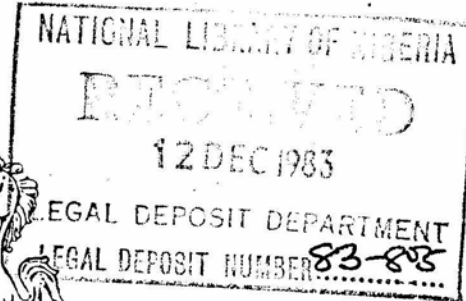


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FEDERAL REPUBLIC OF NIGERIA

**Federal Government Views on the
Report of the Fact-Finding Panel
into the Activities of
Civil Aviation Department of
the Federal Ministry of Aviation**

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**GOVERNMENT VIEWS ON THE REPORT OF THE FACT-FINDING
PANEL INTO THE ACTIVITIES OF CIVIL AVIATION DEPARTMENT
OF THE FEDERAL MINISTRY OF AVIATION**

INTRODUCTION

Following some allegations that the Nigerian airspace and airports were gradually being engulfed in a kind of crises to the extent that the Nigerian airspace had been blacklisted, presumably by international safety authorities as being unsafe, the President ordered a full-scale inquiry into the Civil Aviation Department of the Ministry of Aviation. The goal was to strengthen the capability of this vital and sensitive area of the Ministry of Aviation to cope with rapidly increasing demands of the aviation industry. To that end, a panel comprising the then Chief of Air Staff (Chairman) and representatives from the Ministries of Works, Communications, Aviation, the Office of the Head of the Civil Service of the Federation, the Nigerian Air Force, the Nigeria Airways and the Nigerian Airports Authority was set up in January 1980 with the following terms of reference :—

- (i) examine as a matter of utmost urgency, the operation of the Civil Aviation Department in all its ramifications ;
- (ii) make suitable recommendations for the rectification of any anomalies, deficiencies, and or grievancies that might continue to impede the smooth running of this sensitive area of air operation such that the Nigerian airspace will conform strictly with international safety standards ;
- (iii) look into the sources of constant discontent and low morale of Air Traffic Control Units and suggest remedies ;
- (iv) make recommendations aimed at facilitating the recruitment, training and retaining of enough Nigerian Air Traffic Controllers for the nation's needs in the foreseeable future ; and
- (v) make any further relevant recommendations.

Although the panel was expected to submit its report on or before 31st March, 1980, it became necessary to extend the time for submitting the report by three weeks. The panel therefore submitted its report on the 25th April, 1980.

2. The Federal Government, hereinafter referred to as Government, has given careful consideration to the report and the recommendations of the panel. The decisions of Government on the report are set out in this policy paper.

General Comments

3. Within the short time available for the work, the panel was able to establish that :
 - (i) the Nigerian airspace is not "blacklisted" or "unsafe" as was alleged ;
 - (ii) the Nigerian airports are well equipped compared with other airports in Africa ;
 - (iii) the safety of aviation operations is being steadily enhanced by the continuing improvement of communications and navigational facilities ;
 - (iv) the Civil Aviation Department is handicapped by an acute shortage of skilled manpower arising from the inadequacy of training facilities and the rapid wastage of trained personnel due to poor remuneration compared with the private sector ; and
 - (v) the Civil Aviation Department should be re-structured to achieve further decentralisation as well as high enough salary ceilings to attract and retain good officers.

Each of the airports was to be equipped also with the most modern navigational facilities, air traffic control facilities and landing aids. Lagos and Kano, the two major international airports were to be further provided with Radar and radio communication facilities. The overall objective was to ensure that flying in Nigeria was to be as safe and comfortable as it is anywhere in the world.

Comments

6a. Government notes the above historical account of Aviation in Nigeria.

CHAPTER 2 DEPARTMENT OF CIVIL AVIATION

7. The Panel recommends at page 4 paragraph 14 (a) (iii) of the report that the Aviation Branch of the Meteorological Department should be brought under the direct control of the Department of Civil Aviation for normal routine activities relating to aviation safety.

