

THE CONTROLLER

OCTOBER 2023

JOURNAL OF AIR TRAFFIC CONTROL



SHAPING IFATCA FOR THE FUTURE

ALSO IN THIS ISSUE:

- EASA'S MAP TO SAFER SKIES
- ICAO'S MAKEOVER
- NAVIGATING MENTAL HEALTH
- INSPIRATIONAL STORIES



IFATCA

2023 REGIONAL MEETINGS



October 25-27
Nassau, The Bahamas
ifatcaamericas.com



October 16-18
Riga, Latvia
www.erm2023.com



November 20-22
Algiers, Algeria
www.afm2023.org



October 17-19
Bali, Indonesia
aprm2023.iatca.or.id

THE CONTROLLER











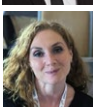

OCTOBER 2023
VOLUME 62 ISSUE 1 — ISSN 0010-8073



The cover photo was generated in Adobe Firefly, an AI generator

IN THIS ISSUE

EXECUTIVE BOARD OF IFATCA

-  **Duncan Auld**
President and Chief Executive Officer
-  **Helena Sjöström**
Deputy President
-  **Tom McRobert**
Executive Vice-President Finance (acting)
-  **Peter Van Rooyen**
Executive Vice-President Professional
-  **Benjamin van der Sanden**
Executive Vice-President Technical
-  **Fateh Bekhti**
Executive Vice-President Africa and Middle East
-  **Patricia Gilbert**
Executive Vice-President Americas
-  **Cheryl Yen-Chun Chen**
Executive Vice-President Asia and Pacific
-  **Frédéric Deleau**
Executive Vice-President Europe
-  **Jean-François Lepage**
ICAO ANC Representative*
-  **Nicola Ni Riada**
Communications Coordinator*
-  **Tatiana Iavorokaia**
Office Manager*

* ex-officio members

Foreword	4
Editorial	5
Federation News	6
IFATCA's Vision and Mission Statements	6
Looking back on IFATCA 62	7
IFATCA 2030+ Update	12
Singapore 2024 Annual Conference	14
Hosting an Annual Conference	15
Constitution and Administrative Committee	16
Finance Committee	17
Americas Region Update	18
Asia/Pacific - CISM Webinars	20
European Region Update	21
Technical & Professional	22
TOC & PLC Update	22
Remote Towers	24
Training & Proficiency	26
Speak English Programme	26
IFATCA Training Task Force	28
Safety	30
EASA's Map to Safer Skies	30
Environment	32
ATCOs: Champions Of Environmental Actions	32
Equity, Diversity & Inclusion	34
Task Force Update	34
Breaking Down Barriers	35
International Cooperation	36
ICAO's Makeover	36
IFALPA @ IFATCA	38
Industry News	40
IFATCA Industry Partners Tech Talks	40
AERO'23 Friederichshafen	42
IFISA Seminar	44
Health & Wellbeing	45
Navigating Mental Health	45
Feature	46
Inspirational Stories	46
Charlie's Column	49

DISCLAIMER: The views expressed in this magazine are those of the International Federation of Air Traffic Controllers' Associations (IFATCA) only when so indicated. Other views will be those of individual members or contributors concerned and will not necessarily be those of IFATCA, except where indicated. Whilst every effort is made to ensure that the information contained in this publication is correct, IFATCA makes no warranty, express or implied, as to the nature or accuracy of the information. Further distribution of this publication is permitted and even encouraged, as long as it is not altered in any way or manner. No part or extracts of this publication may be reproduced, stored or used in any form or by any means, without the specific prior permission of the IFATCA Executive Board or Editor, except where indicated (e.g. a creative commons licence).

VISIT THE IFATCA WEB SITE:
WWW.IFATCA.ORG

The editorial team endeavours to include all owner information, or at least source information for the images used in this issue. If you believe that an image was used without permission, please contact the editor via editor@ifatca.org

THE CHALLENGES AHEAD

► BY DUNCAN AULD, IFATCA PRESIDENT & CEO



In the wake of a global pandemic that tested our society's foundations, we take to the skies with renewed spirit and determination, ensuring the safe passage of aircraft and maintaining the vital web of connectivity that unites us all. Air traffic controllers continue to stand at the forefront of our industry, confronting both longstanding challenges and new uncertainties.

This edition of The Controller magazine marks a significant moment—the return of our in-person Annual Conference after four years. For those who attended, it served as a powerful reminder that nothing can replace the value of face-to-face interactions. It highlighted the essence of our community, a dimension that technology, for all its advancements, cannot replicate.

The global pause compelled us to reflect on the essence of our relationships and our fundamental need for personal interactions. As flights resumed and terminals bustled once more, we rediscovered the enduring solidarity among the air traffic control community. This reminds us that, no matter the challenges we face, the heart of our industry is the people within it.

As the aviation industry rebounded with unexpected speed, the pressure on frontline staff, including controllers, intensified. Their dedication stands

as a testament to their passion and unwavering commitment to safety. We cannot ignore the tangible challenges, such as the pressing issue of staff shortages. Controllers are retiring faster than they can be trained, leaving a growing workforce gap. Addressing this shortage is paramount, and while technology can offer some assistance, it is no substitute for the human touch and ingenuity.

Another shadow cast over our industry is climate change, demanding that we take meaningful steps toward sustainability. As stewards of the skies, air traffic controllers are uniquely positioned to advocate for and implement environmentally friendly practices. From optimizing flight paths to incorporating green technologies, we're tasked with reconciling our love for flying with the imperative to protect our planet.

The next century of air traffic control begins now, and path ahead for air traffic controllers is both challenging

and promising. As we collectively rebuild, renew, and reimagine, this magazine aims to shed light on their stories, challenges, and triumphs. It's a tribute to their resilience and an invitation to all readers to understand and appreciate the intricate dance that keeps our skies safe. In this edition, we'll also be focusing on the mental health and general welfare of air traffic control professionals as we move forward.

The next opportunity for in-person connection awaits at our four regional meetings. If you have the chance, and if you're not already planning to attend, I strongly encourage you to join us and experience the essence of our Federation by meeting colleagues who share similar challenges and innovative solutions.

In the meantime, welcome to this edition, and let's embark on this journey together.

duncan.auld@ifatca.org

FROM THE EDITORIAL TEAM

➤ **BY NICOLA NI RIADA, IFATCA COMMUNICATIONS COORDINATOR**



Welcome to the 2023 Controller Magazine edition. As you are probably aware we have started issuing a circular each month that links articles to the online platform of the Controller Magazine. This allows a more immediate interaction with topical articles for our members. We will still continue to do an annual Magazine like this one though!

The Comms team has been keeping our social media presence high. Posts are themed around IFATCA and how it works, like the EB series and the IFATCA at ICAO series. We have also been highlighting the excellent work our standing committees and task forces do. This is part of the visibility, value and community ethos of the IFATCA comms team! We have been working hard with the 2030+ TF to find ways to improve internal communication and our external visibility. We still have work to do but we hope you are seeing a difference!

A big thank you to the comms team of Umi, Renz, Mirad, Maureen, Ramon, Elkadur, Olivia, Kristian and Olga. And

to the wonderful Philip Marien for editing, formatting and supportive mentoring.

2022 was all about the ATC100 celebrations, 2023 is a welcome to the next century of ATC! When we think how much our industry has changed in the last 100 years it is so exciting to be at the start of the next era. So far, in 2023, Jamaica hosted our first world conference in four years- over 300 delegates with 60 MAs attending and 23 proxies given (Big Up Jamaica). We were reminded of what an amazing community we have. Looking forward to continuing this at the Regional Meetings and at the Annual Conference 2024.

The best part was seeing everyone getting back to the work of the federation, especially the rejuvenation of the standing committees and task forces. Remember you are the agents of change!

Thank you to the contributors and to you the readers! If you want to get involved or have ideas for social media, virtual articles or the comms team contact

nicola.niriada@ifatca.org

IFATCA

Dont forget to follow the **IFATCA Facebook** and **Instagram** accounts.

Brought to you by the amazing IFATCA Comms Team.

Facebook  Instagram 

IFATCA'S VISION & MISSION

STATEMENTS DEFINE PURPOSE AND OFFER AN INSIGHT INTO THE ASPIRATIONS OF THE FEDERATION

➤ **BY HELENA SJÖSTRÖM, DEPUTY PRESIDENT ON BEHALF OF THE EXECUTIVE BOARD AND JULES OGILVIE (SWITZERLAND) CHAIR OF THE 2030+ TASK FORCE**



On August 21st, 2023, the International Federation of Air Traffic Controllers' Associations (IFATCA) unveiled its long-awaited Vision and Mission statements, making them accessible to the public through their website and various social media platforms. While these statements may seem like just words on a page, they play a crucial role in guiding IFATCA's direction.

These statements are more than mere declarations; they are the compass that steers the organization toward its goals. The process of crafting them was a collaborative effort involving the 2030 Task Force (TF) and the Executive Board (EB), based on valuable feedback gathered from Member Associations. In essence, these statements are member-led and reflect the collective aspirations of the IFATCA Member Associations.

Mission Statement: Defining IFATCA's Purpose

IFATCA's mission statement encapsulates the "what" and "how" of the organization. It serves as a roadmap for strategic planning, providing a clear outline of the organization's purpose and the means by which it aims to achieve its goals. In practical terms, the mission statement serves as a guiding light for IFATCA's activities, shaping the decisions made by its leadership and members alike.

The mission statement is a declaration of IFATCA's commitment to ensuring

safety, efficiency, and harmony in air traffic control. It signifies the organization's dedication to upholding the highest standards in the profession while fostering collaboration among its global network of air traffic controllers.

Vision Statement

IFATCA's vision statement, on the other hand, offers a glimpse into the future that the organization envisions. It outlines the desired long-term outcome, acting as a source of inspiration for members and stakeholders. The vision statement is a beacon that encourages continuous improvement and innovation within IFATCA.

In the context of IFATCA, the vision statement paints a picture of a world where air traffic controllers play a pivotal role in ensuring safe and efficient air travel for all. It embodies the organization's dream of a future where the profession is universally respected, and its members are equipped with the latest technology and training.

The Significance of Mission and Vision Statements

IFATCA's mission and vision statements are not mere statements of intent but serve as strategic tools. They provide a foundation for decision-making, offering clarity and purpose to its leadership and members. Additionally, they enable IFATCA to set measurable goals and objectives, facilitating the assessment of progress towards its mission and vision.

IFATCA's newly unveiled mission and vision statements are more than just words. They are the heart and soul of the organization, reflecting its commitment to the safety and efficiency of air traffic control. With these statements as their guiding principles, IFATCA and its dedicated members are well-positioned to navigate the challenges of the future and continue their invaluable contributions to aviation worldwide. ✈

dp@ifatca.org

IFATCA'S MISSION

TO ENHANCE AIR TRAFFIC SAFETY, TO PROMOTE THE AIR TRAFFIC CONTROL PROFESSION, AND TO SHAPE THE FUTURE OF AIR TRAFFIC MANAGEMENT.

IFATCA'S VISION

IFATCA IS THE GLOBAL VOICE OF AIR TRAFFIC CONTROLLERS. IT FURTHERS AIR TRAFFIC SAFETY, INFLUENCES THE SUSTAINABLE EVOLUTION OF AVIATION, AND EMBRACES ALL MEMBERS OF ITS COMMUNITY. THE APOLITICAL FEDERATION PROVIDES GUIDANCE, REPRESENTATION, TRAINING, AND OTHER SERVICES TO ADVANCE THE STATUS AND PROFESSIONALISM OF AIR TRAFFIC CONTROL. IT COLLABORATES WITH OTHER INTERNATIONAL ORGANIZATIONS TO ACHIEVE MUTUAL GOALS.





Looking back on:

IFATCA 62
2023 ANNUAL CONFERENCE
Out of Many, One Sky



LOOKING BACK ON IFATCA62

FIRST FACE-TO-FACE IFATCA ANNUAL CONFERENCE SINCE 2019 WAS HELD IN JAMAICA

► BY SEAN BLAIR, ORGANISING COMMITTEE CHAIR, JAMAICA ATCA

After several years of virtual meetings as a result of the COVID-19 pandemic the International Federation of Air Traffic Controllers' Association (IFATCA) was able to host its first face-to-face annual conference in the beautiful city of Montego Bay, Jamaica during the period May 8-12, 2023. The event was hosted ably by the Jamaica Air Traffic Controllers' Association (JATCA) with their 17 member OC team, 6 AV Tech support personnel, 3 photographers, Decor and Hospitality team who were all supported by the staff at the Hilton Rose Hall Resort and Spa. More than 250 delegates from some 60 Member Associations (MAs) as well as observers from ICAO, ITF and IFISA attended the conference. Apart from those physically present, 23 MAs were 'in attendance' via proxies.

Before the formal start of the conference, a series of briefings were held to update the Member Associations on IFATCA Basics, Communications, IFATCA 2030+ and Training & Licensing. Thereafter the four IFATCA regions held their respective regional meetings in order to discuss topics specific and sensitive to their regions.

The opening plenary included welcoming speeches from Mr Douglas Lindo, Deputy Board Chairman of the Jamaican Civil Aviation Authority, Mr Nari Williams-Singh, Director General of the Jamaican CAA, Mr Kurt Solomon, President of the host association JATCA and Mr Sean Blair, Chairman of the Conference Organising Committee. IFATCA President and CEO, Mr Duncan Auld, and the Federation's Deputy President, Ms Helena Sjöström, formally opened the meeting.

The IFATCA family welcomed four new Member Associations this year, representing controllers from Grenada, Malawi, Peru and Slovakia, and accepted a new association from Seychelles as a member.

Committee A, chaired by Jules Ogilvie (Switzerland) and co-chaired by Ramon Armora (Dom. Republic) heard updates on the Federation's activities and finances and discussed proposed changes to the Federation's administrative policies and bye-laws. Two changes to the constitution were proposed to the final plenary. There were 75 working papers in Committee A!

The Constitution and Administrative Committee (CAC), led by Rob Mason

(Australia), produced 14 Working papers. These ranged from support materials for chairing a committee to modifying the election of Regional Executive Vice-Presidents at Regional Meetings. This paper brings more autonomy, direction and strength to our regions, part of the aim of making IFATCA more regionally focussed whilst retaining global leadership. The three positions in CAC were filled by Uganda, Ghana and Canada, with Trinidad and Tobago participating as a corresponding member.

EVP Finance reported to Directors on the state of the Federation's finances, which provided a positive overview of cash in the bank, financial activity over the year, and plans. The budget for the upcoming year was subject to constructive discussion. In line with both the direction of the Federation and the wishes of the Directors, both the 2030+ TF and the EDI TF will be financially supported to assist in their ongoing important work. Similarly, TOC and PLC, plus ICAO will get the backing they need to enhance both policymaking and influence. To protect against increasing costs and the highlighted areas already mentioned, an increase in membership subscription fees of 2.5% would be made to the next invoicing period; those invoices being sent in June.

For the coming year, the Financial Committee (FIC) will again be led by Daniel Nartey from Ghana. He is joined by Matthew Narine of Trinidad & Tobago and newcomers to FIC, Andrew LeBovidge from the USA and Joel Holguin Hernandez from the Dominican Republic. Further depth and support will be provided

by corresponding members, Tom McRobert from Australia and Maria Trivina from Indonesia.

Committee B chaired by Alex Schwassmann (Germany) and co-chaired by Oliver Tembo (Zambia) received reports from IFATCA officials and representatives to ICAO and debated on working papers prepared by the Technical and Operations Committee (TOC). There were 28 working papers in Committee B! Topics discussed ranged from ADS-B assisted visual approaches, terrain clearance, cold temperature correction, trajectory-based operations, the possible change from magnetic to true north and its implications, to the challenges of High Airspace Operations above FL600.

The Committee accepted a total of 13 reports and discussed four working papers drafted by TOC. Two were accepted as information papers. Policy was amended on the following subjects: Remote Tower Operations (now designated Digital Air Traffic Services or DATS by ICAO), and Short Term Conflict Alert (STCA). The continued work of the IFATCA representatives to ICAO under the guidance of our Liaison Officer, Mr Jean-Francois Lepage, as well as the member of TOC led by its Chair, Ms Jaymi Steinberg, was once more a testament to the high standard and professionalism that makes IFATCA an important and well-respected player on the global stage of civil aviation.

Special mentions must go to Mr Oliveiro Barsanti from Italy, IFATCA representative to the ICAO Flight Operations Panel, who could not attend the conference because he fell ill shortly





before embarking on the journey, and still found the strength to record his presentation from his sickbed, and to Mr David Perks who, in between his duties as Chair of the Professional and Legal Committee which required his almost constant presence in Committee C, still found time to present his report to our Committee as the IFATCA representative to the ICAO Separation and Airspace Panel.

Such was the hunger to get back to work within IFATCA after three years of COVID-19 that 13 member associations indicated their willingness to become part of TOC for the period 2023/24. The following eight were elected: Canada, EGATS, Germany, Ghana, Hong Kong, Italy, Singapore, and USA.

Committee C, chaired by Sten Verpalen (Netherlands) and co-chaired by Nyamgerel Dashdolgor (Mongolia), was very well attended by delegates and observers, with proceedings taking place in a relaxed yet professional manner. It was pleasing to see a high level of discussion between the delegates on a wide range of topics, especially the input from the first-timers- more than half of the room consisted of newcomers, they were not reluctant to speak up.

Under the leadership of David Perks, PLC once again developed high-quality working papers. Nine work studies were presented in Committee C, eight of which contained recommendations to add, amend or delete IFATCA policy. PLC recommended new conditions for operating multiple ratings during the same shift considering the limitations of our cognitive abilities. The existing policy on simultaneous training on adjacent positions was expanded to reflect current operations in member states.

A study on converting military to civilian licenses prompted in-depth discussions. A recommendation was passed to allow recognition of prior learning and experience for military air traffic controllers.

