

# THE CONTROLLER

DECEMBER 2021

JOURNAL OF AIR TRAFFIC CONTROL



YEARS

## REGIONAL MEETINGS

### ALSO IN THIS ISSUE:

- World ATM Congress 2021
- Women & Early Radar
- Equity, Diversity And Inclusion Task Force





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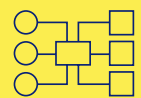
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# THE CONTROLLER

DECEMBER 2021  
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# FUTURE AND PAST

▶ BY DUNCAN AULD, IFATCA PRESIDENT & CEO

**Similar to many people, I had hoped that the worst of the COVID-19 pandemic would have been behind us. Our European members and colleagues in the Americas managed to have a face-to-face regional meeting after the summer, making use of an acceptably low number of infections, which also fueled many people's hope that that the virus was under control.**



Sadly, even well vaccinated regions have seen a re-surgence of COVID cases. The added complication of another variant of concern, omicron, forces us again to deal with the reality that this virus could affect our daily lives for the foreseeable future. An additional concern, particularly for the aviation industry, is the unbalanced distribution of the vaccines in the different regions of the world.

Amongst all this, in many regions, air traffic is slowly but surely recovering. For our employers, this creates a precarious situation in that they have to foresee enough staff to deal with the traffic demand while many still face sanitary measures that affect day-to-day operations. Others have been surprised by the relatively quick, and persistent, recovery: the knee-jerk measures that many took to cope with the financial impact of the crisis are likely to cause further issues in the years to come. This is not new, and together with other Professional Staff Organisations, IFATCA has recently issued a strong warning for the European region. While the problem is most acute there, it is clear that other regions could suffer the same fate if they keep opting for short-term measures that ignore the long-term effects. Normal market principles of supply and demand simply do not work for a service such as Air Traffic Control. Not only the pandemic causes uncertainty. As our Federation turns 60, it brings its own challenges. We face the same challenges as a human in this new technology age. We are used to our working papers and manuals, yet we are in a world of videos and virtual

interaction. Looking to the future, pandemic or not, the Federation must modernise and evolve. In this issue of The Controller, you will find updates on several initiatives the Executive Board has launched to help for the coming years and decades.

It would simply be irresponsible at this point in time to commit financially to an Annual Conference or other large scale events. From that perspective, the decision of our GATCO colleagues to withdraw from organising the European Regional Meeting in 2022 is entirely justified, in my opinion. Similarly, the Executive Board will need to very carefully weigh all the pros and cons in deciding whether to go ahead with the 2022 Annual Conference in Singapore. We are committed to deciding at the board meeting in February 2022. In the meantime, we have initiated a postal vote to prepare for eventual alternatives (virtual) arrangements in case we cannot travel to Singapore. While the technology for virtual meetings has improved greatly in the past two years, it does not replace a physical meeting. The online tools just cannot replace the body language, impromptu group discussions, and coffee break chats that you get when you are face-to-face. Although as the pandemic continues we shall take whatever options we have available, yet our ultimate goal should be to return to events that can help our community bond, collaborate, and mentor each other.

Whilst preparing for the future, we rapidly approach the 100-year celebration of our profession. This project has had to adapt its plans several times owing to the pandemic and it is likely we have not seen the last modification. I nevertheless hope that all of you continue to support Philippe Domogala and his team in marking this milestone for our profession.

Before closing, I would also like to thank Thom Metzger, his team and USA NATCA for curating The Controller magazine over the past years. They were instrumental in ensuring the continuity of the magazine.

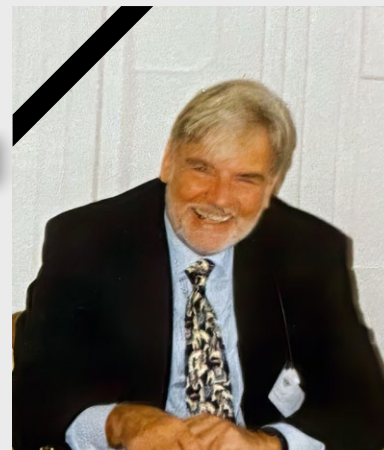
Last but not least, it leaves me with wishing all of you a happy and above all healthy 2022. Hopefully, we can finally meet, if not in Singapore then somewhere else to discuss, laugh and toast the anniversary of our wonderful profession! ◀

[pcx@ifatca.org](mailto:pcx@ifatca.org)

# JEAN-DANIEL MONIN

IFATCA PRESIDENT 1972-1978

♠ 1933 - † 2021



On December 5th 2021, IFATCA lost Jean-Daniel Monin. He had been the Federation's President from 1972 until 1978 and steered it through one of the more turbulent periods in its existence. From Switzerland, Jean-Daniel later became one of the country's representatives in ICAO and was instrumental in getting IFATCA a permanent observer status within the worldwide civil aviation organisation.

The first time I met Jean-Daniel was in 1976, when I attended my first IFATCA conference as Deputy Director representing EGATS. I got to know and appreciate him over the years and we became and remained friends ever after. The first word that comes to mind when describing him is kindness. A true gentleman who had a feeling for human relations and who knew how to talk to people. He was someone with an extremely developed emotional intelligence, which helped him defuse many crises during his tenure as IFATCA President and, later, as chairman of various groups in ICAO.

Jean-Daniel had by far the most difficult tenure in IFATCA history. Every year brought a deep crisis on top of another one and all directly involved ATC. Just after he was elected, a general controller strike started in France in 1973. When the government tried to break the strike by using military personnel, a predictable collision occurred over Nantes, killing 68 people. A year later, German controllers went on strike. The massive delays made air traffic control a huge item in the news. A few months later, Turkey invaded Cyprus, forcing the evacuation of the controllers at the airport. In 1976, there was the Zagreb collision with a lone controller singled out and sent to jail. That same year, the Canadian French-English dispute created two very

opposed, and almost militant, camps within the controller community. There were many hijacks during that period, including the infamous one that ended in Uganda, Entebbe: in the aftermath, dictator Idi Amin Dada had the four tower controllers who were on duty during the hostage-rescue mission executed. The following year, there was the Tenerife collision, still the worst aviation accident in history. During all that time, Jean-Daniel was in the media, defending the controllers. Within the Federation, he directed how to best help all our colleagues directly or indirectly affected. He was the face of IFATCA back then and a figure of unity. For that alone, we owe him a lot.

After his tenure in the IFATCA Executive Board, he became the Swiss representative to many ICAO working groups and panels, especially in the ICAO EUR/NAT office in Paris. This is also where our paths crossed on a regular basis. His connections inside ICAO gave Jean-Daniel the opportunity to push for IFATCA to be recognized as full partner in ICAO. When the Swiss association hosted the 2001 IFATCA Annual Conference in Geneva, Jean-Daniel was the Chairman of the organizing committee. He managed to have Dr Kotaite, the President of the ICAO council, attend. In his address to the delegates, he announced that he granted permanent observer status to IFATCA. Undoubtedly, Jean-Daniel's hard work over the two previous decades had a lot to do with this.

