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▼ DG Mr Norman Lo (front row centre) and DDG Mr Colman Ng (front row fourth left) taking a group photo with ASMD colleagues.  
處長羅崇文（前排中）和副處長伍崇正（前排左四）與航班事務及安全管理部的同事合照。

## CAD writes a new chapter with recent re-organisation and establishment of Air Services and Safety Management Division 成立航班事務及安全管理部 譜航空安全新章

By **Mr Norman LO**, Director-General of Civil Aviation  
民航處處長羅崇文



At the turn of the fiscal year 2014, CAD embarked on a new chapter of safety management and regulation. The former Air Services Division has successfully completed its transformation into a new division, the Air Services and Safety Management Division (ASMD). Joined by the Air Traffic Management Standards Office (ATMSO) and the Training and Development Office (TDO), the new ASMD will take onboard more responsibilities to enable CAD to implement the new aviation safety

initiatives in a more holistic and expedient manner. At the same time, other CAD divisions, namely the Air Traffic Management Division, the Air Traffic Engineering Services Division, the Airport Standards Division, as well as the Flight Standards and Airworthiness Division, can place more focus on their core functions as aviation services regulators and air navigation services provider.

### Synergy in safety management

ASMD has a complement of 25 professional staff whose experience and qualifications encompass a diverse range of regulatory and technical knowledge and skills. In ASMD, you will find our mixed streams of aviation professionals working closely together as a team. They include not only licensed



professional pilots, airworthiness engineers, air traffic controllers and electronic engineers, but also inspectors of accidents and aviation administrative professionals with strong regulatory and legal background. It is my belief that putting the pool of professionals together will help nurture an environment of multi-disciplinary partnership in safety management.

### The functional roles of ASMD

ASMD now houses six CAD offices, with key responsibilities as follows:

- ATMSO regulates air navigation services and operations in Hong Kong;
- TDO formulates and implements CAD's training strategies and policies;
- Strategic Safety Office develops and implements CAD's safety policies and initiatives to promote and continually enhance safety in our aviation system;
- Accident Investigation Office manages our new accident investigation facilities and supports accident investigation functions;
- Air Services Office implements bilateral air services arrangements; and
- Legal and International Relations Office handles legal matters and high-level coordination with the International Civil Aviation Organization (ICAO) and other international organisations.

Although the establishment of ASMD may seem to involve a re-distribution of CAD functional blocks only, it is an essential step in enabling CAD to keep pace with the latest aviation developments in light of the ever increasing demands of the aviation industry in terms of safety

standards and capacity. It can create more synergy amongst the aviation disciplines and enable CAD to implement safety standards and promote safety management, training and accident/incident prevention in a more coordinated manner.

### Why the need for change?

Over the years, CAD, together with the international aviation community and our local aviation partners, have worked closely together for keeping a high aviation safety standard in Hong Kong. We have world-class aviation facilities and services providers, which are supported by dedicated and professional workforce, and robust safety requirements and procedures. Indeed, the safety track record of Hong Kong speaks for it all.

However, when it comes to safety, there is no room for complacency. With the global aviation industry growing continuously and becoming more complex, the safety oversight and regulatory work of CAD will only become more challenging. New safety management strategies are thus needed to help the regulatory authority, as well as our aviation community at large, to manage such growth and to meet the challenges ahead.

### New safety principles and objectives

To this end, I am pleased to see the timely launch of the new ICAO Annex 19 on Safety Management last year. Being the first new Annex developed by ICAO in over 30 years, it was the result of the

collaborative efforts of ICAO, state authorities and the international aviation communities in pursuit of continuous improvement in global aviation safety.

Besides Annex 19, ICAO has also introduced a number of other new global safety initiatives since 2013. They include inter alia, the implementation of Universal Safety Oversight Audit Programme (USOAP) under a Continuous Monitoring Approach (CMA), and an updated Global Aviation Safety Plan with newly defined global aviation safety roadmap, objectives and priorities. These initiatives are new cornerstones requiring the aviation community to more proactively manage safety in support of the development of aviation systems of the future.

To maintain Hong Kong's position as an international and regional aviation hub, CAD is in full support of these global aviation safety developments. Work is also underway to achieve the various goals.

Amongst other things, a key safety objective involves safety data collection, analysis and exchange. Indeed, effective data analysis is a key driver of safety improvements. In the past, the global aviation communities relied mostly on accident/incident data to formulate safety recommendations and accident/incident preventive actions. However, such a reactive approach is no longer considered adequate. The latest global safety strategy puts emphasis on analysing event/activity data in the existing operations and systems in a proactive manner. This will enable the

Third Workshop of AsiaSASI.  
AsiaSASI第三次工作坊。





concerned parties and the aviation community as a whole to identify and manage latent risks before they are manifested as problems. Now, with our multi-disciplinary safety management team established in ASMD, it is our goal to further enhance our safety data analysis capacity, in support of the implementation of the State Safety Programme (SSP) for Hong Kong's aviation system.

## Partnerships in aviation

To achieve our common goal of safety improvement, CAD, together with the aviation industry, must also collaborate and work more closely together. Since 2013, CAD has been active in organising safety promotion, information sharing and training events. Large-scale international conferences and meetings, as well as safety promotion and information sharing briefings and workshops across the aviation spectrum, including airlines, aerodrome operators, air navigation service providers, aircraft maintenance organisations, training organisations, accident investigators, meteorological and search and rescue experts, etc., were held, making good use of our seminar and conference facilities at the CAD Headquarters. These events marked a fruitful and auspicious start to our collaborations on safety with our aviation partners in the years to come. We will continue to do more in the future.

## A final note

I also wish to take this opportunity to extend my sincerest appreciation to all those of you who have contributed to making Hong Kong a safe place to fly over the years. In sharing a common goal of maintaining Hong Kong's safety records and our position as an international and regional aviation hub, I shall rely on your continued strong support and cooperation. Rest assured that CAD will continue our utmost efforts to uphold our safety standards to ensure a safe, efficient and sustainable air transport system in Hong Kong.

踏入2014年的財政年度，民航處展開安全管理及規管的新一章。原有的航班事務部順利完成改組，命名為航班事務及安全管理部。原屬其他分部的航空交通管理標準組和培訓及發展組納入新成立的航班事務及安全管理部，令該部肩負更重大的責任，協助民航處更全面且更有效率地實施新的航空安全措施。與此同時，民航處的其他分部（即機場安全標準部、航空交通管理部、飛行標準及適航部及航空交通工程服務部）將更專注其核心功能，繼續監管航空服務營運者及提供航空導航服務。

## 安全管理的協同效應

新成立的航班事務及安全管理部轄下有25名專業人員，各人的經驗和資歷涵蓋廣泛的規管和技術知識與技能，不同背景的航空專才合作無間，相輔相成。他們當中既有持牌的專業飛機師、適航工程師、航空交通管制人員和電子工程師，還有意外調查主任及具備豐富規管和法律經驗的航空行政專業人員。我深信，新分部雲集民航處精英，有助開創跨專業的安全伙伴合作和提供更佳的安全管理環境。

## 航班事務及安全管理部门的職責

航班事務及安全管理部設有六個分組，主要職務如下：

- 航空交通管理標準組負責規管香港的航空導航服務和運作；
- 培訓及發展組負責制定和執行民航處的培訓策略和政策；
- 安全策略組負責制定和執行民航處的安全政策及措施，促進並不斷提高香港航空體系的安全水平；
- 意外調查組負責支援意外和事故的調查工作；
- 航班事務組負責推行雙邊民用航空運輸安排；及
- 法規暨國際關係組負責處理法律事務和涉及國際民航組織與其他國際組織的高層次協調工作。