Staffing shortages remain a worldwide challenge. Both PLC and the Dominican Republic presented a paper on this topic, and together, they gave a complete overview of what is happening in the world. The policy we already have on this topic was strengthened and extended. Compliments to the Dominican Republic for submitting an excellent working paper to the conference.

A comprehensive paper on Information Overload was provided to the delegates, and the outdated concept of 'free flight' was removed from our TPM since the policy has not been used for 30 years.

Adam Exley (UK GATCO) was elected Chairman of the Federation's Professional and Legal Committee (PLC). He will replace David Perks (Australia), who will remain active as IFATCA Representative on the ICAO Separation and Airspace Safety Panel and as an appointed advisor of PLC. The following Member Associations were elected as members of PLC: USA, Israel, Kenya, Japan, The Netherlands, Bulgaria, Australia, Romania, Italy, Greece, Slovenia and Jamaica.

In the combined B/C session the tightly packed agenda started with reports by the Technical and Professional Secretary as well as the IFATCA Liaison Officer to ICAO, followed by a presentation by Céline Canu, one of IFALPA's technical officers, focusing on joint projects with IFATCA and the current hot topic within IFALPA, Reduced Crew Operations. IFALPA is also following the RPAS developments very closely. Céline stressed that IFALPA and IFATCA together form a strong voice for the frontline operators in ATM. The meeting heard the report of the IFATCA representative to the IFALPA ATS Committee, detailing ongoing work within IFALPA in the Air Traffic Services domain.

Work in the committee subsequently focused on the recurring topics of Remote and Virtual towers, now redesignated by ICAO as Digital Air Traffic Services, and RPAS. In both areas, IFATCA's experts are in a position and willing to influence the ongoing developments to make sure that we, the controllers, remain the focal point. New draft policy statements, prepared by the Technical and Operations Committee, the Professional and Legal Committee, the Remote Towers Task Force and the RPAS Task Force, were accepted in both domains. A special mention must certainly go to Mr Eugenio Diotalevi (Italy), who over the last years, has been relentlessly pursuing all things RPAS, and through his dedication, has become one of the leading experts in this domain.

Artificial Intelligence has made an appearance in public debate in recent months, and it comes as no surprise that the aviation industry has also been taken in by its apparent charms. The Federation must be ready if this

change becomes a reality, and most of today's ATCOs' tasks will be executed by automation instead of human operators, even if their presence will still be necessary in order to verify the correct functioning of systems and intervene in case of disruption. New policy was accepted by the joint committees as a starting point for further study of this subject.

Following a nomination by the Ukrainian Federation of Air Traffic Controllers (FATCU), Mr Philippe Domogala (EGATS) was awarded the Award of Merit for coordinating support for our Ukrainian colleagues affected by the Russian invasion. In his acceptance speech, Philippe stressed the group effort. He thanked everyone that donated money and, above all, Member Associations that helped and continue to help their Ukrainian colleagues with material support.

The Executive Board Award has been awarded to the outgoing EVP Technical, Mr Ignacio Baca (Spain). Ignacio was elected as IFATCA EVP Technical in 2017. Before that, he was a member of TOC and chaired the committee from 2012 onwards.

The Executive Board Award has been awarded to the outgoing Chair of the Professional and Legal Committee (PLC), Mr David Perks (Australia). David took charge of the committee as the COVID-19 crisis was winding down and will remain active as IFATCA Representative on the ICAO Separation and Airspace Safety Panel and as an appointed advisor of PLC.

Nominated by the IFATCA Executive Board, the Award of Merit was presented to the outgoing Communications Coordinator, Mr Philip Marien (EGATS), for his outstanding service to the Federation. Philip could not join the meeting in Jamaica but appeared via videolink to thank the delegates and the Executive Board and to reassure his successor, Nicola NiRiada, that he would continue to support her in her new role.

The Executive Board Award has been awarded to a very good friend and a supporter from IFALPA, Mr Felix Gottwald. Felix participated in numerous conferences and TOC/ PLC meetings and became a valued and respected contributor to the discussions.

The Executive Board Award has been awarded to the Technical and Professional Secretary, Mr Joy



Bhattacharya (India). In his role as TPSEC, Joy has been editing the IWEN for as long as anyone can remember. On Friday, our final day at the conference, a panel discussion moderated by Trish Gilbert (IFATCA EVP Americas, USA), debated the topic of "The future of ATC: Examining the Next 100 Years". This was really interesting as the panel was exclusively made up of ATCOs. A lot of interesting debate and some food for thought going forward.

Friday also had a fascinating presentation by Jeff Woods and Elly Smith from Mitre Corporation on Trajectory Based Operations (TBO) Evolution, explanation of TBO and an introduction to the Info-Centric NAS Vision, what it entails and how the two relate.

IFATCA and the International Flight Information Service Association, IFISA, officially signed a Memorandum of Understanding. This collaboration paves the way for closer cooperation in our shared mission of improving global air navigation. We look forward to seeing everyone again in Singapore in 2024! ◀



IFATCA 2030+ UPDATE

FEEDBACK FROM THE ANNUAL CONFERENCE WORKSHOP

➤ **BY JULIAN OGILVIE, HELVETICA SWISS CONTROLLERS ASSOCIATION
AND CHAIR OF THE IFATCA 2030+ TASK FORCE**



During the Jamaica Annual Conference in May of this year, the Task Force presented on its work in each of the regional meetings and held a workshop the following day for all delegates. Three main topics were addressed during the workshop: Agility, Conferences and Community. The participation was exceptional, the feedback comprehensive and for that we thank the participants wholeheartedly.

After a short break, we analysed your feedback and classified the headline items in order of your vote results and broke these results down by region in order to establish whether there were any major differences.

Agility - Digital presence

The participants felt that although there has been considerable improvement to the online platform that IFATCA uses, this could be improved further. Notably, the IFATCA Wiki search function, ease of locating manuals, magazine articles, topics to be addressed, work updates by the standing committees and the potential development of an individual MA space/template that they can use whilst retaining the IFATCA web format and therefore the 'corporate' identity without having to fund the creation of their own website.

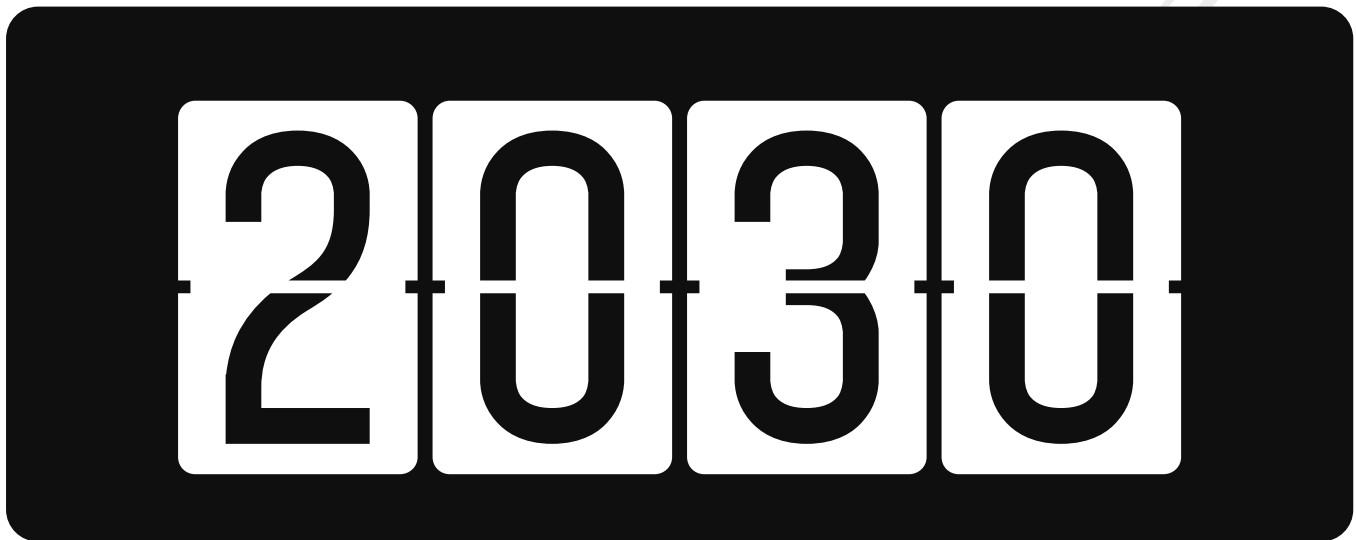
Agility - Mobile App

There is considerable interest in the development of an IFATCA App. An App through which MAs can access all important information regarding policy, events, articles, that could contain an area for the use of individual MAs to communicate amongst their members and other MAs. That could facilitate dynamic voting during conferences, that would promote IFATCA through the use of its logos, whilst being individually tailored to show a member's shift schedule. An App that would probably cost a considerable amount to develop, however provide an interactive and effective communication tool. We imagine that this would take a few years to budget for and to develop.

Working Papers & Policy

Observations were made regarding working papers. An idea was to publish conference WPs executive summaries early as bite-size pieces online. Can we vote for some topics online early, allowing more time for interactive workshops at conference? These are questions that we are investigating and are currently in discussions with the relevant Chairs and Executive Vice Presidents.

A point that was brought up often during our questionnaire last year and during conference was the establishment of regional TOCs and PLCs. We feel that this approach has merit but requires a solid format to be put in place to ensure coordination with the global TOC and PLC committees and also the EB. We will be working on this over the next months.



An interesting question was also raised regarding the policy that we produce as a federation. How many MAs actually adopt IFATCA policies and depending on the answer, should we continue to produce them in the current format? This will also form some discussion within the task force on how best to proceed.

Conferences and Community

This topic generated a lot of debate during the workshops and questionnaire and has already led to some change as to the way the annual conference is planned. It will continue to evolve as we help implement your requests. Some participants expressed the wish to use the online voting possibility that was adopted during the virtual conference in 2022 to be able to adopt policy on some working papers before conference in order to allow more time for workshops and

seminars. The use of voting apps was also discussed during the workshop in order to streamline the current voting and election procedures. We expect, however, more subtle changes to be in place for Singapore '24.

A great point was raised during the Jamaica workshop about community. How we differentiate between physical and virtual communities and how we could make the most of both and potentially combine the two. Annual conferences and regional meetings are obvious examples of physical community, and the Speak English Program and Tech Talks are great examples of how virtual presence can increase community spirit. These online forums are efficient economically for IFATCA and the MAs and can reach parts of our membership that physical meetings cannot. We will therefore investigate how to best exploit this option.

We have a lot to work with thanks to your input. We will be meeting with standing committee chairs and relevant EVPs over the next few weeks to seek their feedback too. We shall also meet physically at the end of November in Spain to finalise working paper structure and content.

As we mentioned many times during the annual conference, our work is based on your contributions, you are the driving force behind change, and we thank you for it. If you feel that you would like to suggest something that is important to you and your MA or you think that we are heading in the wrong direction, please do contact us via the email address below. We would love to hear from you. ➤

2030TF@ifatca.org



SINGAPORE 2024

AN INTRODUCTION BY THE HOST OF NEXT YEAR'S ANNUAL CONFERENCE

➤ BY LIM DEWEI, PRESIDENT OF THE ORGANIZING COMMITTEE SINGAPORE 2024



We are thrilled that the vibrant city-state of Singapore has been selected as the host for the prestigious International Federation of Air Traffic Controllers' Associations (IFATCA) Annual Conference in 2024. This significant event promises to be an exceptional gathering of aviation professionals from around the globe, offering an unparalleled opportunity to explore cutting-edge developments, share knowledge, and shape the future of air traffic control.

A Global Aviation Hub

Nestled in the heart of Southeast Asia, Singapore stands as a testament to the harmonious coexistence of tradition and innovation. Renowned for its world-class infrastructure, impeccable urban planning, and dedication to excellence, Singapore promises an exciting and fruitful venue for the conference. As one of the world's busiest aviation hubs, the country boasts a state-of-the-art aviation ecosystem that perfectly mirrors the conference's themes of innovation, safety, and collaboration.

Innovate for a Safer and Sustainable Tomorrow

The IFATCA Conference 2024 will celebrate and foster innovation in the field of air traffic control. Singapore's commitment to pushing the boundaries of technology is evident in its world-leading smart city initiatives, cutting-edge aviation research

facilities, and state-of-the-art air traffic management systems. Delegates attending the conference will have the unique opportunity to witness firsthand how technological advancements are enhancing safety, efficiency, and sustainability in air traffic control.

First Class hospitality with Cultural Diversity

Singapore's well-developed hospitality and tourism industry will ensure that attendees experience a seamless blend of business and leisure. From excellent accommodation options to exceptional dining experiences, delegates can immerse themselves in Singapore's rich cultural tapestry while forging professional connections that can shape the future of air traffic control worldwide.

Singapore's diverse cultural heritage adds a unique dimension to the conference experience. Delegates will have the opportunity to explore a myriad

of cultural influences that coexist in this cosmopolitan city. From savouring delectable culinary delights in hawker centres to exploring traditional markets and modern architectural marvels, attendees can immerse themselves in the cultural fabric that makes Singapore truly special.

A Glimpse into the Future

The IFATCA Conference 2024 in Singapore is more than just an event; it's a forward-looking platform for professionals to collaborate, share insights, and drive innovation in the aviation industry.

Be sure to mark your calendars for a transformative experience as Singapore welcomes the world's aviation leaders, pioneers, and visionaries.

Stay tuned for further updates as we embark on this remarkable journey together. Registration will open soon via ifatca2024.org.



The handover ceremony between the 2023 and 2024 Annual Conference organisers, Jamaica and Singapore



The 2024 Organising Committee during the Annual Conference in Montego Bay, 2023

HOSTING AN ANNUAL CONFERENCE

➤ BY JEZ PIGDEN, IFATCA CONFERENCE COORDINATOR



Has your association ever considered hosting an IFATCA Annual Conference? It's an opportunity to bring the global air traffic control community together, share experiences, and contribute to the advancement of the profession. IFATCA has prepared a comprehensive guide, the Conference Organisation Requirements (COR), to assist Member Associations interested in hosting these pivotal events.

The COR document is your roadmap to understanding the intricacies of hosting an IFATCA annual conference. It outlines crucial details, from the bidding process to the essential criteria for submitting a bid. It's important to note that the host Member Association is selected through a vote by fellow Member Associations during the conference. The COR serves as the informational package that allows them to make an informed decision.

To obtain a copy of the COR and kickstart your journey toward hosting an IFATCA conference, simply send an email request to the Conference Coordinator, Jez Pigden at jez.pigden@ifatca.org. This document will provide you with valuable insights and practical guidelines to navigate the hosting process effectively.

What kind of support can you expect from IFATCA once you decide to take on this responsibility? The Conference Coordinator (CC) will be your dedicated contact, offering guidance and assistance throughout the bidding and planning phases. It's a collaborative effort, and IFATCA aims to ensure you have the resources and expertise needed to organize a successful event. Additionally, we encourage you to reach out to previous host MAs for valuable insights and best practices in hosting a conference.

Below are some essential points to keep in mind.

Communication is Key

Maintain open lines of communication with the Conference Coordinator and the IFATCA Executive Board. They will provide you with vital guidance and support throughout the process.

Collaborative Agenda

While you represent your Member Associations, it's essential to understand that the conference's agenda and program are determined by IFATCA. Your role is to bring a unique local perspective and flavour to the event, enhancing its global appeal.

Business Comes First

Hosting an IFATCA conference is not about providing a holiday for delegates. The primary focus is on conducting essential business, sharing knowledge, and advancing the profession. However, that doesn't mean there can't be enjoyable and memorable moments during the conference.

Hosting an IFATCA annual conference is a significant undertaking, but it's also a remarkable opportunity to contribute to the air traffic control community's growth and development. The COR, along with the support of IFATCA's Conference Coordinator and the insights from previous host Member Associations, will empower you to take on this exciting challenge. We look forward to hearing from you and witnessing the fruitful outcomes of your efforts in bringing the global air traffic control community together. ◀

jez.pigden@ifatca.org



CONSTITUTION & ADMIN

EVERYTHING YOU WANTED TO KNOW ABOUT CAC BUT WERE AFRAID TO ASK!

➤ BY ROBERT MASON (AUSTRALIA), CAC CHAIR



The IFATCA Constitution and Administrative Committee (CAC) may seem to be the domain of intellectual giants and movers and shakers of the Federation. I can see you might think that when you see the polished performance of our team at conference in Committee A, and the exciting high-powered work we do, but under the godlike visages we are all just air traffic controllers like the rest of the Federation doing an amazing job like all ATCOs.

CAC is responsible for maintenance and development of administrative policy, rules, and guidelines to ensure the smooth, and legally required processes to run IFATCA. IFATCA is a Federation of over 130 Member Associations representing some 50,000 ATCOs and supporting services members across the globe. We represent all countries from which our members come but we are legally registered in Canada, the home of ICAO. Together with our fraternal twins in the Finance Committee (FIC), we work to ensure that IFATCA's operation is legal, in accordance with our policies, responsive to changing circumstances, and subject to regular

scrutiny with respect to relevance to our members. Accordingly, our work program can change significantly in response to changing circumstances. For example, our rules did not allow electronic voting for any matters before COVID-19. We learned quite a bit in the past 3 years.

Our CAC team currently consists of

- ➔ Francis Mensah - Ghana
- ➔ Tonny Ssenkubuge - Uganda
- ➔ Jerry Brodt - Canada
- ➔ Kendall Galindo - Trinidad and Tobago (Corresponding)
- ➔ Paul Karanja Ngigi - Kenya (Corresponding)
- ➔ Robert Mason Australia (Chair)

The committee reports to Helena Sjöström, Deputy President of IFATCA. We primarily operate by email or Zoom meetings, but we endeavour to meet in person, jointly with the Finance Committee, at least once during the year prior to Annual Conference.

