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AFI Aviation Safety Symposium

Strengthening of the CAA – Autonomy, HR development

Cabo Verde Civil Aviation Authority

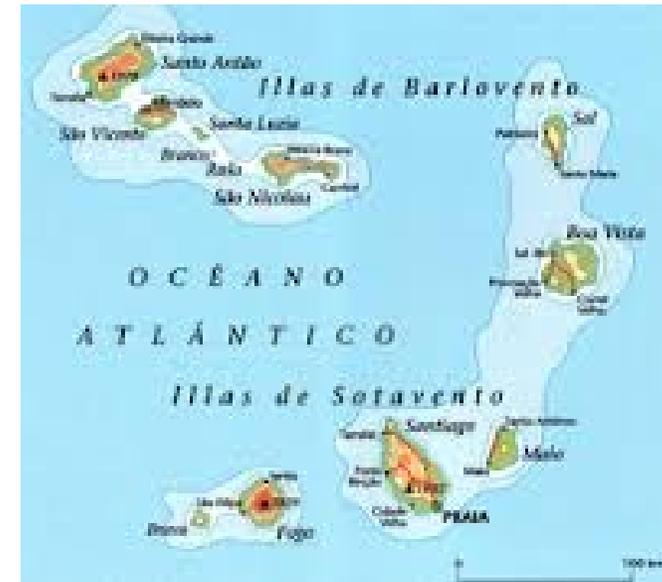


- The country
- Cabo Verde Civil Aviation today
- The turning point of safety oversight in CV
- Creation of Civil Aviation Agency and full autonomy to the CAA
- Human resources development

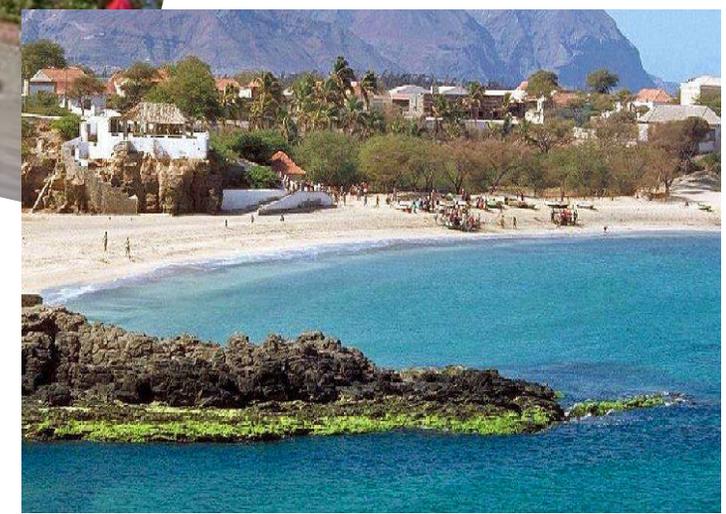
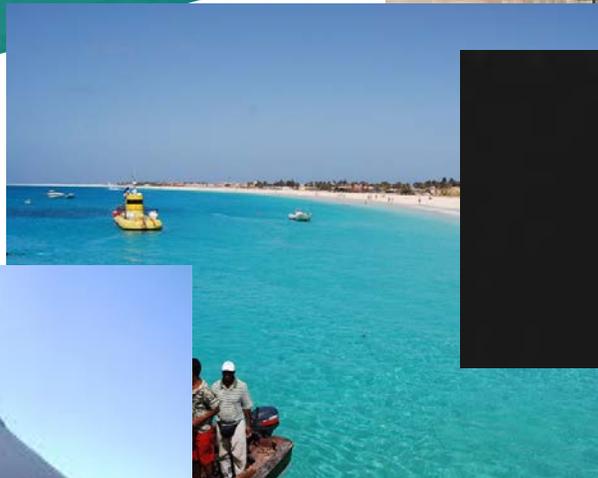
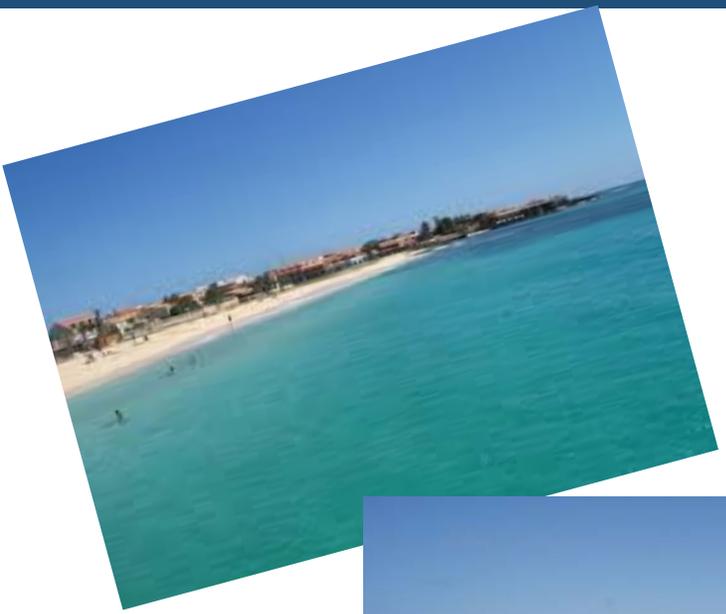
The country - informations