When Jean-Daniel was elected the chairman of the ICAO Flow meetings, which later evolved into the Central Flow Management Unit, and even later the Network Manager, I was the IFATCA representative to those meetings. We

worked closer than ever before, meeting five days at a time, twice a year, mostly in Paris. We always had a few dinners together on each occasion, in true friendship. We were even "arrested" together by Ukrainian security forces during a FLOW East meeting in the early 90s. The meeting was held in a former communist resort for VIPs some 60Km north of Kiev. Jean-Daniel wanted to go for a walk in the nearby woods after one of the sessions and I accompanied him. About 30 minutes into our walk, a military jeep came after us with a loudspeaker shouting at us in Ukrainian. We were promptly "arrested" for walking in a prohibited zone. While we were released a little later, we discovered that we were less than 30Km from Chernobyl and the woods had not been decontaminated.

When Jean-Daniel retired from Skyguide in 1996, he stopped nearly all ATC related activities and concentrated on painting. He really had talent. A few years ago, he invited me for the opening of his exhibition in a gallery Geneva which, unfortunately, I was unable to attend.

I will miss his kindness and especially his contagious smile. Farewell to good personal and dear friend of IFATCA. ◀

**Philippe Domogala**



▶ Arnold Field (r) hands the IFATCA presidency to J-D Monin in 1972



▶ Philippe Domogala (L) congratulates J-D Monin on his retirement

# IFATCA CELEBRATES 60 YEARS

BY HELENA SJÖSTRÖM, IFATCA DEPUTY PRESIDENT

In October 2021, IFATCA celebrated its 60th anniversary. The first ideas on forming an international association of Air Traffic Controllers came up in the middle of the 1950s. Following the end of World War II, civil aviation had rapidly expanded across the world. Passenger flights could now make use of the enormous technological advances brought on by the war.

While the controlling of traffic at airports and en-route, had up until 1939 been very rudimentary, at least to our modern eyes, there were now almost endless resources to develop efficiency and capacity.

In 1956, Israeli Air Traffic Controller Jacob Wachtel started correspondence with contacts around the world and, after getting positive feedback, he suggested a conference in Jerusalem 1959. For various reasons, the conference had to be cancelled. One of the problems was the financial situation of some member associations.

Instead, it was the German Association, Verbandes Deutscher Flugleiter (VDF), that hosted a meeting in November 1959 in Frankfurt. The 14 countries present declared their intention to found a European Federation of Air Traffic Controllers' Associations.

Those 14 countries were Austria, France, Luxembourg, Belgium, Germany, the Netherlands, Denmark, Iceland, Norway, Finland, Ireland and Switzerland, Sweden and the United Kingdom.

A working group prepared a constitutional conference, that was to be held in

London during the fall of 1960. Despite advanced preparations, the British Guild decided against joining the Federation, which also postponed the founding conference. It was agreed to hold the conference in Amsterdam on the 19th and 20th of October 1961.

Besides the UK, Sweden was unable to formally join as it did not have a dedicated controller association yet. When it came to discussing the name of the Federation, the initial suggestion was 'EFATCA'. The IATA representative of suggested to replace 'European' by 'International' as it would be far more appropriate for a truly International Organisation. When the suggestion was unanimously accepted, all documents and charters had to be reprinted and the logo had to be adapted.



1961 Foundation of IFATCA in Amsterdam



1961 Typical controllers from 1961



First IFATCA logo



1970 Montreal Conference with German Air Force B707 transporting the European delegates for free

1979 FATCA has the profession recognized by International Labour Organization (ILO)



Introducing the basis for the first improved working conditions.



1984 IFATCA helps our US colleagues involved in the PATCO strike



The 1986 Executive Board in Central America



1997 Establishment of the Permanent office in Montreal

Tatiana is our IFATCA current Office manager



➤ Leo "Tek" Tekstra, IFATCA's first President



IFATCA's first president Leo "Tek" Tekstra from the Netherlands was unanimously elected. He remained in the post until 1968. During the first Annual Conference, held in Paris in April 1962, both the UK and Sweden were voted in as new members.

In 1963, the association of the Central African Federation (briefly) became the first non-European member. One year later, Canada and Uruguay became the first members from the Americas. And in 1965, New Zealand became the first Asia/Pacific country to join. By 1968, membership had doubled. In 1970, the first conference outside Europe was held in Montréal, Canada.

Sixty years after its foundation, Air Traffic Controllers all over the world have put their hard work, their endless hours, their heart and soul and sometimes their tears, into improving this thing we call Air Traffic Control. IFATCA means friendship. It means a feeling of doing



something really worthwhile, a sense of accomplishment and a sense of a second family. IFATCA is you! The people who do all this work, for the bettering of flight safety.

IFATCA started with two conferences being cancelled! One could say that in the past two years, we have continued this tradition. Both Annual Conferences 2020 and 2021 had to be cancelled. While the pandemic has had a huge and detrimental impact on the aviation industry, we wonder how we would have coped if the pandemic had not come, since there was already a gigantic staff shortage in ATM.

But the pandemic did hit us and it also meant that we as IFATCA could not see each other. This also has had a profound impact on us as a Federation. The Executive Board hopes we will all be able to meet in Singapore for Conference in May 2022. Travel restrictions remain a concern and the final decision regarding Conference 2022 will be taken as the EB hopefully meets on February 4-7. ◀

dp@ifatca.org

# IFATCA



2001 IFATCA finally recognized with Observer status by ICAO



2002 Ueberlingen and 2006 Brazil Collisions: Legally Defending all the Air traffic controllers involved



2006 Recognized as a partner in Asia



Helping addressing the African issues



2008 Tanzania conference



2010 Conference in the Caribbean



2014 New catch phrase for IFATCA 2018 aimed at improving technical policies preparing the future



2014 IFATCA executive Board



Typical controller today:



2021

The 2021 IFATCA Executive Board

➤ IFATCA's founding fathers at the constitutional conference in Amsterdam, October 1961. Note the absence of any founding mothers!



THE CONTROLLER

# IFATCA'S EQUITY, DIVERSITY AND INCLUSION TASK FORCE

➤ BY SVERRE IVAR ELSBAK, NATCA (NORWAY)  
& NICOLA NÌ RIADA, IATCA (IRELAND)



The IFATCA Executive Board has decided to change the name of the Equality Diversity and Ethics Task Force (EETF) to the Equity, Diversity and Inclusion Task Force (EDITF). The decision was taken in cooperation with the chair of the task force, Sverre Ivar Elsbak from NATCA Norway.

We have changed the word Equality to Equity in the Task Force name. The reason is the difference between the two words.

Equality means each individual or group of people is given the same resources or opportunities.