Corresponding members are involved in all discussions of the committee. Their attendance is only via email and Zoom.

If you would like to know more, or become involved, well – I don't blame you – CAC is where it's at! I can be contacted at

cac.chair@ifatca.org

CAC Work Programme Item	Brief description
Review WP Submission Dates	Working papers are required to be submitted 30 days prior to Conference (unless requiring Constitutional change – 90 days prior) Directors are concerned that the significant amount of effort for the office to publish the papers results in reduced time for Directors to read and consider them. Suggestion to move to a required publication date 30 days prior to conference
Review EB Election Process	We changed election processes to enable election of Regional Executive Vice-Presidents at the relevant Regional Meeting Remainder of EB elected at Annual Conference Need to align election process. Draft requirements for RM to establish quorum, election procedures as per Annual Conference
Review Regional Meeting protocols	In line with election processes above, review RM to ascertain whether proceedings need to be more formal. May not require separate paper
Duration of Conference	Examine the requirement for conference to be of 5 days duration and whether we are meeting this requirement if we conduct formal opening on Day 2
Preparation of Conference Report	Clarify who is responsible for publication of Conference Report
Consider value of publishing WP with EB recommendations	Examine feasibility and value of including a section in WP in which the EB expresses their opinion and recommendation to Directors
Establishment and Disestablishment of Task Forces	Directors are not clear on how Task Forces are established or dissolved. Review IAM and recommend if any change required
Review Member Association application process	Review current guidance and required information to make it as easy as possible for potential member associations to understand
Management of Ad-Hoc Proxy Notifications	Review rejected WP carried from Conference 2023 for reconsideration next year



FINANCE COMMITTEE

KEEPING TABS ON THE FEDERATION'S FINANCIAL POLICIES

➤ BY DANIEL NARTEY, IFATCA FINANCE COMMITTEE CHAIR



The Finance Committee (FIC) of the International Federation of Air Traffic Controllers' Associations (IFATCA) serves as an integral part of the organization, focusing on its financial health and accountability. Operating closely with the Executive Vice-President of Finance (EVP Finance) and external auditors, the committee is tasked with meticulously reviewing the Federation's accounting books to ensure transparency, accuracy, and compliance with financial standards.

One of the committee's primary responsibilities is to offer well-considered recommendations either to the Executive Board or during the annual conference. These recommendations may cover a range of financial topics, including how to deal with problematic fiscal situations that may arise or existing financial challenges that need to be addressed. Such recommendations ensure that the organization remains solvent, manages its funds efficiently, and is prepared for unforeseen contingencies.

The FIC is also involved in evaluating multiple aspects of IFATCA's financial structure. These include reviewing and suggesting changes to affiliation fees and annual subscription rates to balance the organization's financial health with the affordability for member associations. Additionally, they

also look into setting the maximum subscription rates that should be charged. The committee aligns Member Association categorizations based on classifications provided in the World Bank World Development Reports annually. This helps in tailoring financial expectations and obligations according to the economic status of the member countries.

The FIC is also responsible for evaluating the financial aspects of the annual conferences, including contributions and deficit guarantees. Such scrutiny ensures that the Federation maintains its operational integrity without compromising on its mission and objectives. Another key element under the committee's purview is the Inflation Factor, derived from data provided by the International Monetary Fund. This helps in keeping the financial

metrics of the organization in sync with global economic indicators.

The current members of FIC are Daniel Nartey from Ghana, who serves as the Chair of the committee; Matthew Narine from Trinidad and Tobago, Joel Holguin Fernandez from the Dominican Republic, and Andrew LeBovidge from the United States. Additionally, Maria Trivina from Indonesia and Scott Shallies from Australia serve as Corresponding Members, expanding the committee's perspective and expertise.

In sum, the IFATCA's Finance Committee plays a crucial role in safeguarding the Federation's financial stability, providing a vital check and balance within the organization. ◀

fic.chair@ifatca.org

FIC Work Programme Item	Brief description
Review the possibility of investing in a property in Brussels or Montreal	Given the current financial standing of the federation, the Executive Board wishes to propose an investment in property in either Brussels or Montreal to the directors. FIC is tasked to investigate its possibility.
Review of Membership charging mechanisms	Canada presented a case during the Jamaica conference regarding the mechanism used to compute membership fees and requested the FIC to consider an alternative charging mechanism.
Review the amounts of the Executive Board Honoraria	Elected officers do not receive salaries but are granted honoraria in accordance with the Bylaws. The FIC is tasked with reviewing this amount to align it with current trends.
Review IFATCA financial records for adherence to IFATCA policy	Standing item for FIC to ensure policies are followed by Officers and employees of the federation.
Review of membership categorization and annual subscription rate	This is a standing item to adjust the subscription rate to account for inflation. Additionally, the paper will review membership categories based on the World Bank report.
Review requirement for reporting debt for 5 years	The aim is to remove recurring redundancies related to the indebtedness of terminated members from the financial report.
Investigate the costs and merits of utilising Premium Economy class air travel for IFATCA Officers and Representatives that involve a flight time of over 7 hours.	Our executives often attend meetings immediately after long-haul flights. To enhance well-being, improve executive performance, and align with modern trends, the FIC is tasked with investigating the costs and merits of premium economy for EB members.
Investigate the possibility of funding the core business of the IFATCA annual conference from IFATCA central resources.	The Executive Board recognizes the significant burden placed on member associations hosting the annual conference and is considering alleviating it by providing funding for IFATCA's core activities during the annual conference.
Review procedure for payment close to annual conference.	This arose during Jamaica conference when some MA's paid their subscription very close to conference date, and the office was unable to acknowledge receipt before the annual conference began.



AMERICAS REGION UPDATE

COLLECTIVE BARGAINING SUCCESSES AMIDST STAFF SHORTAGES

➤ BY TRISH GILBERT, IFATCA EXECUTIVE VICE PRESIDENT AMERICAS



The strength of IFATCA is significantly enhanced when the Directors and Delegates can meet in-person. We have been hard at work staying connected and engaged in the region since we met in-person in Jamaica at the world conference. It was the first in-person world event since 2019 which had a packed agenda with wonderful subjects to support our MAs. The Americas (AMA) region enjoyed learning, camaraderie, and solidarity with other MAs from our region and around the world and look forward to continuing the momentum at the upcoming regional meeting.

Regional Meeting

Planning continues for the 2023 regional meeting to be held 25-27 October in Nassau, Bahamas at the Grand Hyatt Baha Mar hosted by the member association (MA) from the Bahamas, (BATCU) Bahamas Air Traffic Controllers' Union.

The meeting agenda is still being finalized but expect a panel discussion on "Crisis Management" and presentations on setting up a Critical Incident Stress Management (CISM) program and trends in addressing mental health for ATCOs. There will be updates from the IFATCA EVP Technical and the TOC chair, as well as the IFATCA 2030+ and Equity, Diversity, and Inclusion task forces. Our heartfelt thanks to our regional meeting sponsors L3Harris and BANSAs. For more details and the agenda for the meeting visit ifatcaamericas.com.

The election of the EVP for the Americas region, in accordance with the new policy, is scheduled to occur at the meeting. However, only one candidate was nominated, the current



EVP, so she will serve another term. Also very important, the RVP selections for the region will occur during the meeting. The expression of interest (link attached EOI) was distributed to the MAs for consideration.

The Regional Vice-President in the Americas are responsible for liaison with Member Associations within their geographic MAs; for fostering contacts with non-member associations in their geographic MAs, and encouraging the affiliation of such associations; overseeing the activities of their geographic MAs. The EVP and RVPs work together as a team and correspond routinely via WhatApps and email. They also hold virtual calls

regularly. The team strategizes about the entire region and its challenges and successes and how best to support all MAs.

Staffing

All MAs in the Americas region have indicated air traffic controller staffing as a problem in their respective countries. Other issues include: labor relations/collective bargaining, funding, training (including OJTI and refresher), aging workforce, medical ins., salaries, pensions, schedules/rosters, fatigue, mental health, general working conditions, infrastructure, new construction, unreliable frequency/radar/other equipment, redistribution of workforce, Voluntary Safety Reporting Program (establishment), governmental coordination, strike potential, ANSP leadership void, transportation to/from ATC unit and integration of new entrants (drones and commercial space).

The short staffing of ATCOs in the region has resulted in other mitigations such as excessive traffic management initiatives, ATCOs working overtime

FROM THE ORGANISING COMMITTEE



Being chosen to host this year's AMA regional conference could not have come at a better time. The Bahamas are celebrating the 50th anniversary of our independence, and it is truly a festive year! As hosts of the conference, our Government has teamed up with BATCU and its authority Management team to put on a memorable event that is nothing shy of warm and welcoming to all our participants. October 23rd through 27th, 2023, is proclaimed as Air Traffic Control week, so look forward to fireworks! We sit at the approximate centre of our region and enjoy bringing all of you together to our beautiful shores for a fun-filled time of learning and discussion for improving our countries and industries. The team is in high gear as we await your arrival. See you soon and don't forget your smile.

(even with OT pay, ATM preference fiscally to pay OT rather than have more personnel), returning retirees, betting on technological solutions to replace or allay fewer ATCOs, and mobile ATCOs (shifting an ATCO from a surplus facility to a shorter one). Concerns on ATCO transfers/mobility center around simply shifting the problem elsewhere, the possibility of wealthier countries taking ATCOs from other countries leaving them even shorter staffed and in a constant state of training causing more fatigue and mental health issues.

Many MAs are also concerned with retention (salaries and benefits are very low in some Caribbean islands, Mexico, Central and South America). Compensation packages are so low that many ATCOs in these countries have second or third jobs and as the workforce ages, the new generation replacing them expect better conditions so are leaving.

The U.S. remains at a 30-year low in the number of fully certified controllers. There are 1,200 fewer fully certified controllers employed by the FAA than a decade ago with 6% of those eligible to retire. A majority of the ATCOs are working mandatory overtime (equating to 50 to 60 hours of work a week, 40 full time and 10-20 hours of OT). The U.S. is seeing delays in the system due to controller staffing almost daily. Airlines reduced their schedules in the NE (NY area) for the summer traffic season to avoid excessive delays. NY TRACON has approximately half the ATCOs that it should have onboard.

NavCanada terminated all their trainees and offered retirement incentives during the pandemic which has left their system significantly understaffed. They currently have approximately 1430 active/operational Air Traffic Controllers and were as low as 1390; they were approximately 1900 before the COVID 19 pandemic. Training to address the shortfall in staffing has become a prime focus for the company due to the continued pressure by CATCA on the Ministry of Transportation, other levels of government, and the Company itself. To that end, internal training has been maximized at internal system capacity and CATCA has entered into an agreement with the Company to allow external 3rd party training to increase and supplement current internal efforts. Allowing third party training is an extraordinary measure for interests of both the ATCOs and the safety of the system that normally would not

happen except for the severe nature of the shortfall.

ATCO staffing shortages negatively affect all aspects of the any air traffic system. We know when there are too few fully certified controllers, positions must be combined, resulting in divided attention between different responsibilities. Most commonly, controller staffing shortages can be mitigated through reducing efficiency – meaning flight delays. Moreover, chronically understaffed facilities also introduce unnecessary safety risks into the system. The region is in the process of gathering more data from each country to create a staffing heatmap and white paper for the region.

MAs across the region are advocating for better ATCO staffing, training, and hiring utilizing a variety of tactics and strategies. Some areas have seen some progress, but many will not see adequate ATCO staffing for years.

Collective Agreements

The **Canadian Air Traffic Control Association (CATCA)** recently ratified a five-year agreement with NAV Canada.

The bargaining committee began negotiations in December. The contract recognizes the contributions and hard work of the men and women represented by CATCA that provide air traffic control services at Canadian towers and area control centres.

The contract is retroactive from April 1, 2023, and will expire March 31, 2028. Congratulations CATCA!

On August 29th, the **Bahamas Air Traffic Controllers' Union (BATCU)** and the Bahamas Air Navigation Services Authority signed a three-year industrial agreement. It is retroactive to June 1, 2022, and will run until May 2025. President of BATCU, Hinsey McKenzie, says they are happy about the new agreement but noted that it shouldn't and didn't need to take this long.



Congratulations BATCU and thank you for your steadfast persistent in getting to this long overdue agreement!

Dispute Resolution

Our MA from Costa Rica, **Sindicato de Profesionales en Control de Tránsito Aéreo (SITECNA)** had been meeting with their authorities for months to address several issues including an insufficient amount of ATCOs. Following a breakdown in dialogue, police presence was deployed to the Aeropuerto Internacional Juan Santamaría (SJO) air traffic operation to monitor the air traffic controllers while they performed their duty. IFATCA issued a press release (attach) stating that this intimidation tactic was unacceptable.



On August 30, the government authorities and SITECNA reached an agreement. We appreciate the MA's unwavering commitment to resolve their important issues. ◀



trish.gilbert@ifatca.org

CISM WEBINARS

ASIA/PACIFIC REGION HOSTS CRITICAL INCIDENT STRESS MANAGEMENT WEBINARS

➤ BY CHERYL CHEN, IFATCA EXECUTIVE VICE PRESIDENT ASIA/PACIFIC



Traditionally, Air Traffic Controllers are expected to have a strong mental ability, especially when dealing with stressful situations. Controllers are expected to be able to deal with those critical moments calmly and with a sharp mind.

Physical and mental fitness is imperative to carry out our duties, and even part of our licence requirements. Therefore, while we have no issues reporting physical illness, we seldom report mentally unfit to our managers, even though we all have those days when we are really distracted by other events that take place in our lives. After all, air traffic controllers are human beings. Being an ATC is just one of many roles we play in life. The impact of those other roles, such as someone's child, parents, or significant others, may affect our role as an Air Traffic Controller. However, as Air Traffic Controllers, we seldom admit to any vulnerability or ask for help.

During the pandemic, many of our ATC brothers and sisters suffered from the loss of important family members and friends. Covid also brought uncertainty to our work lives with reduced hours, reduced salaries and even layoffs in the aviation sector.

It should be obvious that we have to look after the mental health of our colleagues to ensure the safety of aviation.

Last year, at the ASP RM in Cebu, Philippines, the concept of CISM was introduced with a practical sharing session on the concept, in which Tom McRobert from Australia and Janet Taylor from New Zealand shared the peer support or mental health supporting initiatives in their respective countries.

With the strong positive feedback received from the audience, IFATCA Asia Pacific Region Executive Team, in conjunction with Mr. Marc Baumgartner SESAR coordinator, hosted the IFATCA Asia Pacific CISM

Webinar Series online fortnightly throughout June and July 2023.

As the concept of CISM is still relatively unknown in most member associations in the ASP region, we decided it was crucial to bridge this knowledge gap and build a knowledge base of CISM for our member Associations.

The ASP Executive Team and Mr. Baumgartner therefore decided the Webinar Series would focus on the basics, introducing the topic and on imparting basic knowledge, finally culminating in a practical sharing session.

The Webinar Series was then designed to start with three lectures, solely presented by Mr. Baumgartner, on the topics of stress, the influence of stress, how to cope with stress, and ATC-related stress and its effects on our work. Throughout these three lectures, the audience gets to learn the sources of stress, the techniques to cope with stressful moments, what critical incident stress management is especially in the ATC context, the 9 steps your MA should take to set up CISM, and the CISM reference resources from IFATCA.

We then invited four CISM experts from New Zealand, Japan, South Africa, and Switzerland to share with the audience on how CISM was introduced in their

respective countries. Each of them shared the catalyst stories, most of them a sad one, which prompted setting up CISM. They spoke about what the regulation is around having CISM in place, and what challenges have they met along the way of CISM implementation.

Attendance was high with around 70-80 in each session, most of whom are our ATC members, but some psychology experts also took part in the event and provided their suggestions and comments during the Q&A session.

Feedback on the benefits of Webinar series was overwhelmingly positive with many suggestions for follow up sessions. The four Webinars have been recorded and will be released for our members to view after proper editing. <

cheryl.chen@ifatca.org

CISM WEBINAR 4
PRACTICAL EXPERIENCES
MEET THE SPEAKERS

DR. JACO VAN DER WESTUIZEN
 CEO, MAYDAY-SA, HUMAN FACTORS SPECIALIST
 ATNS SOUTH AFRICA

MS. JANET TAYLOR
 ATC, NZALPA
 PEER ASSISTANCE PROGRAM VOLUNTEER

DR. KEIKO NAKAHAMA
 CLINICAL PSYCHOLOGIST
 MENTAL HEALTH CONSULTANT &
 CISM APPROVED INSTRUCTOR
 FOR JFAS

MR. NAOTO ISHII
 ATC, DEPUTY SECRETARY
 GENERAL JFAS
 & LABOR UNION OF MLT, JMIA
 AND AFFILIATES

CLAUDINE MEYER-SAGER
 PSYCHOLOGIST
 HEAD OF CISM AT SKYGUIDE

IFATCA
 ASIA PACIFIC REGION



EUROPEAN REGION UPDATE

FOLLOWING A BUSY OPERATIONAL SUMMER, MEETING SEASON IS STARTING AGAIN

➤ BY FRÉDÉRIC DELEAU, IFATCA EXECUTIVE VICE PRESIDENT EUROPE



Whereas the operational environment is at busiest, institutional activities tend to slow down during the European summer traffic. The political initiative Single European Sky II+ has stalled due to Member States' opposition to providing more competency to the European Commission in matters of Air Traffic Management but EASA and SESAR are progressing at a normal rate. EASA is currently conducting the ATCO Operational Fatigue studies, which will be presented and discussed in detail during the European Regional Meeting and has also published a Notice of Proposed Amendments (NPA) on topics like ACAS, ATCO license and ATM CNS infrastructure interoperability.