雖然新成立的航班事務及安全管理部看來不過是重新調配本處不同的職能單位，但鑑於航空業的安全標準及營運需求不斷提升，民航處是次的整合安排實為必須的一步，以配合航空業的最新發展。重組之後，不同的航空專業可以產生更大的協同效應，讓本處加強協調工作，妥善地實行各項安全標準，並推廣安全管理、培訓，以及預防意外/事故發生。

## 為何需要改變？

多年來，民航處與國際航空界和本港業界伙伴緊密合作，致力維持香港嚴格的航空安全標準。香港具備世界級的航空設施和航空服務機構，專業人才敬業樂業，安全標準和運作程序縝密嚴謹，往績有目共睹。

然而，我們絕不能對安全掉以輕心。航空交通發展迅速，加上系統日趨複雜，我們面對的考驗與日俱增。因此，監管機構和航空業界同樣需要新的安全管理策略，以應對航空業的增長和當前的挑戰。

## 新的安全原則和目標

國際民航組織（International Civil Aviation Organization, ICAO）於去年發布新訂立的《國際民用航空公約》附件19—安全管理，可謂切合時宜。這是ICAO三十多年來首份增訂的附件，也是ICAO與國際航空界為求精益求精，不斷提高全球的航空安全而通力合作的成果，我對此深感鼓舞。

除了附件19，ICAO自2013年起亦推出了新的全球安全措施，包括已推行的全球安全監督審計計劃（Universal Safety Oversight Audit Programme, USOAP）持續監察方法（Continuous Monitoring Approach, CMA），以及透過更新全球航空安全計劃（Global Aviation Safety Plan, GASP）而訂立的最新全球航空安全路向、目標和優先。這些措施都是新的基石，要求航空業界更積極管理安全事宜，配合航空系統日後的發展。為了維持香港作為國際及區域航空樞紐的地位，民航處全力支持以上措施，並已展開相關工作，務求達成各項目標，協助促進全球航空安全。

當中，安全數據的收集、分析和交流屬於重要一環。事實上，數據分析得宜，是提高安全水平的關鍵。過去，世界各地的航空業界，主要依賴意外/事故的數據，來擬訂安全建議和意外/事故的預防方案。不過，這種「遇事回應」性質的安全管理模式已不足夠。最新的全球安全策略是主動出擊，着重分析現有運作和系統之中的事件/活動的數據資料。這樣，有關各方和航空業界便可以共同尋找並處理潛在風險，防患未然。透過成立航班事務及安全管理部及其跨專業安全管理隊伍，民航處期望進一步提升分析安全數據的能力，從而妥善地推行適用於香港航空系統的安全方案（State Safety Programme, SSP）。

## Safety promotion and information sharing events since late 2013

### 自2013年下旬起舉行的安全推廣和資訊交流活動

Date 日期	Events 活動
14 November 2013 2013年11月14日	Industry Briefing on the new ICAO Annex 19 and USOAP CMA 就《國際民用航空公約》新訂立的附件19和USOAP CMA，為業界舉行簡介會
26-27 November 2013 2013年11月26至27日	International Federation of Airworthiness Forum on Effective Safety Management in Continuing Airworthiness 國際適航聯盟持續適航的有效安全管理論壇
3-6 December 2013 2013年12月3至6日	International Maintenance Review Board Policy Board Meeting 國際飛機維修檢討委員會政策小組會議
16 December 2013 2013年12月16日	ICAO SSP Implementation Workshop ICAO SSP工作坊
17 December 2013 2013年12月17日	ICAO Workshop on Standards and Guidance related to Flight Operations ICAO飛行運作標準指引工作坊
18 December 2013 2013年12月18日	ICAO SSP Implementation Workshop - Hazard Identification and Safety Management ICAO SSP工作坊 — 風險辨識和安全管理
20 March 2014 2014年3月20日	Briefing on Air Accident and Incident Investigation in Hong Kong 香港航空意外和事故調查簡介會
10 April 2014 2014年4月10日	Briefing on Air Accident and Incident Investigation in Hong Kong 香港航空意外和事故調查簡介會
27-28 May 2014 2014年5月27至28日	ICAO Asia Pacific Regional Aviation Safety Team - Second Meeting of the Asia Pacific Accident Investigation Group 國際民航組織亞太地區航空安全小組 — 亞太地區意外調查小組第二次會議
29 May 2014 2014年5月29日	Third Workshop of the Asian Society of Air Safety Investigators (AsiaSASI) 亞洲航空安全調查人員協會 (Asian Society of Air Safety Investigator, AsiaSASI) 第三次工作坊

## Upcoming major events to be held at CAD Headquarters

### 將於民航處總部舉行的大型活動

Date 日期	Events 活動
4-8 August 2014 2014年8月4日至8日	Second Meeting of the Air Traffic Management Sub-group of APANPIRG 亞太地區航行規劃和實施小組空中交通管理分組第二次會議
20-21 November 2014 2014年11月20至21日	Second Regional Aviation Security Coordination Forum 第二次亞太地區航空保安協調研討會議
20-21 November 2014 2014年11月20至21日	Fourth Meeting of the Regional Aviation Safety Group, Asia and Pacific Regions 亞太地區區域航空安全小組第四次會議
21-22 November 2014 2014年11月21至22日	ICAO Director General Course / Workshop 國際民航組織民航局局長課程 / 工作坊
24-27 November 2014 2014年11月24至27日	51st Conference of Directors General of Civil Aviation, Asia and Pacific Regions 亞太地區民航局局長第51次會議

## 同心協作，安全至上

要達到提高安全水平的共同目標，我們與各界伙伴必須加強合作。自2013年起，民航處不遺餘力，舉辦了多個安全推廣、資訊交流和培訓研習的活動，包括大型國際會議和研討會，並為整個航空業界，包括航空公司、機場營運機構、航空導航服務機構、飛機維修機構、培訓機構、意外調查人員、氣象專家、搜救專家等，舉辦

安全推廣和資訊交流簡介會及工作坊，善用本處總部的會議設施。上述活動成果甚豐，為日後與業界伙伴合作推廣安全意識，奠定了穩固的基礎。民航處會在往後的日子繼續舉辦更多同類活動。

## 結語

全賴大家多年來貢獻，香港的航空安全才得以維持。對此，本人謹衷心致謝。為共

同維持良好的航空安全記錄，鞏固香港的國際及區域航空樞紐地位，民航處需要大家繼續全力支持和合作。本處定會一如既往，竭盡全力，保持安全標準，致力維持香港安全、有效率及可持續發展的航空運輸系統。

# Aircraft accident investigation in Hong Kong

## 香港的飛機意外調查工作

By **Miss Clara Wong**, Chief Operations Officer (Technical Administration), Air Services and Safety Management Division  
航班事務及安全管理部總民航事務主任 (技術行政) 黃嘉華

With a very low accident rate in recent decades, air transportation is widely recognised as one of the safest modes of transport. The aviation community, including airlines, aircraft manufacturers, maintenance organisations, air navigation service providers, airport operators, and the regulatory authorities have been working closely together to make our skies safer. This notwithstanding, we must never become complacent of our safety records. Whenever an aircraft accident occurs, it is bound to hit the media headlines across the globe. Its occurrence may be sudden and dramatic in effect, causing damage, injury or death. It may also occur at a most inconvenient time or in an area which can be remote and inhospitable. We must therefore stay vigilant at all times and there is always the need to plan and be prepared to respond effectively to these unforeseen occurrences.

