



ICAO

International Civil Aviation Organization
African Flight Procedure Programme

SC11/25 ATT B

Eleventh Meeting of the African Flight Procedure Programme Steering Committee
Lusaka, Zambia, 21 - 23 May 2025

Agenda Item 6: Presentation of the AFPP Programme document for Phase IV

Working Paper 6.1 Project personnel

(Presented by the AFPP Task Force Secretariat)

EXECUTIVE SUMMARY
<p>This Working paper presents a summary of the recommendations formulated by the AFPP Task Force to the Eleventh Steering Committee to enable the implementation of Phase IV of the Programme.</p> <p>Action by the meeting is indicated in section 3.</p>
REFERENCES
<ul style="list-style-type: none">• Report of the third meeting of the AFPP task force, Attachment 6.1 ATT A

Summary
<p>This Working paper presents a summary of the recommendations formulated by the AFPP Task Force to the Eleventh Steering Committee to enable the implementation of Phase IV of the Programme.</p> <p>Action by the meeting in section 3</p>
<p>Reference(s):</p> <ul style="list-style-type: none">• Report of the third meeting of the AFPP task force, Attachment 4.x

1. INTRODUCTION

- 1.1. Following the Tenth Steering Committee of the AFPP, it was decided (SC/10-Dec08) to create a task force composed by Angola, Cameroon, Côte d'Ivoire, Senegal, Tanzania, Togo, Uganda and Zambia, in order to assess the performance achieved by the Programme since its inception. The Task Force aimed at defining the objectives to be assigned to Phase IV based on the shortcomings of the Programme Phase III.
- 1.2. The third Meeting of the African Flight Procedure Programme (AFPP) Task Force was held virtually from 5 to 6 May, attended by ten (10) participants from eight States and organizations.

2. DISCUSSIONS

- 2.1. A review of the Programme activities since June 2014 noted with satisfaction the Programme's significant implementation rate, the impact made regarding capacity building largely using internal expertise, and the design of 428 flight procedures. Despite training many, the Task

Force acknowledged a continued lack of designers/instructors due to issues like poor nominations, incomplete training, or lacking software.

- 2.2. The Task Force noted that the Tenth Steering Committee approved decision SC/10-Dec07, related to the establishment of the Phase IV of the Programme, without defining its duration. It is proposed that The Programme Phase IV starts on August 1st, 2025, for a duration of three (03) years.
- 2.3. Regarding the Project Personnel for Phase IV, the Task Force acknowledged that despite recent IT and administrative hires, insufficient technical staff hinders addressing challenges, increasing PANS-OPS safety concerns. Subject to funding, they prioritized recruiting a full-time P2/P3 Chief of Operational Training (PANS-OPS instructor) to ease the manager's workload. The Task Force also proposed consultant positions for instrument flight procedure designers, aeronautical charting designers, and PANS-OPS inspectors, as fully described in Attachment 4.x, §3.5.3.
- 2.4. The Task Force proposes the formalization of "gratis personnel" as consultants with remuneration based on a fixed scale, subject to funds availability and the subsequent approval of the Steering Committee, which would necessitate a revision of the Programme document. Furthermore, to ensure a smooth transition between Phase III and Phase IV of the Programme, it is recommended to extend the contract of the current AFPP staff.
- 2.5. Considering the general objectives, the specific objectives not reached in Phase III, the remaining challenges and proposed solutions to address them, the following three (03) specific objectives are proposed for the Programme Phase IV:
 - a) Develop sustainable capacity in instrument flight procedures
 - b) Fully implement ICAO assembly resolution A37-11 including Quality assurance
 - c) Provide access to IFP-related solutions.A list of specific objectives, outputs and activities adopted by the Task force (Attachment 4.x, §3.5.4.4) are submitted for consideration and approval by the Steering Committee prior to their incorporation in the revised Programme document.
- 2.6. It is agreed that the initial year of Phase IV (August 1, 2025, to July 31, 2026) should prioritize urgent matters. A proposal work plan is submitted to the Steering Committee for consideration and approval. (Attachment 4.x, §3.5.5.2).
- 2.7. As a summary, the eight (08) recommendations listed below are proposed to the Eleventh Meeting of the AFPP Steering Committee:
 - a) **TF/3-Rec01** : Upon completion of each flight procedure design training, ICAO should inform the relevant administration of the trainees who are considered eligible for employment as flight procedure designers.
 - b) **TF/3-Rec02** : The Programme Phase IV will start on 1st August 2025 for a duration of three years.
 - c) **TF/3-Rec03** : The Programme Personnel should be adopted by ICAO and be incorporated in the revised Programme document of Phase IV.
 - d) **TF/3-Rec04** : The contract of the current staff members is extended to Phase IV of the Programme
 - e) **TF/3-Rec05** : To allow the Programme to have the personnel needed to address the challenges faced by the Region, reduce the rate of turnover and decrease the number of

the PANS-OPS related Significant Safety Concerns, incentives measures are proposed, subject to fund availability and approval.

- f) **TF/3-Rec06** : A list of specific objectives, outputs and activities are adopted by the Task force for submission, consideration and approval of the Steering Committee prior to their incorporation in the revised Programme document.
- g) **TF/3-Rec07** : The Steering Committee is requested to consider and adopt the 2025-2026 operating plan presented by the Secretariat.
- h) **TF/3-Rec08** : The Steering Committee is requested to approve additional PANS-OPS flight procedures design training courses by the Programme if the applications received exceed fifteen (15) trainees

3. ACTION BY THE MEETING

3.1. The meeting is invited to:

- a. take note of the information provided in this paper
- b. approve the recommendations proposed by the AFPP Task Force