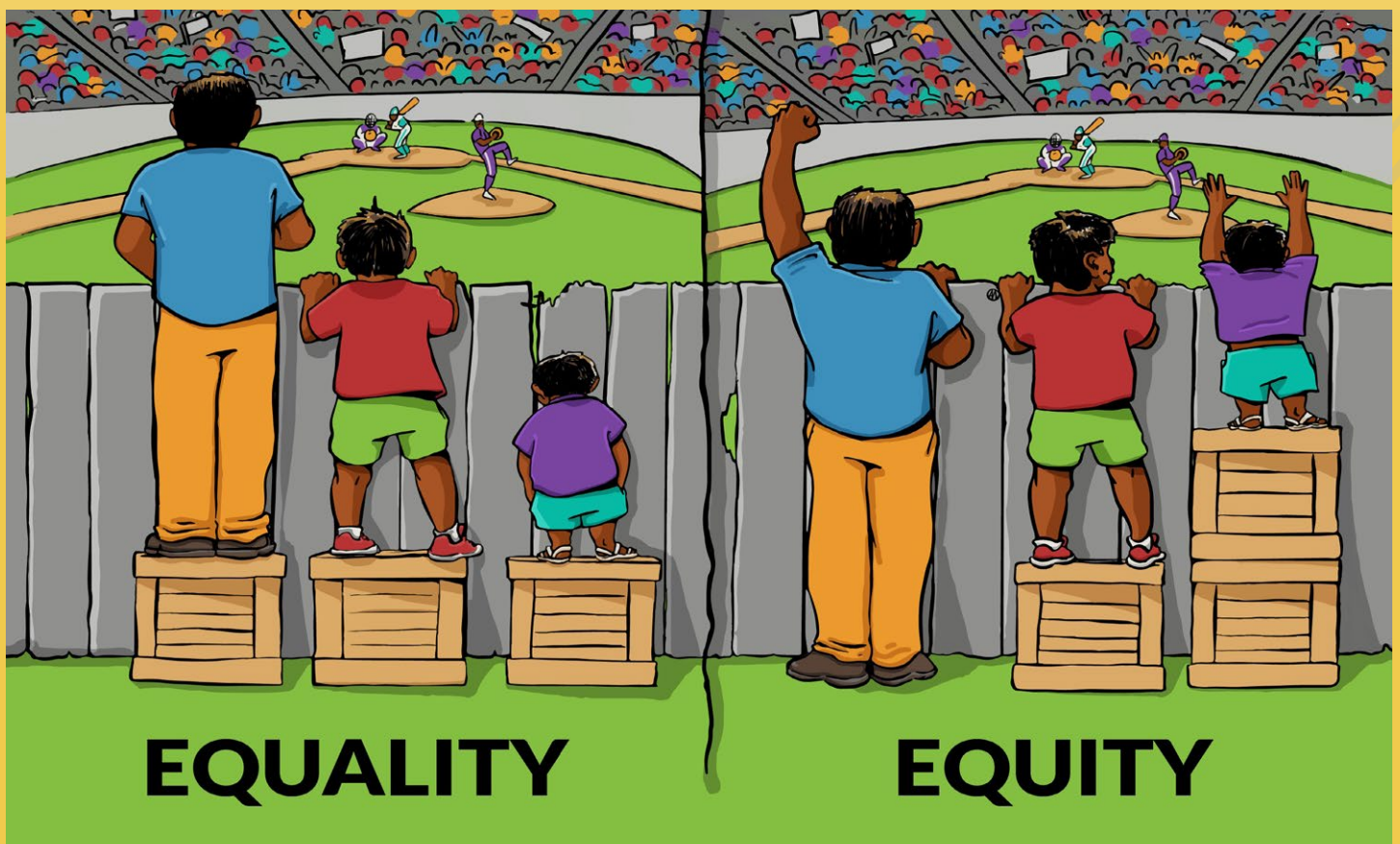
Equity recognizes that each person, or in IFATCA's case, Member Associations, has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

More and more organisations are moving towards equity instead of equality. IFATCA recognises the diversity of our regions and the MAs within those regions. ATCOs often have more in common than they have differences. However the environments in which we operate are very different: culturally, politically and the resources available to us varies widely from MA to MA.

On the left side of the illustration, for example, three identical boxes are given to three people of different

heights—it's an equal distribution of resources, but it fails to consider that the tallest person doesn't need a box to see over the fence, while the shortest person could clearly use an extra one. When the boxes are redistributed equitably, as seen on the right side of the illustration, all three spectators can watch the game.

We have also changed the word Ethics to the word Inclusion in the Task Force name. The reason is the difference in focus of the two



➤ Illustrating the difference between equality and equity  
credit: Interaction Institute for Social Change | Artist: Angus Maguire.





words. One of the first requests the task force was given in 2019 was to create the [IFATCA Code of Conduct](#), which is the template for ethical behaviour within our organisation. The Code of Conduct was accepted by the IFATCA EB in early 2020. The Executive Board and the task force Chair consider ethics to be one of the pillars of our work, and so felt it did not need to be mentioned in the title of the task force.

The reason we use Inclusion is that we understood that it is the ingredient that makes the Equity and Diversity work. Inclusion is defined as the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. Inclusion in practice is taking into account the context of the others, give voice to minority and coming to solutions that take them into account. It is definitely an area IFATCA and this task force would like to focus on.

The task force wrote the IFATCA Equality and Diversity Plan that was due to be presented at the IFATCA Annual meeting in Singapore in 2020. This was delayed due to the Covid19 Pandemic. The plan will be rewritten into the IFATCA Equity Diversity and Inclusion Plan and

presented in Singapore in 2022 instead. In Singapore the task force will also be presenting a Working Paper on the research conducted in 2019 on the ratio between male and female ATCO's and diversity among ATCO's.

The Chair of the task force reached out to the IFATCA Executive Board to do a digital celebration of International Women's day 2021. The theme was 'choose to challenge' and the whole Task Force and Executive Board as well as several Member Associations took up the challenge. This was done in collaboration with IFALPA (International Federation of Air Line Pilots Associations). A first collaboration for both organisations but not the last. It was a great success and showed how much IFATCA has in common with other professional associations in ATM and how effective collaboration can be.

The first goal for the EDITF, is to put Equity, Diversity and Inclusion on the agenda for all IFATCA regional meetings and annual meetings. We want to reach out to all the IFATCA member associations, and let them know who we are, what we're working on and how we can be of assistance to them. Our job is not to dictate and be critical

of the MA's. We simply want the MA's to start thinking about Equity, Diversity and Inclusion within their own organization.