Work has started on SESAR 3 both at the program and exploratory research level. A second call for submission to the Exploratory Research Wave 2 has just been published. Professional Staff Organisations such as IFATCA are finalising the contract which allows them to interact directly with the SESAR Joint Undertaking (SJU). The SESAR annual conference in mid-October should allow everybody to appreciate the progress which will have to be made in the SESAR 3 research in the coming years. IFATCA is for the first time associated with an Exploratory Research Call called CODA (Controller Adaptive Digital Assistant) and the kick-off meeting took place in early September. This 30-month research project will be further presented soon via social media appearances. Watch out for them.

In order to prepare projects and calls like CODA, IFATCA's Joint Cognitive System Working Group has continued its work and has now several publications (conference paper, journal publication) which are freely available. This work has permitted IFATCA to start an exchange with a DLR Research project called LOKI. All these initiatives will culminate in guidance material the JCHMS is preparing in collaboration with TOC and PLC for the IFATCA conference 2024. Further explanation and education will be made available for the IFATCA member associations.

Several ATC related occurrences have brought our profession to the front pages of the press. On Monday 28th August National Air Traffic Services (NATS) In the UK experiences a significant technical issue that affected its flight planning system.

This affected the system's ability to automatically process flight plans, meaning that these had to be input manually. The airspace remained open but with a severely reduced capacity affecting more than 1 million passengers who were supposed to travel to the UK on the holiday Monday. Hundreds of flights had to be cancelled and the backlog took days to resolve.

On the same day, Italy and its Roma ACC experienced a similar issue, albeit with a shorter timescale and without the amplitude of the UK failure.

In Greece, information on a TCAS RA encounter made headline news, which creates obvious concerns about the correct application of Just Culture principles. IFATCA is closely monitoring any further developments.

IFATCA's EVP Europe gave several press interviews about staff shortages and the ATC situation in Europe. IFATCA is getting more and more media attention and is therefore able to promote our profession and to deliver the visibility needed for its European Air Traffic Controller members.

A webinar on Free Route Airspace (FRA) organised by the ICAO Beijing Office took place on the August 29th. Various representatives from the FAA, EUROCONTROL, Indonesia NAV shared their experiences with the FRA concept as did IFATCA's EVP Europe.

The war in Ukraine is unfortunately still ongoing, we continued to support our Polish and Romanian MAs' efforts to support Ukrainian ATCO families with the ESF. However, the funds available from the donations are now exhausted.

Without new donations, we have had to stop the monthly payments we were able to transfer. Since the inception of the program, we were able to collect and make good use of over €170,000! We wish once again to warmly thank all our friends and colleagues who have participated and donated over many months to support the IFATCA program. If you still wish to donate, we will gladly transfer the available funds to our Polish and Romanian MAs.

At the beginning of September, activity in the region began ramping up again. The Network Manager hosted a meeting on staff shortages on September 19th and our German colleagues marked the 20th anniversary of their union and IFATCA Member Association GdF. ◀

frederic.deleau@ifatca.org

TECH & PROF COMMITTEES

THE IMPORTANCE OF COLLABORATION

► **BY JAYMI STEINBERG, TECHNICAL AND OPERATIONAL COMMITTEE CHAIR,
AND ADAM EXLEY, PROFESSIONAL AND LEGAL COMMITTEE CHAIR**



IFATCA's TOC and PLC both have dedicated areas they operate in. There are times however where a topic will cross the boundaries between the two. When a topic requires input from both committees it results in a collaborative paper involving at least one member from each committee.

Together they will develop a paper over a year. This requires much work remotely and is aided by brief but intense face-to-face meetings twice during the year to get their work done for the annual conference. Some examples of work that is being undertaken collaboratively this year include VFR Sector Saturation, Detect and Avoid/Remain Well Clear, TPM Review Automation, and System Licensing.

The team working on VFR Sector Saturation - Renz Bulseco (Philippines) TOC and Lacia Popescu (Romania) PLC, have dived into working on their topic together. Both of them did some valuable research about the procedures created by some states to mitigate this problem, as well as exploring the effects of it on air traffic controllers. While they collaborate, they also look at the topic from different angles. This will help to produce a well-rounded study. Joining forces provides a unified front for the benefit of the Federation.

Collaboration also includes working with the IFATCA ICAO representatives who are experts in their areas and give invaluable insights and expertise to both TOC and PLC. For example, Iulia Jordan TOC and Donna Field PLC working with RPAS specialist Eugenio Diotalevi on 'detect and avoid, remain well clear'. ◀

toc.chair@ifatca.org
plc.chair@ifatca.org

PLC WORKING PROGRAMME

- Positive Safety vs Just Culture
- Automation Policy Review
- System Based Licensing
- Definition of an ATCO
- TRNG Section Review
- Low Traffic Licence
- Unsafe Airspace
- Callsign Confusion
- VFR Workload Assessment
- Safety Tool Status Display
- RPAS Detect and Avoid Latency
- Work and Rest Scheme Review



TOC WORKING PROGRAMME

- PLC COLLABORATIONS**
System Licensing & More
- RPAS**
Airspace Rules & Detect and Avoid
- DIGITAL ATS**
Multiple Simultaneous Operations & More
- TPM REVIEWS**
Including Automation & More
- WORKING WITH ICAO REPS**
FF-ICE & ATMOPS Review
- PLANNING**
VFR Sector Saturation & Expected Aircraft Performance
- TECH INVESTIGATION**
Startical

IFATCA's Professional and Legal Committee (PLC) and Technical and Operations Committee (TOC) are composed of a diverse array of member associations from all over the globe. The volunteers that produce the papers for conference all have their own unique reasons for volunteering. We asked a few of our members WHY they got involved!

As a first-timer it was hard to decide which of the committees to attend. However, due to my legal studies, I chose Committee C, and it was incredibly interesting. So many important topics thoroughly analyzed by the PLC members in their excellent papers. I felt very impressed by the work conducted within the PLC, and I really wanted to be a part of it and to contribute to this exceptional and great effort, which benefits ATCOs worldwide

Olga Toki, Greece



The reason why I wanted to join TOC is to contribute myself to shape a better landscape for future of our profession. While I am working with the TOC members, I realize I am not just giving, but also learning a lot from them. It is a place where people exchange ideas in a truly professional way and really enjoy working with the TOC family.

Lok Man "Alex" Leung, Hong Kong



I participated in order to broaden my knowledge and strengthen my presence in the Asia-Pacific region (other than English-speaking countries). PLC is a big challenge for me. It is impossible for me to complete my duties alone, so I will do my best with the cooperation of my Japanese colleagues and other members of PLC.

Naoto Ishii, Japan
2nd year elected



I joined to learn more from other countries about developments in aviation and technical issues, gain knowledge about IFATCA's work, and network with colleagues in different countries.

Benjamin Assare-Mokwah, Ghana
1st Year Elected Member



Getting involved in PLC is quite a humbling and honourable experience. You have the privilege of representing your country at the global level with a committee that works to provide information and policy on legal matters, working conditions, and training to improve and protect the air traffic control profession for all member associations around the world.

Michelle Trudeau, USA
2nd year elected



I decided to take the chance, and I am happy I took it. I like the fact that the stuff we talk about is really about the content of our job as an ATCO and it is great to hear people from different countries and ANSP's and their perspectives. It broadens your knowledge, and it is also nice to meet people all over the world.

Jonne van Schaik, NL
2nd year Elected



I decided to step up as TOC corresponding member after experienced the Annual Conference for the first time in Jamaica, I realized the importance of all the hard work done by IFATCA and wanted to contribute to it.

Danahe Lopez, Mexico
1st Year Corresponding Member



After starting my active IFATCA-work with the PLC 2015 I discovered the almost endless pool of expertise of our colleagues in our ATC domain. Everyone brings something different to the table and sharing experiences is not only nice to have, but especially nowadays absolutely essential. It is crucial to have a common voice in the aviation industry for our members. I have been working for several years in TOC has given me a valuable insight into many topics where I can learn a lot from the wonderful colleagues which I now can call friends as well!

Frank Sasse, Germany
PLC first, then TOC since 2015



REMOTE TOWERS

NEW INTERACTIVE MAP TRACKS REMOTE TOWER DEVELOPMENTS

► BY KATARINA SYVÄYS (FINLAND) CHAIR OF THE IFATCA REMOTE TOWERS TASK FORCE



The Remote Tower concept was introduced to the global community of Air Traffic Controllers during the IFATCA Annual meeting in Kathmandu, Nepal, in 2012. This pioneering concept initially appeared to be a product of imaginative thinking rather than a practical operational method for delivering air traffic control services. A mere three years later, in April 2015, the world witnessed the inauguration of the first operational remote tower at Örnsköldsvik airport in Sweden. This airport is now overseen from LFFV's remote tower center in Sundsvall.

Over the years, the remote tower concept has undergone a significant evolution, introducing various modes of operation. Of particular interest is the multiple mode of operation, which raises questions about whether it is simultaneous, with a single air traffic controller managing services for two or three aerodromes concurrently, or sequential, with one controller providing services for multiple airports in succession but not simultaneously. There is even consideration of a simultaneous mixed mode, wherein remote tower service could be administered from a conventional tower for another remote airport.

Cost Effective?

The companies developing remote tower systems assert that their technology is not only cost-effective but also superior to conventional

towers. However, it remains essential to scrutinize whether this assertion holds true. The concept of multiple mode operation relies on a wide array of technical equipment, including surveillance systems (MLAT, ASR, ADS-B, A-SMGCS), electronic strip systems, AI solutions, machine learning algorithms, object identification tools, electronic planning and workload forecasting tools, PTZ cameras, IR cameras, and more. Additional considerations include ATIS and automated weather observation systems (AWOS), silent coordination between ATC units, and VoIP radio systems. The pivotal question remains: Is this comprehensive technological infrastructure truly cost-effective, particularly when expecting a single air traffic controller to handle service for multiple airports simultaneously?

Policies

IFATCA has established several policies pertaining to remote tower systems and their operation. Among these policies, one stands out: ATCOs shall not be required to provide Remote and Virtual tower service for more than one aerodrome simultaneously. This policy is in place for a valid reason.

Simulations

Extensive testing of multiple simultaneous modes of operation has been conducted in simulators over many years, yielding intriguing yet inconsistent results. It is important to acknowledge that simulations can never replicate real-world conditions exactly; they inherently possess limitations and blind spots. Questions arise regarding the selection of traffic



The interactive map on the IFATCA website

The IFATCA Executive Board established the Remote Tower Task Force in 2018. The task force provides an overview of existing operations with digital and remote towers. It discusses issues and creates guidance material in coordination with the Technical & Operational (TOC) and Professional & Legal (PLC) Committees. Furthermore, the Task Force provides motivated and articulated support for the IFATCA representatives in the various international fora (ICAO, EU, SESAR, EASA, Eurocae etc.) and enables a pro-active involvement of IFATCA in the research and operational debate around the topic

Chair: Katariina Syväys (Finland)

Members: Antonio Anzelotti (Italy), Thomas Kolbeinsen (Norway), Thomas Harrison (UK), Adam Rhodes (USA), Peter Szalóky (Hungary), Marc Baumgartner (SESAR/EASA coordinator)

TOC Liaison: Jaymi Steinberg (TOC Chair, USA)

Responsible EB Member: Benjamin van der Sanden (IFATCA EVP Technical)

Navigation Service Providers (ANSPs) are approaching implementation with caution and not rushing into operational deployment of these systems. Remote towers undoubtedly have a place, particularly in remote and isolated locations with minimal annual traffic but vital community connections.

Contingency towers

Additionally, there is a growing trend in the development of contingency towers utilizing remote tower technology. Major international airports are exploring solutions to maintain 100% operational capacity in all conditions and minimize the impact of adverse weather on low visibility conditions.

for simulation, the influence of weather conditions, and the challenges presented by various scenarios. Furthermore, automation tools may impact an air traffic controller's workload and decision-making processes in unforeseen ways.

On the other hand, the pursuit of extreme harmonization in remote tower systems raises concerns about whether it could stifle the inherent triggers that guide human decision-making. These triggers serve as warnings or stimuli, prompting actions, checks, and verifications. Over-harmonization might result in the correct actions being taken in the wrong context, potentially leading to erroneous outcomes.

Unforeseen issues

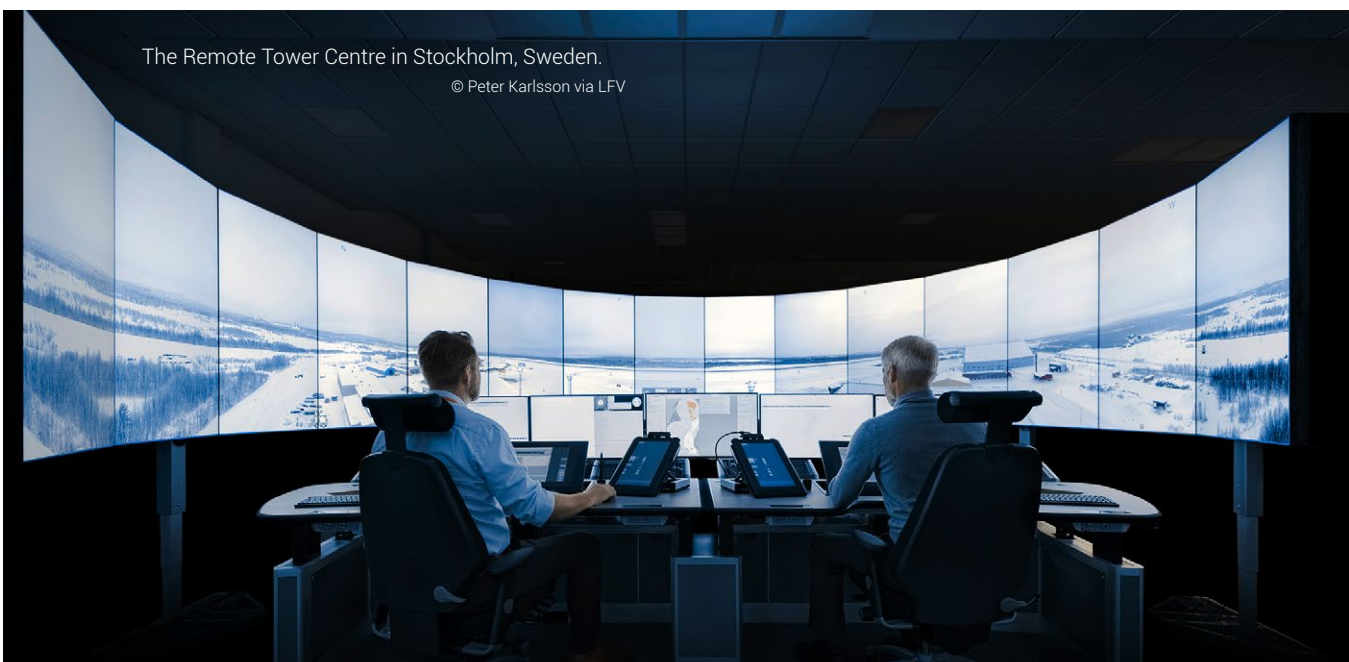
The implementation of a remote tower system introduces unpredictable costs for aerodrome operators. For example, in a scenario where multiple simultaneous remote tower centres with numerous working positions exist, the potential for challenges such as identical radiotelephony call signs at different aerodromes and variations in working methods or procedures across airports must be considered. This could have implications for airlines, including potential impacts on fuel requirements and passenger and cargo arrangements.

Despite numerous questions and uncertainties, there are ambitious plans to deploy new remote towers worldwide. Fortunately, Air

While the concept of remote tower control was once considered unthinkable, it is increasingly becoming a part of the norm. Substantial progress has been made, and remote tower control is no longer viewed as purely theoretical. However, reservations about the concept will persist until every detail of remote tower operation is fully understood and addressed.

Please consult the [Remote Towers - Interactive Map - IFATCA](#) for a global overview of remote tower operations. If you have information that is missing from our map, or for further information, please contact us via the e-mail address below. ◀

remotetowers.coord@ifatca.org



The Remote Tower Centre in Stockholm, Sweden.

© Peter Karlsson via LFPV



SPEAK ENGLISH PROGRAMME

TESTIMONIES TO THE VALUE OF IFATCA'S ONLINE FORUM

➤ BY OLIVIA MAY (GATCO, UK), SPEAK ENGLISH PROGRAMME SECRETARIAT



The IFATCA speak English programme (SEP) IFATCA Speak English Program - IFATCA was developed to help enhance the English-speaking capabilities of ATC as a controller's language and communication skills are critical for delivering the service. In conjunction with IFALPA it was expanded to include pilots as well! SEP is an online forum, matching the participants with facilitators to have informal chats, no judgement or pressure. This is plain English to build up self-confidence in the language because 'what we learn with pleasure we never forget' (Alfred Mercier, poet and playwright)

The programme relies on SEP volunteers or facilitators with native or excellent English. Currently there are over 70 facilitators from 29 countries worldwide. Here are some of the Facilitators from each region sharing their experiences of the programme.

Eman Ayadi a shift supervisor in the Borj El Amri control tower in Tunisia, North Africa, a facilitator in the SEP and an admirer of the English language.



'My love for the English language started long before the aviation academy, at a young age I sought it in movies and songs, because back then, books and novels in Shakespeare's tongue was tough to find. In my country, French was my second language and English was my third, also the internet was not as available in those days. Fast forward to a year ago, I am an ATC happy and proud, practicing my beloved English language on an everyday basis when one day I was approached by one of our association members who noticed my energy and my interest in the English language. They introduced me

to the SEP programme. I've always considered myself an extrovert. I love talking to new people not to mention making new friends and I'm not bragging, but one of my major skills is making the other person feel comfortable speaking to me, thus creating a hospitable environment for conversation. And fortunately, this was the main purpose of the SEP.

