VALIDATION & CONVERSION OF FOREIGN LICENSES

AIR NAVIGATION ORDER

VERSION	**:**	**4.1**
DATE OF IMPLEMENTATION	**:**	**16-02-2026**
OFFICE OF PRIME INTEREST	**:**	**Personnel Licensing Directorate**

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DOCUMENT CHANGE RECORD

Ver #	Date Applicable	Reason for Change	Pages Affected
4.0	01-12-2024	▪ As per annual objective, task & target set for PEL Directorate to review the Air Navigation Orders for improvement in order to ascertain the inconsistencies. Thus the ANO-005-LCXX Version 3.0 has been thoroughly reviewed and amended as ANO-005-LCXX Version 4.0. ▪ New format as per CAAO-001-XXQA	All
4.1	01-01-2026	Inconsistency removed & provision for qualified foreign instructors included.	4, 11 & 12

RECORD OF CORRIGENDA

Ver #	Date of Issue	Date Entered	Pages #	Para #	Correction

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A. AUTHORITY

A1. This Air Navigation Order (ANO) is issued by the Director General, Pakistan Civil Aviation Authority in pursuance of the powers vested in him under Section 148 read with Section 136 of the Pakistan Civil Aviation Act, 2023.

B. PURPOSE

B1. The purpose of this ANO is to provide guidelines for validation of a foreign flight crew licence, Aircraft Maintenance License and Cabin Crew certificate holder, permitting to exercise the privileges of his/her licence/certificate for a specific purpose and for a limited duration in Pakistan, where issue of a Pakistani licence certificate is neither appropriate nor necessary.

B2. The purpose is to provide guidelines for the conversion of ATPL / CPL based on a valid and current ICAO Contracting States flight crew licenses.

C. SCOPE

C1. This ANO relates to the procedure for rendering a foreign flight crew licence and cabin crew certificate valid.

C2. To prescribed procedure for issuance and renewal of validation certificate to holder of a foreign flight crew licence, Aircraft Maintenance License and cabin crew certificate issued by an ICAO Contracting State.

C3. To regulate a foreign flight crew licence, aircraft maintenance license / cabin crew certificate holder who intends to operate a foreign / Pakistan registered aircraft under operational control of Pakistani Operator / owner to exercise privileges of his licence.

C4. To lay down a procedure for conversion of PCAA CPL/ATPL based on a valid and current Contracting State flight crew licence, Aircraft Maintenance License and the renewal of PCAA licence issued based on a foreign flight crew licence.

C5. Unless contrary intentions appear, this ANO shall also be read in conjunction with other PEL Directorate ANOs, ASCs and instructions issued by the CAA from time to time.

D. DESCRIPTION

D1. DEFINITIONS

The following terms shall have the meanings assigned to them hereunder. Any other term used in this ANO but not defined here shall have the same meanings as given in Pakistan Civil Aviation Act, 2023 and ICAO Standards and Recommended Practices.

D1.1. **AERIAL WORK:** An aircraft operations in which aircraft is used for specialized services such as agriculture, construction, photography, surveying, observation and patrol, search and rescue, aerial advertisement, etc.

D1.2. **AIR OPERATOR CERTIFICATE (AOC):** A certificate authorizing an operator to carry out specified commercial air transport operations.

D1.3. **AIRWORTHY:** The status of an aircraft, engine, propeller or part, where it conforms to its approved design and is in a condition for safe operations.

D1.4. **APPROVED PERSON:** A person approved in writing by the Competent Authority as Designated Examiner / Instructor.

D1.5. **COMMERCIAL AIR TRANSPORT OPERATION:** An aircraft operations involving the transport of passengers, cargo and mail for remuneration or hire.

D1.6. **CORPORATE AVIATION OPERATIONS:** The non-commercial operation or use of aircraft by a company for the carriage of passengers or goods as an aid to the conduct of company business, flown by a professional pilot(s) employed to fly the aircraft.

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D1.7. **GENERAL AVIATION OPERATIONS:** An aircraft operation other than a commercial air transport operation or an aerial work operation.