For IFATCA to succeed with their focus on Equity, Diversity and Inclusion we need purpose and strong leadership all the way from the IFATCA Executive Board, down through the Directors and the MA's. Deliberations within the IFATCA community will bring a deeper level of understanding of core values and needs, leading ultimately to greater inclusion, creating a better functioning IFATCA amid a changing culture. ◀

[editf@ifatca.org](mailto:editf@ifatca.org)

**This is your IFATCA Equity Diversity and Inclusion Task Force**

**Chair**

Sverre Ivar Elsbak - Norway

**Secretary**

Maria Serrano Mulet - Spain

**Americas Region**

Rossana Croci Reyes - Uruguay

Ronald Vega - Costa Rica

**Africa and Middle East region**

Rosemary Kyalo - Kenya

Tonny Kepler Ssenkubuge - Uganda

**European region**

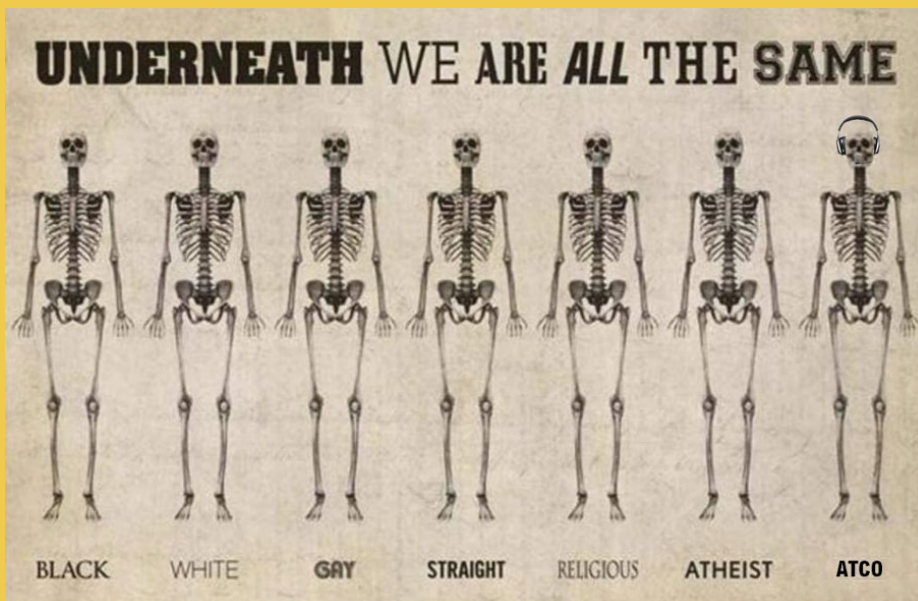
Katie Mason - UK

Nicola Ann Ni Riada - Ireland

**Asia Pacific region**

Asmita Subba - Nepal

Greg Okeroa - New Zealand



credit: Adam Hyland, ATCO Shannon Ireland

# IFATCA 2030+ TASKFORCE

BY JULIAN OGILVIE, CHAIR IFATCA 2030+ TASK FORCE



As requested by the Executive Board and promoted during the regional meetings, a team of volunteers has been created to address the future proofing of the Federation. I would like to take this opportunity to introduce the IFATCA 2030+ taskforce.

The task force comprises of two representatives from each region and will meet regularly to discuss and eventually propose sweeping changes to how we function as a Federation and what we would like to achieve as a forward thinking, reactive and professional association. We are joined by Renee Pauptit (author of the research paper regarding volunteerism within IFATCA) and Sverre Ivar Elsbak (Chair of IFATCA's Equity, Diversity and Inclusion Task Force). We provide feedback to Deputy President Helena Sjöstrom. The team nominated a permanent chair, a deputy chair (on a rotational basis) and secretaries.

The current members of our task force are:

- Jules Ogilvie, Switzerland: Chair
- Lim De Wei, Singapore: Deputy Chair (rotational)
- Jaymi Steinberg, USA: Secretary
- Nicola NiRiada, Ireland: Secretary
- Kendell Peter, St Lucia
- Nainaa Dash, Mongolia
- Nadia Bamowongo, DR Congo
- Wickel Yannick Elidje, Ivory Coast

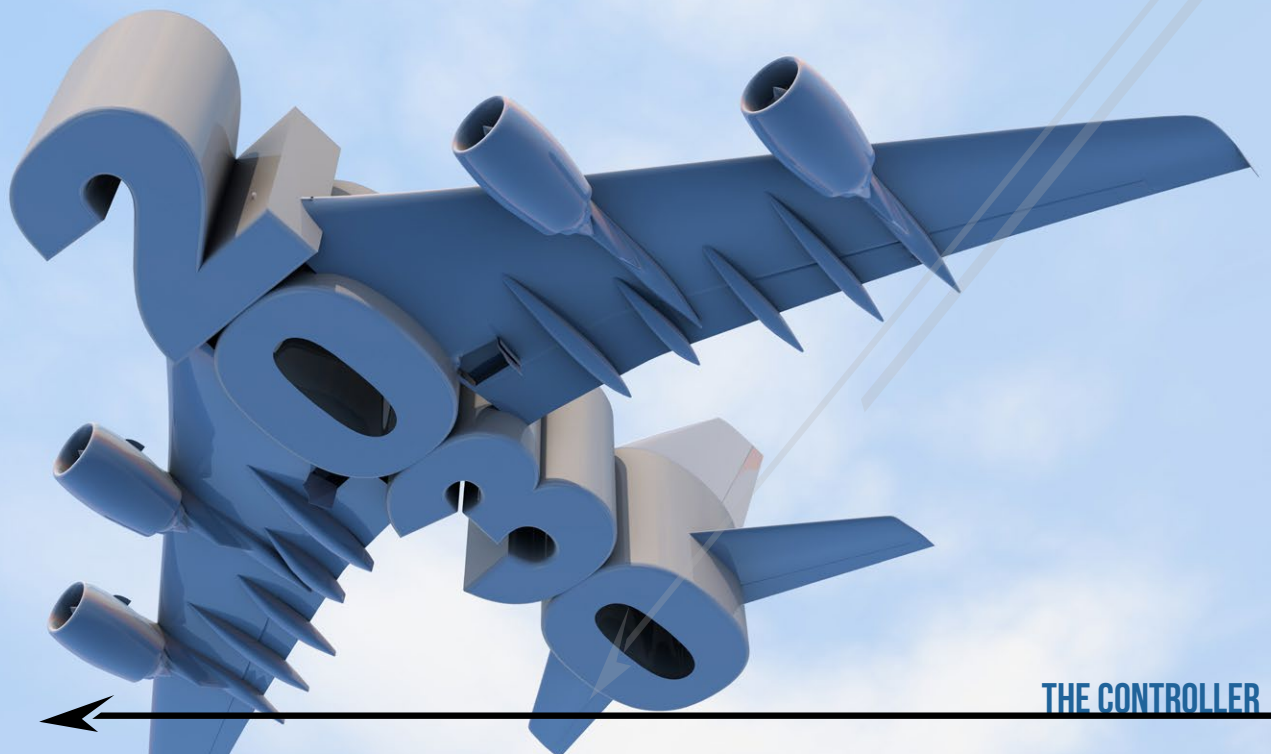
We will be addressing subjects over the next year that will include administration, representation, finance, cohesion, implementation, development and influence under the key watch words of unity and sustainability. We hope to give Member Associations an update on our work during the annual conference in Singapore and provide a finalised paper later in the year.

