

**TANZANIA CIVIL AVIATION  
AUTHORITY**



**ANNUAL REPORT FOR THE YEAR  
ENDED 30 JUNE 2009**

## TABLE OF ABBREVIATIONS

ACC	Area Control Centre
AFCAC	African Civil Aviation Commission
AFI	Africa-Indian Ocean Region
AIP	Aeronautical Information Publication
AMEs	Aircraft Maintenance Engineers
AMOs	Aircraft Maintenance Organizations
ANS	Air Navigation Services
AOC	Air Operators Certificate
ATCL	Air Tanzania Company Ltd
ATAG	Air Transport Action Group
ATCOs	Air Traffic Control Officers
ATM	Air Traffic Management
ATS DS	Air Traffic Services Direct Speech
AVSEC	Aviation Security
AWOS	Automated Weather Observation System
BASA	Bilateral Air Service Agreement
CASSOA	Civil Aviation Safety and Security Oversight Agency
CATC	Civil Aviation Training Centre
CCC	Consumer Consultative Council
CILT	Chartered Institute of Logistics and Transport
CCs	Compliance Checklists
CMCC	Civil Military Coordination Meeting
CNS	Communications, Navigation and Surveillance
CVOR	Conventional Very High Frequency Omni-Directional Radio Range
DME	Distance Measuring Equipment
DVOR	Doppler Very High Frequency Omni-directional Radio Range
EAC	East African Community
EIB	European Investment Bank.
ENAC	French Institute of Civil Aviation Training
ERB	Engineers Registration Board
FAA	Federal Aviation Administration
FPL	Flight Plan
FIR	Flight Information Region
GDP	Gross Domestic Product
GHRs	Ground Handling Regulations
GIS	Geo-Informatics System
GPS	Global Positioning System
HF	High Frequency
IASA	International Aviation Safety Assessments/Audit
IATA	International Air Transport Association
ICAO	International Civil Aviation Organisation
ICT	Information Communication Technology
IET	Institute of Engineers of Tanzania
ISO	International Standard Organisation
JNIA	Julius Nyerere International Airport
KIA	Kilimanjaro International Airport
KRA	Key Results Area

NAFISAT	North-Eastern Africa and Indian Ocean Region VSAT Network
NACTE	National Council for Technical Education
NC	National Coordinator (for ICAO USOAP)
NDB	Non-Directional Radio Beacon
NOF	International NOTAM Office
NOTAM	Notification to airman
OJT	On-the-Job Training
OPRAS	Open Performance Review and Appraisal System
PANS	Procedures for Air Navigation Services
PIB	Pre flight Information Bulletin
PPRA	Public Procurement Regulatory Authority
RCP	Required Communication Performance
RCC	Rescue Coordination Centre
RSC	Rescue Sub-Coordination Centre
RVSM	Reduced Vertical Separation Minimum
SAAQ	State Aviation Activity Questionnaire
SAR	Search and Rescue
SIDS	Standard Instruments Departure Routes
SSI	Station Standing Instructions
STP	Standard Training Package
SMS	Safety Management System
SWOT	Strengths, Weaknesses, Opportunities and Threats
TAISOA	Tanzania Aeronautical Information Officers Association
TANEEA	Tanzania Air Navigation and Electronics Engineers Association
TANRs	Tanzania Air Navigation Regulations
TATCA	Tanzania Air Traffic Controllers Association
TCARs	Tanzania Civil Aviation Regulations
UFIR	Unified Upper Flight Information Region
UACC	Upper Area Control Centre
USAP	Universal Security Audit Programme
USOAP	Universal Safety Oversight Audit Programme
VSAT	Very Small Aperture Terminal
VCCS	Voice Communication and Control System
VHF	Very High Frequency
VOR	Very High Frequency Omni-directional Radio Range
WAN	Wide Area Network
YD	Yamoussoukro Decision

## TABLE OF CONTENTS

<b>ACC</b>	<b>2</b>
<b>Area Control Centre</b>	<b>2</b>
<b>ANS</b>	<b>2</b>
<b>Air Navigation Services</b>	<b>2</b>
<b>CATC</b>	<b>2</b>
<b>Civil Aviation Training Centre</b>	<b>2</b>
<b>DME</b>	<b>2</b>
<b>Distance Measuring Equipment</b>	<b>2</b>
<b>ISO</b>	<b>2</b>
<b>International Standard Organisation</b>	<b>2</b>
<b>JNIA</b>	<b>2</b>
<b>Julius Nyerere International Airport</b>	<b>2</b>
<b>NAFISAT</b>	<b>3</b>
<b>North-Eastern Africa and Indian Ocean Region VSAT Network</b>	<b>3</b>
<b>NACTE</b>	<b>3</b>
<b>National Council for Technical Education</b>	<b>3</b>
<b>OPERATIONAL PERFORMANCE</b>	<b>7</b>
<b>1.0 AIR NAVIGATION SERVICES</b>	<b>7</b>
<b>1.1 Air Traffic Incidents</b>	<b>7</b>
<b>1.2 Proficiency and Adequacy of Staff</b>	<b>7</b>
<b>1.3 Availability of New CNS Facilities</b>	<b>8</b>
<b>1.4 Operation of Facilities at Optimum Level</b>	<b>8</b>
<b>1.5 Air Traffic Services</b>	<b>8</b>
Figure 2: Total Number of Air Traffic Movements by Months.....	<b>10</b>
<b>1.6 Aeronautical Information Services</b>	<b>10</b>
<b>1.7 The Civil Aviation Training Centre</b>	<b>10</b>
<b>SAFETY REGULATION</b>	<b>11</b>
<b>2.1 Safety oversight</b>	<b>11</b>
<b>Flight Operations inspections and surveillance</b>	<b>11</b>
<b>Airworthiness inspection and surveillance</b>	<b>12</b>
<b>Technical Examinations</b>	<b>13</b>
<b>Personnel Licences and Certificates Issued</b>	<b>13</b>
<b>Licence and Certificate Renewals</b>	<b>14</b>
<b>Licence Endorsements</b>	<b>14</b>