D1.8. **LICENSING AUTHORITY:** The Authority designated by a Contracting State as responsible for the Licensing of personnel, which in case of Pakistan is the Director General CAA under Pakistan Civil Aviation Act, 2023, who may delegate his powers and functions to any sub-ordinate officer of CAA.

Note: The Licensing Authority is deemed to have been given the following responsibilities by the Contracting State:

D1.8.1. Assessment of an applicant's qualifications to hold a licence or ratings*;*

D1.8.2. Issue and endorsement of licence and ratings;

D1.8.3. Designation and authorization of approved persons;

D1.8.4. Approval of training courses;

D1.8.5. Approval of the use of flight simulation training devices and authorization for their use in gaining experience or in demonstrating the skill required for the issue of a licence or rating; and

D1.8.6. Validation of foreign flight crew licenses / ratings issued by other ICAO Contracting States.

D1.9. **OPERATOR:** A person, organization or enterprise engaged in or offering to engage in an aircraft operation.

D1.10. **OPERATIONAL CONTROL:** The exercise of authority over the initiation, continuation, diversion or termination of a flight in the interest of the safety of the aircraft and the regularity and efficiency of the flight.

D1.11. **OPERATIONS SPECIFICATION:** The authorization, conditions and limitations associated with the air operator certificate and subject to the conditions in the operations manual.

D1.12. **PILOT-IN-COMMAND:** The pilot designated by the operator or the owner as being in command and charged with the safe conduct of a flight.

D1.13. **STATE OF THE OPERATOR:** The state in which the operator`s principal place of business is located or, if there is no such place of business, the operator`s permanent residence.

D1.14. **STATE OF REGISTRY:** The state on whose register the aircraft is entered.

D1.15. **TRANSFER AGREEMENT:** A bilateral agreement between the State of Operator and the State of Registry of Aircraft/State of Issue of Licence; where some, all or none of functions have been transferred from the State of Registry of Aircraft/State of Issue of Licence to the State of Operator.

D1.16. **VALIDATION CERTIFICATE:** A certificate issued to a foreign licence or certificate holder, through the prescribed method, authorizing him to exercise his licence privileges on a foreign / Pakistani registered aircraft operating on Pakistani AOC.

D2. PURPOSE TO RENDER VALID A FOREIGN FLIGHT CREW LICENCE AND RATINGS BY ISSUING A VALIDATION CERTIFICATE

D2.1. A foreign flight crew licence shall be rendered valid or shall be converted into a Pakistani licence for any of the purpose listed below:

D2.1.1. To exercise privileges of a flight crew licence on a Pakistan registered aircraft;

D2.1.2. To operate an aircraft based abroad with Pakistan registration;

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D2.1.3. For private flying;

D2.1.4. To ferry a Pakistan registered aircraft to and from a foreign country;

D2.1.5. To conduct training of Pakistani flight crew by a foreign flight crew licence holder;

D2.1.6. A foreigner receiving training on a Pakistan registered aircraft;

D2.1.7. To conduct a flight test on a Pakistan registered aircraft by a foreign flight crew licence holder;

D2.1.8. To exercise privileges of his flight crew license with a Pakistan Operator/owner within or outside Pakistan;

D2.1.9. To operate a foreign registered aircraft with Pakistani AOC holder; and

D2.1.10. For any other purpose not specified above, if in the opinion of the CAA, that the validation or conversion is in the interest of public and not likely to jeopardize aviation safety.

D3. METHOD OF RENDERING A FOREIGN LICENCE AND RATINGS VALID

D3.1. CAA Pakistan shall render valid a foreign flight crew licence and ratings issued by another foreign state by issuing a validation certificate.

D3.1.1. Issuing a suitable authorization which is referred to as foreign licence validation certificate to be carried with the relevant foreign licence and ratings.

