



# Session 4

What are the main challenges and areas of opportunity at the regional level?

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# PRELIMINARY OUTCOMES

Ref	Topic	Deliverable	Resources Needed	Completion Deadline	Main Actions	Lead(s) Responsible
4.1.1	Human Resources Development	Implementation of Human Resources Development Strategies and plans by States	<ol style="list-style-type: none"><li>1. ICAO support (AFI Plan)</li><li>2. AU support (African Civil Aviation Policy)</li></ol>	31 December 2015	<ol style="list-style-type: none"><li>1. Training for HR Managers</li><li>2. Training for Subject Matters</li><li>3. Standardized competencies</li><li>4. Harmonized training</li><li>5. Use of competency-based training</li></ol>	ICAO
4.1.2		Development of Training programmes /plans	ICAO Support States	31 May 2015	Develop a training programme on the basis of a sound training policy.	ICAO States – Directors General of CAAs



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4.2.1	Sustainability of RSOOs	MOUs with Regional Economic Communities (RECs) for institutional and financial support.	ICAO support	31st December 2014	<ol style="list-style-type: none"><li>1. Drafting the MOU;</li><li>2. Meeting with Heads of the RECs;</li><li>3. Signature of MOUs.</li></ol>	RSOO Board of Directors, Heads of RECs, President of ICAO and AFCAC SG.
4.2.2		Implementation of a Levy	ICAO support AFCAC	31st Dec 2014	<ol style="list-style-type: none"><li>1. Agreement by member states;</li><li>2. Appointment of collection agencies;</li><li>3. Implementation</li></ol>	RSOO Board of Directors , Council of Ministers and President of ICAO
4.2.3		Amalgamation and integration of RSOOs into larger entities	RECs AFCAC ICAO	31 May 2016	<ol style="list-style-type: none"><li>1. Evaluation of optimum number and configuration of RSOOs</li><li>2. Development of an implementation plan/strategy.</li></ol>	RSOO Board of Directors, REC Presidents, ICAO and AFCAC SG.



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4.2.4	Delegating functions to RSOOs	<ol style="list-style-type: none"><li>1. Strengthened safety and security oversight systems and capabilities .</li><li>2. Formal letters of Agreement/ MOU between RSOOs and States on delegated functions.</li></ol>	<ol style="list-style-type: none"><li>1. Sustainable and adequate funding ;</li><li>2. Sufficient and qualified personnel</li><li>3. Political will and management commitment .</li></ol>	Continuous	<ol style="list-style-type: none"><li>1. Promote and establish strong RSOOs with adequate and sustainable funding mechanisms;</li><li>2. Establishment of strong RSOOs with adequate and sustainable funding mechanisms;</li><li>3. Pooling of resources;</li><li>4. Clear Identification of functions to be delegated to RSOOs.</li></ol>	<ol style="list-style-type: none"><li>1. Ministers responsible for Civil Aviation;</li><li>2. Directors General of CAAs;</li><li>3. Heads of Regional Economic Communities;</li><li>4. CEOs of RSOOs;</li></ol>



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4.3.1	Air Navigation Services separation of functions between Regulator and Operator	Clear separation of functions between Regulators and service providers	ICAO Support	31 December, 2015	<ol style="list-style-type: none"><li>1. Review Legislation and Mandate of aviation entities ;</li><li>2. Identify and provide adequate resources for aviation entities.</li></ol>	<ol style="list-style-type: none"><li>1. Ministers responsible for Civil Aviation;</li><li>2. Directors General of CAAs.</li></ol>
4.3.2		Enhanced implementation of PBN through the African FPP and address problem of missing operational messages and data (Flight plans, OPMET etc.).	ICAO Support	31 December 2014	<ol style="list-style-type: none"><li>1. Adherence of States to African FPP;</li><li>2. Address/implementation relevant APIRG Conclusions</li></ol>	<ol style="list-style-type: none"><li>1. ICAO</li><li>2. ASECNA</li><li>3. States</li></ol>



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4.3.3		Work progressively for cooperation between ANSPs and the integration of airspaces for seamless air navigation services.	ICAO Support	31 December, 2014	<ol style="list-style-type: none"><li>1. Programme of civil/military coordination workshops (worldwide and regional)</li><li>2. Conclusion of Letters of Agreement (LOA) between States for SAR and development and testing of contingency plans.</li></ol>	<ol style="list-style-type: none"><li>1. Ministers responsible for Civil Aviation;</li><li>2. Directors General of CAAs.</li></ol>



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THANK YOU