

TANZANIA CIVIL AVIATION AUTHORITY



ANNUAL REPORT FOR THE YEAR ENDED 30th JUNE, 2013

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
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
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.
FPL	Flight Plan
FIR	Flight Information Region
GDP	Gross Domestic Product

GHRs	Ground Handling Regulations
IATA	International Air Transport Association
ICAO	International Civil Aviation Organisation
ICT	Information Communication Technology
ISO	International Standard Organisation
JNIA	Julius Nyerere International Airport
KIA	Kilimanjaro International Airport
KRA	Key Results Area
NACTE	National Council for Technical Education
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
PPRA	Public Procurement Regulatory Authority
RCC	Rescue Coordination Centre
RSC	Rescue Sub-Coordination Centre
RVSM	Reduced Vertical Separation Minimum
SAR	Search and Rescue
SMS	Safety Management System
SWOT	Strengths, Weaknesses, Opportunities and Threats
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
YD	Yamousoukro Decision

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OPERATIONAL PERFORMANCE

During the period ended June 2012/13, the performance of the Authority, measured against set targets was satisfactory. All Key Results Areas of the Authority registered reasonable achievements.

1.0 SAFETY AND SECURITY REGULATION

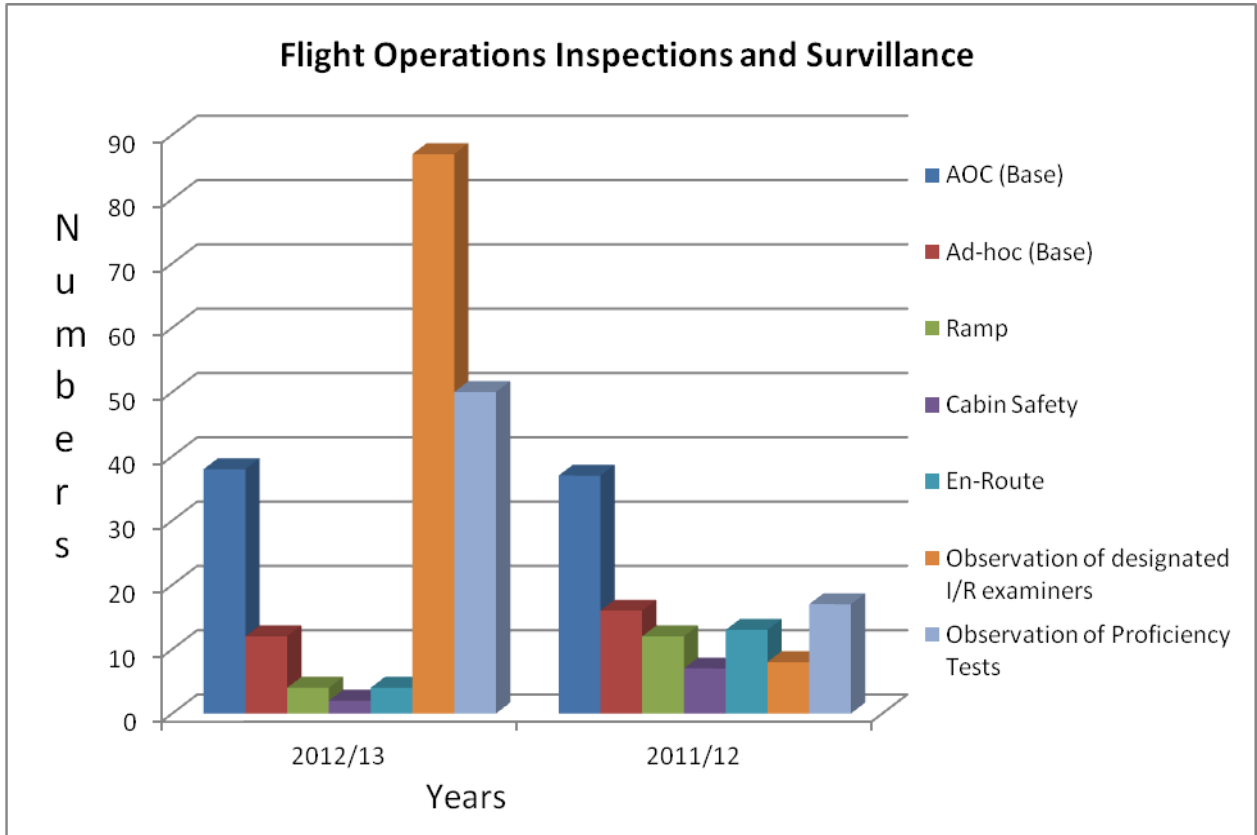
Various activities that were planned during the period for implementation and enforcement of the Tanzania Civil Aviation Regulations (TCARs) 2006 to ensure a compliant industry were carried out. The following figures indicate performance in various specific areas:

1.1 PERSONNEL LICENSING SECTION

1.1.1 Flight Operations inspections and surveillance;

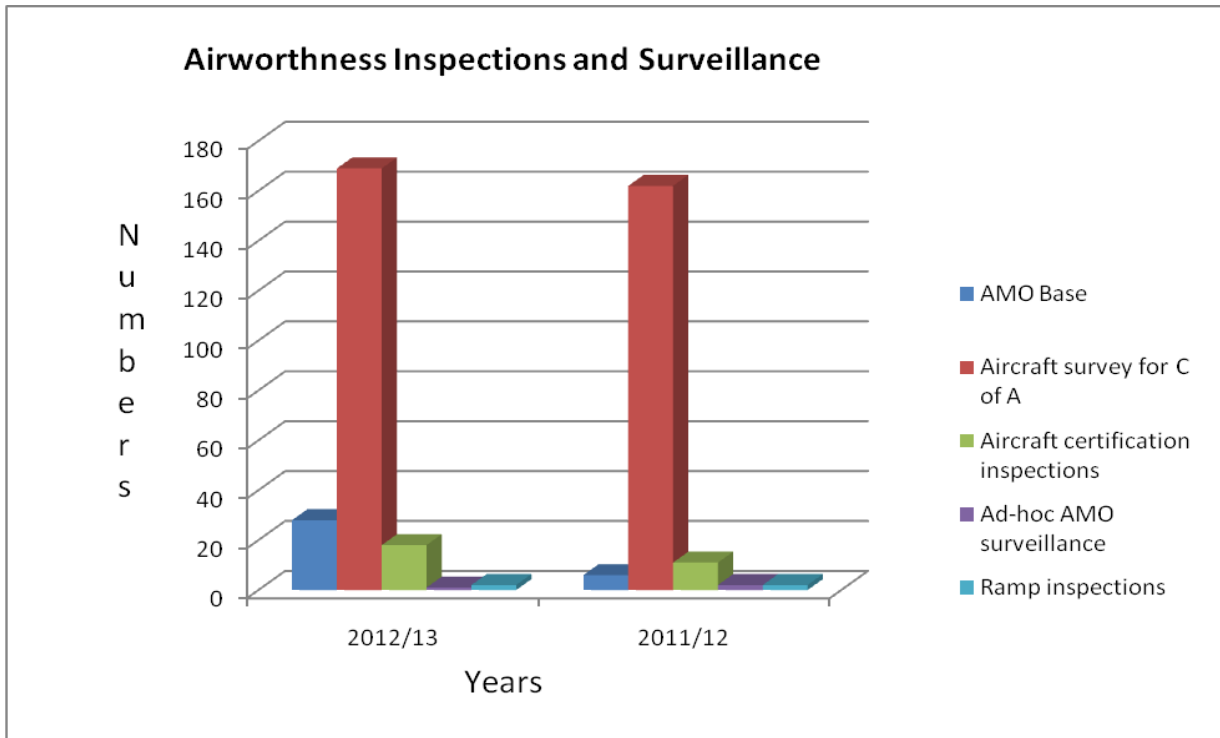
During the year the following Flight operations and surveillance were conducted as per Business Plan