D3.1.2. Specifying the acceptable privileges of the foreign licence and ratings on the foreign licence validation certificate

D3.1.3. Granting validity not beyond the validity of the foreign licence

D3.1.4. Specifying the condition that the foreign licence validation certificate ceases to be valid if the licence upon which it was issued is suspended or cancelled

D3.2. The foreign licence validation certificate shall contain the authorization details including name, licence number, issuing state, type of aircraft, period of validity and any other restriction/limitation imposed

D3.3. PCAA shall render valid a flight crew licence and ratings issued by a Contracting State, if such licence has been issued in compliance with the minimum standards specified by Standards and Recommended Practices of ICAO Annex – 1 to Chicago Convention.

D4. CONDITIONS TO BE SATISFIED FOR ISSUANCE OF FOREIGN LICENCE VALIDATION CERTIFICATE

D4.1. A foreign licence shall be rendered valid or a validation certificate issued subject to meeting the under mentioned requirements:

D4.1.1. A request by the Operator to the PCAA explicitly justifying the need for such validation in compliance with National Aviation Policy, the same shall be ensured by PEL Directorate in Annual AOC Audit

D4.1.2. The foreign licence shall have been issued in compliance with the minimum standards specified in ICAO Annex – 1.

D4.1.3. Issuing Authority of the foreign licence shall have verified and confirmed the details and the validity of the foreign licence.

D4.1.4. Foreign security agencies shall have verified the security clearance of the applicant (if applicable).

D4.1.5. Foreign licence holder is security cleared by Government of Pakistan.

D4.1.6. Foreign licence holder is permitted by Government of Pakistan for working with the concerned AOC holder.

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D4.1.7. The applicant passes the tests conducted by the PCAA

D4.1.8. Required fee for issue of a foreign licence validation certificate has been paid.

D4.1.9. Any other requirement spelt out in the 'Transfer Agreement' between the State of Operator/Owner and the State of Licence issue/ State of aircraft registry.

D5. VALIDATION EXAMINATION

D5.1. The applicants for foreign licence validation certificate shall successfully complete the examination conducted by PCAA on Air Law and Operational Procedures. Validation examination shall comprise of written examination.

D5.2. Detailed syllabus for validation examination is available in examination ANO-002-LCXX.

D5.3. With prior approval of the DG CAA, validation examination may be conducted at the State of Registry of aircraft or at any other location, at the Operator expense. The examination/ licensing team shall consist of two members.

D6. CONDUCT OF VALIDATION EXAMINATION

D6.1. The Operator shall apply to the Personnel Licensing Office of PCAA for conducting the validation examination at least two days in advance providing details of the foreign licence held along with the requisite fee voucher/authorization.

D6.2. The candidates will report to the Personnel Licensing Office along with their original licences for identification/verification.

D6.3 The validation examination result shall be dispatched to the Operator.

D7. ISSUE OF VALIDATION CERTIFICATE

D7.1. The Operator shall submit under mentioned documents to the PCAA for the issue of validation certificate:

D7.1.1. A letter from the Operator for issuance of a foreign licence validation certificate;

D7.1.2. Clear copies of valid and current foreign licence and ratings along with licence verification certificate from foreign licence Issuing Authority;

D7.1.3. Validation examination result;

D7.1.4. Attach security clearance documents in respect of each foreign licence holder;

D7.1.5. Attach documents/ visa related to permission for working in Pakistan issued by Government of Pakistan;

D7.1.6. Recent international experience certificate from the Operator; and

D7.1.7. Required fee for issue of a foreign licence validation certificate.

D8. APPLICABILITY

D8.1. The requirement for obtaining a validation certificate shall not apply to a foreign flight crew member engaged in the operation of a ferry flight on a Pakistan-registered aircraft to or from Pakistan.

D8.2. Qualified instructors, possessing recent flying experience and engaged on a temporary basis for the purpose of imparting type conversion training to holders of Pakistani flight crew licence, shall be exempt from the requirement to appear in the validation examination.

D9. SECURITY CLEARANCE

D9.1. The Operator shall ensure that the foreign licence holder is security cleared by the concerned agencies/departments as per the government regulations.