Comments

8. Government does not accept this recommendation because the practice all over the world is to have an exclusive Meteorological Department which is responsible for providing weather services for aviation, agriculture, hydrology and various other sectors of the economy since these services use essentially the same infrastructure and basic weather data as is also used for aviation. It would therefore amount to duplication of efforts if the Aeronautical Meteorological Section is excised from the Meteorological Department. Moreover, there is the likelihood that the Civil Aviation Department being a large organisation would easily swamp the Aeronautical Meteorological Section that might be established in the Civil Aviation Department. This will therefore inhibit the progress of the Aeronautical Meteorological Section. It will also be recalled that before 1980, there was a move to remove the Agrometeorological and the Hydrometeorological Sections of that Department to Federal Ministry of Agriculture and the Department of Water Resources respectively. The conclusion reached by the defunct Military Government after a very detailed review of the situation was that rather than dismember the Department, it would be best to further strengthen it so as to enable it perform adequately, the general as well as the specific services to the various sections of the economy. This explains why "Aeronautical Meteorology" is omitted in the existing organisational structure which is justified.

Observations

Operations Section

9. At paragraph 202 sub paragraph (e) the Panel records that Operations Section keeps abreast of development of standards and laws in aviation especially with regards to ICAO standards and recommended practices to ensure their application in Nigeria.

Comments

10. This portion of the report should read : "Operations Section keeps abreast of developments of standards and laws in the aviation industry especially with regard to ICAO standards and recommended practices in Annexes 1, 9, 14, 16 and 17". This means that not all ICAO annexes are involved as presumed by the panel.

Planning of Radar installation

11. Ilorin Airport was planned as an alternate airport for Murtala Muhammed Airport, Lagos. It was designed to accommodate large airliners and about 1,000 passengers daily. The amount of ₦39 million earmarked for the airport was to cover the construction of all

facilities necessary for a modern airport. While the runway, control tower and navigational facilities have been provided, the installation of radar and communications system is yet to commence. Domestic operations with two scheduled flights daily began at the airport in 1978. The airport is at present provided with a temporary terminal building.

Comments

12. Government notes the present stage of development at Ilorin airport and directs the Ministry of Aviation to accelerate action on providing Ilorin Airport with the necessary radar and other facilities to enable it to play the role of an alternative airport to Lagos in case of bad weather, etc.

Inter-Sectional Movement and Promotion

13. The panel states at paragraph 2.15 sub-paragraph (f) : "Vertical movement of staff beyond the Chief Level (G.L. 14) to either Assistant Director or Director, Levels 15 and 16 seems to be in favour of those officers from the ATCO cadre. This should not be the case as these are mainly management positions and therefore officers from other cadres should have equal opportunity to fill them."

Comments

14. Government accepts this recommendation. Efforts will in future be made to send officers on G.L. 14 from various cadres in the Department for general management courses in order to train and equip them for higher management positions.

Proposed Reorganisation

15. The panel proposes at paragraphs 2.20-2.25 that a new organisational structure of the Department of Civil Aviation with the Director-General on G.L. 17 under whom there would be 9 Directors on G.L. 16 and 20 Assistant Directors, G.L. 15. The objective of such proposal is to make the Department more effective.

Comments

16. The enthusiasm of the panel is fully appreciated. Government however decides to retain the organisational structure at page 31 of the panel's report. This is because the current structure was based on the advice of international aviation expert. The proposed structure recommended by the panel is not accepted for the following reasons:

(a) It goes against the concept of a unified grading and salary structure as it seeks to revive a dual hierarchy in the Federal Ministry of Aviation.

(b) The Civil Aviation Department would find it difficult, if not impossible, to provide the necessary staff to make the proposed structure operational and effective. In this connection, it may be observed that in 20 years since independence ; Nigeria has produced only Two Assistant Directors of Civil Aviation, G.L. 15, and it has *NOT* been able to produce a Nigerian Director of Civil Aviation of G.L. 16.

The post of Director has, therefore, remained vacant. So, the proposed structure is, if approved, likely to remain on paper for a long time as the Civil Aviation Department may not be able to fill an appreciable number of the posts.

