



AFI COMPREHENSIVE IMPLEMENTATION PROGRAMME (ACIP)

SECOND ACIP STEERING COMMITTEE MEETING

Montreal, 20 to 21 October 2008

Agenda Item 3: Staffing, Administrative Issues and Implementation Strategy (the way forward)

(Presented by the Secretary)

EXECUTIVE SUMMARY

This paper presents information related to the administration of the Programme, staffing issues and a proposal for the long-term implementation strategy of the Programme.

Recruitment of the technical personnel required for the Programme is in progress although not exactly at the desired speed. The slight delay occurred, at least in one case, because suitable candidates could not be identified from the applications received and it was requested for the post to be advertised again and a wider distribution to be applied.

The paper also discusses long-term strategy for the continued implementation of the Programme. In this regard, the paper introduces the notion of Regional Office Safety Teams to work closely with the Regional Organizations and Contracting States in the AFI Region, ensuring the sustainability and effectiveness of assistance provided and projects launched.

Action: The Steering Committee is invited to:

- a) note the information related to the staffing of the ACIP;
- b) agree to the long-term implementation strategy and the establishment of Regional Office Safety Teams proposed in the paper; and
- c) provide further instruction to the Secretariat with respect to staffing, administration and long-term implementation strategy of the Programme.

1. STAFFING AND ADMINISTRATIVE ISSUES

1.1 The First Meeting of the Steering Committee approved that the AFI Comprehensive Implementation Programme (ACIP) be provided with five professional and two general service staff members to ensure the effective management and implementation of the Programme. The recruitment process for the three professional positions and two GS staff positions was initiated immediately after the Programme approved by the Steering Committee was endorsed by the Council.

1.2 Considering the time required to recruit appropriately qualified and experienced personnel, one professional staff member was recruited on an SSA as of April 2008 and an experienced

GS staff member was offered to the Programme by the ESAF Regional Office on a temporary basis. As two professional posts (C/ACIP and Aircraft Operations and Flight Safety Officer, Dakar) were already filled, vacancy notices covering the three remaining professional posts and two GS posts were subsequently issued.

1.3 Applications for the post of Aircraft Operations and Flight Safety Officer, Nairobi were reviewed in June 2008. However, no suitable candidate could be identified from the applications received therefore the Human Resources Branch was asked to re-advertise the post and expand the distribution to attract more qualified and experienced personnel. With respect to the other two posts – one in Dakar and the second one to be based in Nairobi, the process has just been completed and suitable candidates appointed. They are expected to report to duty latest by 1 December 2008. The process for the newly advertised post is expected to be completed by the end of the year with an estimated reporting date of February 2009.

1.4 The posts for the two GS staff were also advertised and following the process, successful candidates have been appointed.

1.5 ACIP management has now been firmly established within the premises of the ESAF Regional Office. However, because ESAF in 2007 lost more than 60 percent of its original office space to accommodate other organizations, there will be a serious problem unless more space can be re-negotiated with the UNON administration. There is an absolute need for offices to accommodate C/ACIP and the two Officers. Unless at least 10 percent of the space lost can be made available, ACIP cannot be adequately accommodated within the Regional Office premises and an alternative solution will have to be sought.

1.6 A meeting was held with the UNON administration to address this anomaly; however, as the space has already been given to other Organizations the answer so far given is that they will have to first discuss it with the other Organizations before an answer can be given. The fact remains that, unless the required space is made available an alternative arrangement for accommodating the Programme will have to be found.

2. IMPLEMENTATION STRATEGY – THE WAY FORWARD

2.1 One of the main activities of ACIP is to address the concerns expressed by the ICAO Council that emphasized a heightened leadership role and accountability for an effective implementation by ICAO, supported by a strong programme management and coordination activities. The mission of ACIP is to ensure that the objectives of the Plan are effectively implemented and the level of aviation safety in Africa enhanced on a continuing basis.

2.2 In cooperation and coordination with all stakeholders as envisaged in Assembly Resolution A36-1, ACIP has developed a work plan to achieve the primary objectives of the AFI Implementation Plan. However, the important element in providing support to States remains to ensure the sustainability and effectiveness of the support/assistance provided. This would also address the sustainability of the work and objectives of ACIP beyond the four years envisaged on the establishment of the AFI Implementation Plan.

2.3 Development of implementation projects should include a programme of continuous monitoring. The concept of “continuous monitoring” would be based on the establishment of a system that would continuously monitor the effectiveness and sustainability of the assistance provided at a national or regional level. The objective of continuous monitoring is to:

- assess the effectiveness of the assistance provided to correct identified deficiencies or enhance aviation safety in the State or region concerned;
- assess the ability of the State to sustain the activities required to ensure continuing effectiveness; and
- identify the need for additional assistance or support to further enhance aviation safety at State and/or regional level.

2.4 The responsibility for continuous monitoring would be that of the Regional Offices and shall be executed within a structured and pre-established system. To this end, it is proposed that Regional Office Safety Teams (ROSTs) be established in the ESAF and WACAF Regional Offices under the leadership of the Deputy Regional Directors within the shortest possible period. The main responsibility of the ROSTs will be to ensure the continued implementation of the AFI Implementation Plan and oversee its integration with the Regional Office activities. This would include the continuous monitoring and follow-up of implementation projects in the respective regions.

2.5 The Safety Team within a Regional Office would be composed of the Regional Office Safety Officer and the two ACIP Officers that have been assigned to each of the Regional Offices currently financed under ACIP. The overall leadership of the Regional Office Safety Team shall rest with the Deputy Regional Director who would closely coordinate with ACIP as the primary office for facilitating and coordinating safety-related activities at a continent level. Such an arrangement would clearly reflect ICAO's changing focus towards implementation and also offer an opportunity for sustainable implementation of the AFI Implementation Plan as a permanent activity of the Regional Offices. The Regional Office Safety Teams would also have responsibility to coordinate and work closely with Safety Teams established by COSCAPs or other Regional Aviation Safety Agencies.

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