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D9.2. The Operator shall ensure that the foreign licence holder meets the government requirements prescribed for foreigners working in Pakistan.

D10. VALIDITY PERIOD

D10.1. The following shall determine the date of expiry of the foreign licence validation certificate.

D10.1.1. The date of expiry of the foreign licence;

D10.1.2. In the case of a non-expiry type of a licence, the date of the expiry of the medical certificate or the next due date of the pilot proficiency check/ instrument rating check etc; and

D10.1.3. A maximum of 180 days since the date of issue of the foreign licence validation certificate;

D10.2. The authorization ceases to be valid if the licence upon which it was issued is revoked or suspended.

D10.3. When an authorization is issued for use in commercial air transport operations, the Licensing Authority shall confirm the validity of the other Contracting State's licence before issuing the authorization.

D10.4. Foreign validation for certificate may be renewed in special circumstances subject to fulfilment of prescribed regulatory requirements but not more than 365 days in any case.

D11. CONDITIONS TO EXERCISE THE PRIVILEGES

D11.1. The privileges of the foreign licence validation certificate shall be as specified in the certificate.

D11.2. In the course of the validity period of the foreign licence validation certificate, the privileges so granted shall not be exercised unless the

D11.2.1. Holder maintains the validity of the foreign licence by satisfying the requirements of the foreign Licensing Authority;

D11.2.2. Holder satisfies the recurrent and/or additional training and checking requirements of the Operator as specified in the approved Flight Operations Manual and/or Training Manual, including the bi-annual pilot proficiency checks;

D11.2.3. Holder meets the applicable recent experience requirements as set out in the Flight Operations Manual of the Operator;

D11.2.4. Foreign licence is not suspended or cancelled; and

D11.2.5. Holder is in possession of a current medical assessment appropriate to the licence, issued by the foreign Licensing Authority.

D12. CONDITIONS OF VALIDITY OF A FOREIGN LICENCE VALIDATION CERTIFICATE

D12.1. A foreign licence validation certificate shall become invalid no sooner the holder terminates employment contract with the Operator on whose behalf the foreign licence verification certificate has been issued.

D12.2. The holder shall maintain operational competency at all times in compliance with the Flight Operations Manual and the Training Manual of the Operator.

D12.3. The holder shall exercise the privileges granted, strictly in compliance with the Air Navigation Order, as amended from time to time, Requirements, and Procedures published by the PCAA.

D12.4. An applicant who has previously been denied of a foreign licence validation certificate by the PCAA based on medical grounds, he/she shall not be reconsidered unless

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the applicant passes a medical examination conducted by the PCAA. The applicant shall in any event be in possession of a medical certificate issued by the foreign Licensing Authority.

D12.5. An applicant who has previously been denied of a foreign licence validation certificate by the PCAA or whose foreign licence validation certificate has been suspended/cancelled for violating Civil Aviation Rules of Pakistan, shall be disqualified for any future licensing privileges.

D12.6. In order to qualify for a foreign licence validation certificate, an applicant shall successfully complete the theoretical and/or practical tests conducted by the PCAA in not more than three attempts.

D12.7. Temporary foreign licence shall not be considered for validation action.

D12.8. When exercising the privileges of a foreign licence validation certificate, the holder shall, at all times, be in possession of the foreign licence, medical certificate issued by the foreign Licensing Authority and the foreign licence validation certificate issued by the PCAA in addition to any other document he/she is required to carry in terms of the Air Navigation Order.

D12.9. In respect of a foreign licence, which does not carry a photograph of the holder, an applicant for a foreign licence validation certificate shall produce proof of his/her identity by means of a valid personnel identification document, which carry the photograph such as a passport issued by a competent authority.

D12.10. The PCAA shall exercise the right to depart from the provisions of this ANO in special cases, without compromising safety.

D13. VERIFICATIONS OF FOREIGN LICENCE AND RATINGS

D13.1. PCAA shall confirm the validity of the foreign licence and ratings submitted by the applicant from the CAA of the foreign state concerned. In case of validation for use in commercial air transport operations confirmation of validity of the foreign licence shall be done before issuing the validation certificate.