(c) It is also seems inadvisable that the Department of Civil Aviation should rely entirely on foreign countries as recruitment aids to fill the posts provided for in the structure proposed for two main reasons :

(i) the Civil Aviation industry in any country is a highly sensitive one and so there is definite limit to which the Civil Aviation Department can recruit foreigners to fill sensitive posts ;

(ii) the supply of expatriates in the field of Civil Aviation is limited all over the world and each country tries to retain its own nationals to man its aviation industry. Consequently the Civil Aviation Department may not readily be able to recruit foreign aviation experts in the world of labour market to man the proposed posts.

National Council for Civil Aviation

17. The panel at paragraph 2.21 considers an immediate need for setting up National Council for Aviation to be assigned functions to initiate, monitor and advise the Government on National Aviation policies. The Council shall be directly responsible to the President. The membership of the Council shall be limited to, Minister of Civil Aviation, Minister for Defence, Chief of Air Staff, Director-General of Civil Aviation, Head of the Nigeria Airways, Head of the Nigerian Airports Authority and President's nominee.

Comments

18. Government accepts the idea of creating National Council for Civil Aviation with purely advisory functions and should report to the Minister of Aviation. To allow the Council as proposed to report directly to the President would compromise the responsibility of the Ministry of Aviation. Government agrees that the Principal of NCATC, Zaria, and the Director of Meteorological Department be members of the Council. As the post of Director-General of Civil Aviation is not approved, the member shall be the Director of Civil Aviation. The responsibility for appointing the Chairman of the Council remains with the Minister of Aviation. Thus nothing in this Conclusion prevents the Minister from appointing the Permanent Secretary of the Ministry of Aviation as the Chairman of the Council.

Aircraft Accident Investigation Board

19. The panel at paragraph 22.22 recommends the creation of an Aircraft Accident Investigation Board which should advise the National Council for Aviation.

Comments

20. Government accepts the recommendation.

NCATC Membership and Autonomy

21. The panel recommends at page 35 paragraph 2.23 that the Centre should continue to maintain a degree of autonomy with much closer association in areas of mutual interest with the Departments of Civil Aviation and Meteorology and the proposed National Council for Aviation and that the proposed Director-General of Civil Aviation should be a member of the Centre's Board of Governors and be represented at the Advisory Council of the Centre.

Comments

22. Government accepts the recommendations. As the post of Director-General is not approved the Director of Civil Aviation should be a member of the Centre's Board of Governors and Advisory Council.

ICAO Representation

23. The panel felt at page 35 paragraph 2.24 (c) that ICAO representation should directly be responsible to the Director of Civil Aviation and that overseas posting thereto should be for 3 years with the approval of the Hon. Minister.

Comments

24. Government accepts the recommendations but directs that its representative at ICAO Council should be at least of Assistant Director's Level and should be drawn from the professional disciplines in rotation.

Signals

25. The panel at page 37 paragraph 2.32 is sceptical about the recruitment and training of Signals personnel and the direction of their training at P & T, Oshodi and the NCATC, Zaria. It criticises the allegation that the names of those who were finally sent for training differed from the names of those selected at interviews.

Comments

26. The panel's findings do not cover all the aspects of recruitment and training, particularly the Signals Officers cadre which consists of graduates in Electronics Engineering and who are charged with systems planning/implementation and top level management. It is incorrect to state that the trainees finally sent to the NCATC, Zaria differ as a rule from those jointly interviewed by the Ministry and NCATC's officials. Such a change is made only when some selected interviewees fail to report for training in which case, the next best candidates are substituted. In any case, the entry qualifications required for Zaria courses are the same as those recruited as Assistant Technical Officers in Training. Since prima facie merits are the only criteria for selection, the Ministry should be quite capable of identifying suitable materials for the Zaria course.

Meteorological Department's Training Centres at Oshodi and Kano

27. The panel at page 38 paragraph 2.33 admits that the Meteorological Training Centres at Kano and Oshodi are adequate since they are patronised by other African countries. It is sceptical about the training of technicians at P & T, Oshodi ; lack of refresher courses ; and alleged nepotism in the selection for training course.

Comments

28. It is not correct to say that the Department does not organise refresher courses. It organises refresher courses yearly for State Meteorological Inspectors. Also, advanced and refresher courses are arranged for Technical Officers from time to time. Selection of Officers for all courses undertaken in Nigeria and abroad are always based on seniority and merit. Regarding the training of electronic technicians, it is not correct to say that the Department entirely depends on the P & T at Oshodi. The Department recruits a large number of staff into this cadre from outside in response to advertisement in either the newspaper or in the Government gazette. After their initial training, they are sent overseas for further training. The training of Officers both in the Instruments and Electronics Sections is always continuous in view of the increasing sophistication of equipment.