<b>Air Navigation and Aerodromes Regulation</b>	<b>15</b>
<b>Sale of Documents</b>	<b>15</b>
<b>Incidences and Accidents rates</b>	<b>15</b>
<b>Oversight of Aviation Security</b>	<b>16</b>
<b>Regional Initiatives in the Areas of Safety and Security</b>	<b>17</b>
<b>Training for Pilots and Aircraft Maintenance Engineers</b>	<b>17</b>
<b>ECONOMIC REGULATION</b>	<b>17</b>
<b>3.1 Air Transport Regulation</b>	<b>18</b>
<b>3.2 Licensing of Air and Ground handling Services</b>	<b>18</b>
<b>3.2.1. Air Services</b>	<b>18</b>
<b>3.2.2. Ground Handling Services</b>	<b>18</b>
<b>3.3 Bilateral Air Services Agreements.</b>	<b>19</b>
<b>3.3.1. Coordination of Facilitation of Air Transport.</b>	<b>19</b>
<b>3.4 Statistical Reports and Industry Performance</b>	<b>19</b>
<b>3.4.1. Statistical Reports</b>	<b>19</b>
<b>3.4.2. Industry Performance</b>	<b>20</b>
<b>CORPORATE SERVICES</b>	<b>21</b>
<b>Human Resources</b>	<b>21</b>
<b>Procurement.</b>	<b>22</b>
<b>Aviation House</b>	<b>22</b>

## LIST OF FIGURES

<b>Figure 1: Air Traffic movements at Airports</b>	<b>9</b>
<b>Figure 2: Total Number of Air Traffic Movements by Months</b>	<b>10</b>
<b>Figure 3: Flight Operations Inspection and Surveillance.</b>	<b>12</b>
<b>Figure 4: Airworthiness inspection and surveillance</b>	<b>12</b>
<b>Figure 5: Technical Examination Booked</b>	<b>13</b>
<b>Figure 6: Licences and Certificates Issued</b>	<b>14</b>
<b>Figure 7: Licence and Certificate Renewals</b>	<b>14</b>
<b>Figure 8: Licence Endorsement</b>	<b>15</b>
<b>Figure 9: Incidents and Accidents Rates</b>	<b>16</b>
<b>Figure 10: Aircraft Movements</b>	<b>20</b>
<b>Figure 11: Passengers Traffic</b>	<b>21</b>

## **ANNUAL REPORT FOR THE YEAR 2008/09**

### **OPERATIONAL PERFORMANCE**

During this period, the performance of the Authority, measured against set targets, was satisfactory. Specifically, the following were the performance levels in the various key results areas:

#### **1.0 AIR NAVIGATION SERVICES**

The Authority continued to provide air traffic services in the Dar es Salaam Flight Information Region (FIR), including the airspace above 24,500 feet over the territories of Burundi and Rwanda, satisfactorily. Operation and maintenance of communication, navigation and surveillance facilities in the country were carried out satisfactorily also and in accordance with the Africa-Indian Ocean (AFI) Air Navigational Plan. The service targets reached in the specific areas are as follows:

##### **1.1 Air Traffic Incidents**

During the year under review, 3 incidents (all 'AIRPROX') were reported out of 62,987 movements at the Area Control Centre (ACC), giving a rate of 0.5 incidents per 10,000 aircraft movements or 56% of the target set of 0.90 and an improvement from last year's rate of 0.62.

##### **1.2 Proficiency and Adequacy of Staff**

The proficiency of the air traffic controllers earmarked for checking was undertaken as planned. Further, during this period, more than 95% of the training of air traffic controllers, aeronautical information officers and air navigation engineers was completed. Four air navigation engineers were recruited as planned but the recruitment of twelve aeronautical information officers was delayed due to inadequate response to the advertisement for these trainees. The recruitment will now be done in next financial year. Additionally, 15 air traffic control trainees were recruited for aerodrome control (ADC) training but only 13 of them were able to complete the instructional course at the CATC. The trainees have since been deployed at various stations for on the job training.

### **1.3 Availability of New CNS Facilities**

During this period, a new DVOR/DME and voice recording equipment were installed at Mwanza and JNIA respectively. In addition, new hardware for data communication system was acquired. Backup power generators have been installed at Kigoma and Zanzibar airports. In addition, flight calibration for all navigation and landing aids that include VOR, ILS and PAPI at Mwanza, Arusha, Zanzibar, KIA and Julius Nyerere International Airport was conducted and results were satisfactory.

### **1.4 Operation of Facilities at Optimum Level**

All the facilities were maintained on a regular basis as programmed. Spares availability improved and an average equipment serviceability of 98% was attained.

The detailed serviceability of the different facilities was as follows:

- Both Navigation Aids and Surveillance equipment operated at serviceability level of 99%.
- Serviceability of the VHF Area Cover averaged at 98% during the year while the serviceability of the VHF station radios was 99%.
- Serviceability of the ATS DS link was 97%.
- With regard to the Aeronautical Fixed Telecommunication Network, serviceability of the equipment for the year was 97% for the international circuits and 85% for the domestic circuits.

### **1.5 Air Traffic Services**

Air traffic control services continued to be provided on 24 hours basis at the Area Control Centre, Julius Nyerere (Dar es Salaam) and Zanzibar International Airports. At Mwanza Airport, services were provided for 18 hours and occasionally extended to cater for non-scheduled freight flights. At the remaining 11 airports, services were provided during daytime hours.

Twenty-four hours terminal radar control services continued to be provided at Dar es Salaam and this service was extended beyond the terminal area for en-route aircraft.



During this period, the number of aircraft movements handled by the Dar es Salaam Area Control Centre dropped by 2.6%, from 64,670 to 62,987.

At the thirteen airports in Tanzania where the Authority provides air traffic control services, the total aircraft movements increased by 4.5 %, compared with the previous year, i.e. from 142,113 movements in 2007/08 to 148,609 movements. These are shown in Figures 1 and 2 below:

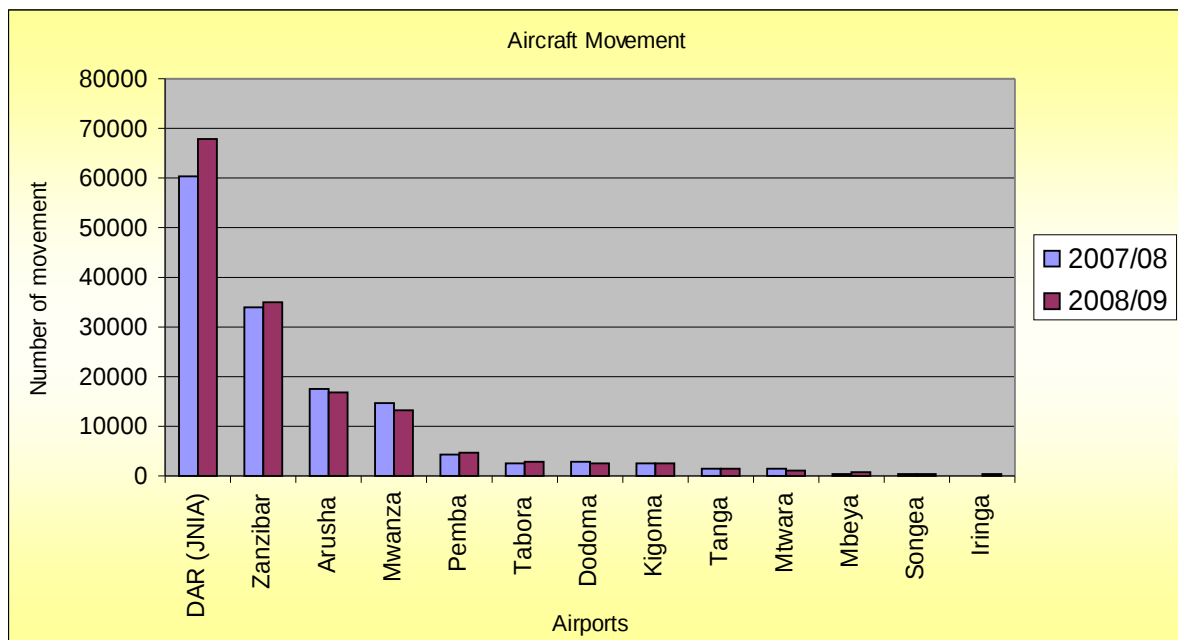


Figure 1: Air Traffic movements at Airports

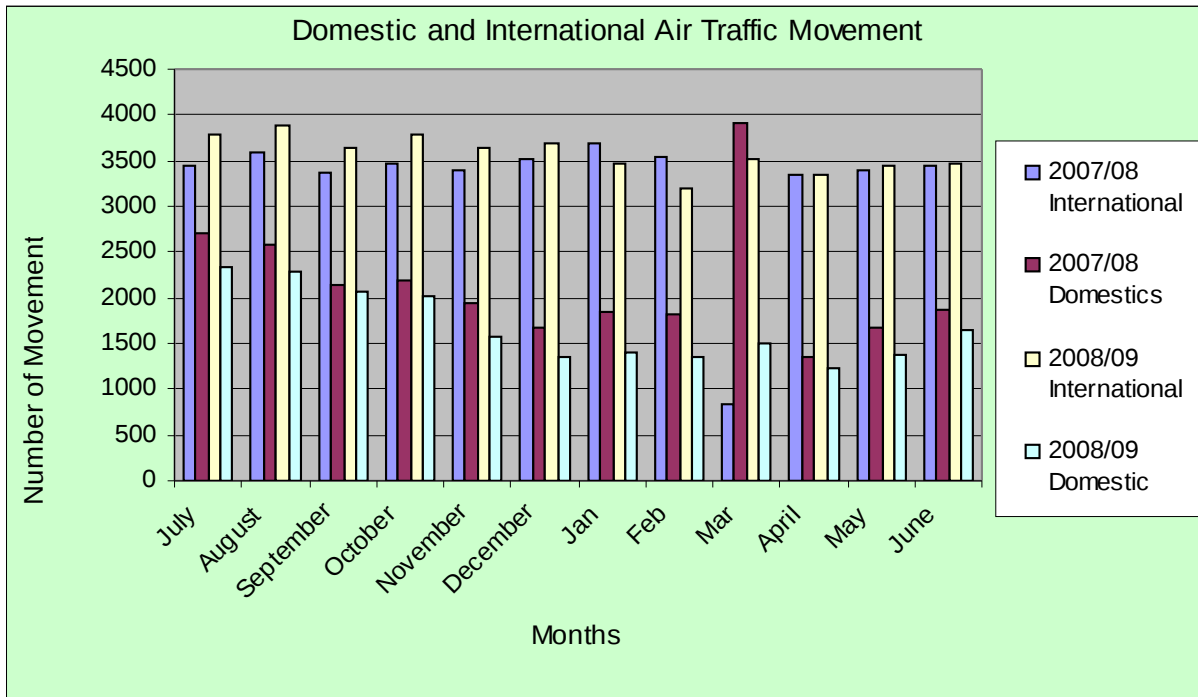


Figure 2: Total Number of Air Traffic Movements by Months

## 1.6 Aeronautical Information Services

Twenty-four hour service continued to be provided at JNIA while 12 hour service was provided at Arusha, Dodoma, and Terminal One (at JNIA). Similarly, 14 hour service was provided at both Zanzibar and Mwanza Airports.

During the period under review, the International NOTAM Office (NOF) handled 90,846 foreign NOTAMs compared to 69,117 in the previous year and issued 754 NOTAMs relevant to Tanzania compared to 808 in 2007/08. Additionally, 6,314 Aeronautical Pre-Flight Information Bulletins (PIB) were provided to airlines operating at JNIA. Other targets achieved with regard to provision of AIS are as detailed hereunder:

- **Provision of Aeronautical Information on a Timely Basis**

Four amendments to the AIP were issued this year. Aerodrome Index Chart and ATS Route Structure in FIR chart were updated and reissued.

- **Aeronautical Fixed Services**

The number of messages handled was 1,995,103 (International 756,520 Domestic 1,238,583) compared to 2,021,193 (International 860,638 Domestic 1,160,555) messages handled the previous year. Most of the international messages are transit traffic between Nairobi and Johannesburg Centres.

## 1.7 The Civil Aviation Training Centre

The Civil Aviation Training Centre continued offering aviation related training courses to the Authority and the industry from within and also from

neighbouring/regional countries of Botswana, Namibia, Uganda, Nigeria, Liberia and Zambia.

During the period under review, the Centre conducted a total of 35 courses involving 408 participants of which 62 were international students. Compared to the previous year, this year's courses increased by 20% whereas the total enrolment increased by 88% and international students enrolment increased by 24%. For the first time, the Centre conducted Flight Operations Officer's course. All graduates of this course are FOO licensed by TCAA of which 50% are employed.

During the period, the Centre's capacity was uplifted by recruiting and training six new instructors (in instructional techniques) and together with other instructors they attended various professional and academic courses. Academic courses which they attended ranged from undergraduate to postgraduate degree programs.

In same period, CATC was given an Approved Training Organization (ATO) certificate by the Namibian Civil Aviation Authority thus entering into a service level agreement as required by the Namibian Civil Aviation Regulations. CATC has been conducting training to a good number of Namibian civilian personnel for several years.

## **2.0 SAFETY REGULATION**

During the reporting period, the Authority continued to adequately maintain safety and security oversight of the aviation industry in Tanzania. The Authority also continued to undertake accident investigation on behalf of the Minister for Infrastructure Development.

### **2.1 Safety oversight**

During the period, various activities that were planned for implementation and enforcement of the Tanzania Civil Aviation Regulations (TCARs) 2006 to ensure a compliant industry were carried out. The following figures indicate performance in the specific areas:

#### **Flight Operations inspections and surveillance**

Six (6) new operators were certificated and 26 were inspected for renewal of AOC making the total number of certificated air operators to be 32.