D14. ADMINISTRATIVE ASSESSMENTS AND VERIFICATIONS

D14.1. The following administrative assessment and verifications will be carried out:

D14.1.1. Scrutiny of the documents submitted;

D14.1.2. Verification of the foreign security clearance certificate;

D14.1.3. Obtaining security clearance from the appropriate national security agency, if applicable;

D14.1.4. Verification of the validity of the foreign licence held by the applicant;

D14.1.5. Assessment of the personnel licensing standards of the State, which issued the foreign licence held by the applicant; and

D14.1.6. Any other verification deemed necessary by the PCAA.

D15. RENEWAL AND REPLACEMENT OF FOREIGN LICENCE VALIDATION CERTIFICATE

D15.1. Renewal of a foreign licence validation certificate for same privileges (same type/s or class/s of aircraft endorsed on the previous foreign licence validation certificate) may take place in respect of an expired foreign licence validation certificate provided qualified Pakistani nationals are yet not available requiring continued employment of foreign crewmembers. The reason for inability of the Operator to employ Pakistani nationals need to be acceptable to the PCAA.

D15.2. The PCAA may, on being satisfied that the original of a foreign licence validation

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certificate has been lost or destroyed, issue a copy thereof or a similar certificate in replacement of the original.

D16. CONVERSION OF A FOREIGN FLIGHT CREW LICENCE TO PCAA FLIGHT CREW LICENCE FOR PAKISTANI NATIONALS

D16.1. CAA Pakistan shall convert a foreign flight crew licence into a Pakistani flight crew licence in specific circumstances, for a specific purpose and only to Pakistani Nationals / Non-Resident Pakistanis for the following Air Transport Operations:

D16.1.1. Private Operations

D16.1.2. Charter Operations

D16.1.3. Aerial Work Operations

D16.1.4. Regular Public Transport Operations

D16.2. Eligibility criteria for obtaining PCAA flight crew licence based on holding valid and current ICAO Annex-1 compliant (all type) licenses, subject to differences.

D16.3. The holder of a valid and current flight crew licence issued by a Contracting State may be issued with a PCAA flight crew licence appropriate to the qualification and experience with

D16.4. no limitations and restrictions, as on original licence, subject to meeting the prescribed requirements by the Licensing Authority.

D16.5. Validity and renewal requirements of such licence shall be governed by the rules and procedures as laid down for a CPL/ATPL.

D16.6. PCAA shall confirm the validity of the foreign flight crew licence before initiating the issuance of a PCAA flight crew licence.

D17. REQUIREMENTS FOR ISSUING A PCAA FLIGHT CREW LICENCE

D17.1. A Pakistani national holding foreign licence shall be issued a flight crew licence subject to meeting the under mentioned requirements:

D17.1.1. Possession of a valid and current foreign licence with appropriate rating;

D17.1.2. Passing of the CAA flight crew examination as prescribed by PCAA;

D17.1.3. Foreign licence-holder is security cleared by Government of Pakistan;

D17.1.4. Class ONE medical fitness from PCAA CAMB;

D17.1.5. Undergo type rating and conversion courses as approved by PCAA FSD / PEL;

D17.1.6. PCAA shall conduct the following tests in respect of training completed by the applicant:

D17.1.6.1. English language Proficiency Test.;

D17.1.6.2. Simulator evaluation at the end of the simulator training phase or the practical flying test at the end of the training phase in the actual aircraft, whichever is applicable, conducted by a Designated Check Pilot or Flight Inspector of PCAA; and

D17.1.6.3. Any other knowledge or skill test deemed necessary by the PCAA, when evaluated the level of the standard used in country of origin of licence.

D17.1.7. Any other requirements as given by PCAA at the time of licence conversion.

D18. LICENCE CONVERSION EXAMINATION

D18.1. The flight crew licence conversion examination shall comprise of two examinations as mentioned below:

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D18.1.1. A written examination of the CON-1 and CON-2;

D18.1.2. Skill test (Flight / Simulator check) for the issuance of CPL/ATPL must be monitored by a PCAA Flight Inspector or Designated Examiner.

