



Department of Civil Aviation

Annual Report



(2016 -2017)

Vision

To be recognized as the best regulator of civil aviation and the best provider of air navigation services in the region

Mission

To foster the development of safe, secure, and efficient civil aviation operations;

To regulate and promote civil aviation activities in Mauritius;

To provide safe and efficient air navigation services within our airspace;

To serve the interests of the Mauritian community at large;

Director's Statement:

The 2016–17 year has been a period of continuing efforts towards improvement of the work we do regarding both the regulatory oversight of the aviation sector as well as the provision of air navigation services.

The Department of Civil Aviation operates in a dynamic environment where change is ever present and we have to constantly adapt to these changes by reviewing the way we do business, re-training our staff as existing skills become obsolete and investing in new technology on the ground to enable aircraft to take advantage of the considerable technological advances that are taking place in the cockpit of the aircraft.

In this context we have:

- 1) initiated a project for the conversion of the Department of Civil Aviation an autonomous Civil Aviation Authority into a year.
- 2) Realising that training and re-training of staff at all levels of the Department has to be permanent process we have invested to the tune of 9 million rupees to ensure that our officers achieve and maintain the high level of competence required to discharge the demanding responsibilities of the Department.

Whilst keeping an eye on the horizon, we have nonetheless spared no efforts to ensure that the services we provide are safe and that they meet our customers' expectation.

I would like to put on record the unflinching support that we have obtained from our parent Ministry and to thank all my staff for their in dedicated efforts to ensure that the Department achieves its mission and vision



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Director of Civil Aviation

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1. MAJOR FUNCTIONS OF THE DEPARTMENT OF CIVIL AVIATION

The functions can be classified into two main sections. We are the regulator of the aviation industry in Mauritius and we provide Air Navigation Services within the airspace under the jurisdiction of Mauritius. The main functions in each category are as follows:

1.1. Services Provided by the Department

A. Regulatory Function

The regulatory duties are provided by the divisions detailed below.

A.1. Airworthiness

The responsibilities of the Airworthiness Division cover all matters relating to registration of aircraft, continuing airworthiness, approval of maintenance organisations and maintenance certification of operators, licensing of maintenance personnel and investigation in case of aircraft incidents/ accidents.

A.2. Aircraft Accident Investigation

The Aircraft Accident Investigation Unit is responsible for the investigation of reportable occurrences under the Civil Aviation Regulations, incidents and accidents relating to aircraft, aerodrome and air traffic, with operations and maintenance under the jurisdiction of the Department.

A.3. Flight Operations

The Flight Operations Division is responsible for conducting investigations for awarding Air Operator Certificate and exercising continuing surveillance and inspections of operations and issuing approval for the transportation of dangerous goods.

A.4. Licensing of Personnel

This Division carries out the functions and duties relating to the issue of validation certificates and licences for flight crews for all aircraft registered in Mauritius. It also issues cabin crew certificates for all non-flight crew personnel.

A.5. Aerodrome Licensing

The Aerodrome Licensing Division ensures that all Standards and Recommended Practices (SARPS) of the International Civil Aviation Organization are adhered to, through regular audits, inspections, Surveillance and general oversight. It is also responsible for the issue of licences to aerodrome operators within the Republic of Mauritius.

A.6. Air Traffic Standards Office

This Office is responsible for making recommendations to the Director of Civil Aviation on safety policies and regulatory requirements and overseeing the Air Navigation Service Providers (ANSP) in their implementation of safety related SARPs, ICAO Annexes, the safety of Air Navigation Services (ANS) operations and training of air navigation services including Air Traffic Management (ATM), Aeronautical Information Services (AIS), Search and Rescue (SAR), Aeronautical Meteorology Services (MET), Flight Procedure Design (PANS-OPS) and Aeronautical Charts (MAP) within Mauritius FIR and airspace allocated to Mauritius under national and international agreements with authorization from ICAO.

A.7. Civil Aviation Security Unit

The Civil Aviation Security Unit (CASU) is responsible for ensuring adherence to the legal provisions for civil aviation security. It fulfils this responsibility through security audits, inspections and surveillance of aerodrome operators, aircraft operators, flight catering organizations, ground handling agencies, regulated cargo agents, known cargo consignors and other stakeholders for which aviation security is relevant.

A.8. Issue of Aviation Security Identification Cards

The Permit Office of the Department of Civil Aviation is the unit responsible for the issuance of aviation security identification cards (ASIC) to personnel and vehicles of all stakeholders requiring access to areas within the airport premises that are decreed as restricted zones under civil aviation security legislation.

B. Provision of Air Navigation Services

The responsibility for provision of air navigation services rests on two divisions, namely the ATM and CNS.

B.1. Air Traffic Management (ATM)

The Air Traffic Management (ATM) Division is responsible for managing all domestic and international air traffic within the Mauritius airspace with the aim of enabling aircraft operators to meet their planned times of departures and arrivals and adhere to their preferred flight profiles with minimum constraints and without compromising agreed levels of safety. We provide Air Traffic Services and Aeronautical Information Services to the Aeronautical Community. The ATM Division also carries out Flight Clearance function.