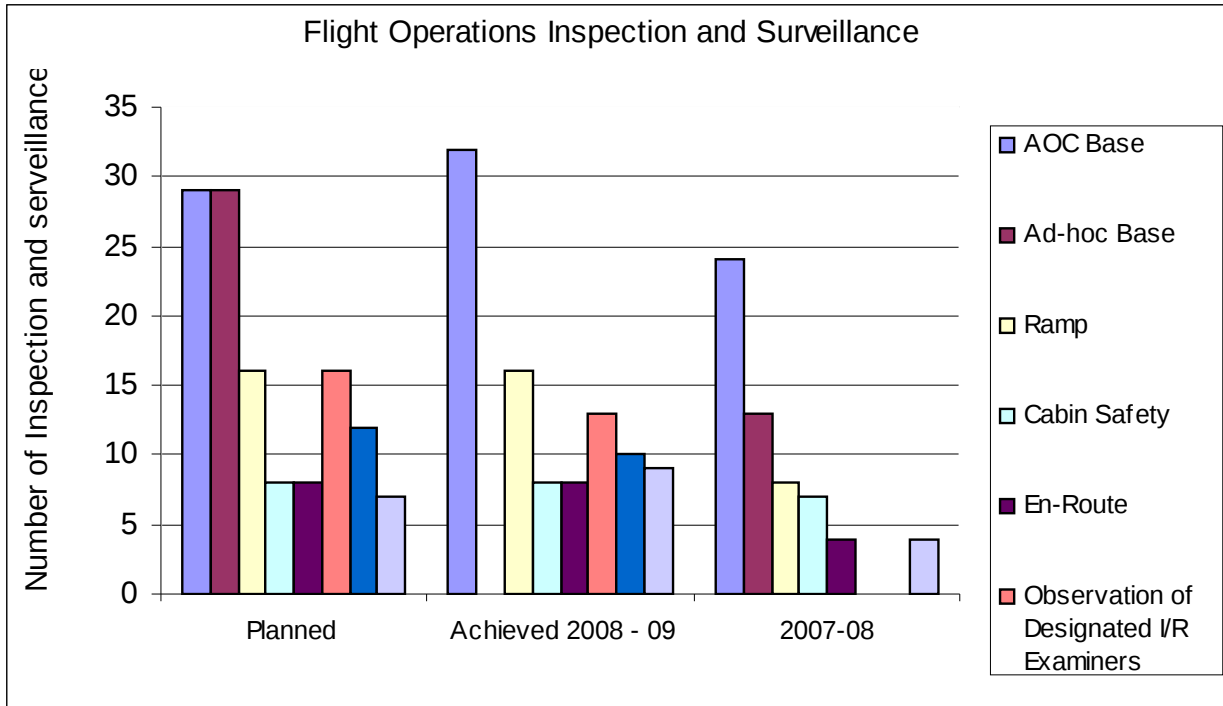


Figure 3: *Flight Operations Inspection and Surveillance.*

### Airworthiness inspection and surveillance

Ten (10) approvals for aircraft maintenance organisation (AMOs) were issued to bring the number to 26. One hundred and thirty nine (139) and 15 aircraft certificate of airworthiness were renewed and issued respectively as compared to 113 and 11 renewals and issue respectively done in the previous year.

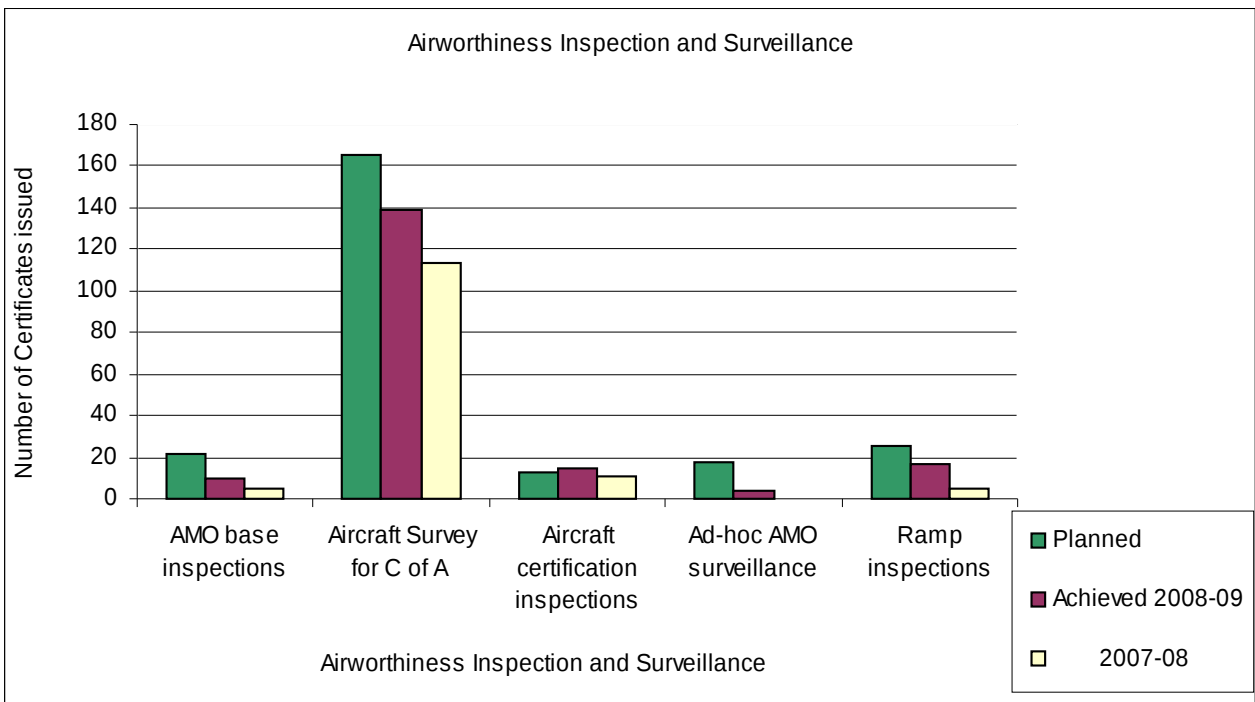


Figure 4: *Airworthiness inspection and surveillance*

## Technical Examinations

A total of 551 examinations were booked as compared to 685 of 2007/08 (19.6% decrease). These included written and oral examination together with various flying tests for grant, renewal, conversion, extension and validation of licenses and certificates.

