNEX III

Annex III (PART ATCO.OR) to Commission Regulation (EU) 2015/340 is amended as follows:

1. in point ATCO.OR.B.015, point (a) is replaced by the following:
  - ‘(a) The following changes shall require prior approval before their implementation, unless they are notified and managed in accordance with a procedure approved by the competent authority as laid down in point ATCO.AR.E.010(c).’;
2. in point ATCO.OR.C.015, point (b) is replaced by the following:
  - ‘(b) The training organisation shall ensure that the synthetic training devices comply with the applicable specifications and requirements appropriate to the type of training provided relevant to the rating and/or endorsement, and that they are approved by the competent authority.’;
3. point ATCO.OR.D.001 is replaced by the following:

‘ATCO.OR.D.001 Requirements for training courses and training plans  
Training organisations shall develop:

  - (a) training plans and training courses associated with the type(s) of training provided in accordance with the requirements set out in Annex I (Part ATCO), Subpart D;
  - (b) subjects, topics and subtopics for rating endorsements in accordance with the requirements laid down in Annex I (Part ATCO);
  - (c) methods of assessment and examination.’.