I jumped into the program as a participant enjoying every second of it, till I got the honourable offer of be a facilitator and help our ATCs from all over the world practice the language and express themselves in English in a comfortable environment. I led a lot of fun sessions. I met interesting and fun ATCs and pilots. I made friends with a couple of them. I will humbly say I've learned from them as much as they have learned for me; exchanging professional expertise and cultural knowledge was one of my biggest gains and theirs. SEP enables me to make a real connection with people and know more about diverse cultures, places and lifestyles.'

David Johnson is an Aerodrome, Approach and Radar Controller in the Isle of Man, Great Britain.



'I became involved as a facilitator in the IFATCA Speak English programme early in 2023. I had previously undertaken a similar role in another online forum, the Aviation English Hub. This had originated during the pandemic to help ATCOs in France maintain their levels of English Language proficiency as they had become less exposed to English speaking pilots when traffic levels were diminished.

I heard of the IFATCA SEP programme as a result of a conversation I had with Olivia May, VP communications at our UK member organisation, GATCO. I was talking to Olivia about English Language proficiency among Aviation professionals who speak English as their first language, and the reluctance of some native English speakers to empathise with and accommodate non-native English speakers. As a consequence, I was invited to join the SEP as a facilitator.

As I did with the previous project, I have found this work (if it could be classified as work!) rewarding on so many levels. I have been privileged to meet a great number of aviation professionals from so many diverse places. I've loved hearing of the situations we all face within controlling and flying and learning that we are all the same in so many ways, but equally have many unique challenges and diverse ways to work through these. It is so fantastic to co-operate with my fellow professionals, who are less lucky than I; that is, those who have to learn

English as a second language to a tested standard.

I find that the English language proficiency standards of those I meet in the SEP are a real credit to the people who are burdened with English learning and I am so happy to be involved in immersing my global colleagues in English conversation and encouraging their learning.

I have recently completed and ELP raters' course which has given me further insight into the importance of mastering the various aspects of proficiency and this has added to my admiration of those who are speaking a second language in their work every day.

Added to all of this of course I've made so many friendships with like-minded people all around the world, learning so much about the culture, geography, food and interests and so much else about the wonderful world we live in.'

Max Matsumoto is a Boeing 787 Captain, flying for All Nippon Airways (ANA). He is based in Japan and Regional Vice President of IFALPA.



'When I heard about Speak English Program from IFATCA, I strongly requested whether IFALPA pilots can join, because we are seeing more non-native English-speaking pilots growing especially in my region. The request was heartfully accepted, and I became the first facilitator as a pilot.

Even though, we speak over the radio every day, we hardly know each other well. Through this program, we can see our faces via the screen and enjoy great conversations. Sometimes, we ask technical questions, and it really resolves some daily misunderstandings between each other. I enjoy talking to ATCO and pilots

from all over the world and I really recommend this program. I greatly appreciate IFATCA for developing SEP.'

Hamid Abdi is an area controller, working at Tehran ACC Iran since 2017.

'I've been involved with the IFATCA SEP since 2021. I started off as a facilitator after being interviewed by the Secretariat and embarked on a journey which has been infused with excitement and adventure. I never knew what this programme would have in store for me. I've met a lot of controllers from all over the world and I've become familiar with different cultures and traditions worldwide. This experience is second to none as you can make friends without meeting them in person. What's more, the friendly and non-judgmental atmosphere of the sessions has given the participants the confidence to speak and communicate without stress which I believe is what gives it the edge.



Additionally, becoming a member of the Secretariat was the next step to add to the thrill of this adventure. I am honoured to be a small part of a great team whose job is very essential in running the programme. The Secretariat are responsible for arranging the sessions and accommodating the requests of participants which is also known as "Matchmaking". They play a key role in keeping the SEP up and running and had it not been for their efforts and hard work, the programme wouldn't have flourished to this extent.

From my point of view, the SEP has been one of the most wide-spread and successful programmes run by IFATCA and if you wish to develop your English-speaking skills as well as self-confidence, don't hesitate to join.'

Thomas Thompson is a retired member of the National Air Traffic Controllers Association (NATCA) in the United States of America (USA). He worked as an area controller at the Indianapolis Air Route Traffic Control Center in Indiana, USA for 25 years. Prior to that assignment, he spent 3 years as a tower controller in the US Army.



'I got involved with the Speak English Program as a facilitator to support NATCA's involvement in IFATCA programs and specifically to aid air traffic controllers worldwide with their overall English-speaking skills.

What I love about the Speak English Program is the ability to meet air traffic controllers from many different parts of the world. Learn about their countries and work environments. Share my personal experiences and listen to theirs.

I enjoy facilitating discussions on a wide variety of topics with the goal being to enhance the participants overall understanding of the English language. The program has been both interesting and extremely rewarding.'

sep@ifatca.org

TRAINING TASK FORCE

NEW TASK FORCE TO ADDRESS GROWING DEMAND FOR TRAINING

➤ **BY JEAN-FRANÇOIS LEPAGE (CATCA, CANADA), IFATCA LIAISON OFFICER TO THE ICAO AIR NAVIGATION COMMISSION**



In response to growing demand in terms of training offered by the Federation and to better organize how training is provided to our Member Associations, the IFATCA Training Task Force (TTF) was formally established at the last Annual Conference in Jamaica, in May 2023. Since then, the TTF had two virtual meetings, in June and July 2023. The task force, as it stands now, has been joined by 26 members from 17 IFATCA Member Associations.

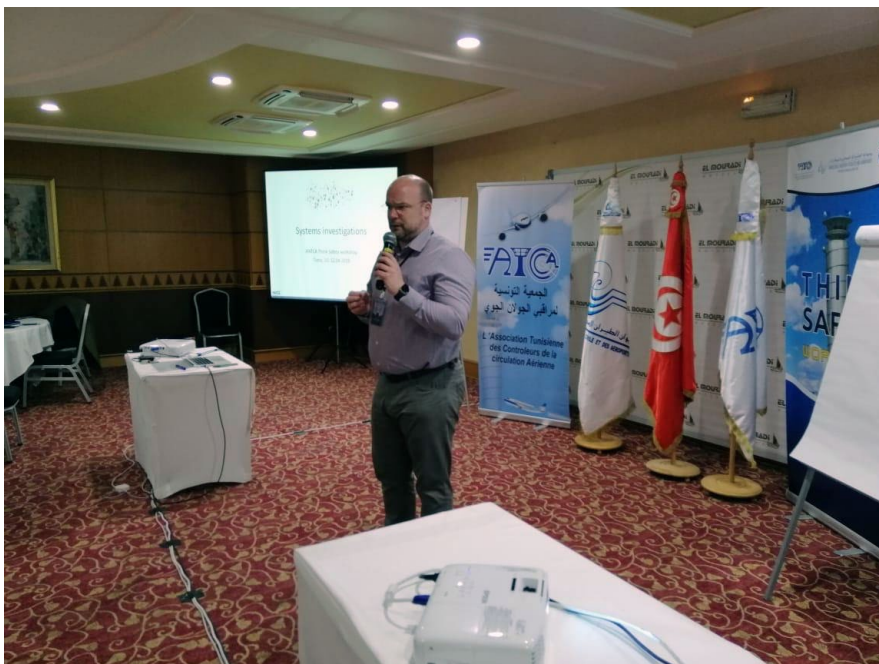
Following a request to the four Regional Vice-Presidents of IFATCA to identify the topics for which training needs are most urgent, a large number of subjects were identified, approximately a hundred. They were then classified in five areas of expertise (the "Champion Groups"), for which the task force nominated one of the members to be in charge (the "Rapporteurs"). These areas of expertise are:

- ➔ CG Safety Management (Rapporteur: Alfred Vlasek – Austria)
- ➔ CG Aerodromes (Rapporteur: Ben Kings – Netherlands)
- ➔ CG ATM (Rapporteur: Francois Barwise – South Africa)

- ➔ CG Professional matters (Rapporteurs: Jaco van der Westhuizen – South Africa, Mehdi Debbari – Algeria)
- ➔ CG Leadership and organizational matters (future work)

The task force will first consolidate the in-person courses IFATCA is already running before adding new courses. However, among the first steps the task force will take during this year is the creation of an online platform for e-learning. This platform will be called "the IFATCA Academy". To this end, an IT Department (Rapporteur: Renz Bulseco – Philippines) was setup. As necessary, this IT Department will liaise with the Communications Team of IFATCA.

Needless to say, the task force has been very busy so far setting up everything needed to progress the work, and there is still a lot to do. Among the next steps, each Champion Group Rapporteurs will meet with their respective Champion Group and determine how the work will be progressed. On the IT side, Ben Kings has already tested and provided ideas for potential platforms to host our future online training portal, the IFATCA Academy. The IFATCA EVP Professional, Peter van Rooyen (South Africa), together with TTF Chair, Jean-François Lepage (Canada) will follow up the work of the CGs and make sure progress is made in order to be on track with deadlines.



In December 2023, another full meeting of the TTF is planned, where draft versions of the first batch of deliverables will be presented to the group, and trials of the chosen platform will take place. Later in February 2024, the first batch of deliverables is expected to be ready and will be uploaded on the platform, for a scheduled roll out at Conference 2024. In the long term, the plan is to hand over the chairmanship to one of the members of the task force, to continue adding online courses to the e-learning platform and expand our offer of in-person courses.

Stay tuned for more! ➤

jean-francois.lepage@ifatca.org

100 YEARS AIR TRAFFIC CONTROL - THE BOOK

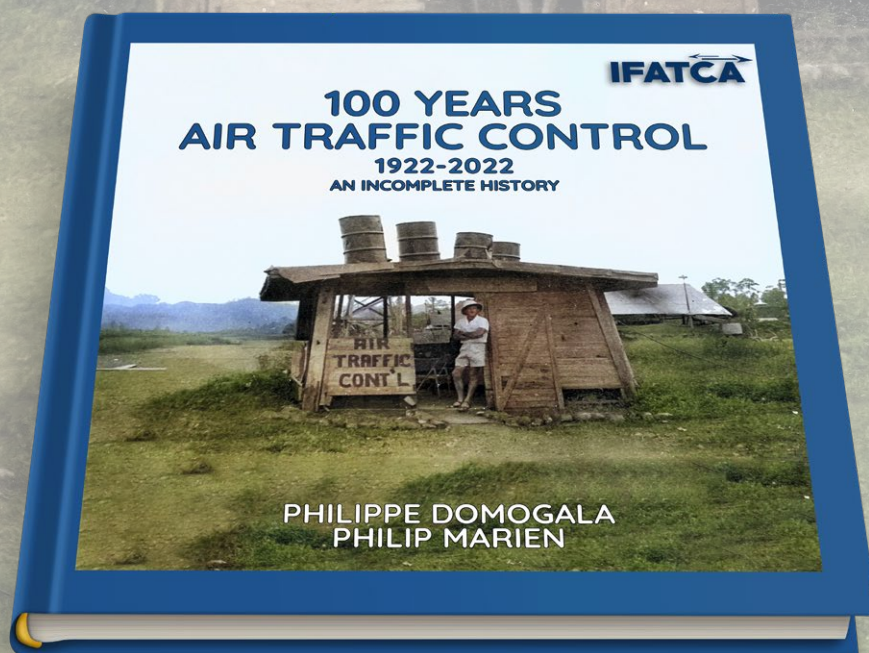
On the occasion of 100 Years of Air Traffic Control in 2022, the International Federation of Air Traffic Controllers' Associations, IFATCA, commissioned a book that examines how air traffic control started and changed over the past century.

Air traffic control was not invented. It evolved out of necessity, following hindsight-realizations that aviation could be made safer and more efficient. In many cases, the trigger was one or more accidents that created a need to improve.

The book does not aim to be an all-encompassing, detailed account but looks key events that shaped our profession to what it is today.

100 YEARS
384 PAGES
652 ILLUSTRATIONS
132,500 WORDS
696,000 CHARACTERS

FIND OUT MORE ON
WWW.ATC100YEARS.ORG



MAP TOWARDS SAFER SKIES

SEVEN KEY PARTS TO AVIATION SAFETY

BY JOHN FRANKLIN, HEAD OF SAFETY PROMOTION,
EUROPEAN UNION AVIATION SAFETY AGENCY (EASA)



What is safety? Have things got too complicated that we do lots of 'things' but ultimately forget the real purpose of everything? The Safety Map of the World was created to help simplify things. To help you see the 7 key parts of safety - just like the number of continents in the world.

Before introducing them it's important to say that they are all related and linked to each. In the same way the world is connected, so are the 7 parts of safety. Aviation is made up of lots of complicated pieces, involving many different stakeholders. As we get more into different subjects, topics and themes the connections will become more obvious. This will make it easier to focus on the true goal of safety - delivering safe and effective operations every day.

everything you do contributes to safe outcomes and, at the end of the day, aircraft that land safely while doing what they need to do.

Your purpose drives every other aspect of the map. As you heard before, everything in the map is connected and it must connect to your purpose. Sounds simple but you'll be amazed how often organisations do things without understanding how it serves their purpose.

John's love of aviation started at the age of 8 when his family got involved in hot air ballooning. He began his aviation career in the Royal Air Force, serving as an Engineering Officer on the Tornado aircraft and then within the Military Aviation Authority.

He joined EASA in 2011 in the Safety Analysis Team and in 2018 became EASA's Head of Safety Promotion where he leads their Together4Safety promotion initiative to help the European Aviation community by providing practical information and support on a range of safety issues and other topics.

Purpose

The first part of the map is the anchor for the other parts. It's your purpose, or rather the purpose of your organisation and its operations. Not just what it does, but also how it does it and where it does it. And most importantly how

Mindset / Culture

Everything starts with mindset, whether as an individual, team or a whole organisation. We could have called it culture but that's a hard word to really understand at a practical level.



The Safety Map



Purpose Safety as the ability to create and maintain the capacity to enable effective operations - as organisations, leaders/ managers and individuals.



It's about being open about safety so that people can report occurrences without fear and you can discuss your challenges together. The more positive your mindset the smaller the gap between what you think is going on in your organisation (work as imagined) and what is happening in reality (work as done). This mindset is vital for learning.

There is a close link between your mindset and the values of your organisation. Do you have clear values and most importantly, do they translate into clear actions for everyone at the

People

No organisation achieves anything without its people. The challenge is to help people to perform to their best and fulfil their vital role as the organisation carries out its purpose, whatever that may be. The definition of the people part of our "Safety Map of the World" consists of 3 key parts.

"Having enough" is a huge challenge in itself and there are many factors that impact this. It is important to clearly focus on how many people you need and where you need them, whether you have enough people or not. The second part is then the "competent" part, what skills and knowledge do people need to have to be effective. Finally, there is "operationally ready and fit for duty". While we talk a lot about fatigue and flight time limitations there are many other aspects of people's physical and mental fitness that impact their performance.

Resources

People need resources to be effective. There are lots of resources that people and the wider organisation uses to carry out its purpose. This includes aircraft and equipment that supports operations. But don't forget about your support services (HR, finance), tools (including IT systems), equipment (like vehicles and ground equipment) and infrastructure (such as buildings, facilities and the airport or control tower or centre). They all need to be fit for purpose, maintained and cared for.

Compliance

Aviation doesn't exist without rules, procedures and processes. There are rules that your organisation needs to follow and that your authority will come and audit you against. The main thing is that being compliant with regulations is a basic requirement for your organisation.

Things are made slightly more complicated in the modern world with the invention of "Performance Based Regulation". This means things are less prescriptive and more adapted to your operations. This is great because it gives you more flexibility based on your purpose/ operational activity. However, the trade-off is that it also requires a little more thinking on your part.

There are all sorts of other procedures and processes that impact your operation. Always look to understand where procedures and processes are not fit for purpose and be open to discuss where things can improve. It's all about having a positive "mindset" and then being open to "learning".

Risks

Compliance gives us a certain base level of safety but many accidents over the years have shown that this alone is not enough. If we define safety as the capacity that reduces the chance of harm to an acceptable level, then is our ability to understand and manage the risks in our operation that helps us to operate safely.

The main thing is that you need to consider are the risks in your operation. Don't assume they are the same as those of other organisation's. Your risks clearly link to your organisation's purpose. The type of activities you perform and what are the things that might kill people – these are the things to mitigate. Finally, of course you need to check if your actions are working.

Learning

The final part of the map is the ability to continually improve. Learning from everyday operations as well as things that go wrong is a key part of managing safety. This is often described as the Safety II approach (learning from every day) and then the Safety I approach (learning from negative events). There are other approaches like Safety Differently that helps you look ahead to what you are doing in your operations and predict what might happen.

At the heart of learning is having the right mindset. Particularly when it comes to negative events. Without the right culture your staff won't feel comfortable to tell you when something has gone wrong or when they find a hazard that needs addressing.

It's also a great place to finish our short explanation of the Safety Map of the World. Aviation is a very complex industry but when you break safety down into these key parts, things become a lot easier to understand. ⚡



ATCOs: CHAMPIONS OF ENVIRONMENTAL ACTIONS

► BY BYRON DANE POST, GUILD OF AIR TRAFFIC CONTROLLERS OF SOUTH AFRICA (GATCSA)

As temperatures in Europe approach their all-time high of 48.8C (set in Sicily in August 2021), global average temperatures continue to rise, and hundreds of wildfires rage uncontrolled in Canada, Europe, and North Africa, the effects of our climate disaster are becoming increasingly more difficult to ignore. The climate disaster is the result of pollution blanketing the earth. Contributing 2.5% of global CO2 emissions, aviation has a significant role to play, and the industry is trying to reduce its impact. Air Traffic Controllers (ATCOs) have a crucial role to play in reducing emissions.



Byron has been a controller since 2007, an area controller and OJTI, based at OR Tambo International Airport in Johannesburg, South Africa.

He has a Bachelor of Science Degree in Environmental Management and is currently studying for a Post-graduate Degree in Environmental Monitoring and Modelling.