### CAD's air accident investigation functions

Charged with the responsibility for aircraft accident and serious incident investigation in Hong Kong, CAD is committed to ensuring our readiness and capability in this function in accordance with the applicable laws of Hong Kong, and Article 26 of the Chicago Convention and Annex 13 thereto. Of special note is

that the sole objective of investigating accidents or serious incidents is to prevent recurrence in the future. It is not the purpose of this activity to apportion blame or liability.

To fulfil the applicable requirements, CAD has in place an established mechanism for the conduct of aircraft accident and serious incident investigation. This mechanism is supported not only by a firm legal footing, but also up-to-date procedures, trained aircraft accident investigators and suitably equipped investigation facilities. In regard to facilities in particular, the commissioning of the Air Accident Investigation Centre (AAIC) in July 2013 marked a significant milestone in the history and capability of aircraft accident investigation in Hong Kong.

### Air Accident Investigation Centre

The construction of the AAIC is a result of accumulation and consolidation of experiences, lessons learnt and international practices in aircraft accident investigation. It is a purpose-built facility with key features as follows:

#### 1. Command Centre

The AAIC is equipped with an operational centre where the Chief Inspector and other investigators can command

investigation activities and coordinate with other concerned parties, including but not limited to other investigation and search and rescue agencies, in case of an aviation crisis, or aircraft accident or serious incident. Timely coordination and effective communications is critical to emergency response and accident investigation. The Command Centre has the capability to be activated immediately, and is equipped with the necessary audio-video and communication systems to enable CAD to discharge our emergency response and accident investigation functions.

#### 2. Secure hangar storage facility

Evidence relating to accidents and serious incidents must be properly protected and preserved. The hangar storage facility is used for the storage of important evidence of the accident / incident aircraft, their parts and documentation. It is equipped with a ten-tonne rated overhead crane and works tools, benches, storage racks and cabinets for disassembling components and performing detailed examinations of the evidence.

#### 3. Flight Recorder Centre

The "Black Boxes", i.e. flight data recorders (FDR) and cockpit voice recorders (CVR), installed in aircraft provide essential data and evidence,



▲ Investigation Equipment Room.  
調查設備室。



▲ Audio Room.  
音頻室。



such as the accident/incident flight profiles, altitudes, performances, etc., for the conduct of investigations. The new Flight Recorder Centre provides the necessary facilities for CAD investigators to download and analyse the data stored in undamaged solid state FDRs and CVRs to assist in the determination of the circumstances and causes of the accident or serious incident.

#### 4. Investigation Equipment Room

Essential investigation tools and equipment (e.g. cameras, voice recorders, GPS locators, investigators personal protective equipment, etc.) are provided for in the Investigation Equipment Room. To ensure that tools and equipment are ready for deployment at any time, there is a procedure in place to ensure that they are maintained to serviceable standards.

In addition to the above, the AAIC also provides a venue for the training of investigators, and the arrangements of accident and emergency response coordination exercises and accident prevention events. With the AAIC, CAD is now able to respond to the occurrence of accidents and incidents and discharge our legal and international obligations in accident investigation in a more prepared and organised manner.

#### International and regional collaboration

In aircraft accident and incident investigation, no one state/administration can work alone in isolation. Close collaboration with international and regional accident investigation authorities/bodies is thus required to remove the confines of the physical borders of states, and facilitates working towards achieving common standards and objectives of accident investigation. A few examples of such collaboration include mutual assistance and cooperation in accident investigation activities, sharing of accident investigation resources, specialised facilities, equipment and expertise, training of accident investigators, etc. To



▲ Secure hangar storage facility.  
保密飛機庫儲存設施。

this end, CAD has in recent years signed a number of cooperation arrangements with other renowned accident investigation agencies (the Civil Aviation Administration of China, Air Accidents Investigation Branch of the United Kingdom, and Bureau d'Enquêtes et d'Analyses pour la Sécurité de l'Aviation Civile of France) to foster closer collaboration and partnership.

In addition, CAD is also an active member of a number of international accident investigation expert groups and societies. Two important and fruitful regional accident investigation events were held in Hong Kong in May 2014, making good use of our seminar and conference facilities at the CAD Headquarters. Through the strengthened ties, the capability of regional air accident investigation authorities and bodies can be mutually enhanced to achieve a higher quality of investigation, thereby contributing to the good cause of aviation safety. CAD will continue our efforts in these areas for the ultimate objective of achieving continuous improvement in safety.

近數十年來，航空意外率非常低，因此航空交通獲公認為最安全的交通運輸模式之一。航空界（包括航空公司、飛機製造商、飛機維修機構、航空導航服務機構、機場營運者和監管機構）一直緊密合作，務求使航空交通更安全。然而，我們絕對不能因良好的安全記錄而自滿。每逢飛機發生意外，全球各大媒體定必爭相報道。飛機意外或會突如其來，引致財物損失以及人命傷亡；意外發生之時可能極不利於搜救，發生之處也可能在偏遠和環境惡劣的地方。要妥善應付這些不能預見的情況，我們必須時刻保持警覺，事先計劃周詳，做好準備。

#### 民航處調查航空意外的職能

民航處肩負調查香港的飛機意外和嚴重事故的重責，致力根據相關的香港法律和《芝加哥公約》第26條以及其附件13，確保我們能時刻準備就緒，並且勝任調查工作。特別需要注意的是，調查的主要目的是防止日後再有意外或嚴重事故發生，而非分攤過失或法律責任。

為了符合相關的規定，民航處就飛機意外和嚴重事故的調查工作，設有既定機制。這個機制不但建基於穩固的法律基礎，還有最新的程序、訓練有素的飛機意外調查人員和適當的調查設備。在設施方面，民航處於2013年7月，正式啟用的航空意外調查中心，是香港飛機意外調查歷史和能力的重要里程碑。

## 航空意外調查中心

設立調查中心，是累積和整合過去飛機意外調查的經驗、教訓和國際慣例的成果。調查中心屬特定用途設施，主要設備如下：

### (一) 指揮中心

調查中心設有行動中心，一旦發生航空危機、飛機意外或嚴重事故，總意外調查主任及其他調查人員可在中心指揮調查活動並協調其他相關各方，包括但不限於其他調查和搜救機構。對於緊急應變和意外調查，及時協調和有效通訊至為關鍵。指揮中心能夠即時啟動，並配備必要的視聽和通訊系統，使民航處有能力執行其緊急應變和意外調查的職責。

### (二) 保密飛機庫儲存設施

意外和嚴重事故的相關證據，必須妥為保管。飛機庫儲存設施可儲存涉事飛機的重要證據、零件和有關文件；可負重十公噸的橋式起重機和各式工具、工作枱、儲存架和儲存櫃，則可供拆卸部件和詳細檢驗證據。