A redesign of how we operate and best address the needs of our members moving forward has been long overdue and the recent worldwide events have shown that we need to modernise in order to continue effective work as a Federation. Our team has plenty of ideas! That being said, we cannot encompass all points of view and that is why we require your participation.

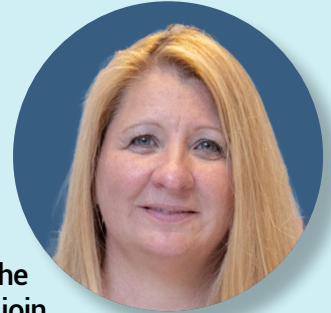
By the end of January, we will have created an online, interactive questionnaire that we kindly ask you to fill in. Only with your inputs can we ensure that your voice is heard. At any point during our work, you can speak to your regional representatives and they will bring your points to our meetings.

We need your valuable help. ◀

[2030TF@ifatca.org](mailto:2030TF@ifatca.org)



# IFATCA AMERICAS REGIONAL MEETING 2021



➤ BY PATRICIA GILBERT, IFATCA EVP AMERICAS

For the first time since 2019, Member Associations (MA) that could travel met for the 37th IFATCA Americas Region meeting in Montevideo, Uruguay. Those that could not join in person were able to join virtually. Due to the hard work by the MA in Uruguay – the Asociación de Controladores de Tránsito Aéreo del Uruguay (ACTAU) with assistance from their neighbor the Asociación Técnicos y Empleados de Seguridad y a la Aeronavegación de Argentina (ATEPSA), the much-needed meeting was perfectly planned within less than 40 days. ACTAU members displayed their professionalism, enthusiasm, and commitment to attendees as they welcomed us to their beautiful country. Every detail of the event was well planned out and capably executed. Our region can not thank them enough for working so hard to allow us to join together once again.

The IFATCA America's region enjoyed learning, camaraderie and solidarity with Members Associations from Argentina, Brazil, Canada, Dominican Republic, Chile, Costa Rica, Mexico, Trinidad & Tobago, the United States, and our host Uruguay. Many others joined us via ZOOM during the course of the three-day meeting held 1-3 December 2021. An integral part of the meeting was the International Transport Workers' Federation (ITF) attendance and engagement. Commitment from both ACTAU and the EVP America's Region was to demonstrate the importance of working together. During this very meeting, we all witnessed firsthand how important collaboration between IFATCA and ITF is for supporting ATCOs in the region with news of the situation in Bolivia.

On day one of the meeting, attendees got word from our MA in Bolivia that the situation had escalated there. By

supreme decree issued on 1 December the Bolivian President abolished the Administration of Airports and Auxiliary Services to Air Navigation (AASANA), the country's Air Navigation Service Provider (ANSP). The decree stated, "That in order to safeguard and guarantee the administration of the airports of the Plurinational State of Bolivia and air navigation, a new airport administration is created, under the responsibility of the State." The decree thus created the Bolivian Air Navigation and Airports – NAABOL. We hope that the complex issues identified are addressed with an improved and meaningful relationship with the air traffic control officers (ATCOs) on the frontline, who are the experts on the service and safety provided. To date, we continue to monitor the situation, support, and hope for the best outcome for our ATCO family in Bolivia.

The three-day agenda was packed, which made for long but fulfilling workdays, with wonderful subjects to support our MAs. The event commenced with IFATCA President Duncan Auld and Deputy President Helena Sjöström joining us via ZOOM to present the Federation's vision and goals as well as updates on the annual world conference and the current postal vote.

After a regional update from IFATCA Americas Region EVP Trish Gilbert and the introduction of the new Regional Vice President's – Ramon Armora (North Caribbean), Ameer Chattergoon (South Caribbean), Ronald Vega (Central America) and Marion Librán (South America) the agenda shifted to a



➤ The new Regional Vice President's (left to right) – Ameer Chattergoon (South Caribbean), Marion Librán (South America), Ramon Armora (North Caribbean) and, Ronald Vega (Central America)



➤ IFATCA's Jean-Francois Lepage, Liaison Officer to the ICAO Air Navigation Commission briefing the meeting.

briefing and extensive discussion on mental health and wellness for ATCOs. The important subject of mental health and wellness for ATCOs seems to be exacerbated with the effects of a global pandemic.

After lunch, Philippe Domogala and Nicola Ni Riada joined us via ZOOM. They presented the Federation's plans for the next year to celebrate 100 years of ATC. They reminded the MAs to send in their photos of air traffic controllers, ATC facilities and history by the end of December for the book that will be published. They also reminded the group, that the 100 years of ATC task force would like the MAs to send them "air traffic controller" in their indigenous language, realizing there are many in each country but for example in Barbados Bajan, Argentine Guaraní, Brazilian Hunsrik, Chile PapaNui, Guyana Guyanese, Haitian

Creole, Lenca from Honduras, etc.....! This effort will be a part of a project for noting the significant milestone and the amazing ATCOs that are part of our global system.

The 100-year task force presentation was followed by a panel discussion on the importance of relationship building and frontline expert involvement. The Asociación Dominicana de Controladores de Tránsito Aéreo (ADCA) and the National Air Traffic Controllers Association (NATCA) shared their experiences moving from very adversarial employer relationships to a more collaborative and productive relationship. While it was noted that every region, culture, ANSP, and government, as well as timing, plays into whether the MAs can expect a cooperative partner in air traffic management/employer and thus subsequent success. This type of relationship is hard to attain and maintain but truly shows the value the air traffic controllers and their MAs can bring to the table when allowed. If this type of relationship becomes a reality, then the employer and the ATCOs build trust and credibility which can bring stability to their member's work environment.

A brief overview of IFATCA's policy on Just Culture was presented. Additionally, Andrew LeBovidge (NATCA EVP) covered the U.S. program Air Traffic Safety Action Program (ATSAP) and Jean-Francois Lepage (Liaison Officer to the ICAO Air Navigation Commission) covered ICAO guidance material on the subject.

Joining us via ZOOM was Luis Horta from Chile and IFATCA Facilitator for the Speak English Program. He

presented the program to the group, encouraged participation from the Region's members and also those qualified to become facilitators as well.

To end Day One, members of the IFATCA Equity, Diversity and Inclusion Task Force (Ronald Vega from Costa Rica and Rossana Croci Reyes from Uruguay) presented the work of the group to date and facilitated meaningful discussion on the subject with participants.