- 10 islands
- Population - 510.000
- Language – Portuguese
- Independence – July 5, 1975
- ICAO member – 1976



The country – some pictures



- Cape Verde, is a Contracting State, of the International Civil Aviation Organization since 1976;
- The aviation sector is regulated by the Civil Aviation Authority;
- The CAA enjoys complete independence and full autonomy in the administration and management of its resources.

The CAA is autonomous and manages its own resources without interference from Government. This was achieved through the following measures:

- In terms of its **Regulatory functions**, the AAC reports directly to Parliament;
- **Politically**, the AAC participates in the implementation of the State air transport policy and in the development of Government strategies for the Aviation sector;
- In the area of **Financial Management**, the AAC shall report to the Court of Auditors, where their accounts are judged.

- 4 International Airports and 3 Domestic Aerodromes;
- All international airports are certified in accordance with the national requirements and in compliance with the requirements of Annex 14;
- Plans for certification of domestic aerodromes;



- 2 certified Airlines;
- International destinations include:
 - Europe
 - Portugal
 - Spain
 - France
 - Italy
 - Nederland



- International destinations (cont'd)

- North America

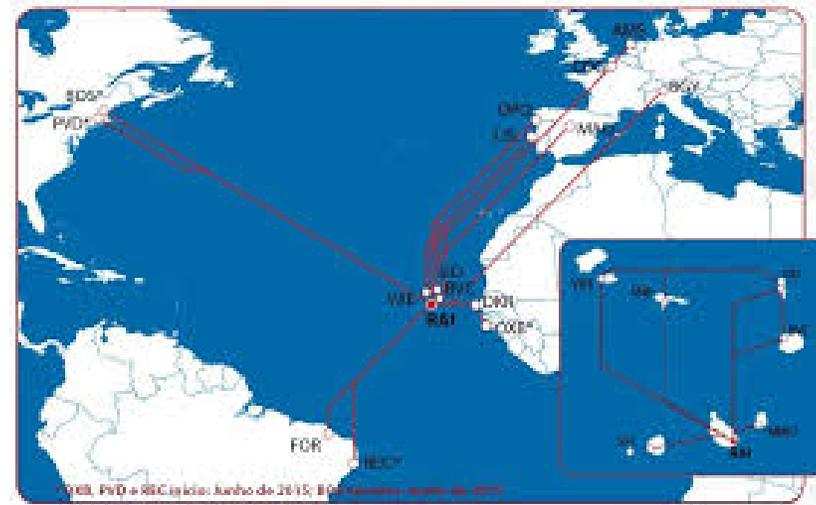
- United States of America

- South América

- Brazil

- Africa

- Senegal
- Guinee Bissau



- Cabo Verde has an Air Navigation Service Provider (ANSP) that operates in the Sal Oceanic FIR with modern systems and infrastructure and high qualified personnel



- USOAP – 1999

In 1999, Cabo Verde was the first State to receive an audit within the framework of the ICAO Universal Safety Oversight Audit Programme (USOAP) mandatory audits with substantial improvements in safety;

Lack of effective implementation – 67%

Follow-up to the USOAP audit of 1999

- In 2001, ICAO conducted a Follow-up audit mission in Cape Verde which shown good results,
- Reduction in the Lack of Effective Implementation of SARPs from 67% to 3% (Annexes 1, 6 and 8)

IASA and US FAA Category 1

- In 2003, following changes in the Civil Aviation Authority and with support from the American authorities, Cabo Verde received the category 1 status of the FAA

Compliance with the Abuja Safety Target regarding the independence and autonomy of Civil Aviation Authorities

- A Civil Aviation Authority with wide autonomy and independence, emerged in Cape Verde with the creation of AAC - Civil Aviation Agency, through the publication of Decree Law No. 28/2004