### (三) 飛行記錄儀中心

安裝在飛機上的「黑盒」，即飛行數據記錄儀和駕駛艙話音記錄儀，可提供必要的數據和證據，例如涉事飛機的基本飛行情況、狀態和性能等，以供調查之用。新設立的飛行記錄儀中心配備所需設備，讓民航處的調查人員從完好的飛行記錄儀及駕駛艙話音記錄儀下載和分析數據，以助找出意外或嚴重事故發生的情況和因由。

### (四) 調查設備室

設備室存放了必需的調查工具和設備，如相機、錄音儀器、全球衛星定位系統儀器、調查人員的個人防護裝備等。本處備有嚴格程序，確保這些工具和設備保養得宜，可供隨時使用。

除上述設施外，調查中心也提供了場地，用作培訓調查人員，以及舉行意外及緊急應變協調演習和預防意外的活動。調查中心的設立，使民航處在回應飛機意外和事故，以及履行法律和國際職務時，能更加周全和有條不紊。

## 國際和區域合作

執行調查意外和事故工作時，沒有國家/地區政府能與外界隔絕，獨自行事。因此，我們必須與國際和區域意外調查單位/機構緊密合作，消除國家之間地域上的界限，齊心協力達到意外調查的共同標準和目標。這些合作的例子包括在意外調查活動中相互協助和合作，共用意外調查資源、專門設施、設備和儀器，交流專業知識，培訓意外調查人員等。為此，民航處近年與聲譽卓著的意外調查機構簽署合作安排，更緊密地交流經驗和加強伙伴合作關係。這些機構包括中國民用航空局、英國航空意外調查局和法國航空安全監察分析局。

此外，民航處也是不少國際意外調查專家團體和協會的活躍成員。2014年5月，我們善用總部的會議設施，在香港舉辦了兩個重要的區域意外調查活動，成果豐碩。藉着加強聯繫，各地的航空意外調查機構和團體的能力得以一同提升，提高調查質素，保障航空安全。民航處會在這些範疇繼續努力，達到精益求精，不斷改進航空安全的最終目標。



▲ Second Meeting of the Asia Pacific Accident Investigation Group.  
亞太地區意外調查小組第二次會議。

Date 日期	Regional Meetings / Workshops 區域會議 / 工作坊
27-28 May 2014 2014年5月27日至28日	ICAO Asia Pacific Regional Aviation Safety Team - Second Meeting of the Asia Pacific Accident Investigation Group 國際民航組織亞太地區航空安全小組——亞太地區意外調查小組第二次會議
29-30 May 2014 2014年5月29日至30日	Third Workshop of the Asian Society of Air Safety Investigators# (AsiaSASI) Theme: "Preparing Accident Investigators for Future Challenges" 亞洲航空安全調查人員協會#第三次工作坊，主題為「裝備意外調查人員應付日後挑戰」  # AsiaSASI is the Asian chapter of the International Society of Air Safety Investigators. It was established in 2009 to promote aviation safety and strengthen the cooperation between aircraft accident investigation bodies within the Asia Pacific region. #亞洲航空安全調查人員協會是國際航空安全調查人員協會的亞洲分會，於2009年成立，旨在推動亞太地區的航空安全，並加強區內飛機意外調查團體之間的合作。



# CAD-approved Supplemental Type Certificate validated by EASA

## 民航處簽發補充型號合格證 獲歐洲航空安全局認可

By **Mr Henry Leung**, Airworthiness Officer, Flight Standards and Airworthiness Division  
飛行標準及適航部適航主任梁國棟

### Supplemental Type Certificate of aircraft

A Type Certificate (TC) is issued by a civil aviation authority to signify that the design and manufacture of the aircraft type concerned is approved and complies with the relevant airworthiness requirements. It also forms the basis for the issue of the Certificate of Airworthiness of an individual aircraft of the type. Once the TC is issued, any modification to the aircraft's certified layout, built-in equipment, airframe and engines, etc., require approval through airworthiness certification. In particular, when the modification is classified major, Supplemental Type Certificates (STC) are to be issued by the relevant civil aviation authority to ensure that the modification complies with the applicable certification requirements and is safe for operation.

In Hong Kong, CAD is responsible for certifying aircraft modification, requiring that all design and certification requirements are met before the STCs are issued. To serve this purpose, Airworthiness Officers specially trained in design and certification liaise with the applicants through certification and specialist meetings, witnessing certification tests and approving certification documentations.

### Validation of Hong Kong STC by EASA

In the past, most STCs incorporated on Hong Kong registered aircraft were designed and approved by foreign design organisations and the corresponding civil aviation authorities, followed by CAD's validation upon confirming that local requirements are also met. As technical competence advances, some CAD-approved design organisations have been recognised by



▲ ADG(FS), Mr Y P Tsang, presenting the first EASA STC issued under the Working Arrangement to a maintenance organisation.  
助理處長（飛行標準）曾煜本向維修機構頒發首張根據《工作安排》簽發的EASA STC。

CAD under HKAR-21 (Certification of Aircraft and Related Products, Parts and Appliances, and of Design and Production Organisations) to develop major modifications for obtaining STCs. Certified locally by CAD, these Hong Kong STCs are also recognised in mainland China and Macao in accordance with the relevant Cooperative Arrangement. As for other places, however, operators will have to bear extra cost in undergoing the certification for modification when the aircraft is to be moved from Hong Kong for registration elsewhere.

In March 2011, CAD and the European Aviation Safety Agency (EASA) signed a Working Arrangement to facilitate EASA's issue of their own STCs based on Hong Kong STCs by means of a validation process.

At the same time, four STCs have been issued by the CAD since 2013, which were indeed remarkable achievements by CAD in collaboration with the industry. These modification projects include:

- complete rework of a standard passenger cabin interior of an Airbus A319 aircraft into a VIP cabin configuration;
- reconfiguration of the cabin layout and seats of an Airbus A330 passenger aircraft;
- installation of cabin Wi-Fi system; and
- installation of an in-seat power system.

Under the Working Arrangement, the first Hong Kong STC was swiftly validated by EASA, and an EASA STC was issued on 9 January 2014 – a clear proof of EASA's recognition of CAD's certification standards and oversight capability. With the implementation of the Working Arrangement, the local aviation industry will relieve some economic burden through reducing duplicated technical inspections, evaluations and testing in the European Union.

In addition, CAD is working on more technical arrangements with other major civil aviation authorities, such as the





▲▲  
Airworthiness Officers witnessing a certification test for aircraft modification.  
適航主任現場監察飛機改裝設計的測試。

Federal Aviation Administration of the United States, and the Civil Aviation Safety Authority of Australia. In the years to come, you may travel on aircraft in which modifications are approved by CAD.