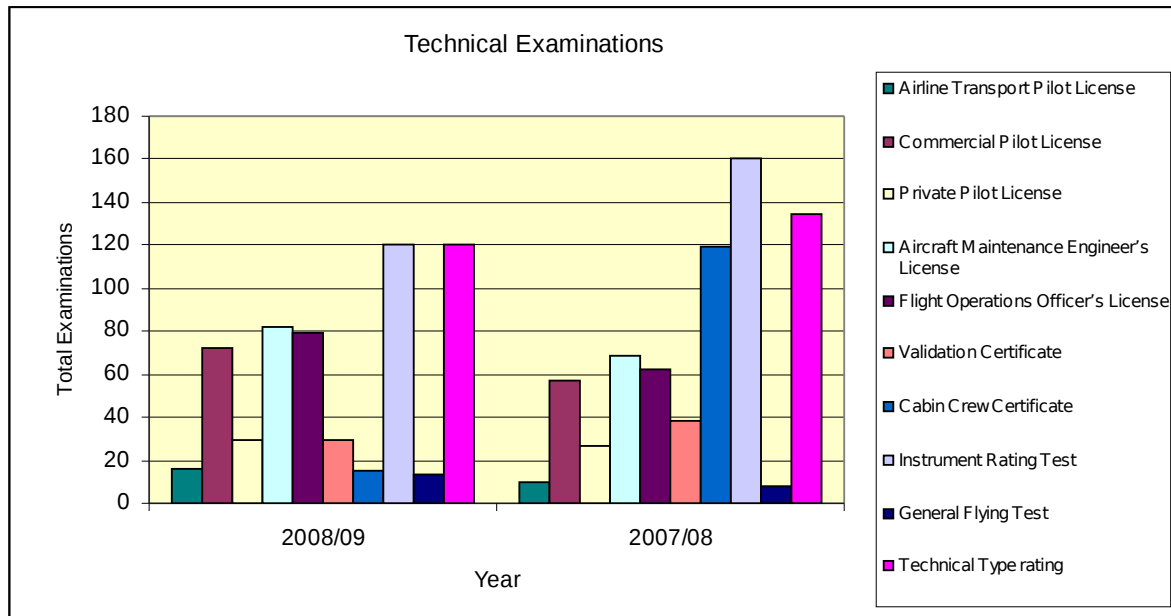


Figure 5: *Technical Examination Booked*

## Personnel Licences and Certificates Issued

A total of 187 licences including certificates and authorisations were issued compared to 312 issued in 2007/08 (40% decrease).

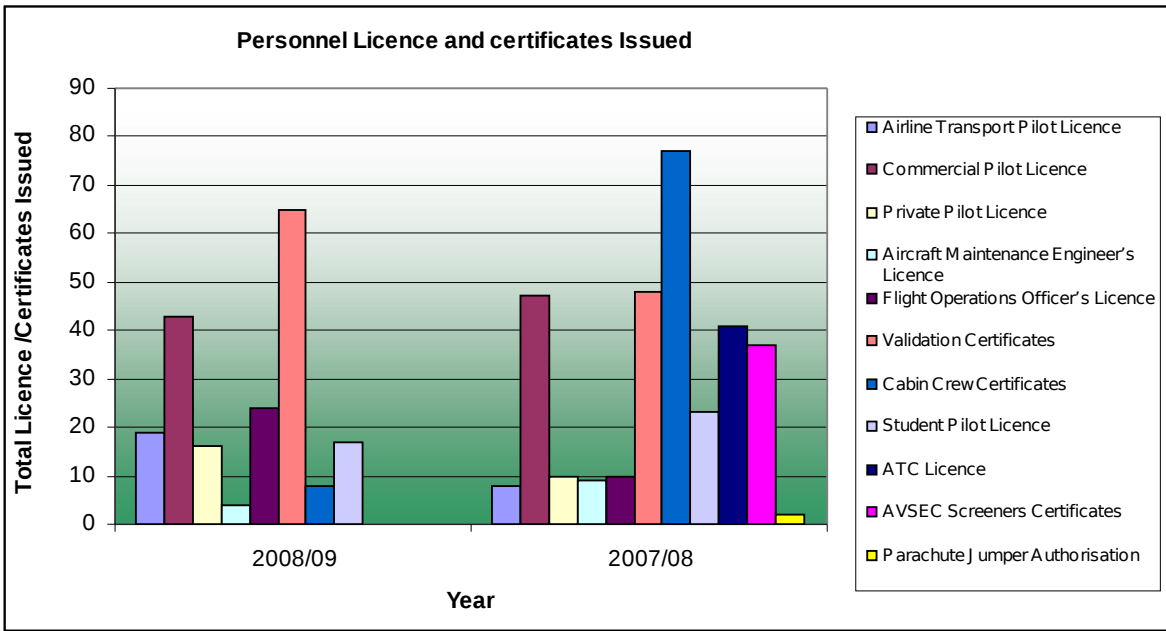


Figure 6: Licences and Certificates Issued

### Licence and Certificate Renewals

A total of 402 licences including certificates and ratings were renewed compared to 507 renewed in 2007/08 being a decrease of 20.7%.

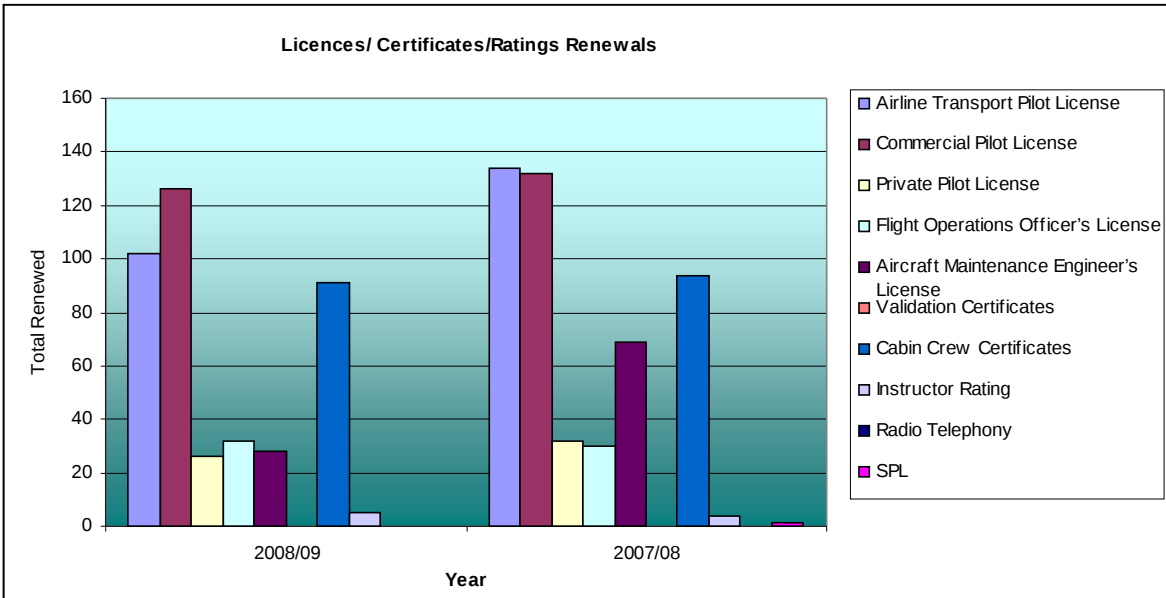


Figure 7: Licence and Certificate Renewals

### Licence Endorsements

A total of 257 endorsements were made on various licences and certificates compared to 279 (8.6% decrease) made in 2007/08.