Article 2-Purpose of the AAC

AAC concerns the performance of administrative activities of technical and economic regulation, supervision and regulation of the civil aviation sector, without prejudice to the adjacent functions entrusted to him by the respective statutes, including query functions of the Government and the National Assembly

Compliance with the Abuja Safety Target regarding the independence and autonomy of Civil Aviation Authorities

Article 3 - Nature

- *AAC is an independent administrative authority, institutional basis, legal personality, bodies, offices, staff and own assets and administrative and financial autonomy.*

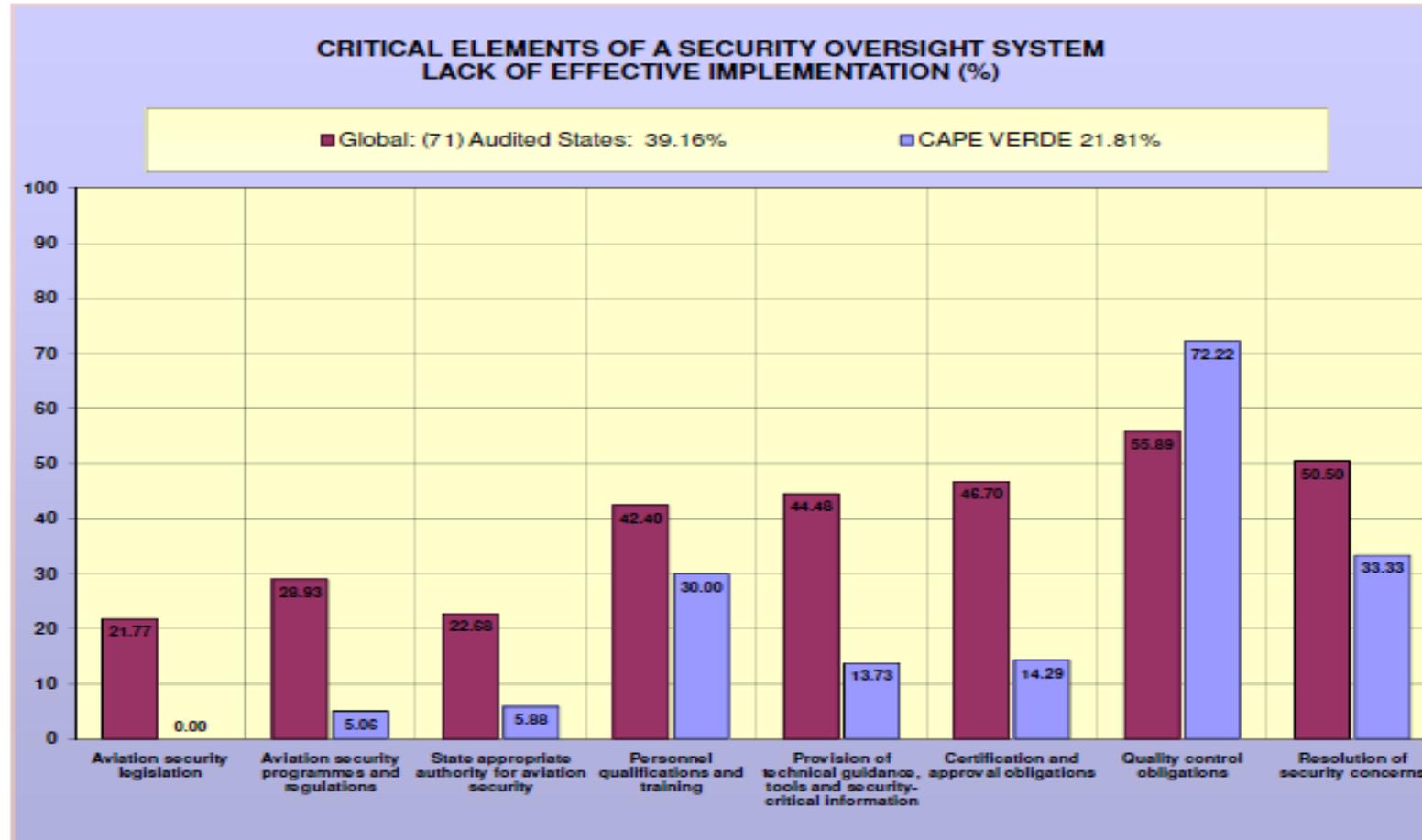
Article 6 - Functional independence

- *AAC is independent in the performance of their duties and is not subject to oversight nor control in respect of its regulatory functions, subject to the powers of the government on policy guidelines and management provided by law.*

Compliance with the Abuja Safety Target regarding the independence and autonomy of Civil Aviation Authorities