### 飛機的補充型號合格證

型號合格證 (Type Certificate, TC) 是由監管飛機設計生產的民航當局簽發的文件，證明個別飛機型號的設計符合相關適航要求；亦是簽發個別飛機適航證的基礎。發出型號合格證後，飛機的任何更改均須獲得批准，由飛機的布局、內置設備、到機身和發動機等，均需要經過詳細的適航審定。如屬重大更改，更需由民航當局簽發補充型號合格證 (Supplemental Type Certificate, STC)，以確保符合相關的適航和安全要求。

在香港，民航處肩負審定本港註冊飛機改裝設計的責任，需要確保在簽發STC前，改裝設計符合所有相關規章的要求。為此，受過專業培訓的適航主任會與STC申請人進行專案會議、現場監察測試項目，及審批相關設計文件。

### 香港STC獲EASA認可

以往大部分香港註冊飛機的重大改裝，均由外地機構設計及經當地民航局批准，再由香港民航處在確保符合本地民航要求後給予認可。近年來，隨着技術能力的提升，有設計機構已根據民航處的《香港航空要求一



21》(HKAR-21) 取得重大改裝設計的資格，由民航處審定批准並簽發香港STC，且根據相關《合作安排》通行於中國內地及澳門。至於其他地區，若飛機接受改裝後從香港轉移到另一個國家，有關民航局將需要重新進行相關改裝項目的審批，為營運者帶來不少經濟負擔。

2011年3月，民航處和歐洲航空安全局 (European Aviation Safety Agency, EASA) 簽署關於審定STC的《工作安排》，讓EASA在認可香港STC的基礎上簽發EASA STC。

與此同時，民航處於2013年至今，已簽發四個香港STC，實為民航處與業界各司其職，攜手共建的成就。改裝項目包括：

1. 改裝空中巴士A319型飛機的標準客艙為公務貴賓艙；

2. 更改空中巴士A330飛機客艙座位布局；
3. 配置客艙 Wi-Fi系統；及
4. 於座位安裝供乘客使用的供電系統。

EASA根據《工作安排》認可首個香港STC，並迅速於今年1月9日簽發其相應的STC，充分顯示民航處的審定標準和監管能力獲得認可。隨着《工作安排》的實施，本地航空業界將來可大大減少在歐盟地區因重複技術檢驗、評估和測試所帶來的成本。

此外，民航處目前正與美國、加拿大和澳洲等地的民航當局開展技術合作的商討。希望在不久的將來，大家會有機會乘坐更多獲香港批准改裝設計的航機。



# Department activities

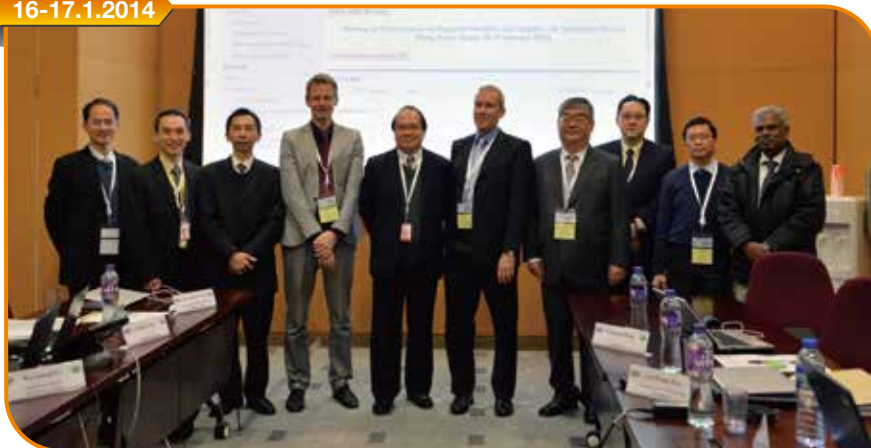
## 部門活動花絮

13.1.2014



▲ Visit by delegates from the State Secretariat of Civil Aviation of Cambodia.  
柬埔寨民用航空國務秘書處代表到訪民航處。

16-17.1.2014



▲ ICAO Meeting of the Chairpersons on the Regional Priorities and Targets recently held at CAD Headquarters.  
國際民航組織最近於民航處總部召開題為Meeting of the Chairpersons on the Regional Priorities and Targets的會議。

14.2.2014



▲ Visit by Canadian Aerospace Mission delegates.  
Canadian Aerospace Mission代表到訪民航處。

15.3.2014



▲ CAD Staff Club members went hiking at Plover Clove Country Park on Ping Chau.  
民航處職員康樂會成員往平洲船灣郊野公園遠足。

11.4.2014



▲ Staff members from different divisions had an enjoyable time at CAD Staff Club Annual Dinner.  
民航處各分部人員於職員康樂會周年聚餐歡聚。

8.5.2014



▲ Delegates from Singapore Ministry of Transport, Civil Aviation Authority and Ministry of Home Affairs visited CAD.  
新加坡交通部、民航局和內政部代表到訪民航處。



# Training Unit acquired ISO9001:2008 certification for Quality Management System

## 訓練組質量管理體系獲得ISO9001：2008認證

By **Ms Mona Cheung**, Senior Training Manager, Air Traffic Management Division  
航空交通管理部高級訓練經理張麗娟

ICAO Annex 1 requires the organisations providing air traffic controller training to be Approved Training Organizations (ATO). Amongst the detailed requirements of ATO laid down in ICAO Doc 9841 "Manual on the Approval of Training Organizations", a quality assurance system must be in place. As it is not straightforward to develop such a system without guidelines, the Air Traffic Management Division's Training Unit (TU) decided to follow ISO9001 standards. After more than two years' dedicated efforts, TU acquired the ISO9001:2008 certification on 18 October 2013, marking the successful implementation of a Quality Management System (QMS).

### Documentation

A consultant firm was engaged for the development of TU's QMS. It had been a gruelling task in establishing the Training Unit Quality Manual and revamping the Training Unit Operations Manual. The challenge in developing these documents was the necessity to follow stringent ISO9001 requirements in course planning, training process, records, review, improvements, etc., but at the same time to allow for flexibilities to suit our operational needs.

### Staff training

Apart from establishing related documents, it was crucial to ensure staff competence in QMS. Hence, Awareness Training was conducted in July 2011, followed by Process Training in January to March 2013, and Internal Audit Training in May 2013. A total of 59 colleagues, including non-TU staff, went through various QMS training as required by their job nature. Further advanced training was arranged to ensure key QMS personnel's effectiveness.

### Audits

In 2013, TU initiated the tender process for the acquisition of ISO9001:2008, with

a target to complete the certification by the fourth quarter of 2013. An internal audit was conducted in June 2013, followed by the Management Review Meeting in July. The meeting was conducted with an aim to review the effectiveness of QMS and determine appropriate actions for continual improvement. Having gone through the certification audit conducted on 8 and 9 October 2013, no non-conformity was identified and TU was officially ISO9001 certified from 18 October 2013.

### Way forward

With the commencement of Air Traffic Management Systems conversion training in CAD Headquarters from November 2013, TU plans to extend the QMS scope to include the provision of training services in the new facility. In the challenging years ahead, TU will continue the efforts in applying the ISO9001 standards in ensuring the provision of high quality air traffic control training services.

