



International Civil Aviation Organization

INFORMATION PAPER

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**SPECIAL AFRICA-INDIAN OCEAN (AFI)
REGIONAL AIR NAVIGATION (RAN) MEETING**

Durban, South Africa, 24 to 29 November 2008

**Agenda Item 5: Development of a set of comprehensive work programmes in the safety field
(Safety Committee)**

SKILLS SHORTAGE IN AVIATION FIELDS IN AFRICA

(Presented by Uganda)

SUMMARY

This paper raises issues arising from SP AFI/08-WP/35 presented by the ICAO Secretariat. Uganda considers the work of USOAP and ACIP to be complimentary to each other in the AFI Region. As such, Uganda believes that where training needs information is available from USOAP, ACIP does not need to do further training needs analysis.

1. INTRODUCTION

1.1 SP AFI/08-WP/35 outlines the skills shortage in African regulatory bodies and aviation industry. It reports that the Comprehensive Systems Approach (CSA) of the Universal Safety Oversight Audit Programme (USOAP), launched in 2005, has demonstrated that the large majority of African States are facing problems in recruiting and retaining sufficient personnel with the necessary experience to carry out regulatory functions. The whole aviation industry is equally affected. The paper points out that the shortages are exacerbated by lack of training facilities and brain drain.

1.2 SP AFI/08-WP/35 outlines the work of AFI Comprehensive Implementation Programme (ACIP) which was set up to focus on expediting the implementation of safety solution for Africa. It ends by recommending that ACIP should include as part of its work programme the conduct of a training needs analysis which would provide the basis to establish a strategic plan to increase quality training in African States.

1.3 Uganda supports the efforts to conduct a training needs analysis. However, Uganda believes that the comprehensive audit programme has already covered much ground – having so far covered more than thirty-five countries. As such ACIP should be allowed access to the CSA reports and generate the desired training strategy.

2. DISCUSSION

2.1 The Comprehensive Systems Approach (CSA) of the Universal Safety Oversight Audit programme (USOAP) is a very thorough mechanism for establishing the status of States' compliance with ICAO Standards and Recommended Practices (SARPs) and engages States in comprehensive follow-up work programmes. The USOAP audit has already covered more than thirty-five AFI States. The intensity of the work done by the auditors is such that little is likely to remain undiscovered about any State. As such the reports from the USOAP audit are a source of excellent information that should enable formulation of excellent strategies to address shortcomings in any of the eight critical elements addressed by the audit. However, USOAP leaves the States to correct their deficiencies.

2.2 The AFI Comprehensive Implementation Programme (ACIP) was created specifically to help solve the AFI Region's aviation safety problems. Specifically, the ACIP work plan has three areas of focus namely:

- a) enabling States to establish and maintain a sustainable safety oversight systems;
- b) assisting States to resolve identified deficiencies within reasonable time; and
- c) enhancing aviation safety culture.

2.3 The creation of ACIP was a result of recognition of the dire economic situation in the AFI Region. Key concerns include worst case of lack of implementation of the critical elements affecting safety, highest accident rates, acute economic and political issues affecting the already dire situation, lack of resources (financial, human, etc.).

2.4 From the above, USOAP and ACIP can complement each other in the AFI Region especially now that the majority of countries in the AFI Region have been covered by the audit. As such ACIP need not duplicate work already done under USOAP. For States which have already undergone the audit, the audit information should be made available to ACIP so as to 2.2 (b) above.

2.5 Only in the cases where USOAP is not done should ACIP conduct training needs analysis.

3. CONCLUSIONS

3.1 It has been established that the skills shortage in Africa has been established from a number of sources, especially the USOAP programme. The special programme (ACIP) to assist AFI States overcome their safety problems in reasonable time can take advantage of the work already done under USOAP.

3.2 To assist ACIP expedite its work, USOAP reports for those AFI States that have been audited should be made available to ACIP instead of ACIP doing a training needs analysis afresh except for those countries where USOAP has not been conducted.

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