

EAC SECRETARY GENERAL'S VISIT TO CASSOA

**ENTEBBE, UGANDA
13TH JULY 2011**

1.0 BACKGROUND

- 1.1 The new Secretary General, Amb Dr Richard Sezibera from Rwanda and the Deputy Secretary General (Planning and Infrastructure), Dr Enos Bukuku from Tanzania were appointed on 19th April 2011, at the Extraordinary Summit of Heads of State of the East African Community.
- 1.2 As part of their familiarisation programme with the Organs and Institutions of the EAC, the new Secretary General and the Deputy Secretary General paid a courtesy call to CASSOA on 13th July 2011 from 1400 hrs.

2.0 DELEGATION

- 2.1 The Secretary General (SG) and the Deputy Secretary General – Planning and Infrastructure (DSG-PI) were accompanied by the Principal Information and Public Relations Officer, the Security Officer, the Protocol Officer, the Advocacy and Communication Officer, Senior Personal Secretary and members of Uganda Ministry of Foreign Affairs.
- 2.2 All CASSOA staff were in attendance except for the Senior Accountant who was away on training in Singapore and the driver of the Executive Director who was away in Nairobi carrying out maintenance service of the Agency's official vehicle.

3.0 TOUR OF THE OFFICE FACILITIES AND PRESENTATION

- 3.1 The delegation made a tour of the offices of the Agency and thereafter had a meeting with the staff in the Agency Board room. The Executive Director made a presentation on the Agency and the aviation system in the region. The presentation highlighted also the establishment of the Agency, achievements and challenges as well as the future development of CASSOA.

4.0 ISSUES DISCUSSED

4.1 Recruitment to fill the Agency Staff Establishment

- 4.1.1 The SG was concerned that CASSOA establishment in the technical directorate was not staffed as related to the support directorate. He also wished clarification on the

salary structure indicating what mechanism was used to determine the levels for both technical and support staff.

- 4.1.2 The Executive Director provided an explanation of the difficulty in attracting the technical staff the Agency faces contributed by the unattractive pay structure which is not commensurate with the industry pay as well as the low available experts in the region. As for the pay structure, this is in line with the EAC pay structure for the respective officers. However, the SG observed that the Agency needs to review the remuneration package for the technical staff to be able to attract and retain. The SG committed to support it as long as it is justifiable. He advised the Agency to determine how much it requires filling the technical positions identified in the Organisation Structure.

4.2 Implementation of UFIR

- 4.2.1 The SG wanted clarification on the UFIR project and if it would have been appropriate for the project to be under CASSOA. The SG further informed members present that he recently had a meeting with USTDA in which they indicated frustration of the slow pace in the development of civil aviation projects and programmes in the EAC. The SG sought to know what is happening and why is it that our development is being indicated to slow down as opposed to other regional communities in Africa.

- 4.2.2 The Executive Director explained that the Agency being a regulator cannot manage the UFIR as this is a service provision to avoid conflicts of interest. USTDA funded the study project of the UFIR, this may be one of the causes of their frustration since it has not taken off for implementation, but also on the Agency side it is the issue of conclusion of sustainable funding mechanism curtailing its capacity growth. The Deputy Assistant Secretary responsible for Aviation and International Affairs in the USA Department of Transportation, Ms Susan McDermott, had written a letter to the SG and the Partner States on the matter.

5.0 REMARKS BY THE SECRETARY GENERAL/ DEPUTY SECRETARY GENERAL

- 5.1 Both the Secretary General and Deputy SG expressed appreciation for the brief given. The courtesy visit was intended for them to understand the institutions and the environments in which they operate. The SG offered full support of the Secretariat to see to it that CASSOA achieves its objectives. He also promised to study closely the developments surrounding the proposed self-sustaining mechanism of charging \$ 0.70 per embarking passenger within the EAC Partner States.

6.0 CLOSURE

- 6.1 The visit ended at 1625 hrs. The ED CASSOA on his part thanked the SG and DSG-PI for according the Agency their precious time and the support they have indicated to grant CASSOA to achieve its objectives.

**EAC CASSOA
July 2011**