D19. LANGUAGE PROFICIENCY

D19.1. Candidates are required to appear in ELP test for conversion of their foreign license. Formal evaluation by the PCAA in English language proficiency may be exempted for applicants who demonstrate expert English language proficiency, e.g., English speaking or very proficient non- English speaking with a dialect or accent intelligible to the international aeronautical community.

D20. VALIDITY OF LICENCE

D20.1. The licence shall remain valid as defined in relevant ANO of respective license subject to medical fitness of appropriate class.

D21. CURRENCY OF LICENCE

D21.1. A licence shall remain current subject to 3 take offs and 3 landings in the last 90 days.

D21.2. A type rating shall remain current subject to 3 take offs and 3 landings in the last 90 days.

D22. RENEWAL OF LICENCE

D22.1. Renewal requirements of flight crew licence (CPL/ATPL) is given in relevant ANO (Advanced Licenses & Ratings) and it is regulated same as normal CPL/ATPL.

D23. FEE SCHEDULE

D23.1. Fees in respect of all chargeable activities shall be given in ANO-021-LCXX.

D24. LICENCE DOCUMENTATION

D24.1. Details of required documents for conversion and renewal of CPL/ATPL is given in relevant ANOs.

D25. GRANT OF PCAA ATPL BASED ON A FOREIGN LICENCE TO FOREIGN NATIONALS

D25.1. A foreign national holding an ATPL issued by a Contracting State may as appropriate to his qualification and experience apply for the grant of the following:

D25.1.1. Restricted Licence

D25.1.2. Full privilege Licence

D25.1.3. An applicant for any of the above mentioned licence shall:

D25.1.4. Be able to speak, read and understand English language;

D25.1.5. Have been security cleared by the concerned agencies;

D25.1.6. Have an appropriate medical fitness certificate issued by a Contracting State;

D25.1.7. Restriction and/or limitations imposed on the licence by the Issuing State shall be applicable mutatis mutandis; and

D25.1.8. Holder of a temporary licence issued by a Contracting State is not eligible for the grant of such licence.

D26. RESTRICTED LICENCE

D26.1. The holder of a valid and current ATPL issued by a Contracting State may be issued with a Restricted Licence appropriate to the qualification and experience of the holder,

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but with limitations and restrictions, as on original licence, subject to meeting the prescribed requirements by the Licensing Authority.

D26.2. The restricted CAA licence may be issued for a limited period to foreign national aircrew to fly with Pakistani AOC holder subject to meeting all the CAA requirements for the issuance of that licence.

D26.3. The Operator shall recruit and submit a training programme for Pakistani pilots along with the request for issuance of CAA restricted licence to its foreign national pilots. The renewal request of such licence shall be directly related to the success of the Operator's training programme for Pakistani national pilots.

D26.4. The experience requirements for issuance of restricted licence are as follows:

D26.4.1. Class ONE medical fitness certificate from CAMB PCAA;

D26.4.2. Pass examination of CON-1 and CON-2 as per ANO-002-LCXX; and

D26.4.3. Simulator / Flight check (skill test) by PCAA Flight Inspector or Designated Examiner.

D26.5. The validity and renewal requirements of a restricted licence shall be governed by the rules and procedures as laid down for a full privilege licence in addition to meeting requirements mentioned in Para 22.

D27. FULL PRIVILEGE LICENCE

D27.1. A foreign national holding a licence issued by a Contracting State and intends to have a PCAA full privilege licence shall meet the requirements as prescribed in the CAA Regulations.

D28. SUSPENSION / REVOCATION / CANCELLATION OF VALIDATION CERTIFICATE AND IMPOSITION OF FINANCIAL PENALTY

D28.1. In case of any violation and/or failure to comply of Pakistan Civil Aviation Act, 2023 or provision of this ANO, the validation certificate shall be subject to suspension, revocation, cancellation thereof or, in the alternative, imposition of financial penalty as per CAA rules.