The exhaust that results from the burning of jet fuel is carbon dioxide, water vapour, nitrogen oxides, sulphur oxides, carbon monoxide, unburnt jet fuel and soot particles. Aviation's major contributors to greenhouse emissions are CO₂, water, and nitrogen oxides (NOx). The combustion of 1kg of jet fuel emits about 3kg of CO₂ and 1.2kg of water vapour. A flight of 1500NM in an Airbus A320 uses about 7000kg of jet fuel. This will result in emissions of 21000kg CO₂ and 8400kg of water vapour.

The excessive consumption of jet fuel can be linked to erratic thrust changes in flight and inefficient Air Traffic Management (ATM) procedures leading to increased and unnecessary CO₂ emissions. ATM related improvements could result in a 3-5% reduction in fuel consumption. Some of the excessive consumption of aviation jet fuel can be attributed to the method in which aircraft are managed by ATCOs.

The most effective way of reducing aircraft emissions is by reducing the amount of fuel each flight mission uses. There are several measures that can be taken by Air Navigation Service Providers (ANSPs) and ATCOs on duty to reduce the fuel burn of aircraft and reduce the resulting emissions. Improving collaboration between aircraft operators, airports and ANSPs and improving the efficiency of ATCOs on position, are among the most cost-effective and practical methods to reduce fuel burn and emissions. Let us explore several methods that can be used by ATCOs to reduce fuel burn and emissions.

Approach & Area ATC

Continuous climb and decent operations

The method of step climbing is not the most fuel-efficient method of controlling aircraft. Every time an aircraft is levelled off and must resume its climb, it has the effect of increased fuel flow to initiate the climb, leading to increased fuel burn and more CO₂ emissions. Additionally, a jet turbine aircraft that is levelled off at a low altitude to achieve a level separation will fly in denser air and will lead to an increased fuel flow. Considering the design of airspace, uninterrupted climb operations are not always possible without ATCO intervention. The ATCO may have to actively manage the aircraft, by means of adjusted headings, to achieve uninterrupted climb, continuous climb operations (CCO) and continuous descent operations (CDO). Ideally, an aircraft should be able to climb from take-off to cruise altitude and from cruise altitude on the descent to landing without levelling off at all; this would be the most efficient method of climbing and descending. As much as 25kg of fuel per aircraft can be saved for every level-off portion of a flight avoided.

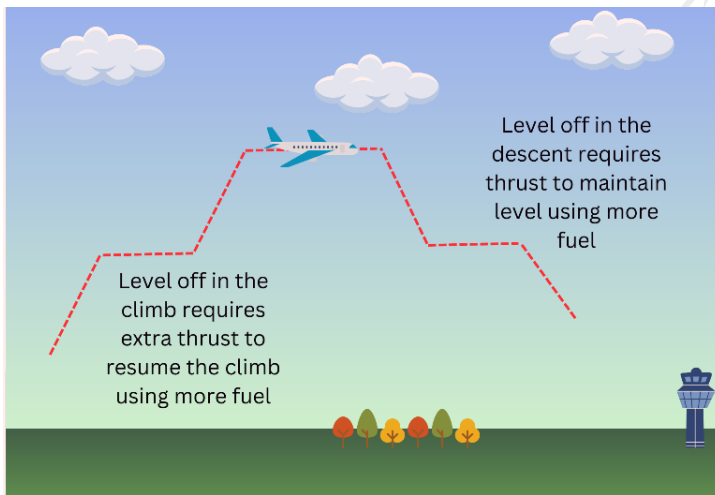
Speed control

While ATCOs have the capability to control aircraft using rates of climb, rates of descent and speed control, these should be used with due consideration to the extra fuel burn and emissions that result. Aircraft operators will generally fly the aircraft

as close as possible to its most fuel-efficient climb or descent speed. By changing the rate of climb, rate of descent or speed, the aircraft will no longer be operating at its most fuel-efficient thrust setting, resulting in a higher fuel burn and increased emissions. It may be more fuel efficient to adjust the aircraft's heading to achieve the required separation and allow the aircraft to operate at its most fuel-efficient thrust setting.

Shorter routings

Shorter routings, if available, offered by Approach or Area ATCOs can provide massive fuel and emissions savings for aircraft. Issuing of shorter routings needs to take place with a few factors in mind. By arriving early, parking bay availability may be an issue, the unavailability of a bay will result in an aircraft holding on the ground, resulting in an increase in local air pollution from engine emissions. Issuing shorter routings to one



the aggregate of thousands of aircraft movements, the emissions saving can be significant.

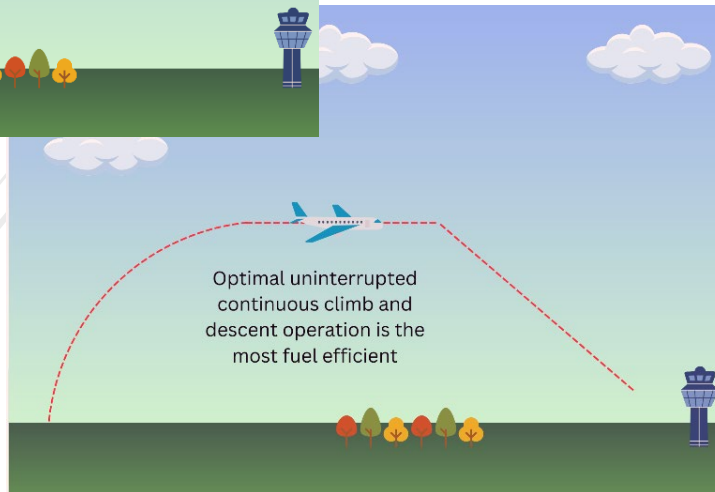
Empowering ATCOs with the knowledge of the state of the environment and the impact that the aviation industry has on the environment is crucial to get them to affect change. While the procedures and systems to optimize efficiency that are under development by the aviation industry and ANSPs

aircraft that result in another aircraft having a disproportionate increase in fuel burn should be avoided.

Tower ATC

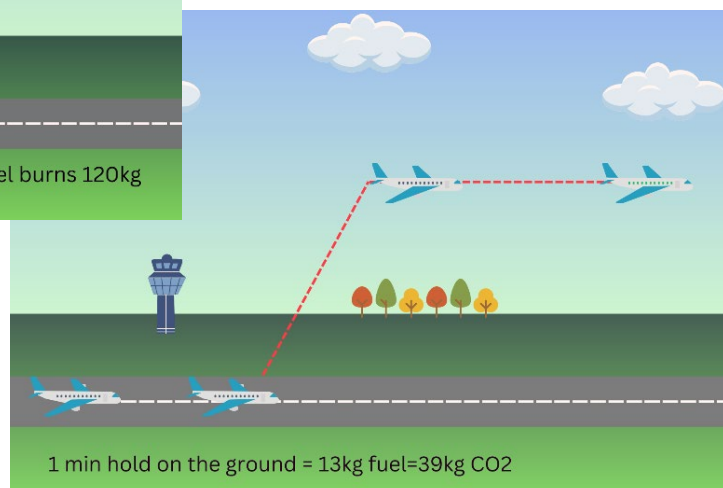
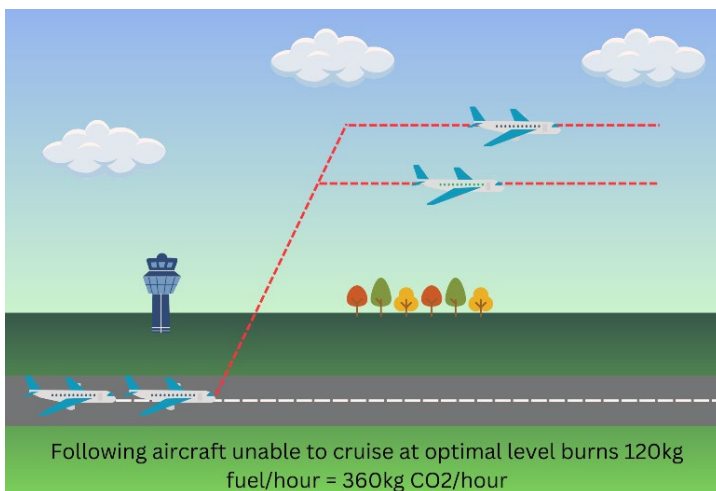
Departure Sequencing

Tower ATCOs providing departure sequencing can have a significant impact on fuel burn for flights. A long-haul flight can use up to 120kg of extra fuel per hour at 2000ft below the aircrafts optimum cruising level, and 450kg of extra fuel at 4000ft below optimum cruise level. An Airbus A330 uses about 24kg fuel per minute at idle power on the ground. By holding an aircraft on the ground for an extra couple of minutes to ensure that it can cruise at its optimal fuel-efficient level can have a massive fuel saving impact.



It is important to note that while the fuel and emissions savings per flight do not sound that significant, the aggregate of flights outbound and inbound to a given airspace make the fuel and emissions savings significant. Any form of emissions reduction should be seen as important even if it seems small per flight, because on

are important in reducing emissions in line with the ICAO's goal of net-zero carbon emissions, crucial time to impact change is lost in the policy and procedure formation process. Providing ATCOs with aviation-specific environmental training and education will go a long way to reducing emissions from aircraft in a more immediate time frame. The training of ATCOs is not dependent on new technology being developed and is a cost-efficient way of achieving an emissions reduction in the aviation industry. ATCOs can be champions of environmental action, once they have been equipped with the knowledge and skills to affect that action. ◀



EDI TASK FORCE UPDATE

UNWAIVERING SUPPORT FOR EQUITY, DIVERSITY AND INCLUSION

➤ BY SVERRE IVAR ELSBAK, IFATCA'S EQUITY, DIVERSITY AND INCLUSION TASK FORCE CHAIR



The IFATCA Equity Diversity and Inclusion Task Force (EDITF) presented two working papers on behalf of the EDITF to the IFATCA Annual meeting in Jamaica. The IFATCA Equity Diversity and Inclusion plan was adopted by the Directors in Committee A, without any amendments. We would like to thank the directors and the federation for their unwavering support of the Task force.

The highlights from the plan were:

- Continuously work to promote equity, diversity and inclusion within our profession
- Continue to promote equity, diversity and inclusion at all our regional and annual meetings.
- Provide guidance material on equity, diversity and inclusion for our member associations.
- Encourage all member associations to take action to ensure a diverse and equal composition of representatives, without lowering standards of quality, at all levels within their association, on their executive boards and on their committees.

In addition to this, each Member Association will report annually back to IFATCA, the number and percentage of their female members. This will give IFATCA great statistics on gender equality within our profession.

In Jamaica several of the EDITF members met in person for the first time. It was a great opportunity to connect, discuss important topics and get a feel for each other's commitment to EDI. Since the start of the year, several members of the EDITF have left the task force. Nicola NiRiada, Ireland has become Communications Coordinator for IFATCA. Rosemary Kyalo, Kenya; Ronald Vega, Costa Rica; Asmita Subba, Nepal and Tony Kepler, Uganda Katie Mason, UK GATCO have left the EDITF. IFATCA would like to take this opportunity to thank them all for their great work and all the effort they've put in for the Federation.

ICAO Global Summit

The EDITF chair attended the ICAO Global Aviation Gender Summit in Madrid, Spain on behalf of IFATCA. More than 800 delegates from all over the world attended the meeting hosted by the Government of , Spain in partnership with European Commission (EC), the International Labour Organization (ILO), UN

Women, and the International Transport Forum (ITF) at the Organization for Economic Co-operation and Development (OECD). Besides IFATCA, The International Federation of Air Line Pilots' Associations (IFALPA), International Federation of Air Traffic Safety Electronics Associations (IFATSEA), European Transport Workers' Federation (ETF), International Transport Federation (ITF) and European Pride in Aviation Network (EPAN) were present from the employee's side. The International Air Transport Association (IATA) were there from the airlines, and CANSO were representing the Air Navigation Service Providers (ANSP's).

ICAO is really pushing hard for gender equality since it's one of the UN's sustainability goals, and the link between EDI and safety within our profession will be predominant going forward. See [ICAO "call for action" on Gender Equality. Global aviation summit calls for urgency on gender equality](#) <

editf.chair@ifatca.org



L to R: Marc Jarc, Slovenia; Greg Okeroa, New Zealand; Rossana Croci Reyes, Uruguay; Tony Kepler, Uganda; Sverre Ivar Elsbak, Norway

The Current members of the EDITF after the IFATCA Annual Meeting are:

- **Chair:** Sverre Ivar Elsbak, NATCA Norway
- **Secretary/co-chair:** Maria Serrano Mulet, USCA Spain
- **Americas Region:** Rossana Croci Reeyes Uruguay & Gale Williams-Dalsou, St Lucia
- **Asia/Pacific Region:** Greg Okeroa New Zealand & Asuka Nii, Japan
- **European Region:** Marc Jarc, Slovenia
- **Africa & Middle East Region:** Lumbiwe hara, Zambia & Ousmane Dicack, Mauritania



BREAKING DOWN BARRIERS

GOING BEYOND COMMON SENSE TO ADDRESS EQUITY, DIVERSITY AND INCLUSION

➤ BY MILENA BOWMAN, EXECUTIVE MANAGER OPS AIRSPACE, SYSTEMS AND PROCEDURES IN MUAC, EUROCONTROL



Many of you may wonder why do we need to even speak about equity, diversity or inclusion? Many people in ATM would feel "Isn't it just common sense?" to be more inclusive, more diverse and more equitable as all these elements make for better, more productive workforce.

The short answer is NO. Almost all people believe that "my common sense" is "everybody's common sense", and it is not! As individuals we can find it hard to see outside of our own situation. So, it can be hard for us to see inequality if we don't experience it ourselves. There can be systemic barriers to access the profession for many people around the world that we may not even be aware of. And the perception that ATM is a 'male' career path is still prevalent.

The strong team identity, friendship and feeling of fulfilment working within your team in ATM can lead to us being insular and often protected. This again can make it hard to see outside our own contexts. IFATCA's work, including that of the EDI task force, has done a lot already to champion equity, diversity and inclusion. Quietly but persistently our profession has changed a lot!

The successful approaches to EDI take time, persistence, and energy.

It is a myth to believe that inclusive behaviour can be imposed on people by making mandatory programs such as unconscious bias trainings. If people feel pushed, feel blamed and wronged, they consequently resist and reject any kind of imposed change. A much better approach that we have found in EUROCONTROL is to invite people to participate. When the person does so voluntarily, these awareness activities have a significant impact on behaviour. Thinking and training outside the box, for novel change. The classic classroom format is non-effective, within a week the retention rate of knowledge from them is less than 5% and the observable change of behaviour in 6 months is even less. Behavioural change comes when people have the chance to meet people outside their immediate community. When one can associate a group of people with a concrete person and know the background of that community, one changes their own behaviour. Most people are kind. In MUAC some

examples of allowing different people to mix include movies nights or random lunch with somebody else from the company.

I am very grateful to have met so many people from IFATCA who are committed to humanize the perception of the profession, to make

Milena Bowman is an Executive Manager OPS Airspace, Systems and Procedures in MUAC, EUROCONTROL. She had worked in Sofia ACC, BULATSA and Emirates Airlines. She founded a Diversity and Inclusion Think-tank in 2018 and has been a practitioner in the field of equity, diversity and inclusion since 2012. She is doing a PhD with Leiden University researching the topic of Team Diversity influence on Team Decision Making and Safety Climate.

it tangible for many young people, to facilitate the normal historical evolution for many from very male, macho to a significantly more diverse team composition. On the international forums- from Safety discussions, through training, HR and ICAO global summits-IFATCA is seen as a key player enabling sustainable recruitment and training. The contribution from ATCOs point of view has been invaluable input to sharpen the efforts to respond to the concrete needs for ATCO recruitment and retention. IFATCA EDI task force members have underlined the importance of the allies, building on the cooperations and leveraging the power of the networks.

THANK YOU for doing this! Together we can assure that there are enough trained ATCOs to serve ATM in the future. ⚡

milena.bowman@eurocontrol.int



ICAO's MAKEOVER

LOOKING TO MAKE THE ORGANISATION MORE DYNAMIC

► BY JEAN-FRANÇOIS LEPAGE, IFATCA'S LIAISON OFFICER TO
THE ICAO AIR NAVIGATION COMMISSION



ICAO is a renowned institution solidly anchored in stability, tradition, proven processes and let's admit it, some bureaucracy and decorum. While some stakeholders would wish for more agility and proactivity, ICAO's reputation as the leading organization in the civil aviation world is mainly due to the way things are done. Indeed, when we take a look at the standards-making process, it may be surprising that it can take anywhere between two and five years to turn an idea or a concept into international standards and recommended practices. But reaching a consensus takes time. Different layers of review and process and oversight cannot be disregarded to cut corners. And above all, transparency is essential to ensure we keep the trust in the above-mentioned processes.

Which begs the question: is ICAO too slow? Is there a way to ensure the same level of transparency and inter-rater reliability while, at the same time, shortening the process as we know it? The answer is yes, absolutely. And ICAO is currently working on it.

Improving resources allocation

Besides processes, one of challenges that is at the centre of attention in ICAO is the utilization of resources. To be more accurate, the most efficient use of very limited resources. For many years, ICAO's budget has remained more or less the same. Why? Because States, the main source of revenue for ICAO, are also increasingly limited in terms of funds available for international cooperation, and obviously heavily scrutinized when it comes to how and where they spend such funds. This made it almost impossible for the triennial Assembly to vote on an increase in ICAO's budget.

And since inflation – especially post-pandemic – is causing significant cost increases over the last few years, ICAO's resources are becoming increasingly scarce. Of course, it is always possible to do more with less, by streamlining processes, cutting non-essential expenses, trying to find some economies of scale. But there is a limit to what can be done, and it

can be said with confidence that this limit has now been reached at ICAO. So, what now? Well, the next step is prioritizing what is absolutely essential and what has to be left aside.