B.2. Communications, Navigation and Surveillance (CNS)

The Communication, Navigation and Surveillance (CNS) Division is mainly responsible for the provision of facilities required for aircraft to navigate safely in the Mauritian airspace. These facilities comprise Communications between air traffic controllers (ATC) and pilots, voice and data communications among all the various Air Traffic Control Centres in the region, navigation equipment including landing aids (Instrument Landing System) and surveillance equipment (Automatic Dependent Surveillance). Furthermore, other computerised systems such as the Flight Data Processing Systems (FDPS) are provided as working tools so that ATCs can have a visual display of all aircraft under their control on a pseudo-radar screen. The CNS Division is also responsible for the maintenance and proper functioning of the equipment used for providing these services.

B.3. Aeronautical Information Services

This unit of the Department is responsible for the provision of aeronautical information services including flight procedure design office and aeronautical cartography within the Mauritius Flight Information Region (FIR).

B.4. Search and Rescue (SAR)

The Department is responsible for coordinating SAR operations in the event of aircraft emergencies and accidents within the Mauritius FIR.

C. Administrative Support Services

The support services include various sections namely human resource, finance, registry, procurement and supply and transport. For the DCA to be effective in the provision of a quality service, it requires efficient support services to sustain its core activities. It should be noted that these services are regulated by the Human Resource Management Manual and the Financial Management Manual of the Civil Service.

2. About our People

The Department employs a total of about 270 employees that are assigned to the different functional areas of the Department as follows:

Director of Civil Aviation	1
	1
<u>Staff of the Regulatory Division:</u>	
Deputy Director (Regulatory Section)	1
Airworthiness. Mandatory Occurrence Reporting / Personnel Licencing	7
Civil Aviation Security Unit	4
<u>Staff of the Air Navigation Division)</u>	
Deputy Director (Air navigation Services)	1
Air Traffic Management Staff	71
Communication Navigation Surveillance staff	33
Electrical and Mechanical section	2
Aviation Telephonist	10
Permit Office	40
General Grades	
Human Resource Section	35
Finance Section	4
Procurement and Supply	3

3. Staff Recruitment and Retention

Given the protracted process involved in the review and amendment of schemes of service and the rather lengthy process for the recruitment of personnel by the Public Service Commission, the filling of vacancies has traditionally been a complex matter within the Department. However over the last few years the Human Resource Section of the Department has redoubled its efforts and this has paid off.

During the year 2016/2017 the Department has been able to recruit a total of 30 new officers as follows:

Designation	Year 2016
Flight Data Officers	9
Aviation Officers	19
Riggers	2

4. Training and Development of Staff

In order to operate safely and reliably our People, Processes and Assets have to operate in harmony. Whilst we have invested massively in the latest technology Air traffic Management systems and ensured that the necessary processes are in place through the implementation of Safety and Quality Management systems, we also invested heavily in the training and development of our staff as is shown in the following table:.

It should also be pointed out that Staff training is of critical importance in the Air Traffic Management Division as the competencies and skills required (air traffic control, Search and rescue, Aeronautical information service, maintenance of specific equipment etc) are not readily available on the labour market. The Department therefore recruits individuals for ab-initio training followed by on-the-job training before they subjected to practical assessments at operational positions. It is only on successful completing this process that the officers are assigned duties at operational positions.

5. Achievement and Challenges

During the financial year 2016/2017, the Department has initiated several projects in order to create an attractive and supporting environment as well as provide tools to continue delivering and excellent service both as the regulator of the aviation sector as well as the provider of air Navigation Services. These include:

6. Creation of a Civil Aviation Authority

The major reform initiative launched by the Department of Civil Aviation in the financial year 2016/2017 was the project for transformation of the Department into a Civil Aviation authority with full financial, recruitment and enforcement autonomy and empowered and adequately funded to provide effective safety oversight of the industry and safe effective and efficient air navigation services with clear lines of separation between these two functions.

While regulatory autonomy will facilitate the set-up of an adequate legal framework, financial autonomy ensures that the CAA has capability to implement and enforce relevant frameworks to permit:

1. Employment of sufficient personnel to meet its respective national and international obligations.
2. Attraction, recruitment and retention of sufficiently qualified/experienced technical personnel.

The new Civil Aviation Authority will be essential participant in the achievement of the Mauritian Government's vision to transform the SSR International Airport into a major "Regional Logistics and Aviation Hub" for the regional islands as well as between Europe, Africa, Asia and Australia.

The tender for the Selection of a Consultant for Provision of Consultancy Services for the Conversion of the Department of Civil Aviation into a Civil Aviation Authority was launched on the 8th February 2017 and was awarded to Bureau Veritas for the sum of Euros 208000.

7. Acquisition of an Information Management System software for real time monitoring and management of safety standards

In March 2017 the Department has launched a tender for the acquisition of an Information Management System Software. This is a computer based Management Information System used by Civil Aviation Regulators throughout the world to facilitate the oversight of the activities of regulated stakeholders. In addition to real time monitoring of their compliance with the safety standards, the system will enable the Department to carry out gap analyses and generate ad-hoc reports to support a proactive approach to the safety oversight function.