D28.2. Above-mentioned condition is also applicable to holders of restricted licence.

D28.3. Applicant shall not make, either orally or in writing, a statement that is false or misleading.

D29. CONVERSION & VALIDATION OF FOREIGN AME LICENSE INTO PCAA ANO-066-LCXX AML

D29.1. TEMPORARY VALIDATION OF A FOREIGN LICENSE

D29.1.1. CONDITION FOR VALIDATION OF FOREIGN AML

D29.1.1.1. Only those foreign aircraft maintenance licenses that meet the intent of ICAO Annex-I and whose scope of privileges are considered commensurate with the license categories mentioned in ANO-066-LCXX, will be considered for further evaluation and grant of temporary validation.

D29.1.1.2. Validation for grant of privileges of Category 'A' license under ANO-066-LCXX will not be considered.

D29.1.1.3. Licenses, issued or rendered valid by ICAO contracting states that do not meet the requirements under which such licenses were issued or rendered valid are equal to or above the minimum standards which may be established from time to time pursuant to the Chicago Convention 1944, will not be considered for grant of temporary validation.

D29.1.1.4. Similarly, Licenses issued or rendered valid by ICAO contracting states that have filed differences against the standards of ICAO Annex-I relating to AML and those that deviates

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from PCAA regulation will also not be considered for grant of temporary validation. This also applies to contracting states that have major findings against them in the latest ICAO USOAP audit of their national civil aviation authorities.

D29.1.1.5. Initially, a foreign licence can be validated for a maximum period of six months, Organizations requiring a validation for longer than 6 (six) months must submit sufficient documentary evidence as a proof of their efforts to develop their own certifying staff on the type. This must include the arrangements for ANO-147-AWRG type training course during the initial period of 6 months. No extension to the original 180 days will be granted if the organization failed to satisfy PCAA for any extenuating circumstances.

D29.1.1.6. It is the responsibility of the applicant to provide all supporting evidence in support of their applications that the original licence was issued against equivalent/comparable standards and requirements. PCAA would need to conduct a detailed assessment of the standards and requirements against which the original licence was issued, which may require cooperation of the concerned issuing regulatory authority. In cases, where PCAA finds it difficult to assess the standards of the issuing authority, the application will be rejected.

D29.1.1.7. The details of application procedure and required documents are available in the latest revision of Airworthiness Notice AWNOT-083-AWRG.

D29.2. CONVERSION OF A FOREIGN AIRCRAFT MAINTENANCE LICENSE

D29.2.1. CONDITIONS FOR CONVERSION OF FOREIGN AML

D29.2.1.1. Applicant must be a Pakistan national. Applicant must hold valid;

D29.2.1.2. Part-66 license issued by EU member state. OR

D29.2.1.3. Aircraft maintenance license issued by any other state exactly on equivalent standards of PCAA ANO-066-LCXX regulation. In this case, the applicant needs to satisfy PCAA by providing applicable regulation and documentary evidences, that his/her license in question, has been issued on the basis of same knowledge/training levels and examination standards as published in the latest issue of ANO-066-LCXX.

D29.2.2. Applicants for conversion of foreign AMLs will be required to submit their experience to PCAA, for verification, provided that the experience gained in a PCAA Approved Maintenance Organization was utilized to meet the requirements of AML issuance from foreign NAA.

D29.2.3. In case, where PCAA has sufficient evidence that the foreign AML is issued on the basis of dubious experience/training certificates, the request for conversion will not be accepted. PCAA may ask for experience document(s)/certificates based o which foreign license was issued and in case of established anomaly, the case will be rejected.

D29.2.4. It is the responsibility of the applicant to provide all supporting evidence in support of his/her application that the foreign license was issued against equivalent/comparable standards and requirements. PCAA would need to conduct a detailed assessment of the standards and requirements against which the original license was issued, which may require cooperation of the concerned license issuing authority. In cases, where PCAA finds it difficult to assess the standards of the issuing authority, the application will be rejected.