國際民航組織附件1要求提供航空交通管制員訓練的機構必須為「批准的培訓機構」，而9841號文件《批准培訓機構的手冊》的詳細要求中，亦訂明質量保證系統須予確立。然而，從零開始開發這種系統並不容易，所以航空交通管理部訓練組決定遵行ISO9001標準。經過兩年多的努力，訓練組終於在2013年10月18日獲得ISO9001：2008 認證，標誌着質量管理體系（Quality Management System，QMS）成功實施。

### 文件編寫

訓練組聘請了一家顧問公司協助開發QMS，當中最艱巨的任務要算是建立《訓練組質量手冊》及修訂《訓練組作業手冊》。制定這些文件的困難之處在於必須遵循ISO9001的嚴格要求，按規章實施訓練計劃、過程、紀

錄、檢討、改善等，但同時亦要保持靈活，以切合作業上的實際需要。

### 員工培訓

除建立相關文件外，員工培訓亦不容忽視。因此，訓練組在2011年7月先安排QMS認知培訓；再於2013年1月至3月舉辦QMS過程培訓；最後在2013年5月舉辦內部審核員培訓，總計有59位同事（包括訓練組以外員工）按工作性質參加各項QMS培訓課程。及後，訓練組繼續按需要安排進階課程，以確保QMS關鍵人員的效率維持高水準。

### 審核

在2013年，訓練組啟動了ISO9001：2008認證工作的投標程序，期望於2013年第四季內完成認證。之後，我們展開各項準備工作，包括6月的內部審核和7月的管理評審會議，其中管理評審會議旨在覆檢QMS的效率，以及訂立持續改進的措施。10月8日至9日，訓練組順利通過認證審核，期間並沒有發現任何不符合要求的情況，最後在10月18日起正式獲得ISO9001認證。

### 前瞻

隨着新空管系統培訓於2013年11月在民航處總部展開，訓練組計劃將QMS擴展至新培訓設施。展望將來，訓練組將繼續實行ISO9001標準，確保提供優質的空管培訓服務。

▼ ADG(ATM), Mr Manuel Sum, and colleagues from the Training Unit receiving the ISO9001:2008 certificate. 助理處長（航空交通管理）岑兆華（中）與訓練組各同事一同接收ISO9001：2008證書。



# Welcome to CAD Aviation Education Path

## 歡迎參觀 民航處航空教育徑

By **Mr KF Cheung**, Senior Operations Officer (Training and Development), Air Services and Safety Management Division  
航班事務及安全管理部高級民航事務主任（培訓及發展）張根發



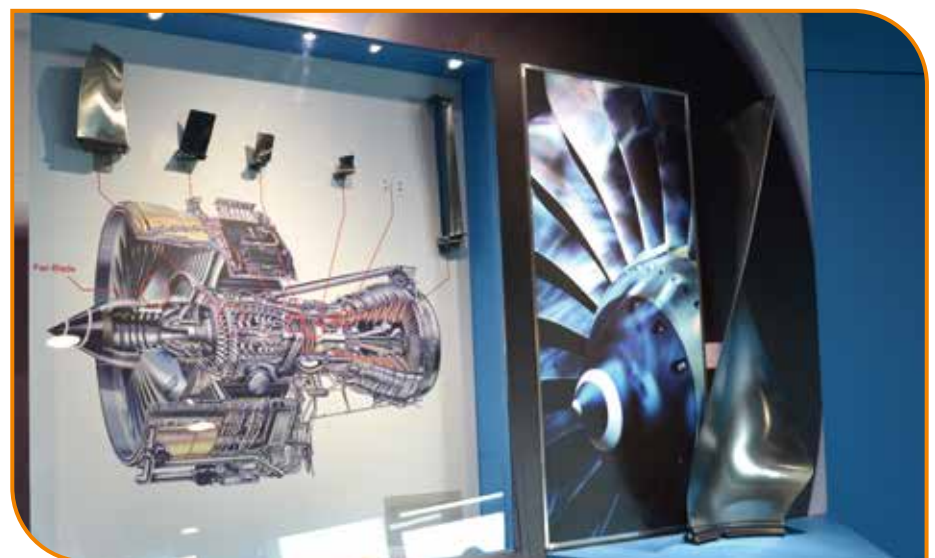
▲ Mock up of the next generation ATC console.  
新一代航空交通管制裝置。

To promote the public's interest and a better understanding of the development of the air transport industry, CAD has constructed the Aviation Education Path as an integral part of the CAD Headquarters building.

There established three exhibition galleries demonstrating, in general, aviation history in Hong Kong, aircraft construction and associated cabin safety features, airport operations, aviation security, runway characteristics, air traffic management, the use of flight recorders in accident investigation, and measures employed by the aviation sector to minimise the impact on the environment.

With the system up and running, we made a broader promotion via our CAD website and engaging the Business-School Partnership Programme with the Education Bureau. This January, we moved one step further - walk-in visitors are accepted to tour around by themselves.

Since the Education Path's opening, we have more than 10,000 visitors. The visitors include the general public, school and university students, uniform groups, as well as the overseas and local aviation community. It is pleasing to note an increasing trend that organisations arrange visits to the Education Path as a regular activity and some others take it as an annual event, e.g. summer camp.



▲ Structure and operation of aircraft engine.  
飛機發動機構造及運作。

It is the contribution of our tour guides, who are CAD colleagues and volunteers from uniform/youth groups, that have made the visitor programmes successful. Without their enthusiastic support and efforts, the objectives of the Education Path would never have been achieved. Thanks to all of you.

為增進大眾對航空運輸業發展的了解，民航處特別於總部大樓設立航空教育徑推廣相關資訊。

航空教育徑設有三個展覽廳，展示香港民航歷史、飛機結構及客艙安全、機場運作、航空保安、跑道特徵、航空交通管理、飛行記錄儀在意外調查中的應用，以及航空業界的環保措施等。

隨着參觀安排漸上軌道，我們開始在民航處網頁宣傳教育徑，並透過教育局的商校合作計劃，有系統地讓學校組團參觀；今年1月，我們再走前一步，開放設施予訪客自行參觀。

教育徑自啟用以來已吸引超過一萬人次到訪，訪客包括一般大眾、學生、制服團體





▲ Cabin safety.  
客艙安全。



▲ Flight data recorder and aircraft accident investigation.  
飛行記錄儀與飛機意外調查。

及本地與海外的航空業界人士；不少機構亦定期組團參與導賞，或以參觀教育徑作為年度重點活動（如夏令營）之一，成績令人鼓舞。

成功舉辦多場導賞，實有賴民航處同事和各制服／青年團體的鼎力協助，義務帶隊，積極弘揚教育徑的宗旨。在此衷心感謝各位的支持！

## CAD awarded status of Manpower Developer by Employees Retraining Board

### 民航處獲僱員再培訓局嘉許為人才企業

By **Mr KF Cheung**, Senior Operations Officer (Training and Development), Air Services and Safety Management Division  
航班事務及安全管理部高級民航事務主任（培訓及發展）張根發

On 23 April 2014, Acting Deputy Director-General, Mr Simon Li, on behalf of CAD, received the Manpower Developer award from the Secretary for Labour and Welfare, Mr Matthew Cheung, at the 5th Presentation Ceremony of the ERB Manpower Developer Award Scheme.

Presented by the Employees Retraining Board (ERB), the Manpower Developer award acknowledges CAD's outstanding achievement in manpower training and development, and in promoting a learning culture within the organisation. To assess CAD's capabilities, the following areas were evaluated by ERB:

- Leading a learning culture
- Resources planning
- Training and development system
- Performance management
- Corporate social responsibility in manpower development

With the accreditation as Manpower Developer, CAD can engage with other Manpower Developers via the diversified, multi-facet and sustainable interactive platform created by ERB, in particular in sharing information on best practices in manpower training and development.