The Air Navigation Commission (ANC) last year began a prioritization exercise of all Job Cards currently approved for all ANC Panels. That means that the Air Navigation Work Programme, in its entirety, has been re-prioritized according to the resources available, but also considering the priorities of the organization, namely in line with the Aviation System Block Upgrades (ASBUs) contained in the Global Air Navigation Plan (GANP) and the Global Aviation Safety Plan (GASP).

Even more concretely, it means that some of the Work Programme Elements (WPE) that the ANC Panels were working on may have been deemed no longer urgent and were assigned a lower level of priority. Conversely, an increased level of priority may have been assigned to some other work programme elements for which the Commission felt that they should be achieved more urgently.

The task of reshaping ICAO, or how to change without changing

With these improvements in the processes and resources allocation,

will ICAO continue to fulfil its role of globally recognized organization in charge of harmonizing international civil aviation standards and practices? Yes of course. But differently. Given the finite nature of resources, priorities have been assigned to what is most urgent. It means, as mentioned above, that some of the tasks that ICAO was performing up to now will now be fulfilled differently.

For example, international organizations and ICAO Member States will be invited to cooperate more closely and more intensively with ICAO. The Direct Submission process is one way by which this increased involvement will take place. But it is not the only one. International organizations and ICAO Member States will also be solicited to increase their participation in Study Groups and Advisory Groups, to get more involved with the production of guidance material, with the organization of symposia, fora, and other high-level events, etc. In short, ICAO's intention is to act as a focal point for international civil aviation, but to delegate some of the tasks while keeping the oversight (to a certain level) on some of them. Member States will also be invited to fulfill some of the tasks previously performed by ICAO, when it is obvious that States have the capacity to perform them themselves.

What it means for IFATCA?

A lot! Essentially, it is an opportunity for our Federation to get involved more closely with ICAO in certain areas where our involvement might have been less significant before. It also means more involvement with other international organizations, such as IATA, CANSO and IFALPA, who are going to lead some of the work that may have been done previously entirely by ICAO. It may also mean more involvement with certain Member States leading international activities, such as for example the Safer Skies Consultative Committee (SSCC), led by Canada.

While all these changes may be impressive and generate a number of questions, there is no doubt that they will have a positive impact on the future of ICAO, and even more so on the future of ATM. Ultimately, the abovementioned improved processes and the associated enhanced resources allocation will undoubtedly bring more flexibility to ICAO, and will consequently transform it into a more agile, more proactive and more reactive organization.

Some will believe that all this transformation is simply an adjustment that is triggered by the need to adapt to the evolving world and that finally, ICAO will fundamentally remain the same, but slightly different, a kind of ICAO 1.2.

Personally, I strongly believe that ICAO is entering an era of profound transformation, and that the organization we will see tomorrow

will be completely different. Yes, its mandate will remain the same, as identified in the Chicago Convention (Doc 7300). But the way ICAO will fulfill it will change dramatically. What we will see in the upcoming year is a brand new, transformed ICAO 2.0.

ICAO and the future of ATM – a shift of priorities or new priorities?

As part of the process that will enable this shift towards the future, ICAO decided to organize two global, high-level events this year. The first is the Air Navigation World (ANW) 2023, which was held in Montreal (Canada) on 28-31 August. Under the theme 'Shaping the Skies of Tomorrow: Addressing Key Issues and Technologies in Air Navigation and Safety', its primary objective was to obtain stakeholder insight for enhancing ICAO's innovation and resilience approach while augmenting synergies between efficiency and safety.

The event discussed future technologies and procedures to support the evolution of the aviation system to meet the expectations of the aviation community. It was also seen as a timely opportunity to have an open dialogue on operational and implementation challenges of air navigation and safety solutions by all stakeholders, including governments and industry. An industry exhibition of current and emerging technologies, including solutions, was also offered to the attendees¹. Mr. Andrew LeBovidge (NATCA, USA) was a keynote speaker

at the event, and spoke on mental health in Air Traffic Control.

A second event, the ANW Air Traffic Management (ANW-ATM), will be held in Singapore (Singapore) on 23-27 October. Its objective is to facilitate global ATM implementation through knowledge sharing of mature, tried and tested ATM procedures in a practical manner. The event will also be an opportunity for States and air traffic services (ATS) providers to receive a thorough basis for important choices for performance improvement. Sessions will consider current, but also novel technologies and procedures to support the evolution of ATM to meet the expectations of the aviation community.

The ANW-ATM is looking at what is being done now (mainly in terms of best practices) but is also designed with an eye on the future, in line with the Long-Term Global Aspirational Goal (LTAG) for international aviation of net-zero carbon emissions by 2050². Mr. Jean-François Lepage (IFATCA Liaison Officer, ICAO ANC) and Mr. Peter van Rooyen (IFATCA Executive Vice-President Professional) will be representing the Federation at the event, along with Mr. David Perks (IFATCA member and chair of the ICAO Separation and Airspace Safety Panel), who will be a keynote speaker at the event.

Needless to say, there is a wind of change in ICAO and its global community. This metamorphosis will undoubtedly bring a lot of concerns and challenges, but more importantly, it will be an opportunity for IFATCA to consolidate and strengthen its ties with the UN agency, but also with our industry partners and other international organizations.

The future of ICAO is being decided now, and it is IFATCA's chance to get on board and help shape it! ➤

jean-francois.lepage@ifatca.org



IFATCA @ ICAO: Deputy President Helena Sjöström, Liaison Officer to the ICAO ANC Jean-François Lepage and EVP Americas, Trish Gilbert

¹ International Civil Aviation Organization (ICAO). (2023). "ICAO Air Navigation World (ANW) 2023, Montréal, Canada, 28 to 31 August 2023" (AN 12/62-23/41). Retrieved from <https://portal.icao.int/icao-net/SL2023C/041e.pdf>

² International Civil Aviation Organization (ICAO). (2023). "ICAO Air Navigation World (ANW) 2023 – Air Traffic Management (ATM) Procedures for Today, Singapore, 23 to 27 October 2023" (AN 12/62-23/55). Retrieved from <https://portal.icao.int/icao-net/SL2023C/055e.pdf>

IFALPA @ IFATCA

PILOTS CONTRIBUTING TO IFATCA COMMITTEES

➤ BY KIMMO KOIVULA, IFATCA REPRESENTATIVE IN THE IFALPA ATS COMMITTEE



Since the early days of IFATCA, our partnership with IFALPA - The International Federation of Air Line Pilots' Associations has been close and invaluable. One good example of such co-operation is that each federation appoints an observer in the sister federations standing committee. IFATCA have had a representative in the ATS Committee of IFALPA since 1990.

In 2011, IFALPA appointed Senior First Officer Felix Gottwald (Lufthansa Cargo) to represent airline pilots in IFATCA's Technical and Operations Committee. Ever since his first TOC/PLC meeting in Southampton, Felix has done excellent work in this position and beyond. He has represented airline pilots in several other working groups as well. This gave him unparalleled expertise in the aviation industry, including on hot topics like UTM, AI and Remote Towers. Besides flying Boeing 777 professionally, he is also an active general aviation pilot. A true aviator indeed.

All of Felix's contributions were of the highest quality and invaluable benefit

to the work of IFATCA. His diplomatic style and a great sense of humour made him a close member of the IFATCA family.

Earlier this year Felix announced that he is going to step down from his IFALPA, Vereinigung Cockpit and ECA duties. Appropriate farewells and well-deserved gifts to comfort his departure were handed out at the TOC/PLC meeting in Shannon in February.

At the 62nd IFATCA Annual Conference, Montego Bay, Felix was awarded the Executive Board Award, recognising his significant support to our Federation. His home association, Vereinigung

Cockpit, dedicated an article on their [website](#).

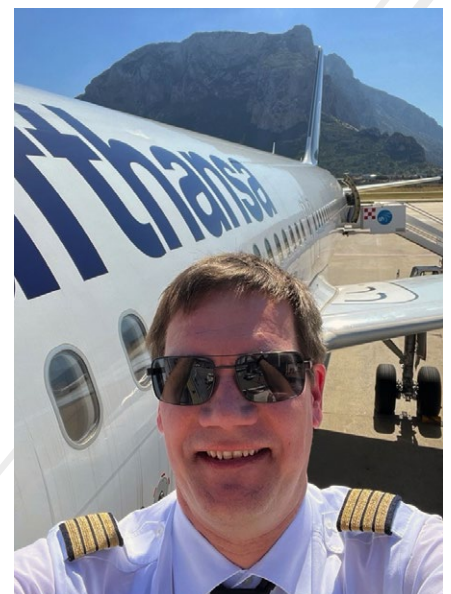
Fortunately, the IFALPA ATS Committee found a successor to Felix with no delay. Also from Germany and VC, Capt. Kolja Bollhorst (Lufthansa Airbus A320) stepped up and has already started to work with IFATCA TOC coordinating topics of mutual interest. IFATCA is very much looking forward to work with Kolja, and with all our friends in IFALPA. Stronger together.

Farewell and many thanks, Felix! Warm welcome onboard, Kolja! ⚡

kimmo.koivula@ifatca.org



Vereinigung Cockpit Technical Director Flight Safety, Dr. Daniel Schaad (left) and Felix Gottwald with the IFATCA Executive Board Award.



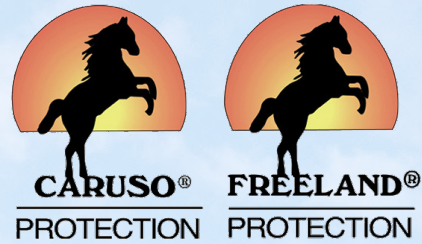
Capt. Kolja Bollhorst

© Vereinigung Cockpit

IFATCA

THANKS THE FOLLOWING INDUSTRY PARTNERS FOR THEIR SUPPORT

FREQUENTIS



Baymac



THALES

ENTRY
POINT
NORTH



IFATCA TECH TALKS

NEW INITIATIVE MARKS MOVE FROM CORPORATE MEMBERS TO INDUSTRY PARTNERS

► BY PHILIPPE DOMOGALA, IFATCA INDUSTRY PARTNERS COORDINATOR



At the annual conference 2023 directors voted to change the old Corporate Membership structure, which dates back to 1961, to Industry Partners with the emphasis on partnership. Renaming was only part of this process however. We also reassessed HOW we deal with Industry and manufacturers of ATC equipment, looking at how to maximize their value from IFATCA and vice versa.

With this in mind, in August IFATCA launched a new initiative with our industry partners: a series of on-line presentations and debates that we called TechTalks.

The first one occurred on August 29th, with our Industry partner Frequentis, the topic was use of Artificial intelligence. The presentation was done by two of Frequentis top engineers Theodore ZEH and Thomas Gunther, who explained how AI and machine learning are already in use in some of their products and how they see its development in future

applications in ATC. This was followed by a very interesting debate with the operational controllers attending.

The second TechTalk with another of our industry partners, Aireon - the company that pioneered Space based ADS-B which is currently in use, among others, in Canada and Iceland - was on September 11th. The subject of this talk 'how to integrate the new technologies, and on the interactions between these new technologies and controllers' with speaker Bill Holtzman.

We want to involve more industry in the Federation activities, offering them not only visibility during our Annual Conferences and Regional meetings (where we get great interactions) but also a platform to present their future ideas throughout the year. This hopefully will ensure that the products, projects or procedures they design are in line with what the controllers really need or want worldwide.

More of these Tech Talks are planned with other IFATCA industry partners. These TechTalks add value to becoming an IFATCA industry partner. Giving operational ATCOs access to the manufacturers to see what's coming down the line, and giving manufacturers access to those of us on the coal face of the equipment they produce is invaluable. We hope that we can attract more companies to join us and discuss their products and future plans.

The TechTalks are moderated by Marc Baumgartner, former IFATCA president and current SESAR coordinator.

For more information or questions, please visit <https://www.ifatca.org/membership/industry-partners> or contact us via the e-mail address below.◀

philippe.domogala@ifatca.org

IFATCA TECH TALK
NEW AND FUTURE TECHNOLOGIES

- AN INTERACTIVE SESSION WITH IFATCA'S INDUSTRY PARTNERS
- OFFER THE POSSIBILITY TO EXCHANGE AND LEARN ABOUT SOME OF THE TECHNICAL INITIATIVES CURRENTLY BEING DEVELOPED IN THE FIELD OF ATM.

MODERATED BY MARC BAUMGARTNER

IFATCA

IFATCA



EXPAND YOUR WORLD

BECOME AN INDUSTRY PARTNER OF OUR FEDERATION

WHAT IS IFATCA?

We are a non-profit, non-political international federation of air traffic controllers' associations, founded in 1961.

We represent more than 50.000 controllers in approximately 130 countries worldwide.

HOW MUCH DOES IT COST?

Standard partnership –
1,000.00 USD

Premium partnership –
3,000.00 USD

For specifics scan the qr code



WHAT DOES IFATCA OFFER?

Access to a large network of aviation professionals

Our Conferences and associated Technical Exhibitions will give you an opportunity to present your products and services..

IFATCA's Technical Exhibitions provide the unique chance for an open discussion with air traffic controllers and end-users of the ATC equipment.

Exposure and Promotion

- An extensive knowledge sharing platform with air traffic controllers world-wide.
- Exposure of your company through attendance at conferences, through our web site and our quarterly on line publication "The Controller" magazine to provide greater visibility of your company among the ATC community
- Access to our membership database for mailings
- The use of the IFATCA logo in your promotional events
- Exclusive possibilities to promote your company and to enter the yearly IFATCA Technical award

GET IN TOUCH

+1 514 866 7040

office@ifatca.org
www.ifatca.org

IFATCA OFFICE
360 St Jacques, Suite 2002
Montreal, Quebec H2Y 1P5 CANADA



AERO '23 FRIEDRICHSHAFEN

NEW AIRCRAFT PROPULSION SYSTEMS ARE COMING

► BY PHILIPPE DOMOGALA, IFATCA INDUSTRY PARTNER COORDINATOR

The Aero show in Friedrichshafen is considered the main general aviation event in Europe, where manufacturers show their latest products and prototypes. As a general aviation pilot, it is almost a must to visit! In addition, there are various small stands where you can buy the latest electronic gadgets to fit into your aircraft.

Air traffic control is not represented here as such, but some of the aircraft shown will impact aerodrome controllers around the world, those in towers and approaches at airfields with a lot of VFR traffic, or who have flight schools based at their airports.

I have not attended for a few years because of COVID, and the first difference I noted from previous years is the increased visibility of top end business aviation. For instance, Gulfstream from the United States was represented at the AERO for the first time with the Gulfstream G500 ultra-long-haul (and ultra expensive) business jet. The French manufacturer Daher showed the latest version of its fast turboprop aircraft, the TBM 960, both not really affordable to your average VFR pilot.

The affordable VFR aircraft were dominated by the new sustainable mode of propulsion everyone is talking about: electricity. Not only does it not produce CO2 (well, at least the engine does not, where the electricity to

recharge the batteries comes from is another debate) but it is silent (again the engine is, not the propeller) and its maintenance is easy and much cheaper than conventional engines. What Controllers need to know about electric aircraft is that the propeller does not turn when on idle. It's a bit strange the first time you see an

aircraft you've told to line up and wait for an immediate departure with its engine and propeller at a stop. But that is how it works. The other thing is endurance, which is quite short compared to a conventional engine (like between 30 and 50 minutes). The last thing is temperature. The batteries need to be cooled, and are generally



Photo: @farnamc



The Pipistrel VELIS electric aircraft with its charger.

photo: DP



Small 140 HP Turbine on a Bristell aircraft, showing how small the turbine is.

photo: DP





Small 140 HP Turbine on a Bristell aircraft

photo: DP



Robin DR400 turbine

photo: DP



Elektra electric powered aircraft

photo: DP

water-cooled, and when the battery temperature exceeds a certain value (around 60 degrees C) the aircraft must land immediately. They also cannot be recharged below 20 degrees and above 45 degrees C, so need to be inside a hangar to be recharged when the outside temperature is outside these values. The next innovative propulsion system is the new small fuel-efficient turbines in the 140-200 HP range, which may replace conventional engines someday. This power range covers almost all small GA VFR current aircraft, from the C172 to the Bonanzas and Cirrus. The advantage compared to conventional engines is that they run on jet fuel, in fact they can run on any fuel, but jet fuel is the cheapest. The maintenance costs are a fraction of old conventional piston engines, it is single shaft, only a few moving parts, they will also last much longer than current engines. The fuel consumption is roughly the same as a conventional engine, If

we take the 140 HP version (the smallest). They advertise 32 liters/hour at 75% cruise speed and even 20 liters/hour at economy cruise. The current price tag is around 100.000 euros/USD make them a niche, but produced on a large scale the price will reduce significantly and could match Lycoming and Continental, whose prices are getting close to 50.000euros. A few manufacturers are already converting, among them Robin aircraft. The manufacturer of the highly popular DR400 well known in Europe is already advertising the first Turbine powered aircraft. When those arrive in your airport, you will hear them, a turbine noise on a Cessna 172 will turn heads, the performance will be slightly different but not very large (same power range).

AERO 2023 claimed that this year more than 670 exhibitors from 35 nations were in attendance, with a high proportion of the 27,200 visitors holding a pilot's license.

The organisation hosts similar events in Africa and Asia.

The next edition in Europe will be the milestone 30th edition. Unfortunately, it will be held between 17 and 20 April 2024, the same week as our IFATCA conference in Singapore. ◀

philippe.domogala@ifatca.org

IFISA SEMINAR

13TH FISO SEMINAR COPENHAGEN, 5-6 SEPT 2023

➤ BY PHILIPPE DOMOGALA, INDUSTRY PARTNERS COORDINATOR



The International Federation of Flight Information Service Associations, IFISA, organized a very interesting seminar focused on Digitalization and remote towers for AFIS. IFATCA was represented by Frédéric Deleau, EVP Europe and Philippe Domogala, IFATCA Industry partners coordinator and VFR pilot. The perspective of someone who flies VFR gave the audience a view on both FIS enroute and AFIS on various Aerodromes around Europe, Canada and the USA.