Figure 1: Flight Operations Inspections and Surveillance



Source: TCAA

Figure 2: Airworthiness Inspections and Surveillance

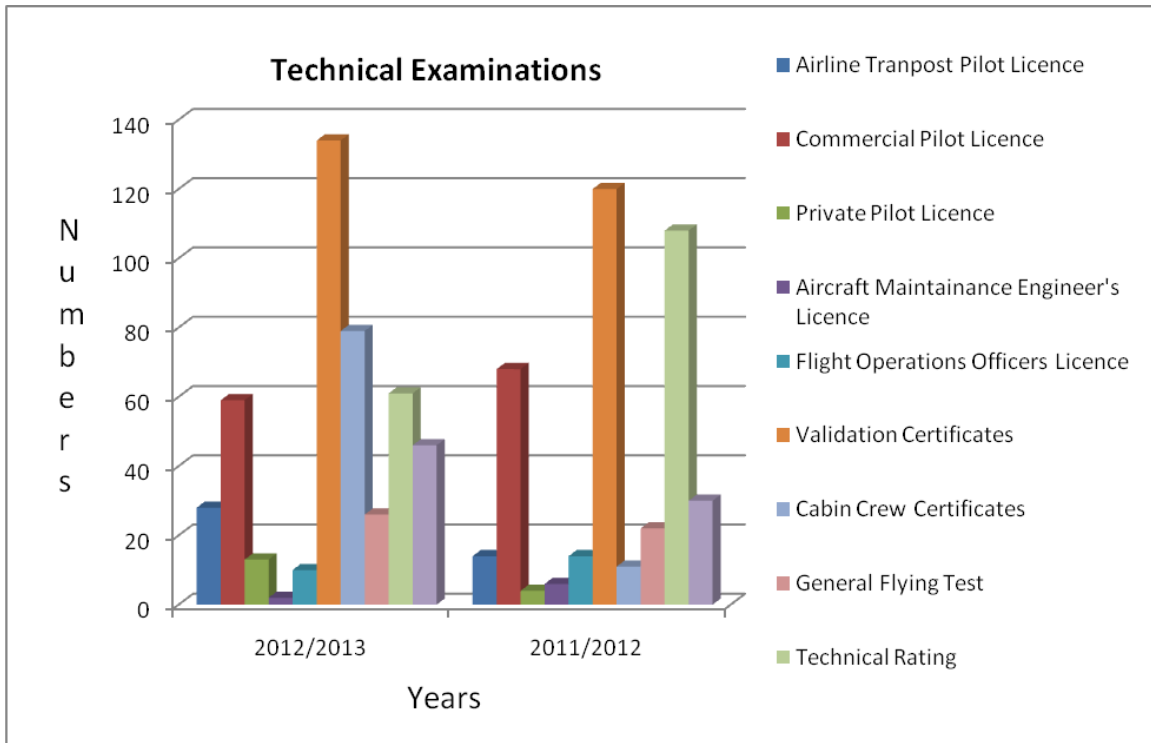


Source: TCAA

1.1.2 Technical Examination

A total of 383 examinations were booked in 2012/13 compared to 497 in 2011/12 recording a 12% decrease. This included written examinations together with various flying tests for grant, renewal, conversion, extension and certificates.

Figure 3: Technical Examinations

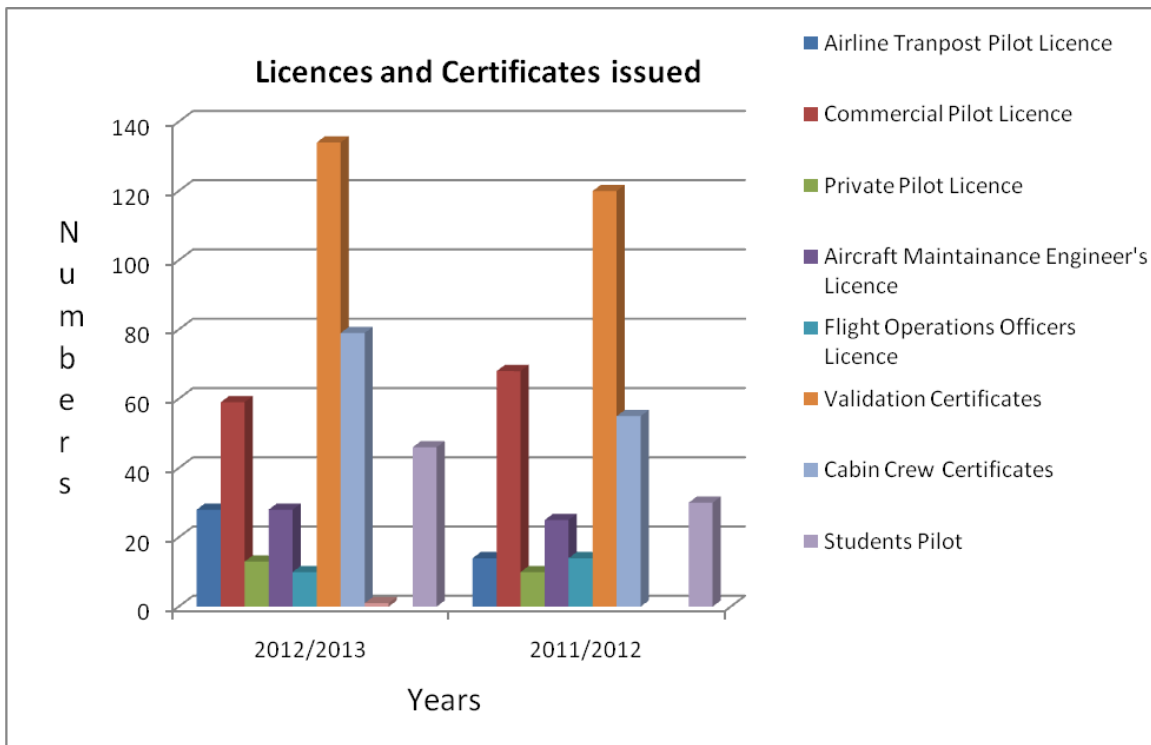


Source:TCAA

1.1.3 Licences and Certificates issued

A total of 370 licences including certificates were issued during 2012/13 compared to 320 in 2011/12 resulting in a 7% increase.