Aeronautical Information Services (AIS)

29. The panel at page 38 paragraph 2.34 is of the view that the Aeronautical Information Service Cadre seems to have been forgotten entirely as far as training is concerned. After the completion of the basic AIS course in the Aviation School in Lagos, Officers in this cadre do not attend any other course. A little fraction of them however were once given the opportunity to go abroad.

Comments

30. The report on this paragraph does not accurately reflect the situation. The AIS officers are trained initially at the Ikeja Training School, while advanced training Courses are conducted abroad. A good number of the senior staff now serving in the AIS have undergone training abroad and not a 'little fraction' as recorded in the report.

Salary : ATCO's Remuneration Versus Others'

31. The panel at page 43 paragraph 2.61 holds the view that salary structure was among other factors which do not allow for employment and retention of qualified and experienced personnel including experts. It contends that resistance to consider salary scales outside the existing Civil Service structure will perpetuate staff drain and industrial convulsion in the Ministry. It therefore recommends special salary structure for the ATCO's.

Comments

32. Government rejects the panel's recommendation that a higher remuneration for ATCO's be reflected in the restructuring of the Department. This is because, there is already too much disharmony arising from discriminatory and preferential treatment for ATCO's. Again Government cannot afford to import wholesale the discrepancies in foreign administrations. A fair comparison between ATCO's and any other professional group must give due weight to the background entry qualification, duration/intensity of training and market value. The case of the Nigeria Airways' Pilots is an "eye-opener".

Its Constraints : Power Supply

33. The panel at page 51 paragraph 2.65 (b) (ii) alleges that lack of prompt notification of power requirements by the Federal Ministry of Aviation has led to the delays in providing the power.

Comments

34. The non-provision of redundant power supplies by the NAA was not due to the "lack of prompt notification of power requirements by Federal Ministry of Aviation" as alleged in the report. On the contrary, the NAA was fully aware of the power consumption of all Signal's equipment and this information was applied by them in designing the ring-main circuit at each airport. There are in fact ring-main circuits with transformers and ring-main units to serve each Navid component in the airport which can be energised because NEPA supplies were not available and NAA did not act quickly enough to substitute generators in place of NEPA.

Federal Ministry of Aviation Stores Personnel

35. The panel at page 52 paragraph 2.85 (b) (iv) observes that the present arrangement whereby the Ministry's sophisticated equipment awaiting installation are stored by supply men, who are Pool Officers and not permanent staff of the Ministry, contributes to mismanagement and mishandling of expensive, delicate equipment.

Comments :

36. Government *accepts* the panel's observation that there is a "mismanagement" arising from the stores personnel not being permanent staff of the Ministry ; considers further the serious consequence of haphazard handling of spare parts' procurement and distribution as an apparent obstacle to efficient maintenance. Government therefore directs that the existing 'Stores' Organisation should be integrated into Civil Aviation Department to ensure continuity of service and better control.

Air Traffic Services Speech : Controller to Controller

37. The panel observes at page 57 paragraph 2.71 that no Controller to Controller speech circuits have been implemented. It frowns at ATC's not having direct access to voice radio (H.F.) circuits between Lagos and Kano.

Comments
38. Government agrees that the desired objective to provide positive air traffic control service in all phases of flight is yet to be achieved. It considers that effective HF communication in itself will be inadequate to meet the operational requirement of the ATC for Controller-to-Controller communication because it is unreliable, noisy and time consuming. Government therefore directs the use of VHF line for effective communication.

Aeronautical Fixed Telecommunication Network (AFTN) and Aeronautical Mobile Service (AMS)

39. The panel at page 57 paragraphs 2.72 and 2.73 recommends the development of Lagos sub FIR into full FIR whereby Nigeria airspace will have two controlling centres, namely Lagos and Kano for the purposes of effective communication system thereby enhancing air safety. It also recommends the establishment of extended VHF system at ATS units which will permit the establishment of VHF ground/air communication at a greater range in the direction of the extended range.