- The law that creates the Civil Aviation Agency, gives the Agency broad regulatory powers in the National aviation sector both technically and economically.
- The Civil Aviation Authority of Cabo Verde reports directly to Parliament.
- The board of directors of the CAA is appointed by resolution of the Council of Ministers but only after being heard in a specialized parliamentary committee

EI = 87%



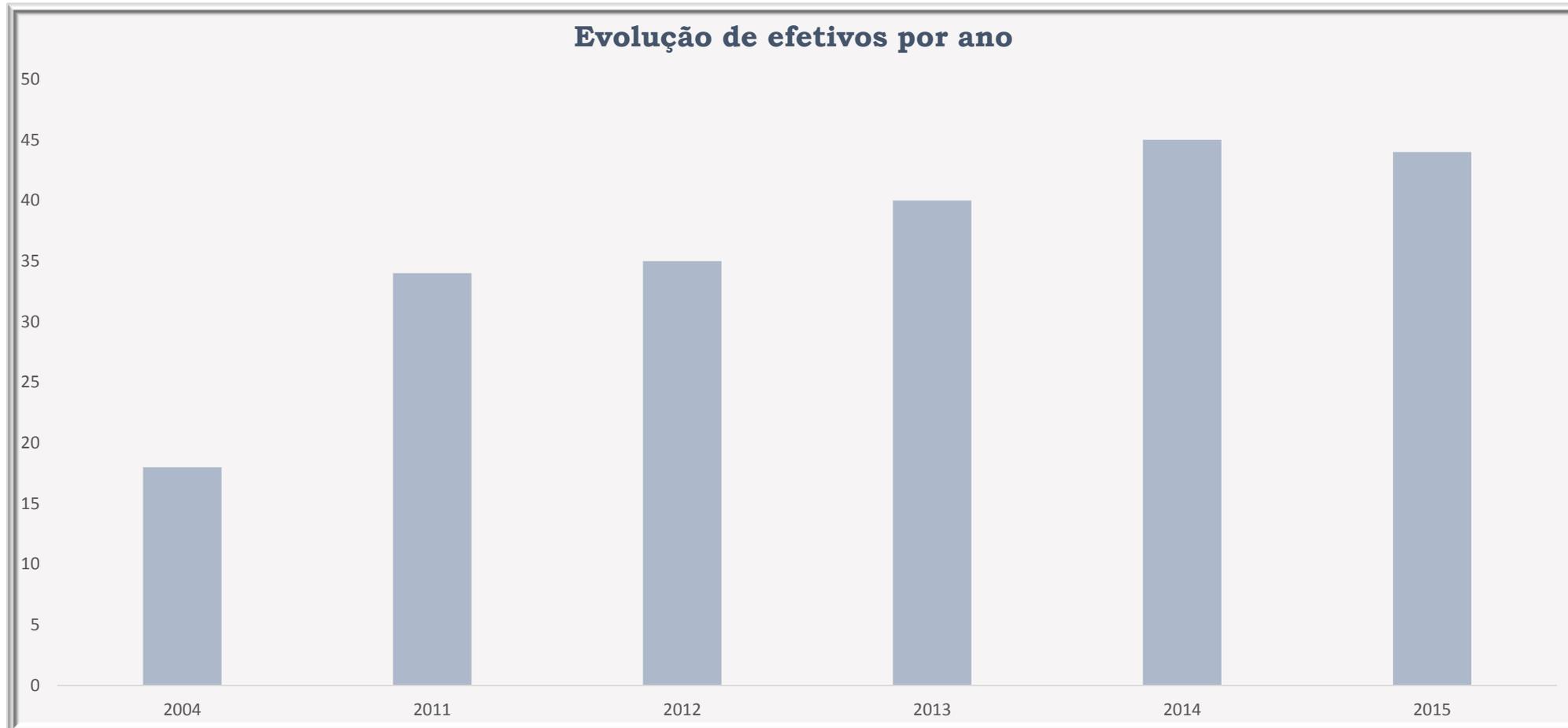
Main focus of the HR development strategy in AAC



- Recruitment and selection policy that ensures the availability of highly qualified technical personnel and which meets the requirements of professionalism and integrity required to continue the mission and strategy of the AAC;
- Qualifying policy that allows the alignment of individual goals to institutional, translating into high rates of productivity and quality and, consequently, the strengthening of the capacity of regulation, supervision of the Aviation sector;
- Remuneration policy and incentives of the attraction and retention of potential human resources and its engagement with the institutional mission and objectives;
- Promotion of an organizational culture focused on excellence, innovation and rigor.

