



MEMORANDUM

NOTE DE SERVICE



To / À

AAR - Art LaFlamme

*a/l 99.07.30*

From / De

AARX - Merlin Preuss

*Very good. approved.  
Please proceed. art  
C.C. CAMX measure*

Security Classification - Classification de sécurité	
AAR	
Our file - Notre référence	
Your File - Votre référence	
Date	1999-07-29

Subject / Sujet

Priority Planning - Commercial and Business Aviation Branch

Driven by a critical staff shortage in some areas, as noted below, and simply increasing demands in other areas, the Commercial and Business Aviation Branch (C&BA) revisited and revised priorities. Equal consideration was given to the two broad goals of our safety program: protection of life and property; and preservation of public confidence in the safety of the civil aviation system. In this context, supporting the Minister has a direct impact on public confidence.

As of June 30<sup>th</sup>, 1999, a review of our technical staff levels and the number of personnel undergoing training indicated:

a) Civil Aviation Inspectors (CAIs)

Funded positions:	53
Vacant positions:	8
Inspectors undergoing training:	7

Proficient CAIs: 38 out of 53 or 72%

Note: Some of these inspectors will take up to two years before being considered fully functional in their duties. Furthermore and perhaps more significant than the bare numbers is the loss of corporate memory, which can severely downgrade the quality of advice to the Minister and Regions in safety issues. This can have a pronounced effect on the quality of Branch work in the case of short turn-around items such as exemptions.

*PA  
Operational  
Planning  
file  
M.*

MCR 122 states: « That Transport Canada put in place a policy directive that if resource levels are insufficient to support a regulatory or other program having a direct bearing on aviation safety, the resource shortfall and its impact be communicated, without delay, to successive higher levels of Transport Canada management until the problem is resolved or until it is communicated to the Minister of Transport ».

At present, our resource level indicates that if the present CAI staffing level degrades any further, inspectors from other Divisions may need to be deployed to perform safety oversight activities in AID. The TI (Cabin Safety) situation in AID is acceptable at this time; however reassigning personnel will be contemplated if the staffing level is reduced further.

MCR 112 also states: « That Transport Canada establish a contingency policy in order to meet unusual resource demands without jeopardizing adequate staffing of inspection and surveillance functions ». Our problem at present is one of recruitment and retention, not unusual resource demand, however the Directorate should strive to over-staff, since we are losing our qualified inspectors to Industry and to ICAO at a significant rate. It is worthy to note that while we have a great deal of talent in the remaining staff, the inspectors who have departed for the industry over the last two years have been among the brightest, youngest and most productive members of the staff. The impact their departure has had on the operational efficacy of this Branch is out of proportion to their numbers. That some of these have been managers speaks further to the impact their departure has had.

Please find enclosed the tasking priorities for each Division. It is intended that for each existing or new tasking, where choices must be made on what to perform first, these priorities will be followed. Your approval of this approach and these priorities is requested.

I am available to discuss C&BA priority planning at your earliest convenience.



M. R. Preuss  
Director  
Commercial and Business Aviation

Encl.

cc: AARX Chiefs