Comments

40. Government accepts the recommendations and directs that absolute coverage should be a necessity for airways system in addition to the rapid and direct Controller/Controller communication.

Miscellaneous Equipment Project : Telephone and Cable System

41. The panel at page 58 paragraphs 2.78 and 2.81 observes that Miscellaneous Equipment Projects—telephone and cable systems have been implemented at Murtala Muhammed Airport whilst work on the other airports is awaiting Policy on terminal buildings.

Comments

42. Government directs that the operation and maintenance of these services should be vested in one organisation, that is, the CAD (Signals). This is because the telephone service at the airports being a Telecommunications facility, is normally provided by the CAD (Signals). The P & T provide the exchange lines which are terminated at an interface point. The connections to the PABX or PBX and the distribution of extension are the responsibility of CAD. Coin boxes should be provided by the P & T in consultation with CAD. The cable network including both the P & T cables and the distribution within the airport carry not just telephone lines but also operational circuits (to Radio Transmitters/Receivers, TLS, etc).

43. The panel at page 63 paragraphs 2.867(h) and 2.8 (a) is of the view that responsibility for power supply and telephones within and outside the airport boundaries should be clearly defined. As at present, NAA and Civil Aviation Department appear not to have clearcut views of their roles in respect of these facilities.

Comments

44. Contrary to the views expressed by the panel that the roles of the Ministry vis-a-vis that of other organisations are not well defined, Government wishes to state that the responsibilities are clear and adequately defined. The distribution of electric power within the airport is the responsibility of the NAA. Outside the airport, the CAD provides its own power usually from generating plants. Telephone services on the other hand is an integral part of Telecommunication in the airport which is statutory responsibility of the CAD. Since it would be technically and financially imprudent to provide in the same airport two parallelled cable networks—one for purely telephonic service and the other for operational and control circuits, it is inevitable that the desire for commercial exploitation should give way to the requirements of operational safety.

NIGERIAN AIRPORTS AUTHORITY (NAA)

NAA's Decree, Facilities, Operations and Consultations

45. The panel at page 65 paragraphs 3.02 and 3.05 states the statutory functions of the Nigerian Airports Authority and goes to observe that Management structure and its operations are inadequate.

Comments

46. Government is satisfied that the Decree establishing the Authority was promulgated after exhaustive consultation with all agencies concerned ; that the Authority is reflective of all similar organisations all over the world ; and that, on operations, NAA's functions are well specified in the Decree. The Authority would be given more powers under the Decree to enable it carry fire arms and prosecute in court in line with what similar organisations do all over the world. In realisation of its co-ordination role at the airports, the Authority had set up Airports operators and Security Committees for the purpose of co-ordinating all the activities at all airports both at local and national levels. The membership of the Committees is all embracing involving the Armed Forces the NSO while sensitive security issues are always handled by the appropriate arm of government.

Use of NAA's Bus by CAD's Staff

47. The panel at page 70 paragraph 3.08 (a) recommends that the Ministry should make suitable arrangements with the NAA to enable the CAD staff make use of NAA's buses to and from places of work.

Comments

48. Government accepts this recommendation.

NAA to provide CAD's services with Electric Power requirements

49. The panel at page 70 paragraph 3.08 (b) recommends that NAA should provide CAD's services with electric power requirements.

Comments

50. Government accepts the recommendation. Government is also aware that the Authority's problem is a lack of sufficient funds and has directed that in order to implement the recommendation under the present erratic or no-power "NEPA Operations" NAA should examine and cost total CAD's power requirements from independent sources (generators), tabulate same for comprehensive submission to it for consideration.

NAA to maintain CAD's Vehicle

51. The panel at page 70 paragraph 3.08 (c) recommends that NAA should maintain CAD's vehicles at the airports.

Comments

52. Government accepts the recommendation and directs that the *modus operandi* should be worked out between the NAA and the CAD.

NAA's Branch Managers to attend Management Courses

53. The panel at page 70 paragraph 3.08 (d) recommends that NAA's Branch Managers should attend Management courses.

54. Government accepts the recommendation.

Screening of Security Staff

55. The panel at page 70 paragraph 3.08 (e) recommends that the NAA's method of screening its security employees should be reviewed because of the persistence of pilfering at the airports.