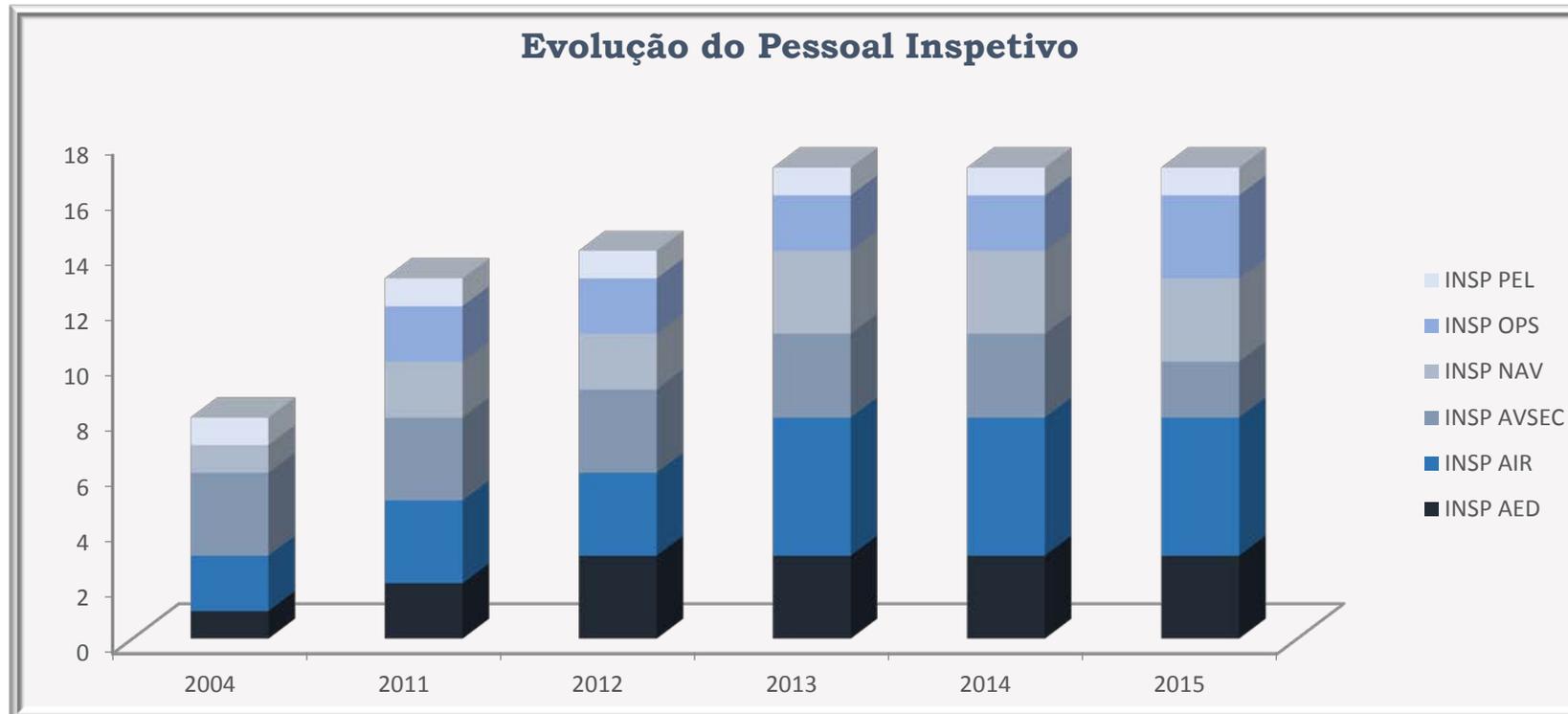
Efetivos por ano					
2004	2011	2012	2013	2014	2015
18	34	35	40	45	44





Inspectors by inspection área (2004 – 2015)

Evolução Pessoal Inspectivo						
	2004	2011	2012	2013	2014	2015
INSP AED	1	2	3	3	3	3
INSP AIR	2	3	3	5	5	5
INSP AVSEC	3	3	3	3	3	2
INSP NAV	1	2	2	3	3	3
INSP OPS	0	2	2	2	2	3
INSP PEL	1	1	1	1	1	1
TOTAL	8	13	14	17	17	17



The role of training in HR development in CV CAA

- Acquisition of strategic, technical and relational skills
- Agent of innovation and institutional change
- Stimulate leadership skills, initiative, and creativity
- Allows all personnel to involve in the design of policies and objectives of the AAC
- Effective fulfilment of the tasks
- Source of motivation
- Improves individual and group performance



THANK YOU