今年4月23日舉行的第五屆ERB人才企業嘉許計劃頒獎典禮上，署理副處長李天柱代表民航處從勞工及福利局局長張建宗手中接受「人才企業」殊榮。

這項嘉許由僱員再培訓局（ERB）頒發，表揚民航處在人才培訓及發展工作有卓越表現，並在機構內積極倡導學習文化。ERB根據以下範圍評核民航處的表現：

- 倡導學習文化
- 資源規劃
- 培訓及發展系統
- 績效管理
- 人力發展層面的企業社會責任

獲「人才企業」尊稱，民航處可透過ERB提供的多元化、多角度、具延續性的平台，與其他企業和機構交流人才培訓及發展方面的資訊。

人才企業嘉許計劃 第五屆頒授典禮  
Presentation Ceremony of the  
Manpower Developer Award Scheme  
2014



▲ On behalf of CAD, Acting DDG, Mr Simon Li (right) received the Manpower Developer award from Secretary for Labour and Welfare, Mr Matthew Cheung.  
署理副處長李天柱（右）代表民航處從勞工及福利局局長張建宗手中接受「人才企業」嘉許。

# CAD newsmakers 同事動向

## Welcome to the newcomer

Mr Wong Chun Kwong	Chief Treasury Accountant	黃俊光先生	總庫務會計師
Captain Mark Richard Leonczek	Senior Operations Officer (Senior Operations Inspector)	Mark Richard Leonczek機長	高級民航事務主任 (高級營運督察)
Mr Lam Him Yi	Executive Officer I	林謙宜先生	一級行政主任
Mr Ma Shiu Pong, Patrick	Executive Officer II	馬紹邦先生	二級行政主任
Miss Lam Wai Sze	Assistant Operations Officer	林慧詩女士	助理民航事務主任
Mr Li Man Lung	Assistant Operations Officer	李萬隆先生	助理民航事務主任
Mr Choi Cheuk Hei	Assistant Operations Officer	蔡卓熹先生	助理民航事務主任
Miss Wong Hiu Tung, Jessica	Assistant Operations Officer	黃曉彤女士	助理民航事務主任
Mr Hui Yat Tsun	Assistant Operations Officer	許逸俊先生	助理民航事務主任
Mr Chan Kai Yin	Assistant Operations Officer	陳榮然先生	助理民航事務主任
Miss Tsang Tze Yan, Flora	Assistant Operations Officer	曾芷欣女士	助理民航事務主任
Mr Chan Tak Wing, Caesar	Student Air Traffic Control Officer	陳德穎先生	見習航空交通管制主任
Miss Cheung Wing Man	Student Air Traffic Control Officer	張詠敏女士	見習航空交通管制主任
Mr Fung Sin Yeuk	Student Air Traffic Control Officer	馮善躍先生	見習航空交通管制主任
Mr Ko Lap Sam	Student Air Traffic Control Officer	高立三先生	見習航空交通管制主任
Mr Lam Wing Lun	Student Air Traffic Control Officer	林永鏘先生	見習航空交通管制主任
Miss Lau Yee Pui	Student Air Traffic Control Officer	劉苡蓓女士	見習航空交通管制主任
Mr Li Ho Ming	Student Air Traffic Control Officer	李浩明先生	見習航空交通管制主任
Mr Lo Wai Fan	Student Air Traffic Control Officer	盧煒勳先生	見習航空交通管制主任
Ms Lo Wing Hang, Christine	Student Air Traffic Control Officer	盧穎衡女士	見習航空交通管制主任
Mr Sham Yan Ping	Student Air Traffic Control Officer	岑恩平先生	見習航空交通管制主任
Mr Tam Chi Fung	Student Air Traffic Control Officer	譚智峰先生	見習航空交通管制主任
Mr Tam Hoi Lun	Student Air Traffic Control Officer	譚愷麟先生	見習航空交通管制主任
Mr Tang Cheuk Him	Student Air Traffic Control Officer	鄧卓謙先生	見習航空交通管制主任
Miss Wong Tsz Kwan	Student Air Traffic Control Officer	黃芷筠女士	見習航空交通管制主任
Miss Wong Wing Yan	Student Air Traffic Control Officer	王詠欣女士	見習航空交通管制主任
Ms Law Soo Kwan, Anna	Clerical Officer	羅素君女士	文書主任
Ms Cheng Yiu Hung	Assistant Clerical Officer	鄭耀紅女士	助理文書主任
Miss Chan Ip Hung	Assistant Clerical Officer	陳燁紅女士	助理文書主任
Miss Leung Yin Ling, Elaine	Assistant Clerical Officer	梁燕鈴女士	助理文書主任
Miss Wong Tsz Yan, Yan	Assistant Clerical Officer	黃芷茵女士	助理文書主任
Miss Ip Wing Ting, Celia	Assistant Clerical Officer	葉穎婷女士	助理文書主任
Mr Liu Hin Cheong	Supplies Supervisor II	廖顯昌先生	二級物料供應員
Mr Wong Chun Yu, Terence	Motor Driver	黃振宇先生	汽車司機
Mr Leung Man On	Motor Driver	梁文安先生	汽車司機

## 歡迎新同事

## Farewell to those leaving

Ms Wong Siu King, Melody	Acting Chief Treasury Accountant	王少琼女士	署理總庫務會計師
Mr Wong Hon Chung, Eric	Senior Operations Officer	王漢忠先生	高級民航事務主任
Mr Hung Chun Hei, Ernie	Assistant Operations Officer	洪駿希先生	助理民航事務主任
Mr Black Jeffrey Maxwell	Air Traffic Control Officer I	Black Jeffrey Maxwell先生	一級航空交通管制主任
Ms Ng Yuen May	Air Traffic Control Officer II	吳婉薇女士	二級航空交通管制主任
Mr Smith Geoffrey Wayne	Air Traffic Control Officer II	薛明寬先生	二級航空交通管制主任
Mr Parker Philip David	Air Traffic Control Officer II	Parker Philip David先生	二級航空交通管制主任
Mr O'donoghue Desmond Gerard	Air Traffic Control Officer II	O'donoghue Desmond Gerard先生	二級航空交通管制主任
Mr Macewan William Harry	Air Traffic Control Officer II	Macewan William Harry先生	二級航空交通管制主任
Mr King Richard John Nelson	Air Traffic Control Officer II	King Richard John Nelson先生	二級航空交通管制主任

## 再見好同僚



## Farewell to those leaving

## 再見好同僚

Mr Fletcher Bruce Andrew	Air Traffic Control Officer II	Fletcher Bruce Andrew先生	二級航空交通管制主任
Ms Lui Pui Yan, Bonita	Student Air Traffic Control Officer	呂珮欣女士	見習航空交通管制主任
Mr Lee Chun Wing	Student Air Traffic Control Officer	李春榮先生	見習航空交通管制主任
Mr Cheng Jia Fu, Jeffrey	Air Traffic Flight Services Officer III	鄭潔夫先生	三級航空交通事務員
Mr Wong Tze Kin, Fred	Executive Officer I	黃子健先生	一級行政主任
Ms Lai Pui Ki	Assistant Clerical Officer	黎珮琪女士	助理文書主任
Ms Wong Kwai Yin	Personal Secretary II	黃桂燕女士	二級私人秘書
Ms Wong Ka Po	Personal Secretary II	黃嘉寶女士	二級私人秘書
Ms Lau Mei Yuk, Fanny	Personal Secretary II	劉美玉女士	二級私人秘書
Ms Chau Siu Lai	Supplies Supervisor II	周少麗女士	二級物料供應員
Ms Chiu Yuk Pui	Motor Driver	趙鈺培女士	汽車司機