Comments

56. Government accepts the recommendation that NAA should establish an effective method of screening security staff to eliminate bad characters. It is, however, understood that NAA's Management on its own is planning to invite the police to screen all security staff and that the exercise would soon start. The NAA has been finding it extremely difficult to discharge its responsibilities in respect of the security at the Airports. This has been so because other law enforcement agencies that have been operating at the Airports insist on carrying out their activities at the Airports, disregarding the fact that the NAA has total responsibility for security at the Airports.

Acquisition of Land around Airport

57. The panel at page 70 paragraph 3.08 (f) recommends that NAA should acquire one kilometer of land around new airports which are being established far away from residential areas.

Comments

58. Government accepts the recommendation.

Design, Construction and Maintenance of Airport Facilities

59. The panel at page 70 paragraph 3.08 (g) recommends that NAA's personnel should be fully involved in the design, construction and early contractual maintenance of airport facilities.

Comments

60. Government accepts the recommendation.

CHAPTER 4

NIGERIAN CIVIL AVIATION TRAINING CENTRE, ZARIA

New Name for Nigerian Civil Aviation Training Centre

61. The panel at page 75 paragraph 4.07 (a) recommends that the Nigerian Civil Aviation Training Centre hereinafter referred to as NCA'IC should be called the Nigerian College of Civil Aviation.

Comments

62. Government does not accept this recommendation instead, it would consider that the Centre be renamed "Nigerian College of Aviation Technology".

Nomenclature for Staff

63. The panel at page 75 paragraph 4.07 (b) recommends that the titles of Principal and Vice-Principal should be changed to Project Manager and Assistant Project Manager respectively

64. Government does not accept this recommendation.

Abolition of Post

65. The panel at page 75 paragraph 4.07 (c) recommends that the post of Vice-Principal should be phased out or be retained as a duty post when it becomes vacant.

Comments

66. Government does not accept the recommendation. The Vice-Principal post was created to assist the Principal in the day to day administration of the Training Centre and also to co-ordinate the activities of the Heads of Schools in academic and training matters. However, Government directs that when the Heads of the various Schools/Departments are properly established, the incumbents could act, in rotation to co-ordinate the academic and training matters of the various Schools/Departments. The post of Vice-Principal should still remain as a purely administrative post.

Re-organisation of schools

67. The panel at page 75 paragraph 4.07 (d) recommends that the NCATC should be organised into four departments.

Comments

68. Government does not see the necessity to reorganise the four schools into departments.

Salary Structure, Grading and Fringe Benefits

69. The panel at page 77 paragraph 4.12 (a)-(d) recommends higher Status, salary structure, grading and fringe benefits for the NCATC as is obtainable at the Yaba College of Technology.

Comments

70. Government accepts the recommendations but directs that the uniqueness of the aviation training activities should be taken into consideration, especially with regard to fringe benefits such as flight instructor bonus, engineers licence allowance, shift allowance, etc.

Staffing

71. The panel at page 78 paragraph 4.16 recommends that in order to provide the NCATC with adequate instructional staff several concerted steps (i.e. package approach) should be taken. These include the recruitment and training of former students of the Centre ; the recruitment of retired pilots of the Nigeria Airways, and the secondment, on consistent basis, of employees of the Nigeria Airways, and of the CAD for, instructional duties at the Centre.

Comments

72. Government accepts this recommendation.

Licensing Examination Board

73. The panel at pages 78 and 79 paragraphs 4.18 and 4.19 recommends that a Pilot Licensing Examinations' Board be established.

Comments

74. Government accepts the recommendation.

NCATC Diploma

75. The panel at page 80 paragraph 4.26 recommends that the NCATC's Aircraft Engineering Diploma should be given full exemption from the written part of the Aircraft Maintenance Engineers Licence Examination.

Comments

76. Government does not accept the recommendation because the Centre is short staffed and necessary equipment/materials are in short supply. The question of examination delay mentioned in the report is being overcome because of increase in flight safety manpower.

General

77. The panel at page 82 paragraph 4.28 recommends a number of fringe benefits.

Comments

78. Government accepts the recommendations regarding fringe benefits like insurance, housing, staff school/club, vehicle loan/allowances and staff uniform ; provided that such new fringe benefits do not alter in structure and in principle the existing ones.