This will be an essential productivity tool that will enable the Department to cope with the increasingly demanding and complex tasks of ensuring compliance by all stakeholders with the standards and recommended practices (SARPS) of the International Civil Aviation Organisation.

The Contract was awarded to Seabury Solutions on the 25th of May 2017 for the sum of Euros 509.900.

8. Status of Implementation of Budget Measures

Para in Budget Speech including Annex	Budget Measure	Status
365	Transform the Department of Civil Aviation to enhance our regulatory and air navigational services	Appointment of Consultant

The tender for the Selection of a Consultant for Provision of Consultancy Services for the Conversion of the Department of Civil Aviation into a Civil Aviation Authority was launched on the 8th February 2017. Following the receipt and evaluation of the tender proposals, the contract was awarded to Bureau Veritas for the sum of EUROS 208,000. The Letter of award was issued on the 9th of June 2017

9. Statement of Revenue and Expenditure

Statement of Expenditure			
Head/Sub-Head of Expenditure	2015-2016 Actual	2016-2017 Estimates	2016-2017 Actual
Compensation of Employees	131.7	159.6	138
Goods and Services	105.2	130.6	109.8
Subsidies	-	-	-
Grants	4.2	4.6	3.8
Compensation of Employees	131.7	159.6	138
Goods and Services	105.2	130.6	109.8
Subsidies	-	-	-
Grants	4.2	4.6	3.8
Total	260.5	346	264.9

Statement of Revenue for the Financial Year 2016/2017			
Revenue Rs Million	2015-2016 (Actual)	2016-2017 (Estimates)	2016-2017 (Actual)
Sales of Goods and Services as under			
Route Air Navigation Charges RCAV-14 220 031	126,811,235.81	136,000,000.00	134,373,121.55
Approach and Aerodrome Charges RCAV - 14 220 032	89,250,999.13	92,500,000.00	106,418,121.75
Schem of Charges RCAV - 14 220 034	48,289,660.53	50,000,000.00	58,338,049.45
TOTAL REVENUE	264,351,895.47	278,500,000.00	299,129,292.75

10. Staff Welfare

10.1. Introduction

The Civil Aviation Staff Welfare Association is the organiser of welfare events in the Department of Civil Aviation. It is affiliated to the Public Officers' Welfare Association and participates in activities organised by the latter. The Civil Aviation Staff Welfare Association is also registered with the Registry of Associations since 31st January 2017.

The objects of the Civil Aviation Staff Welfare Association are to organise and promote sports, cultural, recreational, educational and other social activities for the welfare of the staff of the Department of Civil Aviation and their families. Its aim is to optimise satisfaction of all its members by making efficient use of available resources enabling them to serve more creatively, enthusiastically and productively in our Department.

10.2. List of Office Bearers

List of Office Bearers for the Years 2017-2019		
POST	NAME	DESIGNATION
President	Tahyab PEERBUCCUS	Senior Maintenance Officer
Vice President	Jagdish SEWSURRUN	Aviation Telephonist
Secretary	Aartee ROJHUN (Mrs)	Personnel Licensing Assistant
Assistant Secretary	Rameshwari Devi RUSSICK(Mrs)	Management Support Officer
Treasurer	Irvine DOMUN	Air Traffic Control Officer
Assistant Treasurer	Sheik Mamode Aniff AUCKLOO	Senior Aviation Security Officer
Member	Rajnath RAMESSUR	Office Care Assistant
Member	Sydney Desire BONTEMPS	Fitter
Member	Noorjahan BACHOOA (Mrs)	Word Processing Officer
Member	Suraksha Devi SHADHU(Mrs)	Management Support Officer
Member	Rajcoomar SONOO	Stores Attendant
Member	Khusal Kumar SAKURDEEP	Senior Aeronautical Information
Member	Virsing NURCOO	Rigger
Member	Chandrajeet BULLYWON	Plant Room Operator
Auditor	Hassen JAUNBOCUS	Maintenance Superintendent
Auditor	Ramprakash LOOLCHAND	Air Traffic Control Officer

10.3. Activities Organised

List of Main Events January 2016 – June 2017		
S/N	ACTIVITIES	PERIOD
1	Retirement Party	05/02/16
2	National Day Celebration	11/03/16
3	Retirement Party	12/10/16
4	Kermesse 2016 at Gymkhana Vacoas	06/11/16
5	Kermesse Lunch	11/11/16
6	Family Day – Climbing of Morne Brabant	27/11/16
7	Application for the Registration of Civil Aviation Staff Welfare Association with Registry of Associations	28/11/16
8	Children Party 2016	23/12/16
9	End of Year Party at Maritim Crystals Beach Hotel	27/12/16
10	Registration of Civil Aviation Staff Welfare Association with Registry of Associations	31/01/17
11	Family Day – Picking of Guavas at Bigara	22/04/17
12	National Day Celebration	10/03/17
13	Participation of our football team in Air Mauritius Football Tournament	20/05/17