Day Two opened with an incredible briefing by Jean-Francois Lepage (Liaison Officer to the ICAO Air Navigation Commission) on the International Civil Aviation Organization (ICAO) and their role both at Headquarters in Montreal and the Regional offices. He also presented the important role IFATCA Representatives have with ICAO on the following panels:

- Aerodrome Design and Operations Panel (ADOP)
- Air Traffic Management Operations Panel (ATMOPSP)
- ATM Requirements and Performance Panel (ATMRPP)
- Communications Panel (CP)
- Flight Operations Panel (FLTOPSP)
- Instrument Flight Procedure Panel (IFPP)
- Meteorology Panel (METP)
- Personnel Training and Licensing Panel (PTLP)
- Remotely Piloted Aircraft Systems Panel (RPASP)
- Separation and Airspace Safety Panel (SASP)
- Safety Management Panel (SMP)
- Surveillance Panel (SP)



Following the ICAO presentation was Dr. Beatriz Alvarez from the Uruguay Department of Occupational Health School of Medicine to discuss the impacts of psychosocial factors on occupational health. The presentation was relevant and added to the previous day's discussion on mental health and wellness for ATCOs.

Afterward Emiliano Addisi the Regional Secretary for International Transport Workers' Federation (ITF) Americas explained the history, role, and structure of ITF. This session was followed with Dina Feller (Head of Onboard Service and coordinates the Chile, Paraguay, Uruguay hubs project and the LATAM ITF Network), ATEPSA and ACTAU to discuss lessons learned in the western global South. This discussion complimented the panel discussion the day before on how best to work together across International Organizations and with other MAs.

The region was pleased to welcome via ZOOM for brief remarks Roberto Sosa (ICAO ATM and SAR Regional Officer) from the Lima, Peru regional office. Roberto conveyed his desire to work collaboratively with IFATCA and ATCOs in the region. Areas specifically discussed were implementing ICAO Standards, Procedures and addressing Guidance in areas such as Fatigue and Just Culture. He further relayed support for IFATCA's Speak English

Program as English proficiency is a key item in the region.

The final day and always the most enlightening was the MA reports. The support shown to each MA as they convey challenges they may be having, and the successes shared for others to learn from, made the region stronger. In fact, those on ZOOM and in the room could feel it. We are better, stronger, and more united!

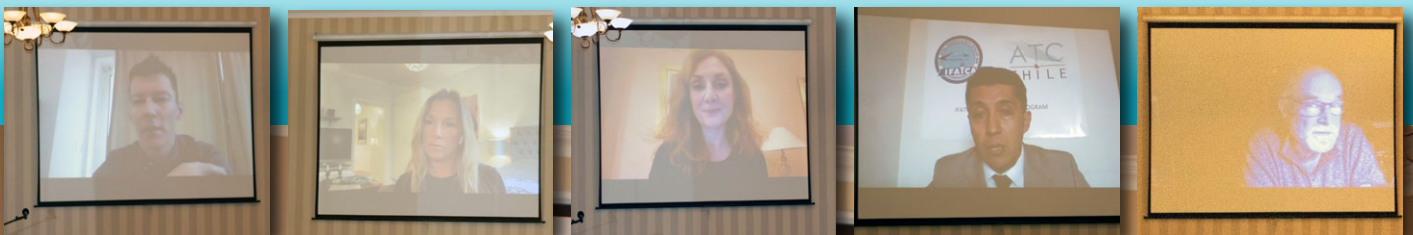
The region finished the day deciding on the Dominican Republic for the 2022 regional meeting and will confirm at that meeting Costa Rica for 2023.

It was an amazing week and all attendees, as well as members from ACTAU enjoyed a special dinner together to celebrate IFATCA 60th Anniversary.

**Trabajadores Unidos -Más fuertes juntos!  
Workers United- Stronger Together!**

The IFATCA Americas Region hopes to see you in Singapore in May 2022!!! ◀

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# IFATCA AFRICA & MIDDLE EAST 2021 REGIONAL MEETING

▶ BY FATEH BEKHTI, IFATCA EVP AFRICA & MIDDLE EAST



IFATCA's Africa and Middle East region held its 32nd regional meeting on 16 and 17 December 2021. Due to the ongoing COVID 19 pandemic and its impact on travel in the region and worldwide, the meeting had to be held virtually for the second time in a row. Unfortunately, the slow vaccination campaign in the African region and the unbalance of the distribution of vaccines made the regional recovery very slow.

IFATCA's Africa and Middle East region held its 32nd regional meeting on 16 and 17 December 2021. Due to the ongoing COVID 19 pandemic and its impact on travel in the region and worldwide, the meeting had to be held virtually for the second time in a row. Unfortunately, the slow vaccination campaign in the African region and the unbalance of the distribution of vaccines made the regional recovery very slow.

The theme of the meeting focused mainly on the AFM recovery plan and how our associations are dealing with day to day operations and also sharing the latest improvement on Safety Management and Fatigue Risk Management System implementations and on staffing issues in the region.

The event was well attended, with participants representing twenty-three IFATCA Member Associations (MAs). The FACAA (ASECNA) participated as an observer. During the opening address of IFATCA PCX Mr Duncan Auld and the deputy president, Ms Hellena Sjöström, and EVP-AFM Mr Fateh Bekhti welcomed the participants. In his opening remarks, the EVP AFM expressed his gratitude to the organising committee for their professionalism in bringing this

regional meeting and expressed his disappointment in being unable to hold a physical meeting for the second year. He also mentioned the issue of sponsoring that our MAs encounter in trying to organise those meetings on top of the travel restrictions and the unavailability of connections in the region.

From his side, PCX thanked the organising committee for putting together the e-meeting. He talked about how the Federation sought continuity and reassured the attendees of its commitment to the professional development of Air Traffic Controllers through training and workshops.

The Deputy President of the Federation, Ms Helena Sjöström, applauded the efficient organisation of the regional meeting, which looked similar to the annual conference, and thanked the OC for their organisation. She briefly presented the IFATCA Executive Board, representatives, task

forces and their work program. Needless to say, the work of the Federation and its Executive Board has been challenging in recent times.

To better prepare the Federation, Ms Sjöström highlighted the recent proposals submitted to the Member Association for a postal vote. She urged everyone to ensure they submitted their vote to the IFATCA office.

Also discussed during the first day was the 2022 Annual Conference in Singapore. The Deputy President highlighted the current travel restrictions to Singapore and assured the Direc-

tors that a definitive decision on whether to go ahead with the meeting will be taken during the Executive Board meeting on 4-7 Feb 2022.

The meeting then heard several presentations. These included reports from the ATS competency study group and the free route airspace implementation by George Mbugua, IFATCA rep from KATCA. John T. Langa from the Zambia association, and the master of ceremonies for day one, presentation updated on the ongoing work of the panel he is representing - the ICAO panel on Instrument Flight Procedures.

Mehdi Debbari from SNPCA – Algeria presented the work program of IFATCA's Speak English Program (SEP) and explained how to attend the sessions. He also highlighted the need for volunteers to support the training activities offered by this platform.

Tonny Kepler from Uganda MA made a report from the IFATCA Equity, Diversity and Inclusion Taskforce and expanded on the work they do in the task force. From her side, Nadia Bamowongo from DRC MA reported on the

ongoing work of the 2030 IFATCA task force.