Figure 4: Licences and Certificates issued

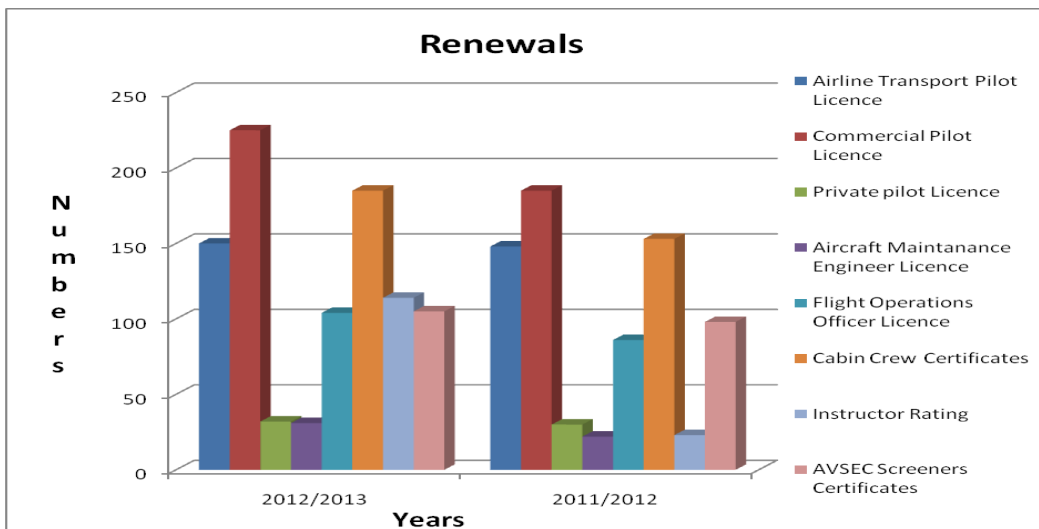


Source: TCAA

1.1.4 Renewals

A total of 946 licences including certificates and ratings were renewed during the period of 2012/13 compared to 745 in 2011/12, this is 11% increase.

Figure 5: Renewals

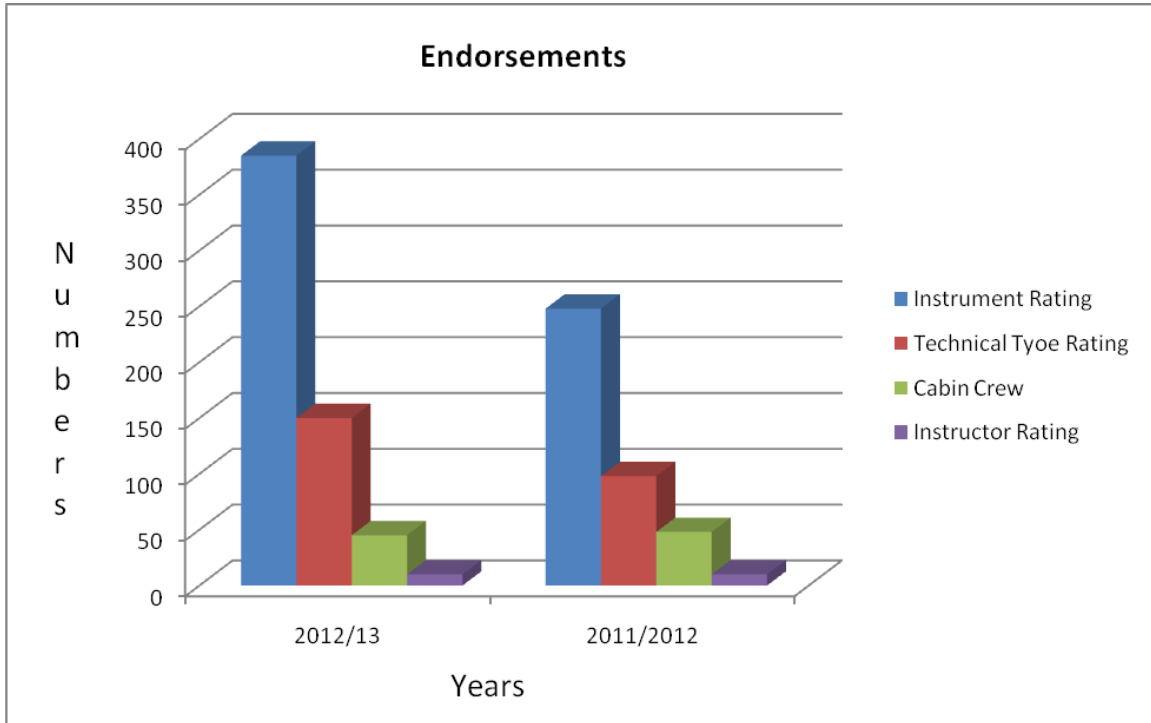


Source:TCAA

1.1.5 Endorsements

A total of 606 endorsements were made on various licences and certificates during the period of 2012/13 compared to 407 in 2011/12, resulting in a 19% increase.

Figure 6: Endorsements

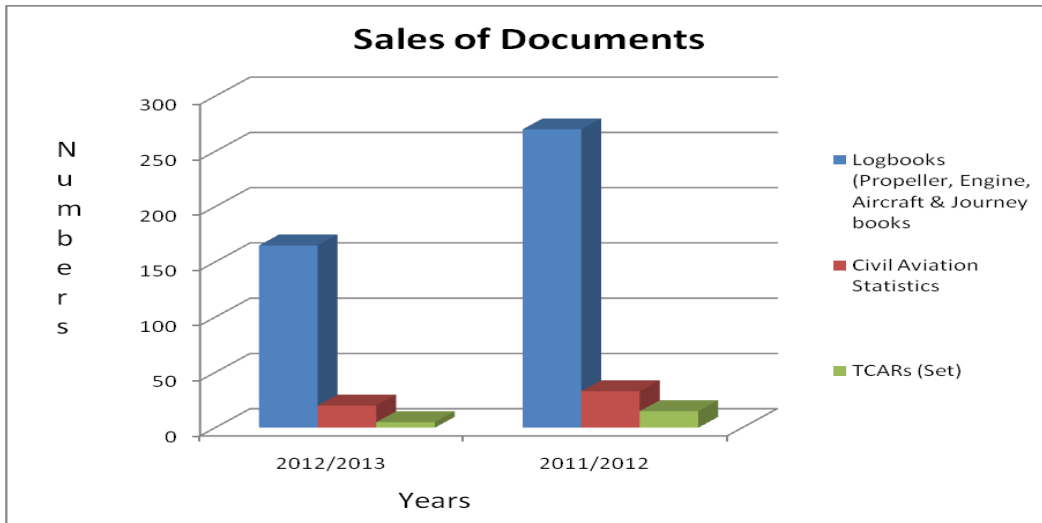


Source:TCAA

1.1.6 Sale of Documents

A total of 190 various documents were sold during the period of 2012/13 compared to 318 in 2011/12 resulting in a 25% decrease.