Figure 8: Licence Endorsement

## Air Navigation and Aerodromes Regulation

### *Aerodrome Licences and Certificates*

Mwalimu Julius Nyerere International Airport and Kilimanjaro International Airports continued to hold Aerodrome certificates during the period while Zanzibar International Airport continued to work for compliance to the requirements. Seventy seven (77) smaller aerodromes were certified in compliance with the Civil Aviation (Aerodrome) Regulations, 2007.

### *Aerodrome, ATM and CNS Stations/Facilities Surveillance*

All 120 Government aerodromes were inspected and kept under surveillance as part of the safety oversight requirement. Eight (8) ATM and five (5) CNS facilities surveillances were carried out as a prelude to commissioning the facility certification process on completion of guidance/procedure manuals.

## Sale of Documents

A total of 212 various documents were sold compared to 205 sold in 2007/08(3.4% increase).

## Incidences and Accidents rates

Thirteen (13) accidents were reported during this period (2008/09) as compared to eight (8) accidents reported in 2007/08. This is an increase of about 62.5%. The number of incidents increased from six (6) for 2007/08 to thirteen (13) for this period (2008/09). Sensitisation is going on for implementation of safety management system across all safety related disciplines in the aviation industry.

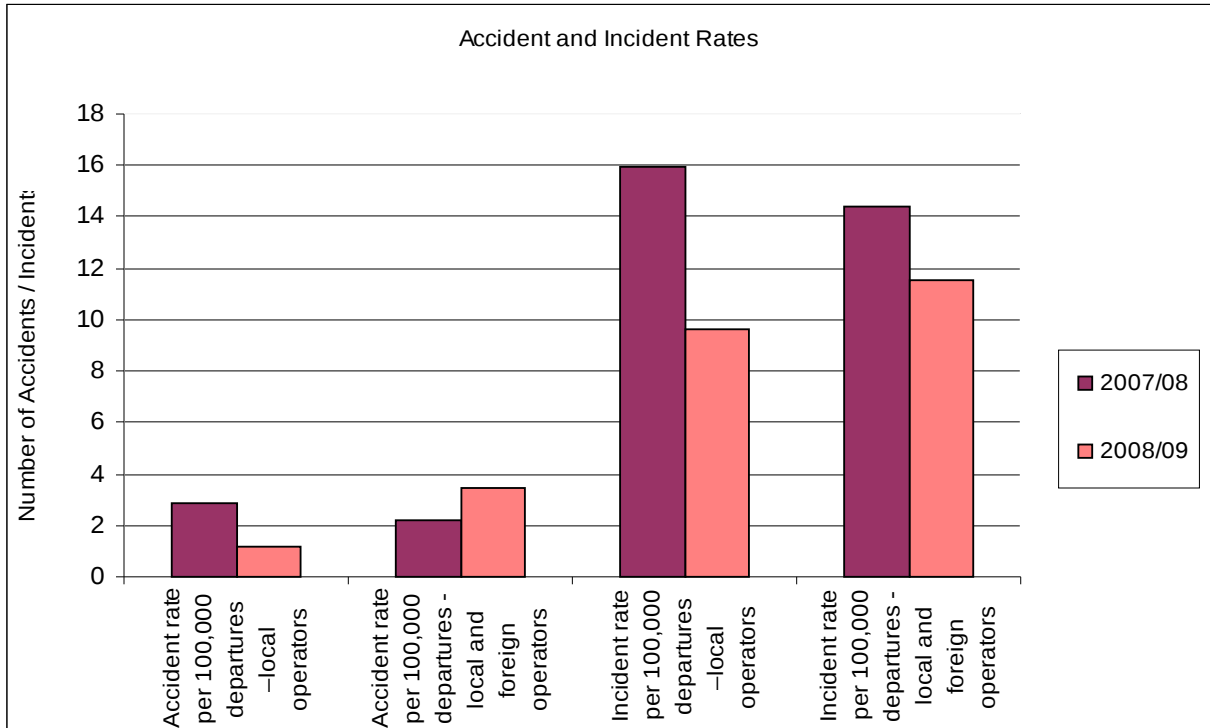


Figure 9: Incidents and Accidents Rates

### Oversight of Aviation Security

During the year, the Authority and Tanzania Airports Authority continued to implement the action plan drawn up to resolve deficiencies identified during the July 2004 ICAO USAP audit. Amendments of procedures were done in preparation for the USAP audit which was conducted from 11 – 18 June 2009 and corrective actions were proposed

The harmonised Aviation Security Regulations were reviewed to incorporate amendments in the Annex 9 and 17. Guidance Manuals/programmes including the Certification of Aviation Security Screener Guidance Manual and National Aviation Security Training Programme were also developed and approved for use.

Seven (7) aircraft operator security programmes out of the planned four (4) were reviewed and approved. Twenty three (23) airports security programmes were reviewed and two (2) (for JNIA and KIA) were approved out of the planned six (6). One (1) catering operator and three (3) ground handlers' security programmes were evaluated and reviewed.

A total of sixteen (16) airport audits and inspection were conducted out of the planned twenty (20). Six (6) airport security oversight follow up visits were conducted out of the planned twenty (20). Twenty (20) operator security tests out of the planned thirty eight (38) were conducted. All the adhoc inspections which were planned for very active airports (JNIA, KIA, ZIA, Arusha, Mtwara and Mwanza) were conducted. Four (4) aircraft, 3 catering operator and four (4) handling agents' audits and inspection were conducted as planned.



The National Civil Aviation Security Committee held only one (1) meeting in Dar es Salaam instead of four (4) meetings due to late establishment of the Committee.

## **Regional Initiatives in the Areas of Safety and Security**

### **2.12.1**

The Authority participated effectively in the EAC Civil Aviation Safety and Security Agency (CASSOA) programmes. Tanzania conducted a gap analysis under the global aviation safety plan GASP/GASR to identify areas of weaknesses in safety oversight under ICAO Regional Office. These were later harmonized for the EAC region as priority safety programmes for support under the AFI CIP programme.