Also worth mentioning was the attendance of Mr Philippe Domogala and Ms Nicola Ni Riada from the EUR region: they presented the plans for the celebrations of 100 years of ATC in 2022 requested members to actively participate in the organisation of this celebration.

During the second day, Member Associations reported their current issues to the regional meeting. Discussion centred around the recovery plans, SMS, FRMS implementation, and the need for adequate training.

The EVP AFM then outlined the plans to reorganise the region by providing a more optimal structure. He expressed his gratitude to the Regional Support Group members and all the reps. He urged all the attendees to support the development of the Federation and volunteer effectively where needed. In the proposed setup, the Africa & Middle East Region will have four sub-regions, each with a regional vice president appointed for a 2 year term (2021 – 2023).

All the directors present unanimously endorsed the new set up and appointed the following regional vice presidents and representatives for the AFM region.

**Northern Africa and the Middle East**

Djamel Ait Abdelmalek, SNPCA (Algeria)

**Eastern Africa**

Rosemary Kyalo, KATCA (Kenya)

**Western Africa**

Ahmed Abba, NATCA (Nigeria)

**Southern Africa**

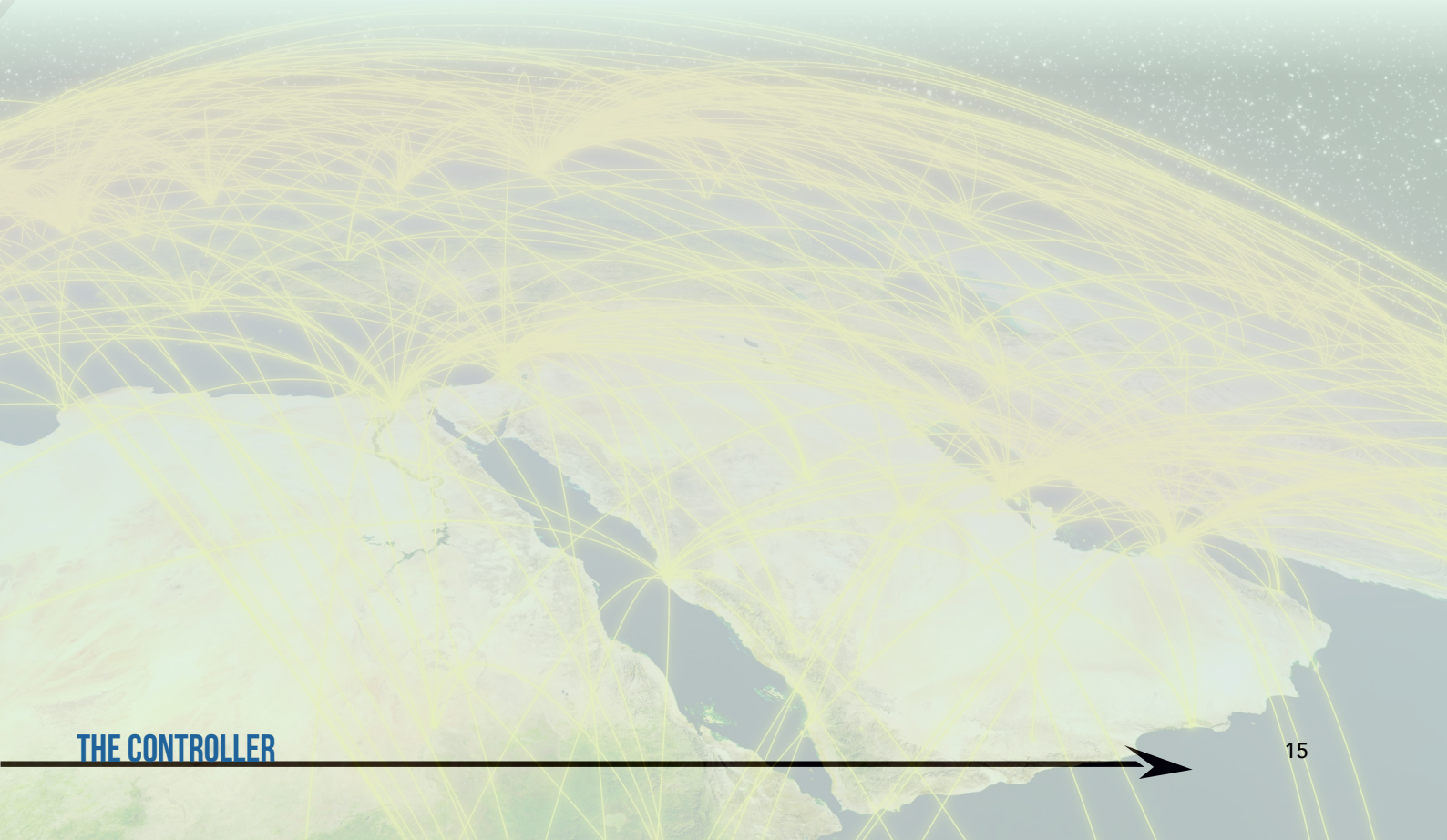
Melva Chubby, GATSCA (Zambia)

**Chair Technical and professional AFM**

Nadia Bamowongo, DR Congo

Despite the limitations of a virtual meeting, the two days proved to be productive and fruitful, not in the least thanks to the constructive and positive participation of all those involved. Hopefully, we will be able to meet once again face-to-face in the near future! ◀

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# IFATCA ASIA/PACIFIC 2021 REGIONAL MEETING



BY UMI MUTHIAH SYAHIRAH, A.MD., S.I.KOM.  
INDONESIA AIR TRAFFIC CONTROLLER ASSOCIATION (IATCA)

The 37th APRM of International Federation of Air Traffic Controller Association (IFATCA) 2021 was held virtually via Zoom Webinar on 25th – 27th October 2021, hosted by ROCATCA, Taiwan. Despite the effect of the COVID-19 pandemic around the world, IFATCA Asia Pacific Region stayed committed to establish the e-meeting. The theme of the meeting was “The Way Forward: Moving Towards The COVID-19 ATC.” The E-APRM ran for three days. Some of the highlights will be elaborated in the following section.

The first day started with opening by the host ROCATCA, which was then followed by addressing members, and quorum. Here, the acting Executive Vice President of IFATCA Asia Pacific and its regional Vice Presidents also delivered speeches. Afterward, the two invited guests, Lin Kuo Hsien, the Director General of CAA, Republic of China, Taiwan and Capt. Ishtiaque Hossain, the EVP of IFALPA APAC gave warm opening speeches to officially start the meeting.

There were two presentations delivered on day 1. “Introduction of Evidence-Based Training and Competency-Based Training,” presented by Ping-I Lee, Chief Pilot of HFCRM Team EVA Airways and “Upcoming ATM-Related ICAO Provisions for RPAS,” which delivered by Rick Taylor, IFATCA ICAO ATMOPS Panel Rep. Beside that, agenda about “Celebrating 100 Years of ATC in 2022,” were also presented by the 100 years ATC IFATCA Task Force.