## Congratulations to the newly promoted

## 恭賀榮升之喜

	Promoted to	Date		晉升為	生效日期
Ms Tam Siu Fun	Aeronautical Communications Supervisor	23.4.2014	譚少芬女士	航空通訊主任	23.4.2014
Mr Lai Kin Chung	Aeronautical Communications Supervisor	23.4.2014	賴建中先生	航空通訊主任	23.4.2014
Mr Yau Jerry Ka Lai	Aeronautical Communications Supervisor	23.4.2014	邱嘉禮先生	航空通訊主任	23.4.2014
Miss Tsang Yue Ching	Senior Air Traffic Flight Services Officer	14.4.2014	曾裕貞女士	高級航空交通事務員	14.4.2014
Ms Wong Yim Chong, Esther	Senior Air Traffic Flight Services Officer	14.4.2014	黃艷粧女士	高級航空交通事務員	14.4.2014
Ms Chow Man Ling	Air Traffic Flight Services Officer I	3.3.2014	周曼玲女士	一級航空交通事務員	3.3.2014
Mr Lau Man Hei	Air Traffic Flight Services Officer I	3.3.2014	劉文熙先生	一級航空交通事務員	3.3.2014
Mr Chung Wai Leung	Air Traffic Flight Services Officer I	3.3.2014	鍾偉良先生	一級航空交通事務員	3.3.2014
Miss Kwok King Sze	Air Traffic Flight Services Officer I	3.3.2014	郭敬斯女士	一級航空交通事務員	3.3.2014
Mr Ng Hon Sze, Ronald	Air Traffic Control Officer III	24.2.2014	吳漢詩先生	三級航空交通管制主任	24.2.2014
Mr Pang Kin Chung	Air Traffic Control Officer III	20.2.2014	彭健聰先生	三級航空交通管制主任	20.2.2014
Miss Li Yan Ting	Air Traffic Control Officer III	13.2.2014	利欣婷女士	三級航空交通管制主任	13.2.2014
Miss Wong Wan Yee	Air Traffic Control Officer III	10.2.2014	黃韻儀女士	三級航空交通管制主任	10.2.2014
Ms Lau Cheuk Wah	Executive Officer I	14.1.2014	劉灼華女士	一級行政主任	14.1.2014
Mr Tsang Yuk Poon	Assistant Director-General of Civil Aviation	13.1.2014	曾煜本先生	民航處助理處長	13.1.2014
Mr Cheung Chun Shing, Ivan	Chief Executive Officer	9.1.2014	張振聲先生	總行政主任	9.1.2014
Mr Kwan Chun Pong, Eddie	Air Traffic Control Officer III	11.11.2013	關振邦先生	三級航空交通管制主任	11.11.2013
Miss Ho Chung Yin	Air Traffic Control Officer III	4.11.2013	何頌賢女士	三級航空交通管制主任	4.11.2013
Mr Cheung Hiu Chun	Air Traffic Control Officer III	28.10.2013	張曉雋先生	三級航空交通管制主任	28.10.2013
Mr Ma Ka Wai, Marvin	Air Traffic Control Officer II	23.10.2013	馬家威先生	二級航空交通管制主任	23.10.2013
Miss Hon Pui Kwan, Cecilia	Air Traffic Control Officer II	23.10.2013	韓珮筠女士	二級航空交通管制主任	23.10.2013
Miss Shiu Yee Fung	Air Traffic Control Officer II	23.10.2013	邵宜豐女士	二級航空交通管制主任	23.10.2013
Miss Kwong Tsz Yan	Air Traffic Control Officer II	23.10.2013	鄺芷恩女士	二級航空交通管制主任	23.10.2013
Miss Lui Li Sha, Enelisa	Air Traffic Control Officer II	23.10.2013	呂麗莎女士	二級航空交通管制主任	23.10.2013
Ms Ho Ching Man, Anita	Air Traffic Control Officer II	23.10.2013	何靜雯女士	二級航空交通管制主任	23.10.2013
Mr Ng Cheuk Kin	Air Traffic Control Officer II	23.10.2013	吳卓健先生	二級航空交通管制主任	23.10.2013
Mr Lung Cheuk Hon, Jeffrey	Air Traffic Control Officer II	23.10.2013	龍卓侃先生	二級航空交通管制主任	23.10.2013
Mr Lau Wai Tak	Air Traffic Control Officer II	23.10.2013	劉偉德先生	二級航空交通管制主任	23.10.2013
Miss Wong Elaine	Air Traffic Control Officer II	23.10.2013	黃潤彤女士	二級航空交通管制主任	23.10.2013
Mr Sum Chung Yiu	Air Traffic Control Officer II	23.10.2013	沈仲堯先生	二級航空交通管制主任	23.10.2013
Miss Li Yuen Lam	Air Traffic Control Officer II	23.10.2013	李苑琳女士	二級航空交通管制主任	23.10.2013
Mr Cheng Helios Su Ho	Air Traffic Control Officer II	23.10.2013	鄭書皓先生	二級航空交通管制主任	23.10.2013
Dr Kong Hing Kei	Senior Medical & Health Officer	16.10.2013	鄺慶基先生	高級醫生	16.10.2013
Mr Modder Carl Frank	Chief Air Traffic Control Officer	19.9.2013	馬啟樂先生	總航空交通管制主任	19.9.2013
Mr Cheng Po Keung, Gabriel	Chief Air Traffic Control Officer	19.9.2013	鄭寶強先生	總航空交通管制主任	19.9.2013



▲ Congratulations to Mr Y P Tsang on his promotion to the rank of Assistant Director-General of Civil Aviation.  
恭喜曾煜本晉升為民航處助理處長。



▲ Congratulations to Mr Ivan Cheung on his promotion to the rank of Chief Executive Officer.  
恭喜張振聲晉升為總行政主任。



▶ ▲ Chief Aeronautical Communications Supervisor, Mr Leung Chi-lam, pictured with colleagues who were promoted to Aeronautical Communications Supervisor.  
總航空通訊監督梁至霖與剛晉升航空通訊監督的同事合照。



◀ ADG(ATM), Mr Manuel Sum, pictured with colleagues who were promoted to Air Traffic Control Officer III.  
助理處長（航空交通管理）岑兆華與剛晉升三級航空交通管制主任的同事合照。

## Best wishes to the retiree

## 願退休生活愉快

Mr Fong Yik Siu	Chief Air Traffic Control Officer	方亦兆先生	總航空交通管制主任
Mr Hong Koon Chung	Air Traffic Control Officer I	康貫中先生	一級航空交通管制主任
Mr Cheung David Kwok Wai	Air Traffic Control Officer II	張國威先生	二級航空交通管制主任
Miss Lun Ching Han, Alice	Air Traffic Control Officer II	倫靜嫻女士	二級航空交通管制主任
Miss Mak Kam Chu	Senior Air Traffic Flight Services Officer	麥金珠女士	高級航空交通事務員
Ms Mok King Cheong	Senior Air Traffic Flight Services Officer	莫敬莊女士	高級航空交通事務員
Ms Kwong Loi Fung	Aeronautical Communications Supervisor	鄺來鳳女士	航空通訊主任
Miss Cheung Mo Yee, Alice	Senior Clerical Officer	張慕儀女士	高級文書主任
Mr Yiu Cheung Chun	Senior Clerical Officer	姚長春先生	高級文書主任
Mr Lau Wai Hung	Clerical Officer	劉偉雄先生	文書主任
Mr Lee Kwok Yee	Motor Driver	李國儀先生	汽車司機
Mr Chung Tin Chee	Office Assistant	鍾天賜先生	辦公室助理

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