The Technical Guidance Material for the harmonised Civil Aviation Regulations (Safety) were finalised for prioritised (critical) areas. The five phase recertification meeting under CASSOA-FAA-EAC was undertaken with full participation of Authority inspectors.

### **2.12.2.**

The Authority was involved in the development of the SADC Generic Regulations (SGRs) and SADC Generic Procedure (SGPs) as part of the SADC-Cooperative Development of Operational Safety and Continuing Airworthiness Projects (COSCAP) program towards operationalization of SADC region aviation safety organization (SADC-RASO). A Flight Safety Working Group (FSWG) as directed by the COSCAP-Steering Committee was set up to assist the SADC-COSCAP Secretariat in the development and approval of the SGRs and SGPs. The generic regulations and procedures will be adopted by the Member States in their aviation safety regulations.

## **Training for Pilots and Aircraft Maintenance Engineers**

Sustainable training of pilots and engineers is awaiting the operationalisation of the Training Fund. Training Fund Regulations have been promulgated for implementation and the operationalisation of the Fund is expected to commence in July 2010. The Authority is working with Dar es salaam Institute of Technology (DIT) to develop a training programme for Aircraft Maintenance Engineers (AMEs) which is expected to be ready by September 2010.

## **3.0 ECONOMIC REGULATION**

### **3.1 Air Transport Regulation**

During the financial year, the Authority reviewed the Civil Aviation (Carriage by Air) Regulations, 2007.

Furthermore, the Authority proposed to stakeholders changes be made to the Tanzania Civil Aviation (Ground Handling Services) Regulations 2007 and comments were received from them.

With regard to the Tanzania Civil Aviation (Rate and Charges) Rules, the same are still going through the approval process and are expected to be gazetted during 2009/10 financial year.

### **3.2 Licensing of Air and Ground handling Services**

#### **3.2.1. Air Services**

During this period, a total of 45 air service licence applications were received compared to 33 received in the previous year. Out of these, 20 applicants were seeking renewal/variation of their licences, while 25 were new applicants. In year 2007/08, comparative figures were 11 and 22 respectively.

The Board approved all the applications received in 2008/09. During the previous year, a total of 33 applications were received, with 32 applications being approved and only 1 (one) applicant was disapproved.

With regard to licensed operators, the number increased to 44 in 2008/09 from 38 in 2007/08, recording a growth of 16%.

#### **3.2.2. Ground Handling Services**

With regard to ground handling services, a total of 13 applications were received during 2008/09. In the previous year, the same number of (13) applications were

received. Out of the applications received, a total of 7 applications were approved, while the remaining 6 were disapproved. Similar figures for 2007/08 were 12 applications and 1 respectively.

Following the IATA study on the liberalisation of ground handling services in Tanzania, the Board made a decision (Decision No. 1 of 2009), which liberalised ground handling services including aviation fuelling in our airports. Also, the Board allowed airlines to self handle (through having a licence). In view of this, the number of ground handling licences issued will subsequently increase.

During the period under review, ground handling operators increased to 24 from 20 in the previous year.

### **3.3 Bilateral Air Services Agreements.**

During the year under review, no new Bilateral Air Service Agreement (BASA) was negotiated, compared to 2007/08, when one BASA (with Angola) was negotiated. However, with respect to BASA reviews, three (3) BASAs (with Burundi, Egypt and Belgium) were reviewed.

The Authority also facilitated the signing of one (1) BASA (with Burundi) during the year under review. In 2007/08, only one BASA (with the People's Republic of China) was signed.

#### **3.3.1. Coordination of Facilitation of Air Transport.**

During the period under review, two National Air Transport Facilitation (National FAL) Committee meetings and two East African Consultations (East African FAL) meetings on air transport were held.

The 25<sup>th</sup> and 26<sup>th</sup> National FAL meetings were held in Kigoma and Arusha in November 2008 and May 2009 respectively. The East African FAL meetings (25<sup>th</sup> and 26<sup>th</sup>) were held in Mombasa and Zanzibar respectively.

### **3.4 Statistical Reports and Industry Performance**

#### **3.4.1. Statistical Reports**

The Statistical Report for 2008 was issued in July 2009, while four (4) quarterly Statistical reports were issued in November 2008, February 2009, May 2009 and August 2009.

### 3.4.2. Industry Performance

The number of total international aircraft movements decreased by 14.4%, from 28,343 in 2007/08 to 24,262 in financial year 2008/09. Likewise, the corresponding number of passengers handled decreased by 3.5%, from a total of 1,299,582 passengers in 2007/08 to 1,254,174 in 2008/09. The decline in both movements and passengers is a result of world financial crisis which had a negative impact on tourist arrivals.

International cargo handled decreased by 14.6%, from 31,196 tons in 2007/08 to 26,654 tons in 2008/09. This was due to reduced imports, especially at JNIA.

Domestic aircraft movements on the other hand decreased insignificantly by 0.5%, from 150,151 in 2007/08 to 149,450 movements in 2008/09.

With regard to passengers, domestic passengers recorded a 3.5% decline from 1,590,953 passengers in 2007/08 to 1,534,681 passengers in 2008/09, which was due to reduced number of international passengers, who later connect to domestic destinations.

Domestic cargo decreased from 5,034 tons in 2007/08 to 3,266 tons in 2008/09, equivalent to 35.1% decrease. This is due the suspension of services by ATCL for two months of November and December 2008.

Overall traffic performance of the industry recorded a decline of 2.7% in aircraft movements, from 178,494 movements in 2007/08 to 173,712 as shown below:

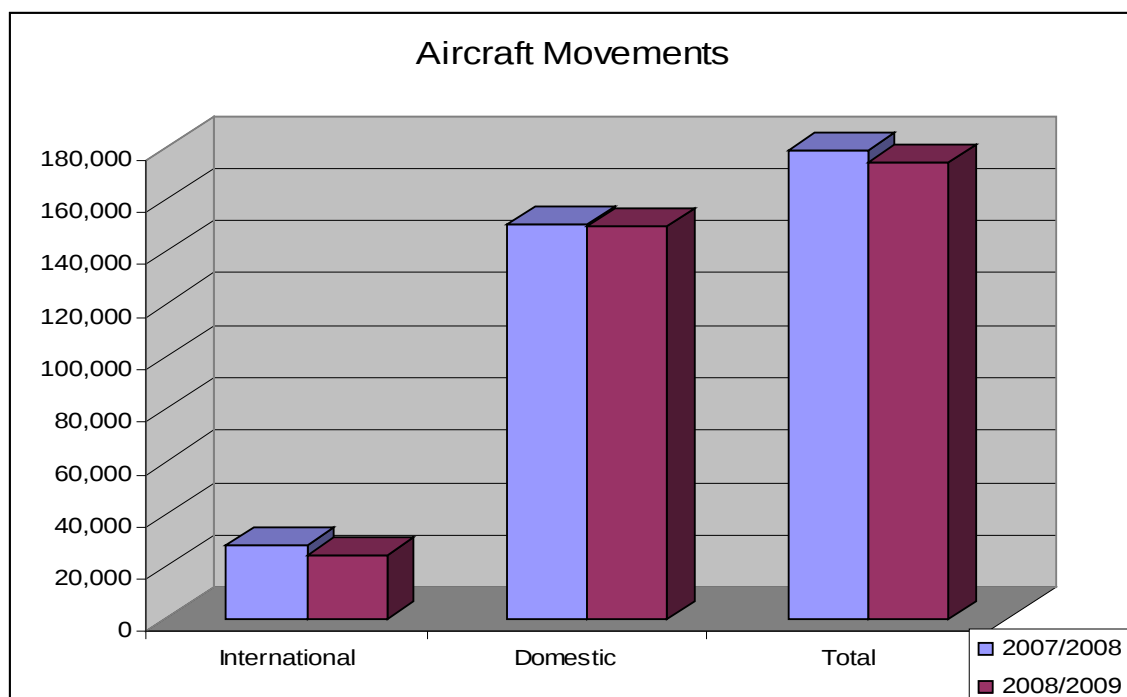


Figure 10: Aircraft Movements

Overall passenger traffic also decreased from 2,890,535 in 2007/08 to 2,788,855 tons in 2008/09, equivalent to 3.5% decrease.

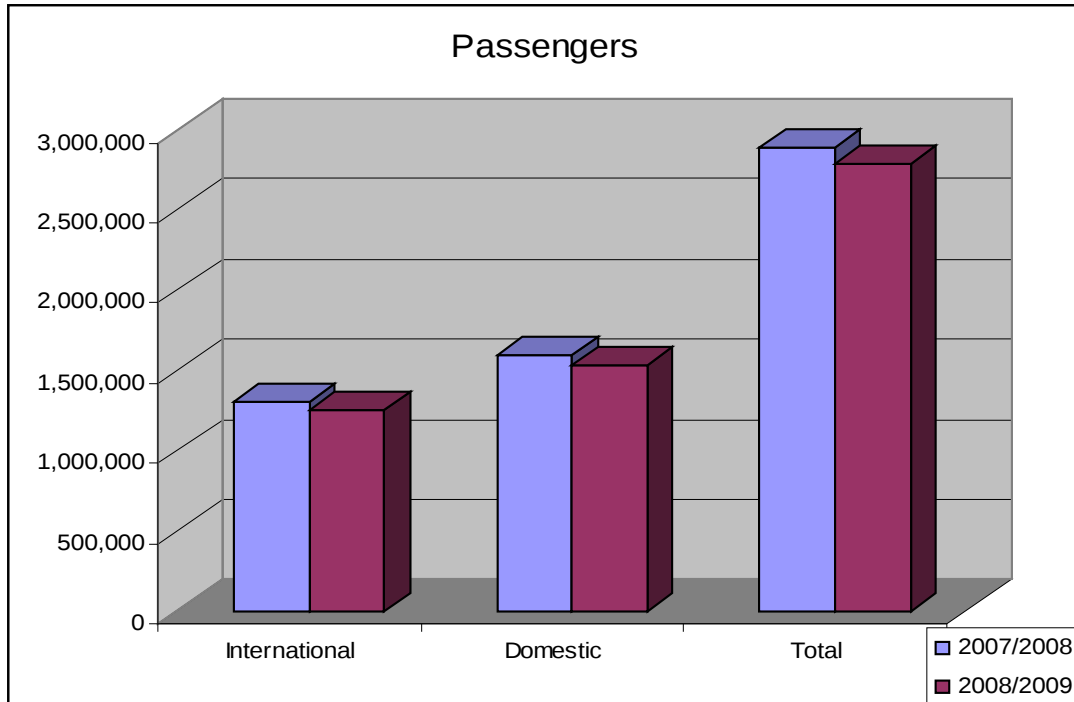


Figure 11: Passengers Traffic

Overall, cargo recorded a 17.4% decrease, from 36,230.2 tons in 2007/08 to 29,919.8 tons in 2008/09

The overall performance was affected by global economic crisis, leading to less tourist arrivals (hence reduced demand for air transport services) declining investments and declining volumes of air freight services.

## CORPORATE SERVICES

### Human Resources

The Authority continued to recruit new employees to fill vacant positions which arose due to resignation, retirement and retrenchment. During the period under review a total of 18 new staff were recruited.

During this period, the Authority finalized preparation of its third Three-Years Training Programme (2009/2010 – 2010/2012). For the year under review, a total of 136 staff were trained, 27 staff in long term courses and 109 staff in short courses within and outside the country. In the same period, 63 staff attended corporate courses in customer care, supervisory and procurement course. Eleven (11) new recruits attended induction course.

During the period under review, sixteen (16) staffs were retrenched after the Authority outsourced the services of security guards. On the other hand, six (6) staff terminated their contracts with the Authority and a total number of ten (10) staff retired during the period after attaining the mandatory retirement age.

## **Procurement.**

During the period under review, the Authority continued to implement the Public Procurement Act and prepared an Annual procurement Plan as one of the requirement of the Procurement Act.

The following major Procurements of goods and services costing more than sh 100m, were done during this period:

- (i) Supply and Installation of power for the new DVOR at Mwanza Airport.
- (ii) Provision of Repair Services and Supply of radar spares.
- (iii) Supply, Installation and Commissioning of aerodrome control tower simulator for CATC
- (iv) Supply of Navigation spares.
- (v) Supply of DVOR /DME spares

## **Aviation House**

The Authority continued implementation of the Construction of Aviation House. As of 30 June 2009, the project was 75% completed. The completion date which was originally 25 June 2009, is now scheduled to 31 March 2010. .

### **4.4 Consultation with industry Stakeholders.**

During the period under review, the Authority continued to consult Stakeholders on issues related to the Industry. Two consultations meeting were held during the year. Issues consulted included:

- (i) Performance of the Industry for the past five (5) years 2003/04 to 2008/09 and how the industry will look like in 2013/14.
- (ii) Compliance with Tanzania Civil Aviation Regulations (TCARs)
- (iii) Ground Handling Regulations

The Authority continues to sensitize the industry through their association (Tanzania Air Operators Association) to initiate consultation agenda so as to make the mandatory consultations more relevant to them.