Figure 7: Sales of Documents



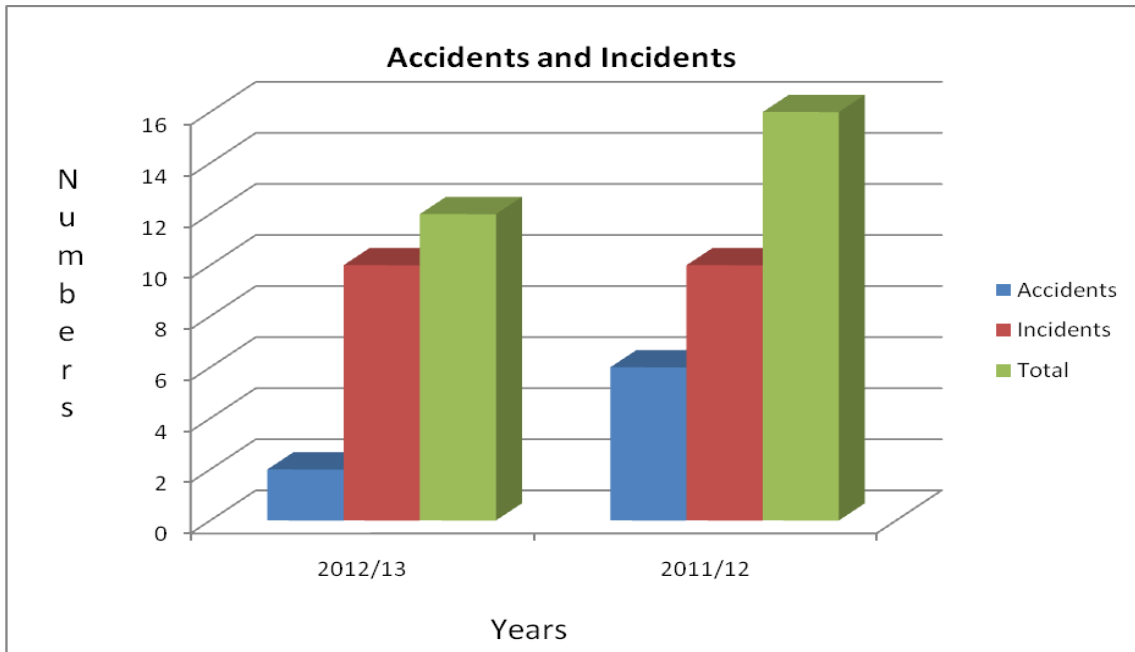
Source: TCAA

- Note: 1) Civil Aviation Statistics documents are now sold by Economic Regulation Department
2) TCARs (set) are now sold by the Legal Unit.

Accidents and Incidents

A total number of two accidents and ten incidents occurred in this period of 2012/13 compared to six accidents and ten incidents that occurred in the previous year of 2011/12. Therefore, there was a 200% decrease in accidents while incidents remained the same as in previous year.

Figure 8: Accidents and Incidents



Source: TCAA

Aviation Security Oversights

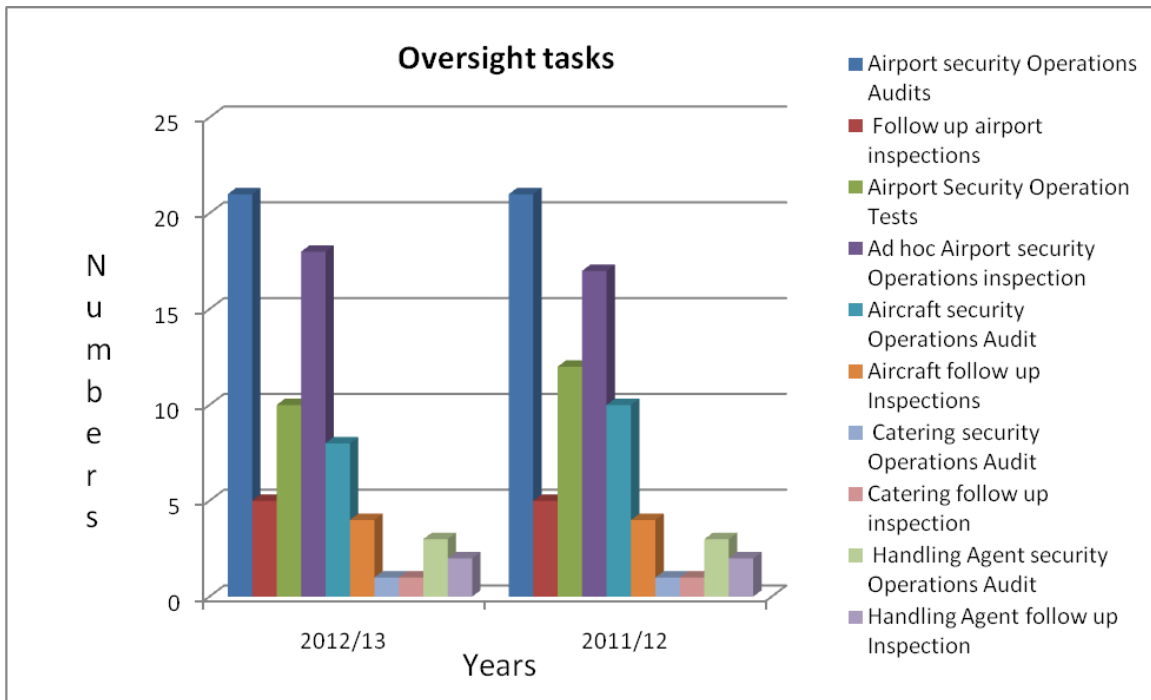
The Aviation Security baseline of 0 (zero) acts of unlawful interference for the Country set in Year 2009/10 was achieved in the year under review.

The Civil Aviation (Security) Regulations, 2007 was reviewed. The National Civil Aviation Security Programme (NCASP), National Civil Aviation Security Quality Control Programme (NCASQP), the National Civil Aviation Security Training Programme (NCASP) and the oversight checklists for airport, aircraft audit, inspection and test were also reviewed and amended. Furthermore, 6 Airport security programmes, 8 Airline security programmes and 1 Catering Agent Security Programme was reviewed and approved.

A total of 73 security oversights were conducted in 2012/13 compared to 76 conducted in 2011/12 as indicated in the table. This was a decrease of 0.04%. The oversights involved the audits, follow up inspections and tests tasks of airports, aircraft, catering and handling agents' security operations. The oversights assisted operators to identify security lapses. However, failure to

provide CAPs and where provided implementation challenges, brought about by huge finances required.