Also present at the seminar were Saab and Frequentis, presenting their Remote Towers products. The panel, which I moderated, discussed the issue of multiple airports controllers, even simultaneously, from one Remote center.

The European Union Aviation Safety Agency, EASA, was also present to outline the rulemaking plans they have for AFIS. This is a relatively vague area, mainly concentrating on establishing common rules and phraseology for AFIS but not much more. There are over 40,000 airports worldwide manned by AFIS personnel and there is a lack of standards, both on the training requirements and on

the level of service provided there. Each Country acts independently as there is currently no international regulations on FIS and AFIS provision in ICAO. That is about to change. ICAO representative Rob Daniels UK distributed a draft plan from the ICAO working group for training FIS and AFIS staff. The seminar held a specific workshop on this topic, the aim was to give feedback to the ICAO working group, a very valuable exercise.

A highlight of the seminar was a presentation from Indonesia, which has 209 AFIS airports in their country. Some of those airports have only 2 aircraft per month and many have only 1 or 2 aircraft a week. The plan

is to provide remote AFIS information for those low traffic airports, but not using remote tower technology which is deemed to be too expensive and not feasible given the unreliability of internet connections at most of these airports. They would rather centralize the information in a large airport (like Bali) and just ask local workers on site to relay info to the pilots. If that does not work, TIBA (aircraft broadcasting their position at regular intervals) would be the backup. It was clear from this seminar there is lots of differences on issuing flight information in the world.

All in all, it was a very well organized seminar with a very interesting subject, which is also relevant to air traffic controllers as we will be next in this move to digitalize remote aerodrome operations. ⚡

philippe.domogala@ifatca.org



NAVIGATING MENTAL HEALTH

A CRUCIAL ASPECT OF AIR TRAFFIC CONTROL

➤ BY KRISTIAN LAVIN, ESTONIAN AIR TRAFFIC CONTROLLERS' ASSOCIATION (ESTATCA)



Air traffic control is an indispensable part of aviation, ensuring the safe and efficient movement of aircraft in the skies. However, while the focus often rests on the technical aspects of this critical profession, the mental health and well-being of air traffic controllers are equally important.

Air traffic controllers face a unique set of challenges that can take a toll on their mental health. These challenges include:

➤ **Pressure:** Controllers are responsible for managing complex airspace, coordinating with pilots, and making quick decisions that impact the safety of hundreds of passengers. The weight of this responsibility can be overwhelming.

➤ **Shift Work:** Many ATC facilities operate 24/7, requiring controllers to work irregular hours, including overnight shifts and weekends. This disrupted sleep pattern can lead to fatigue and increase the risk of mental health issues.

➤ **Continuous Vigilance:** Controllers must remain alert and focused at all times, which can be mentally exhausting. The consequences of a mistake in ATC can be catastrophic, adding to the constant pressure.

➤ **Isolation:** Controllers often work alone or in small teams with little external interaction. This isolation can lead to feelings of loneliness and detachment.

The cumulative effect of these challenges can result in various mental health issues among air traffic controllers, like Stress and Anxiety, Depression, Sleep Disorders, Post-Traumatic Stress Disorder (PTSD), Substance Abuse. Recognizing the importance of mental health in air traffic control, aviation authorities and ATC organizations should take significant steps to raise awareness and provide support. While progress has been made, there is still work to be done in changing the culture surrounding mental health in air traffic control. Stigma remains a barrier to seeking help, and controllers may fear that disclosing mental health issues could jeopardize their careers. It is essential to create an environment where seeking help is not only encouraged but also normalized.

The mental health of air traffic controllers is an integral part of aviation safety. Addressing the unique challenges they face and providing support and resources for their mental well-being is not only a moral obligation but also a crucial step in ensuring the continued safe operation of our skies. By prioritising mental health awareness and support, the aviation industry can help controllers navigate the demanding skies with confidence and resilience. ◀

kristian@lavin.ee



INSPIRATIONAL STORIES

► BY NICOLA NI RIADA (IATCA, IRELAND), IFATCA COMMUNICATIONS COORDINATOR

→ PRESTIGIOUS AWARD FOR ANDREW BELSHAW, UK GATCO



Andrew Belshaw, MSc FRAeS, the IFATCA ICAO Safety Management Panel (SMP) representative, recently received the prestigious GATCO UK President's Award. He is a highly experienced ATCO with an extensive background in Air Navigation Services, Safety Management, Regulatory Compliance, and a Fellow of the Royal Aeronautical Society.

He was the Compliance Manager for Air Navigation Services at three international airports in the UAE, led the ICAO USOAP preparation program (Air Navigation Services) for three States, including the development of new and comprehensive aviation laws and regulations in line with ICAO Annexes, successfully delivered an Airport Operations course to the Eswatini (Swaziland) Civil Aviation Authority, developed Contingency Planning guidelines for ANSPs by Annex 11 requirements, and produced comprehensive documentation to support SESAR (Single European Sky Air Traffic Management Research) projects.

His impressive curriculum is only part of his story. He has overcome great personal hardships to get to where he is now. Born in Zambia to a South African born mother and British father, he spent his formative years in Rhodesia (now Zimbabwe) and England. When he was young, Andrew dreamed of joining the Royal Air Force as a pilot. However, following a bone scan in 1984, he was diagnosed with Osteosarcoma in his leg, a rare form of bone cancer. At this time, the only treatment was amputation. But, just before his leg was due to be amputated, his parents found a pioneering treatment in the USA that could save his limb. The treatment was very new, and there was a strong possibility that he would still have to lose his leg. At the time he was only the sixth person in the United Kingdom to have this particular treatment!

The tumour was removed successfully along with Andrew's knee, most of his tibia, and the lower section of his

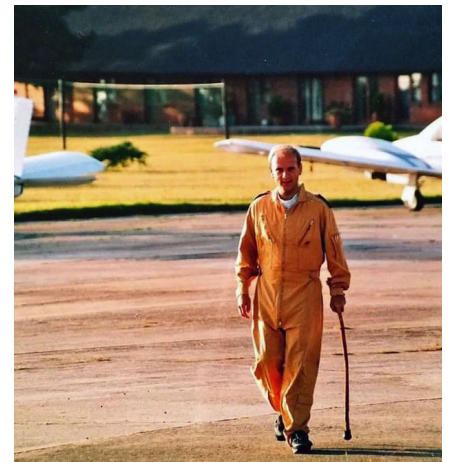
femur. Two metal spikes were placed into the bones, and a metal hinge joint replaced the knee. "When I woke up, I found that my dad had left me a note



Andrew after his operation

saying: 'I've counted your toes and there are ten'. It was a phrase that has stuck with his family ever since.

After the operation, Andrew gave up his dream of flying; but because he wanted to continue working in the aviation sector, he took a job with British Caledonian and later Singapore Airlines. It was a colleague who encouraged him



At the "43 Air School" in South Africa

to rekindle his dream of flying- and so he did.

He joined "43 Air School" in South Africa to learn to fly.

It was a fantastic and liberating experience, although his cancer had left him with limitations. He could not straighten the leg so, to generate enough strength to push down on the rudder pedals, he devised a method of



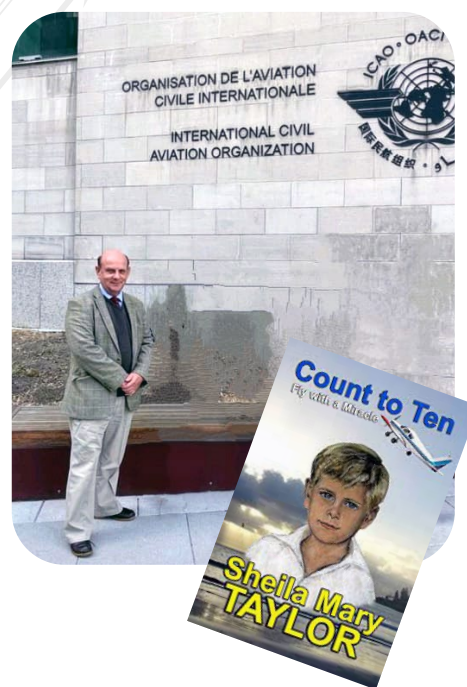
Andrew at his working position

exerting pressure from the hip rather than moving the bottom part of the leg. At the end of this training period, Andrew was given a certificate stating that 'he was adjudged by the panel of Flying Instructors and the Flight Safety Officer to be the pilot whose actions, both on the ground and in the air, demonstrated the highest standard of Airmanship.'

After obtaining his PPL, Andrew was determined to continue in aviation. At the time, he was considered too old to join NATS, so he paid for his own training at a small independent college, Aviation Foundation Training, at Bournemouth Airport. Unlike today, there weren't many vacancies, and he started training at Hawarden, near Chester in the UK for no remuneration either. Fortunately, he managed to gain full-time employment at Netheravon,

working with the Army Air Corps, and on his 29th birthday, he validated and obtained his Air Traffic Control License. It was here that he began to realize his other dream of serving in the RAF. The Air Cadet Squadron in Amesbury, Wiltshire agreed to him becoming a civilian instructor. Despite the limitations of his leg, and later working with the Detached Flight at Upavon, he was recommended for a commission in the RAF Volunteer Reserve (Training Branch).

Andrew's mother, Sheila Mary Taylor, wrote a book *Count to Ten: Fly with A Miracle* about Andrew's medical challenges. Andrew is an example of how determination overcomes even the hardest obstacles and that following our dreams is always possible. We are proud to have him in our IFATCA family. ◀



➔ MAKING A DIFFERENCE, ONE BOOK AT A TIME.

Katie Zidon Lay is a proud air traffic controller and NATCA member from Minnesota USA. She grew up in Grand Forks, North Dakota, home to one of the best aviation schools in the USA. So, it was no surprise that she wanted a career in aviation. Initially she wanted to be a pilot, and found ATC through that. Katie really liked the ATC community and decided that was where her career path really lay. In 2007 she started that path in Chicago centre where she was stationed for 10 years, then moved to Minneapolis centre in 2018.

To Katie, representation matters so she founded an initiative called Ten Thousand Books, whose aim is to add children's books with diverse voices and experiences to school classrooms. How does it work in practice? The nonprofit organisation with a board of about 6 people gets donations that they use to buy books containing historically underrepresented people, including people of colour (POC), and the LGBTQ+ community, as well

as neurodivergent characters (like Autism, dyslexia). A lot of research goes into the selection of these books with Katie personally reading most of them! The organisation tries to donate books back into the communities from which the money donations were received. Katie says the responses are overwhelmingly positive with most public schools being very open to the experience.



Katie and her husband

The motivation to start 10,000 books came from the 2020 death of George Floyd. It was such a divisive event Katie felt she had to use her voice and actions to amplify the voices and experiences of POC. She wanted to be a change for good, get involved in something that made a difference and brought people together. She wanted people to celebrate their differences and find common ground no matter where they come from. Mostly she wanted to do something about racism and homophobia

which is still such an issue. For children (and adults!) representation matters. To see someone just like you gives you the confidence to feel you belong, because you see that someone just like you is already in there.

Being a controller has given Katie the confidence to start this initiative. The training journey is long and hard- so she knows she can do hard things, and when she speaks, she knows people have to listen. She also credits the amazing support from our ATC community for the success of Ten Thousand Books, they are the biggest donors and she is proud to be part of a community that believes in equality and acceptance. Katie would encourage any ATCO who sees something they want to change or improve to go for it. Don't think the problem is too big, or that someone else will make that change, find a way to work towards that goal. ◀

→ HOSTING A UKRAINIAN FAMILY

On Tuesday 8 March 2022, they arrived at Charleroi airport, Belgium: a mother and her two small children, with one suitcase and 2 children's school bags. They were obviously tired and a bit worried. They had become "refugees" within a few hours of the Russian Army invasion of Ukraine a few days earlier. It took all their courage to travel across unsafe borders, leaving their loved ones behind. After Romanian Air Traffic Controllers helped them from the border of Moldavia, they landed in a country they didn't know, to meet people they had never met before and stay. For how long, nobody knew, but here they were...

Russian forces began their full-scale invasion of Ukraine on February 24th, 2022. For a few days before that, Air Traffic Controllers in Poland and Romania had been actively coordinating with Ukrainian colleagues as the situation was devolving fast. Plans were prepared that would prove to be the basis of an incredibly fast response to a need to evacuate people from a war zone. Within a few days, they had drawn up evacuation plans, shelter locations, relays, transport, communication for their Ukrainian friends and colleagues' family members. They did it all on their own with their own resources and energy.

But in those first few days of the conflict, with more and more controller families arriving across borders, the efforts needed to be stepped up so the assisting associations would not get overwhelmed. While IFATCA is nonpolitical, when contacted by our Member Associations in Poland and Romania to help manage this influx, we immediately developed initiatives to

support them. One of these initiatives was "Adopt a Ukrainian ATCO family". Under the management of IFATCA EVP EUR and with volunteers across Europe, offers to host families were organised in most European countries.

One of the first volunteers to host an ATCO family was Frédéric Deleau EVP Europe and his wife Maria. Maria understood better than anybody else, as her family was also "a refugee family" during other tragic circumstances, but as the first supporter to the IFATCA Executive Vice-President Europe and an ATCO herself, she embraced the idea immediately. They felt as a family it was their humanist duty to lead by example and to support a displaced family. This conflict demonstrated just how fragile our security can be and how important it is to support each other, with the possibilities available.

Olya and her children found succour in Belgium, supported by Fred's family who opened their home and heart to them. Helping them get settled, to get

their paperwork in order, get the kids to school and, slowly, start living a normal life again. Fred and Maria were supported by their family and close friends during this time.

The adopted family left to join her husband and father on 26th of July 2023 – one year, 4 months, 18 days later. For both families their lives are changed for the better by their time together, forging bonds of friendship to last a lifetime.

Poland and Romania are still hosting dozens of families of Ukrainian controllers. Our hearts and thoughts are with those who selflessly help. For those who had to flee, have Courage! The tragic events are unfortunately not yet over and support is continuously needed.

To all the people, within and outside of IFATCA, who have helped so far, thank you all. ◀



CHARLIE'S COLUMN

▶ BY CHARLIE@THE-CONTROLLER.NET

Too Much Stealth

In September 2023, a US Marine pilot ejected from his F-35 overhead South Carolina when the aircraft developed technical problems. The pilot landed safely in someone's garden and the house-owner kindly called the emergency services (though the 911 operator seems to have a hard time believing what they are telling them).

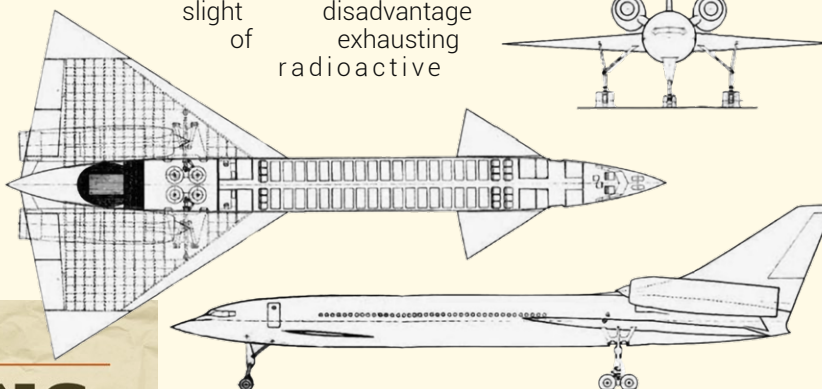
The aircraft however kept flying for another 100km (60mi), according to a statement by the Marines, by design to avoid crashing into a populated area. Unfortunately, when a pilot ejects, the aircraft is designed to erase all communication, including the (secure) transponder codes. In other words, no one knew where the aircraft went and the US military had to launch a public appeal to help locate the aircraft: "[...] coupled with the F-35's stealth capabilities, tracking the jet had to be done through non-traditional means". In other words: "We've made it too stealthy and we can't find it anymore."



Glowing Idea

Global warming is a hot topic at the moment (no pun intended) and the impact of aviation is also subject to much debate. And while carbon emissions are a real issue, what many do not realise is that it could have been so much worse...

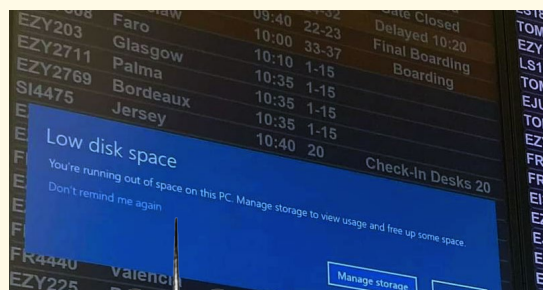
In 1958, French constructor Sud-Aviation, one of Airbus' predecessors, proposed an upgraded version of their successful Caravelle. The Super Caravelle would be able to carry 100 passengers across 2000 km. Certainly impressive for the time but there was a catch: the engines would be powered by a small nuclear reactor. One option was to heat the air directly by passing it through the reactor, which had the slight disadvantage of exhausting radioactive particles.



Option two would use a closed heat-exchange circuit. For both options, the fuselage needed to be reinforced to hold the reactor encasement, adding a massive amount of weight. This, and the realisation that radiation was actually dangerous resulted in the project not being pursued further. Imagine having to wear a radiation dosage meter or radiation suit when travelling...

Disk Space Shortages

As controllers, we are all too aware of the risks of too many aircraft wanting to fly at the same time. However, we are not the only ones that experience problems, as clear from this flight information board that is running out of disk space. We are not sure how this would be categorised in flow control but someone will probably find a way to blame ATC...



Hybrid

And last but not least: we have no idea what is going on with this contraption, but we are extremely concerned by the kill marks on the side-span. We hope that they are decorative only and not in any way related to the propeller...

