



ICAO

International Civil Aviation Organization
African Flight Procedure Programme

11th Meeting of the African Flight Procedure Programme Steering Committee
Lusaka, Zambia, 21 to 23 May 2025

Agenda Item 4: Review of the performance of the programme
Working Paper 4.2: Project personnel

(Presented by the Secretariat)

SUMMARY	
This paper provides a review of the implementation status of the project document as approved during the 8th meeting of the AFPP Steering Committee (SC/8) with regard to project personnel.	
Action: The Steering Committee is invited to take note of the information provided in this paper.	
REFERENCES	
<ul style="list-style-type: none"> • Report of the 8th meeting of the AFPP Steering Committee • SC11/25-WP 3.3 (Review of the implementation status of the 2025 Work Programme) 	

1. INTRODUCTION

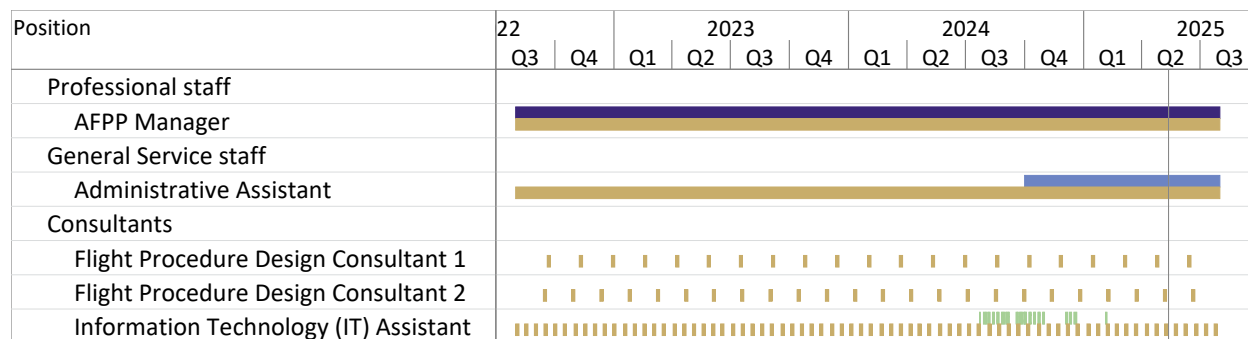
1.1 The following terms are used in the present working paper¹:

Category	Description
Professional staff	Staff members in this category are normally internationally recruited. Work in this category generally demands a high degree of analytical and communication skills, substantive expertise and/or managerial leadership ability. In the context of the AFPP, the AFPP Manager is recruited as international professional staff.
General Service staff	The functions in this category include administrative, secretarial and clerical support as well as specialized technical functions (e.g. security or maintenance). The work carried out by General Service staff supports the functioning of the Organization. In the context of the AFPP, the Administrative Assistant is recruited as General Service staff.
Consultants	Personnel in this category are hired on a need basis for specific tasks and are not staff members of ICAO. In the context of the AFPP, flight procedure

¹ Definitions for categories 'Professional Staff' and 'General service staff' are based on the definitions of staff categories of the United Nations: <https://careers.un.org/lbw/home.aspx?viewtype=SC>

Category	Description
	designers and the Information Technology (IT) Assistant are recruited as consultants due to the anticipated part-time need for related services.

2. PROJECT PERSONNEL DURING PHASE III



2.1 The figure above shows the periods during which the different project positions were filled. The bars at the bottom show the baseline dates as per the programme document for Phase III, which was approved during SC/8, the bars at the top the actual contract dates.

2.2 The comparison of the actual dates with the baseline leads to the following observations:

Position	Observations and comments
AFPP Manager	Was filled as planned.
Administrative Assistant	<p>The position was filled more than two years later than planned.</p> <p>The recruitment was delayed due to:</p> <ul style="list-style-type: none"> the impact of the COVID-19 pandemic on operational activities and related needs; and the lack of applications from suitably qualified and eligible candidates.
Flight Procedure Design Consultant 1	The recruitment was not initiated (see WP3.3).
Flight Procedure Design Consultant 2	The incumbent was recruited about 1.5 years later than planned. However, he could not start his assignments (see WP3.3).
Information Technology (IT) Assistant	<p>The position was filled about two years later than planned.</p> <p>In addition to the reasons described in paragraph Erreur ! Source du renvoi introuvable., the recruitment was delayed due to the lack of applications from suitably qualified and eligible candidates.</p>

3. CONCLUSION

3.1 The steering committee is invited to take note of the information provided in this paper.