Figure 9: Oversight Tasks

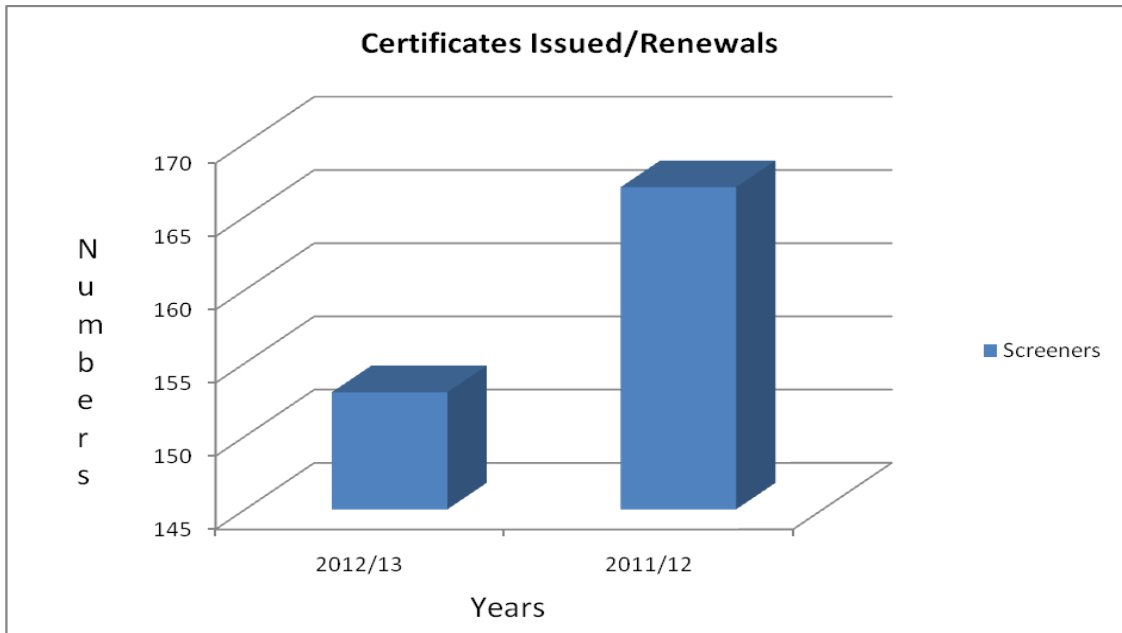


Source: TCAA

Fifteen (15) airport committee meetings were held although many regional airports conducted security meetings quarterly contrary to what is stipulated in their ASPs and 2 DSR interactive meetings with stakeholders were conducted to encourage the industry to accept compliance responsibility. During the period, the National Civil Aviation Security Committee held three meetings instead of four due to delay in appointing the new Committee. The meetings greatly contributed in resolving security concerns by operators.

In 2012/2013, a total of 153 screeners were interviewed but new certificates were not issued due to depletion of screener certificates stock compared to 167 new issue/renewed in 2011/12.

Figure 10: Certificate/Renewals



Source; TCAA

1.1.9 AERODROMES AND ANS INSPECTORATE

Description of Activities

The Aerodromes and ANS inspectorates continued to conduct its traditional safety oversight activities including, ANS system, certification and licensing of aerodromes, continuous surveillance, evaluation of obstacles/Instrument Approach Procedures and adhoc inspections and coordination with CAMs in conducting oversight inspections in the regions. In addition, ANS/AGA participated in the development of Draft Civil Aviation (Aviation Environmental Protection) Regulations in collaboration with the Ministry of Transport and TCAA Legal and Air Transport sections. ANS/AGA participated in the USOAP CMA CSA Audit including pre audit preparations, on site and post audit activities. On the other hand, the Aerodromes and Air Navigation Section continued with implementation of the State Safety Programme (SSP), by conducting its 5th meeting during the FY. The activities undertaken included collection of data for developing State Safety Occurrence Database, development of relevant Technical Guidance Materials and amendment of aerodromes regulations. In summary, the activities that have been conducted are as tabulated below:

Table 1: Aerodrome certification

S/N	Aerodrome ID	Description
1	Julius Nyerere International Airport	Certificated until January 2014
2	Aman Abeid Karume International Airport	Certificated until April 2014
3	Kilimanjaro International Airport	Certificated until February 2014

Table 2: Aerodrome licensing

S/N	Aerodrome Group/activity	Description
1	Licensing of TAA aerodromes	10 regional airports licensed
2	Licensing of Private aerodromes	85 aerodromes licensed
3	Approval to construct aerodromes/heliports	6 approvals issued

Table 3: Continuous Surveillance of Aerodromes

S/N	Aerodrome Group/activity	Description
1	CAM adhoc inspections	19 Aerodromes inspected in Arusha, KIA, Mbeya, Iringa, Dodoma and Mwanza
2	TAA, ZAA and other aerodromes	42 Aerodromes including Mwanza, Arusha, Lindi, Mtwara, Dodoma, JNIA, KIA, Mafia, Moshi, AAKIA, Lake Manyara, Tabora, Kigoma, Bulyanhulu, Mpanda, Sasakwa, Buzwagi, Lugonesi, North Mara, Bukoba, Kilombero, Lake Manyara, Songosongo, Kwa John, Kwa Mlisi, Mngeta, Mbarali, Mugumu, Songwe, Iringa, Njombe, Songea, Double Tree, Rukwa Airstrip Valley, Kapalagulu,

		Lugonesi, Mountain Side, Lindi, Maswa, Tabora, Kigoma
		Participated in the concept design of JNIA Terminal III facility
		Inspection of Songwe airport carried out to ascertain aerodrome readiness for commissioning.
		Participated in the Assessment of the New Mwanza Aerodrome Layout Design and associated facilities
3	Review of operators manuals	AAKIA Aerodrome Manual, AAKIA SMS Manual, JNIA, KIA, Mpanda, Songwe, Mafia, Lindi, Mtwara (SMS Manual), Shinyanga, Tabora, Mwanza (including bird hazard and SMS Manuals) and Kigoma, Holiday inn Heliport Manual, Sea Cliff Heliport Manual, Sea cliff Heliport Manual.

Table 4: Obstacle Evaluation

S/N	Mobile Operator	Description
1	HELIOS/TIGO	316 masts evaluated
2	VODACOM	154 masts evaluated
3	AIRTEL	7 masts evaluated
4	ZANTEL	13 masts evaluated

Table 5: Developed Technical Guidance Materials

S/N	Title	Status
1	Advisory Circular on Application for Aerodrome Licence or Certificate	Developed
2	Manual of Runway Safety Guidance	Developed
3	Guidance on Construction, Licensing and Operation of Aerodromes Handling Aircraft not Exceeding MTOW of 5700 kg.	Developed
4	Model EAC Manual on Wildlife Hazard Management	Developed
5	Heliports and Environmental Protection	80% of the guidance material for the implementation of ICAO SARPS on Heliports and Environmental Protection
6	Aerodrome Inspectors Handbook	Revised
7	Manual of Aerodrome Certification Procedures	Revised
8	Manual of Aerodromes Licensing Procedures	Revised
9	Manual of Runway Safety Guidance	Revised
10	Checklist for Evaluation of Aerodrome Manual	Revised
11	Checklist for Certification Inspection of Category A Aerodromes	Revised
12	Checklist for Certification Inspection of Category B	Revised

	Aerodromes	
13	Checklist for Certification Inspection of Category C Aerodromes	Revised
14	Checklist for Certification Inspection of Category D Aerodromes	Revised
15	Application form for Aerodrome Certificate	Revised
16	Application form for Aerodrome Licence	Revised
17	Sample Aerodrome Certificate	Revised
18	Sample Aerodrome License	Revised

A. Certification of ATM

Sensitization seminar conducted for CAMs and ANS staff from the headquarters. The ANS certification team was constituted and guidance on the certification procedures, including all findings to be addressed during the process provided.