CHAPTER 5

NIGERIA AIRWAYS LIMITED (NAL)

Route Structure

79. The panel at page 85 paragraph 5.02 (h) list a number of countries into which the Nigeria Airways (NAL) operates.

Comments

80. As a correction, NAL does not operate into Luanda and Karachi any more. These routes had been suspended over a year ago. NAL does not operate schedule services into Brazzaville. Furthermore, it operates into 29 destinations and not 200 as recorded.

Recommendations

81. The panel at pages 88-89, paragraph 5.04 makes a number of recommendations regarding Management position, Government assistance, training improvement, quality control, baggage handling and passengers drill.

Comments

82. Government accepts the recommendations and was satisfied that local terminals are in the process of developing and will continue to improve.

Aircraft Maintenance

83. The panel at page 88, paragraph 5.04 (m) recommends that the NAL should establish unit to regularly fumigate its aircraft.

Comments

84. Fumigation of aircraft is carried out by the Federal Ministry of Health at the airports, hence it will not be necessary for NAL to duplicate that function.

CHAPTER 6

INTERNATIONAL GENERAL AVIATION

Aircraft Inspection

85. The panel at page 91, paragraph 6.08 (d) observes that the Airworthiness Section is not involved in the scrutiny of papers of aircraft for which permit for import licence is granted.

Comments

86. Government directs that Air Registration Branch of the Federal Ministry of Aviation should be involved in the processing of papers relating to importation of aircraft and that its officer should be a member of the Air Licensing Board.

Mr J. O. Duggan

87. The panel at page 91, paragraph 6.09 (c) recommends that Mr J. O. Duggan should be directed to stop his aviation consultancy forthwith.

Comments

88. Government does not accept that Mr J. O. Duggan's Aviation Consultancy Service should be stopped. There are many ex-civil servants currently engaged in consultancy services as a means of livelihood.

CHAPTER 7

NIGERIAN AIR FORCE

Integration of Military and Civil Radar Systems

89. The panel at page 94, paragraph 7.11 (a) recommends dialogues with a view to intergrating military and civil Radar systems.

Comments

90. Government accepts this recommendation and observes that the entire Radar Programme had been discussed with the Military authorities with a view to forestalling wasteful duplication and ensuring optimum exploitation of air space control.

CHAPTER 8

AIRSPACE MANAGEMENT

Airspace Management

91. The panel at page 100, paragraph 8.02 (a) recommends that a central body be established for airspace planning and co-ordination.

Comments

92. Government accepts the recommendation.

Dimension of FIR

93. The panel at page 100, paragraph 8.02 (b)-(d) recommends the modification of Nigerian airspace to include airspace above the territorial waters.

Comments

Government accepts the recommendation.

CHAPTER 9

AVIATION REGULATORY LAWS AND INSTRUCTION

ICAO Standards and Recommended Practices

95. The panel at page 111 paragraph 9.28 analyses the involvement of Nigeria in the observance of ICAO Standards and Recommended Practices and went further to make a number of recommendations with a view to ensuring that the standards attained are kept and improved upon.

Comments

96. Government accepts the recommendations, and directs that efforts should be made through the Nigerian Representative in ICAO to register Nigeria's adherence to the standards and practices.

Annex 4 to ICAO Standards : Aeronautical Chart

97. The panel at page 111 paragraph 9.28 (d) recommends that the Department of Survey be relieved of the burden of preparing aeronautical charts and that the NAF be tasked with this responsibility.

Comments

98. The recommendation is accepted to Government provided the NAF has all the technicalities for producing such charts.

CHAPTER 10

SEARCH RESCUE UNIT AND ACCIDENT INVESTIGATION

Search and Rescue Unit

99. The panel at page 115 paragraph 10.05 recommends that a Search and Rescue Unit be set up.

Comments

100. Government accepts the recommendation and notes that but for financial constraints the CAD would have set up the unit earlier.

Airmiss Investigation Team

101. The panel at page 115 paragraph 10.7 recommends the composition and operation of Airmiss Investigation Team to include ATCO of Nigerian Air Force.