D29.2.5. Request for a license on the basis of foreign license with unreasonable large number of limitations or with limitations that severely restricts the corresponding ANO-066-LCXX privileges, will not be entertained.

D29.2.6. All endorsements on foreign AML can be considered for conversion into equivalent ANO-066-LCXX qualifications with appropriate limitations (if any) on case to case basis, contingent upon the anticipated requirement for certification of maintenance.

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D29.2.7. The applicant will be required to furnish an undertaking that he/she is currently not employed with any foreign aviation related organization, which is located outside Pakistan. Undertaking is not required if the applicant is working abroad in an organization which is approved under PCAA ANO-145-AWRG.

D29.2.8. The conversion of foreign AML into PCAA ANO-066-LCXX (AML) is strictly a one-time exercise (first attempt will be counted for the cases submitted/processed/finalized after 21st December 2020). Once the applicant has converted his/her foreign AML into ANO-066-LCXX (AML) (either in the form of initial issuance of ANO-066-LCXX (AML) OR change in the existing ANO-066-LCXX (AML), he/she cannot apply for any further change/extension in AML) on the basis of foreign AML.

D29.2.9. The details of application procedure and required documents are available in the latest revision of Airworthiness Notice AWNOT-083-AWRG.

D30. REQUIREMENT FOR FOREIGN CABIN CREW

D30.1. Foreign cabin crew operating on aircraft registered in Pakistan and operated by a Pakistani Air Operator Certificate (AOC) holder, or under wet-lease arrangements, shall be required to complete the operator's approved familiarization training program prior to the commencement of assigned duties.

D30.2. The familiarization training program referred to in paragraph D30.1 shall be subject to the approval and continued oversight of the Pakistan Civil Aviation Authority.

E. EVIDENCES (ACRONYMS / RECORDS / REFERENCES)

E1. ACRONYMS/ ABBREVIATIONS

E1.1.	AIP	Aeronautical Information Publication
E1.2.	AML	Aircraft Maintenance Engineer License
E1.3.	ANO	Air Navigation Order
E1.4.	AOC	Air Operator Certificate
E1.5.	ATPL	Airline Transport Pilot Licence
E1.6.	CAA	Civil Aviation Authority
E1.7.	CAMB	Civil Aviation Medical Board
E1.8.	CPL	Commercial Pilot License
E1.9.	ELP	English Language Proficiency
E1.10.	FRTOL	Flight Radio Telephony Operator Licence
E1.11.	FSD	Flight Standards Directorate
E1.12.	FTO	Flying Training Organization
E1.13.	ICAO	International Civil Aviation Organization
E1.14.	PEL	Personnel Licensing

E2. RECORDS

E2.1. CAAF-230-LCXX

E2.2. CAAF-231-LCXX

E3. REFERENCES

E3.1. ICAO Annex – 1

E3.2. ICAO Annex – 2

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E3.3. ICAO Annex – 6

E3.4. ANO-002-LCXX

E3.5. ANO-021-LCXX

E3.6. ANO-145-AWRG

E3.7. ANO-066-AWRG

E3.8. AWNOT-083-AWRG

IMPLEMENTATION:

This ANO shall be implemented with effect from 16th February, 2026 and shall supersede ANO-005-LCXX-4.0 dated 1st December 2024. This ANO shall have overriding effect over all other ANOs inconsistent and in contradiction with this ANO and shall be amended to the extent of inconsistency and contradiction. Anything done, action taken, regulations made, notices or circulars issued, documents prepared or amended, as the case may be, under or pursuant to any provision hereby repealed or overridden shall be deemed to have been validly done, taken, made, issued, prepared or amended under the corresponding provisions of this ANO.

(NADIR SHAFI DAR)
Director General,
Pakistan Civil Aviation Authority

Dated: 06 Feb, 2026

(CAPT. RIAZ CHISHTI)
Director Personnel Licensing

Dated: 29th **January 2026**
File No. HQCAA/1136/340/LCXX(I)

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