Table 6: Safety audit of CNS

	Activity	Stations	Number
1	Routine audits	JNIA, ZIA, Kilimanjaro, Arusha, Pemba, Tanga, Mtwara, Songwe, Iringa, Mwanza, Mbeya, Songea, Dodoma	13
2	Ad hoc audits	JNIA, KIA, Arusha	3

Table 7: Safety oversight of ATM

	Activity	Stations	Number
1	Routine audits	JNIA, ZIA, Kilimanjaro, Arusha, Pemba, Tanga, Mtwara, Songwe, Dodoma, Mwanza, Mbeya, Songea, Iringa, Tabora and Kigoma	15
2	Ad hoc audits	JNIA	1

Table 8: Licences and Certificates issued

	Licence/ Certificate	2012/2013	2011/2012
1	Airline Transport Pilot Licence	28	14
2	Commercial Pilot Licence	59	68
3	Private Pilot Licence	13	4
4	Student Pilot Licence	46	30
5	Aircraft maintenance Engineer's Licence	2	6
6	Flight Operations Officer's Licence	10	14
7	Validation Certificates	134	120
8	Cabin Crew Certificates	79	11
9	ATC Licence	13	4
10	AVSEC Screeners Certificate	153	44
11	Parachute Jumper Authorisation	0	0
12	Instructor Rating	15	5

ECONOMIC REGULATION

2.1 Air Transport Regulation

During the financial year 2012/2013, the Authority submitted draft Tanzania Civil Aviation (Ground Handling Services) Regulations, 2007 to the Ministry for review and onward forwarding to the Attorney General Chamber for further review and promulgation process.

Furthermore, following experienced implementation impediments of legislations, the Authority is at its final stages to review the Tanzania Civil Aviation (Licensing of Air Services) Regulations, 2006. The review is expected to be completed during the financial year 2013/2014.

2.1.1 Licensing of air and ground handling services

During the year under review, the Board held three Licensing Board Meetings (in October 2012, February 2013 and in May 2013) and considered forty three (43) and twenty two (22) applications for air and ground handling services respectively, as detailed below:

2.1.2 Table No:9 of licensing of air services operators in 2012/13 vs. 2011/2012

	2012/13		2011/12	
	Approved	Disapproved	Approved	Disapproved
New Applications	6	0	15	2
Applications for renewal/variatio	36	1	35	1
Total	42	1	50	3

Source: TCAA

2.1.3 Table N0: 10 Status of Licensing of Ground Handling Services Operators in 2012/13 Vs 2011/12

	2012/13		2011/12	
	Approved	Disapproved	Approved	Disapproved
New Applications	13	0	9	1
Applications for renewal/variatio	9	0	1	0
Total	22	0	10	1

Source: TCAA

Table No: 11 Bilateral Air Services Agreements (BASAs)

S/No.		Year	Country	Date
1.	New BASAs negotiated	2011/12	◆ Egypt ◆ Democratic Republic of Congo	December 2011 April 2012
		2012/13	Nil	
2.	BASA reviewed	2011/12	◆ Egypt ◆ Democratic Republic of Congo	December 2011 April 2012
		2012/13	◆ Netherlands ◆ South Africa	September 2012 May 2013
3.	BASA signed	2011/12	Nil	
		2012/13	Germany	September 2012

Source: TCAA

2.1.3 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 33rd and 34th National FAL meetings were held in Tanga and Bagamoyo respectively in November 2012 and May 2013. The 33rd and 34th East African FAL meetings were held in Kampala, Uganda and Bujumbura, Burundi in November 2012 and May 2013 respectively.

3.1 Statistical Reports

The Statistical Report for 2012 was issued in June, 2013, while four (4) quarterly Statistical reports were issued in August 2012, November 2012, February 2013 and May 2013 respectively.

3.1.1 Traffic Performance

During the year international aircraft movements increased to 40,426 compared to 37,088 movements occurred in the previous year recording an increase of 9%. With regards to passengers uplifted increased to 2,010,240 passengers from 1,873,476 passengers recorded in the previous year, which is 7.3% increase.

The increases in both aircraft movements and passengers are a result of increased frequencies by international airlines including Rwandair, Kenya Airways and Qatar Airways. Similarly during the period the country experienced increased tourists arrivals as well as the Introduction of new regional routes by Precision Air Services Plc, Dar-Lubumbashi-Lusaka-Dar and Dar-Hahaya-Dar also contributed the international traffic increase.

International cargo handled decreased by 12.1%, from 31,433.02 tons in 2011/12 to 27,631.23 tons in 2012/13. The decrease was attributed to KLM ceasing transporting fish fillets from Dar es Salaam to Amsterdam. Also, the decline in cargo uplift is attributed to British Airways decision to cease operations in the country.

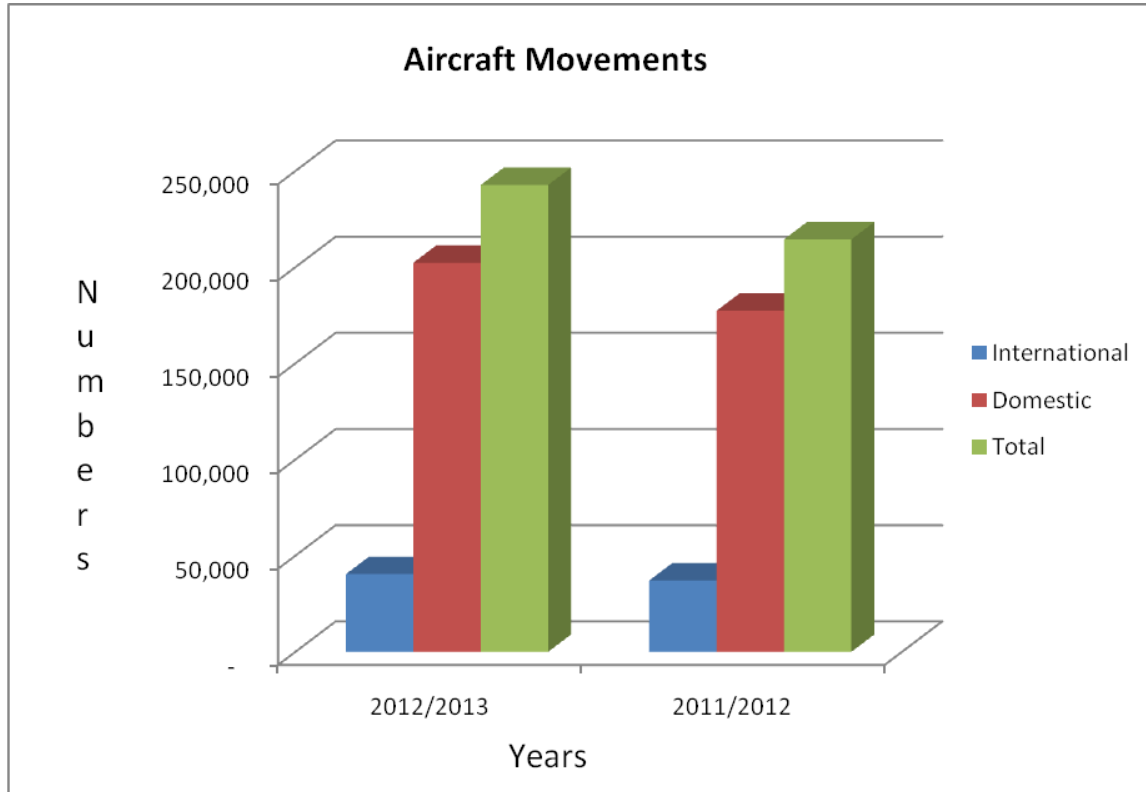
Domestic aircraft movements on the other hand increased by 14.1%, from 177,372 movements in 2011/12 to 202,319 movements in 2012/13. However, the corresponding domestic passengers recorded a 12% increase from 2,160,676 passengers in 2011/12 to 2,420,922 passengers in 2012/13. The increase in the number of passengers and aircraft movements was due to re-opening of airports of Kigoma, Tabora and Arusha which were closed for rehabilitation.