Comments

102. Government accepts the recommendation and directs that a representative from the Telecommunications Division of the Ministry of Aviation should also be a member.

CHAPTER 11

STAFF MATTERS

Overtime

103. The panel at page 129 paragraph 11.37 (b) recommends that the provision in the Rules and Regulations which provides that claims for overtime allowance over and above 45 hours should be authorised only by the Headquarters should be waived.

Comments

104. Government does not accept the recommendation. It therefore directs that the claims in excess of 45 hours should continue to be referred to Headquarters in order to ensure that the privilege is not abused.

CHAPTER 12

Specific Personal Complaints

105. The panel at page 131 paragraph 12.05 (d) recommends that Messrs Ogbolu, Offurum, Adebeye and Ogunmola should be re-absorbed.

Comments

106. Government does not accept the recommendation because it will be inconsistent with the new order that it is trying to create in the Department, if employees who have been rightly disciplined in accordance with established practice have to be re-absorbed as recommended by the panel. Since their termination, there have been some developments which can seriously affect them if they are reinstated. There are :

(i) Staff promotions and movements have taken place and their positions have been filled in the process.

(ii) Unavoidable legal problems arising from the re-absorption because such action will affirm their claim of illegal termination.

(iii) Loss of morale in the existing staff and promotion of indiscipline, both in the rank and file of existing staff and the re-absorbed staff.

Mr Isaiah

107. The Panel at page 138 paragraph 12.29 recommends that Mr Isaiah's licence should be restored to him.

Comments

108. Government notes that no licence was withdrawn from Mr Isaiah and therefore there is no licence to be restored to him. The Ministry of Aviation has just embarked on the programme of issuing licences instead of certificates. The retention of such certificates by an officer depends strictly on his efficiency and where it is withdrawn, it does not affect an officer's basic salary. Mr Isaiah has no use for his certificate now that he is in the Operations Division where he does no air traffic control. Returning the certificate to him will only cause confusion.

Mr F. M. Macaulay

109. The Panel at page 139 paragraph 12.35 (a) recommends the promotion of Mr Macaulay and correction of anomalies in his personal emoluments.

Comments

110. Government notes that action has already been initiated to promote Mr Macaulay.

Mr J. C. Ijomanta

111. The Panel at page 140 paragraph 12.42 recommends that the termination of the appointment of Mr Ijomanta should be reviewed on compassionate grounds.

Comments

112. Government notes that the case of Mr J. C. Ijomanta has since been reviewed by the Federal Civil Service Commission which has given the officer the option of retiring voluntarily.

Mr G. N. O. Emeh

113. The Panel at page 142 paragraph 12.51 recommends the promotion of Mr Emeh to the grade of Meteorological Superintendent, Salary Grade Level 07.

Comments

114. Government notes that action has already been initiated to promote Mr G. N. O. Emeh to the post of Meteorological Superintendent, G.L. 07 as recommended.

Captain T. Williams

Observation

115. The Panel at page 145 paragraph 12.67 recommends that the licence of Captain T. Williams should be given back to him without delay and that NAL should reinstate him immediately.

Comments

116. Government noted the decision of the defunct Military Administration on the matter and is of the opinion that there would be no objection to Captain T. Williams licence being restored to him provided that he fulfils all the conditions for granting the licence. Government does not accept his reinstatement by NAL.

CHAPTER 13

GENERAL MATTERS

Cover-up Activities

117. The Panel at pages 145-146 paragraphs 13.06-07 was of the view that some signal message sent towards its reception were ill motivated and recommends that the originator of the signals be disciplined.

Comments

118. Government does not agree that any of its agencies was trying to cover up any activity during the Panel's investigation. The messages sent to out-stations which were referred to by the Panel announcing their arrival and enjoining the out-stations to ensure that the facilities were functioning well were not meant to cover up any activity.

They were sent in good faith to assist rather than to impede the panel.

ACKNOWLEDGEMENT

119. Government is of the view that the Chairman and members of the Panel had worked very hard to produce their Report on which Government decisions in this Policy Paper are based. The Government therefore wishes to place on record its deep appreciation of the work done by the panel.

EXECUTIVE OFFICE OF THE PRESIDENT,
TAFAWA BALEWA SQUARE.
AUGUST 1981.