Other reasons include operational (aircraft size and frequencies), expansion service by of Fly 540 Tanzania Ltd trading as Fastjet, opening of the Songwe Airport in Mbeya, increased tourist arrivals connecting to domestic destinations and introduction of new routes with schedule services to destinations such as Mbeya, Iringa, Dodoma and Songea.

Domestic cargo increased from 3,218.9 tons in 2011/12 to 3,706.2 tons in 2012/13, equivalent to 15.1% increase. The increase was caused by transportation within the country for equipment required in mining and petroleum/gas exploration.

Overall traffic performance of the industry recorded a growth of 13.2% in aircraft movements, from 214,460 in 2011/12 to 242,745 in 2012/13.

Figure 11: Aircraft Movements in 2012/13 and 2011/2012



Source: TCAA

Overall passenger traffic increased from 4,034,152 passengers in 2011/12 to 4,431,162 passengers in 2012/13, equivalent to 9.8% increase.

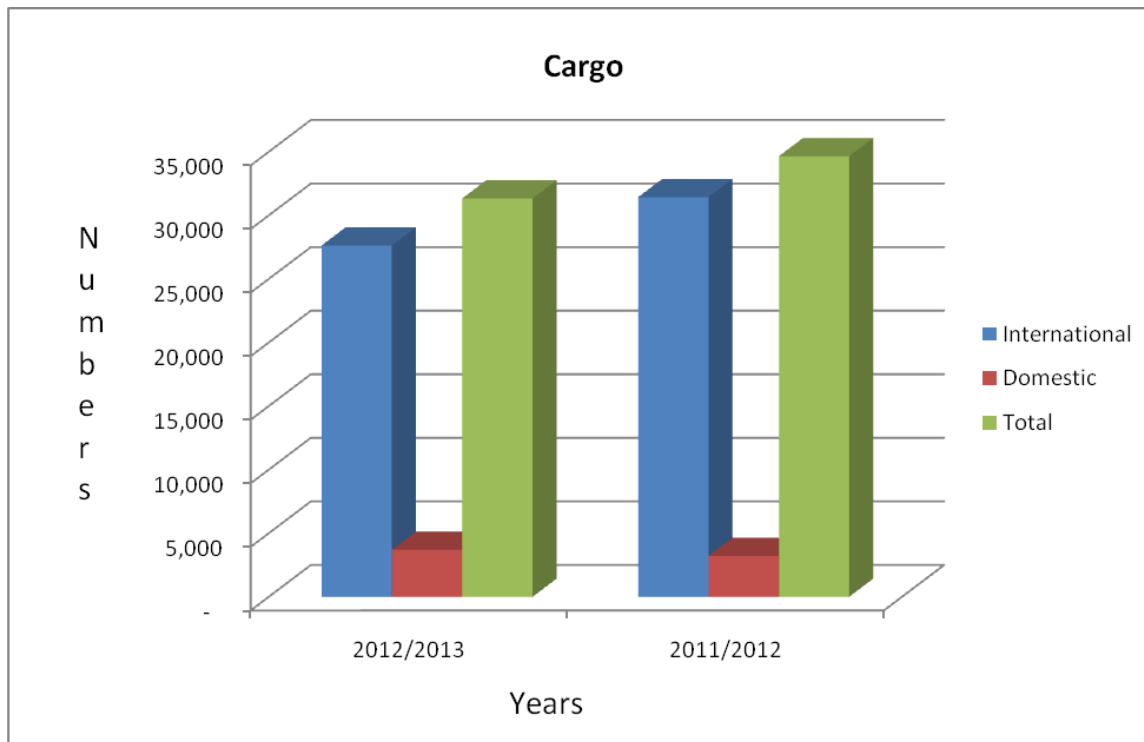
Figure 12: Passenger Traffic in 2012/13 and 2011/12



Source: TCAA

Overall cargo recorded an 11.1% decrease, from 33,618.2 tons in 2011/12 to 29,871.6 tons in 2012/13. The decrease in cargo is due to decline in imports due to suspension of service by British Airways and most of cargo originating from China is now being consolidated and shipped by sea.

Figure 13: Cargo Traffic (Tons) in 2012/2013 and 2011/12



Source: TCAA

4.0 AIR NAVIGATION SERVICES

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

4.1 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 and in accordance with the Africa-Indian Ocean (AFI) Air

Navigational Plan. During the period, setting up of Air Navigation Services was done at a new airport at Songwe and the Division heads participated to the Global Air Navigation conference meeting held in Montreal to deliberate on new policies concepts and plans to be effected in the Air Navigation Services provision worldwide. The service targets reached in the specific areas are as follows:

4.1.1 Air Traffic Incidents

During the year, the Dar es Salaam Area Control Centre recorded a total of 4 incidents out of 86,688 movements reported, giving a rate of 0.46 incidents per 10,000 aircraft movements. This is 24.3% below the planned rate of 0.37 for the period. However, this rate was an improvement from last year's (2011/12) rate of 0.75 by 0.4%

4.1.2 Proficiency and adequacy of Staff

During the period, more than 95% of the training of air traffic controllers, aeronautical information officers and air navigation engineers was completed. Also, during the period eight (8) air navigation engineers, fifteen (15) Aeronautical Information Officers and 20 ATMOS were recruited. A total of nineteen (19) candidates out of twenty (20) ATMOS were trained up to aerodrome control level and deployed for on-the job (OJT) training at several aerodromes. At the same time all fifteen (15) Aeronautical Information officers were trained in Aeronautical Information Officer course. Further, twenty three (23) officers were trained in Nairobi and ATNS on New Flight Plan concept that enabled Tanzania to roll through the Global FLP 2012 change. Also, this enabled Authority to build capacity and now is able to conduct New FPL Training at CATC for Tanzania and other countries.

4.1.3 Availability of New CNS facilities

New Communication Navigation facilities were installed and commissioned at Songwe Airport which started its operation in December 2012. New VHF extended range relay station was established at Kasulu to boost up VHF coverage on the Western part airspace that include Burundi and Rwanda Upper Airspace as well. Installation of AWOS and ATIS equipment together with upgrading of data communication systems to cater for new flight plan were accomplished at JNIA. Replacement of NDB at KIA was also done. Construction of new solar power base structure and protection of solar panel at Matogoro Songea was completed.

4.1.4 Operation of facilities at optimum level

All the facilities were maintained on a regular basis as scheduled. Spares availability improved and an average equipment serviceability of 94.0% was attained. The detailed serviceability of the different facilities was as follows:

- Navigation Aids operated at single system with serviceability level of 90%
- Surveillance equipment operated at serviceability level of 74%.
- Serviceability of the VHF Area Cover averaged at 96% during the year
- Serviceability of the VHF station radios was 100%
- Serviceability of the ATS DS link was 99%
- With regard to the Aeronautical Fixed Telecommunication Network, serviceability of the equipment for the year was 98% for the international circuits and 80% for the domestic circuits.

4.1.5 Air Traffic Services

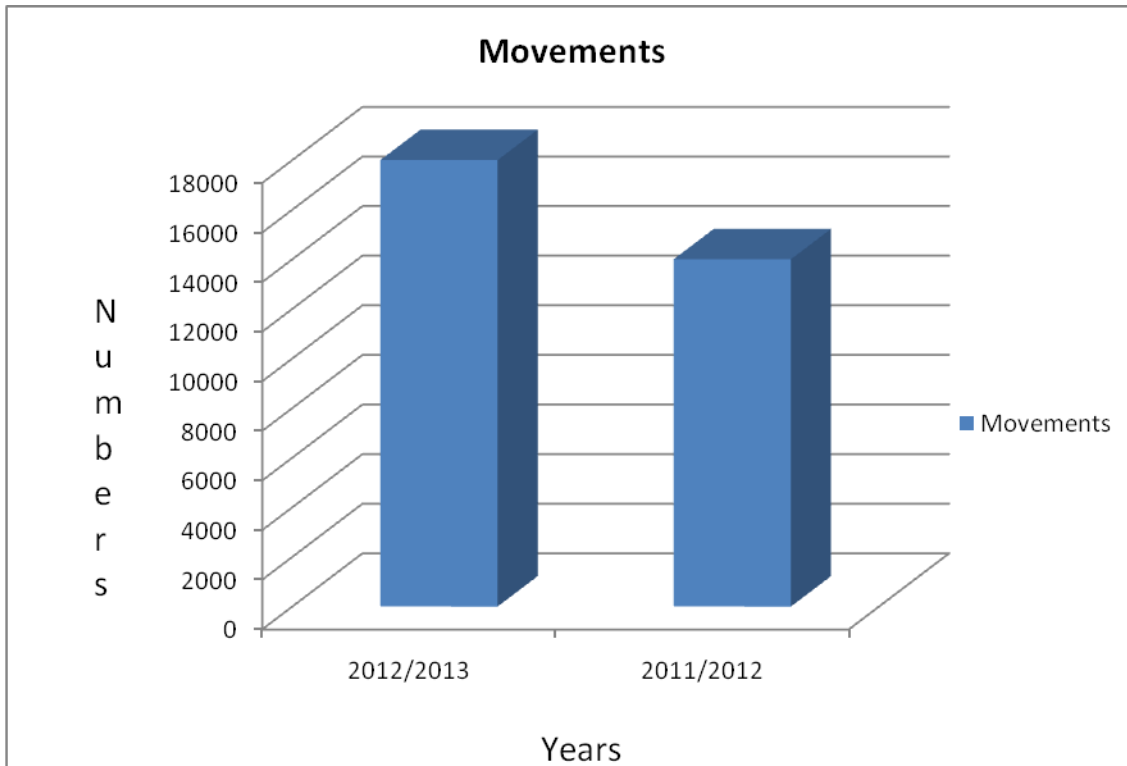
Air Traffic Control services continued to be provided on 24 hours basis at the Area Control Centre, Julius Nyerere, Zanzibar and Kilimanjaro International Airports as well as Mwanza airport. At the remaining 10 airports, services were provided during daytime.

Twenty four hours terminal radar control services continued to be provided at Dar es Salaam and area radar service was available for en-route air traffic within the Eastern sector.

During this period, the number of aircraft movements handled by the Dar es Salaam Area Control Centre increased by 9%, from 79,536 to 86,688.

At the fourteen airports in Tanzania where the Authority provides air traffic control services, the total aircraft movements increased by 24.3%, compared with the previous year, i.e. from 155,992 movements in 2011/12 to 193,955 movements in 2012/13.

Figure 14: Air Traffic Movements 2012/13 Vs 2011/12



Source: TCAA

4.1.6 Aeronautical Information Management

Twenty-four hour service continued to be provided at JNIA Terminal II, Zanzibar and Mwanza and at Kilimanjaro International Airport the Authority (from KADCO) in January 2012. Twelve (12) hour service was provided at Arusha, Dodoma, and 13 hrs at Terminal One (at JNIA).

During the year, the International NOTAM Office (NOF) handled 149,514 foreign NOTAMs compared to 126,824 in the previous year (2012/13) and issued 593 NOTAMs relevant to Tanzania compared to 456 in 2011/12. Additional to above, 9709 Aeronautical Pre-Flight Information Bulletins (PIB) was provided to airlines operating at JNIA compared to 9422 in the previous year. Flight Plans handled at the Airports were 92,587 compared to 71347 handled in 2011/12. Other targets achieved with regard to provision of AIS are as detailed hereunder:

- **Provision of aeronautical information on a timely basis**

AIP amendments are normally done four times per year, together with provision of all charts required, such as aerodrome index chart and ATS route structure, index and GNSS charts of our flight information region (FIR). In addition Instrument charts were redrawn for Zanzibar and Mwanza. New approach procedure charts for new Songwe Airport were also drawn.

- **Aeronautical Fixed Services**

A total of 3,421,863 messages were handled 1,077,230 international and 2,344,633 domestic messages compared to 2,425,060 923,953 international and 1,501,057 domestic messages handled in the previous year. Most of the international messages were transit traffic between Nairobi and Johannesburg Centres.

- **Other activities**

These activities include implementation of Quality Management System (QMS), WGS 84, AIRAC adherence, monitoring Annex differences and eTOD. In addition the Authority was able to maintain its ISO 9001-2008 certificates following an audit carried as required by ICAO Annex 15

4.1.7 The Civil Aviation Training Centre;

The Civil Aviation Training Centre continued offering aviation related training courses to the Authority and aviation industry in Tanzania and other other African countries.

During the year 2012/2013, a total of 41 courses were conducted at CATC involving 351 participants, out of whom 51 were international students, and 322 were local students (226 males and 133 females).

- Certification and Accreditation

The centre is an ICAO TRAINAIR PLUS associate member and ISO 9001:2008 certified. Full NACTE accreditation is progressing well.

5.1 CORPORATE SERVICES

The Authority continued to recruit new employees to fill vacant positions which arose due to resignation and retirement. During the period under review, a total of 47 new staff were recruited. As of 30 June 2013, the Authority had a total number of 443 employees out of whom 275 were males and 168 were females.

During this period, the Authority continued to implement its training programme, where a total number of 128 staff were trained in different short courses in and outside the country. In recognition of good performance, twenty seven (27) staff were promoted. Due to labour mobility a total of three staff terminated their contracts with the Authority and joined other institutions. Further, four (4) staff retired during the period under review after attaining the compulsory retirement age of 60. Unfortunately, the Authority lost four (4) staff through death

5.1.1 Procurement.

During the period under review, the Authority continued prepared an Annual procurement Plan.

The following major Procurements of goods and services were done during this period:

- (i) Purchase of 3 units of motor vehicles for DANS, Songea and Arusha stations for operations.

- (ii) Procurement of staff uniforms for the Authority's staff
- (iii) Procurement of office machines and Information Technology Equipment (Computers and Accessories).
- (iv) Procurement of Air navigation equipment (ATIS, AWOS and VHF area cover)

The procurements were done in accordance with the provision of the Procurement Act, as well as these of PPRA