The celebration of 100 years of ATC aims to make our profession better known and understood. The efforts can hopefully promote diversity and help in recruiting the young generation into the ATC profession. One of the planned major activities was a continuous promotion in various forms from May 2022 to June 2023

using the motto “We are 100 years old but still state of the art and one of the most technologically advanced professions.”

## Day 2

The second day was again commenced by Membership and Quorum agenda which then followed by member association’s report. The participating members that gave a presentation were:

### Regional North Asia

1. Hong Kong, HKATCA
2. Japan, JATCA
3. Macau, MATCA
4. Mongolia, MONATCA
5. Taiwan, ROCATCA

### Regional Pacific

1. Australia
2. New Zealand

### Regional South East Asia

1. Indonesia, IATCA
2. Malaysia, MATCA
3. Philippines, PATCA
4. Singapore

### Regional South West Asia

1. India
2. Iran
3. Nepal, NATCA
4. Sri Lanka

A majority of the member associations (MAs) explained about the current situation of traffic movement as the impact of COVID-19 pandemic. Majority of ATC got vaccinated. As reported that 70% of Japan population, 99% of Indonesia ATCOs, close to 99% of Malaysia ATCOs, 95% of 800 Philippine ATCOs were fully vaccinated.

Generally, in operation, the MAs continue to keep social distancing and implementing other health and hygiene measures.

Some MAs still have to cope with and are affected by COVID-19 pandemic. There were modifications to the scheduling of duties to avoid the spread of the virus. Moreover, some strategic steps also had to be postponed including OJT and short courses abroad. One of them, Macau, reported that the simulation training every two years in Shenzhen, PRC, is on hold due to the travel restrictions.

In Indonesia, there are programs being implemented by IATCA to support ATCOs, including providing vitamin boosters for those infected with COVID-19, and allocation of emergency fund to help them.

The MAs are also facing new issues after the COVID-19 pandemic.



Human factor, especially fatigue issues, were mentioned in several MAs' presentations. HKACTA mentioned that fatigue reporting has been established and managed by the Safety manager. Controller briefings are arranged. Meanwhile, Japan still has to deal with a six-day cycle shift. Using DELMIA Quintiq Systems software on fatigue and stress reporting, inputting the date is difficult. They still try to develop a better program.

Despite the limitation due to the pandemic, some members are able to maintain an impressive relation, such as HKATCA who hosted EATMCG/13 in December 2020 with adjacent FIRs, including Japan, Taiwan and Philippines joined the meeting.

**Day 3**

The new RVPs were elected during the first part of the meeting in Day 3. Congratulations and best wishes to the successful tenure:

- ▶ Nyamgerel Dashdolgor, Mongolia as RVP for North Asia
- ▶ Greg Okeroa, New Zealand, as RVP for Pacific
- ▶ Lim De Wei, Singapore as RVP South East Asia
- ▶ Saiff-ul-lah, India as RVP South West Asia

After the break, the PCX of IFATCA, Duncan Auld joined the meeting. He greeted the attendees and explained the two working papers proposed by CAC for modifying the Manual of IFATCA.

John Wagstaff, the appointed delegates to ICAO APAC meetings, presented the latest development and relevant results of ICAO APAC and CANSO meetings.

Nyamgerel Dashdolgor (Nainaa), IFATCA SEP Secretariat as IFATCA Speak English Program presented an overall encouraging update of the program. Members respond to the program positively since it

launched in June 2020. During a one-hour online session, one facilitator and two participants practice their English accompanied by fellow ATCOs and aviation professionals.

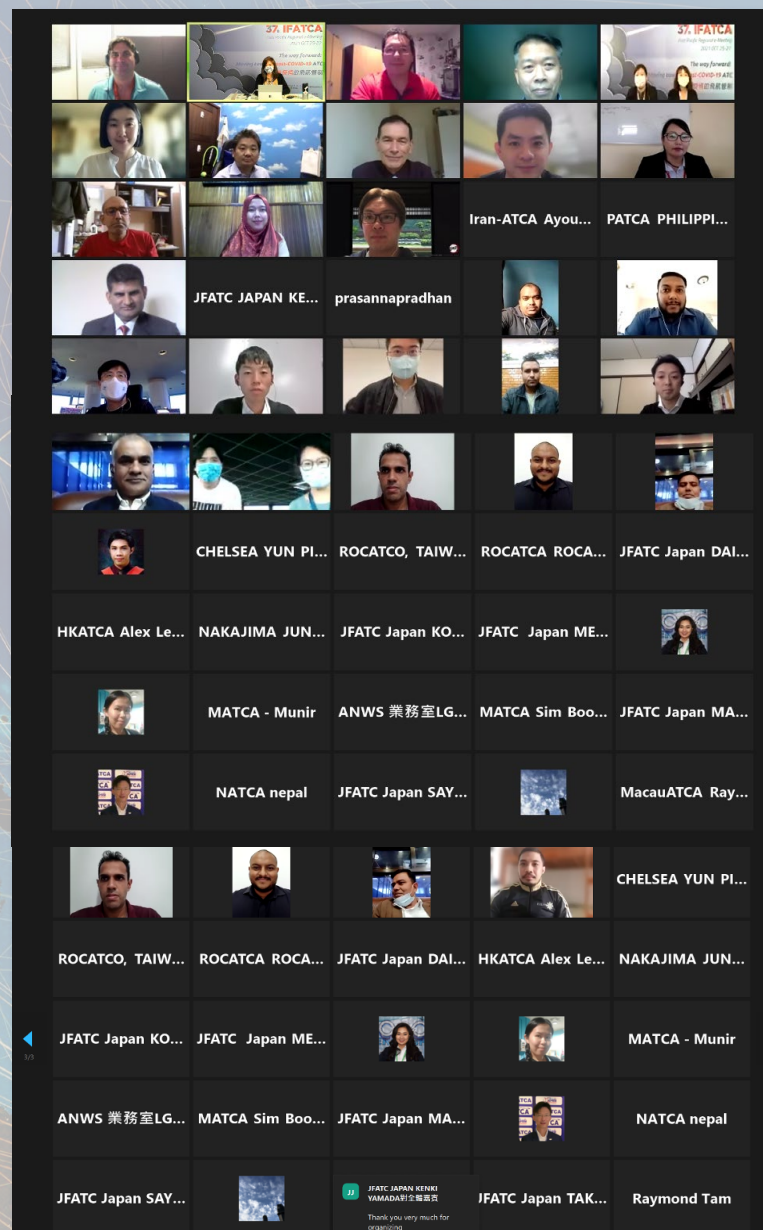
Before the end of the meeting, Cheryl Chen presented the preliminary results on Just Culture and Voluntary Report Survey conducted among MAs within Asia Pacific regions.

There was consensus among the MAs that, if condition and circumstances permit, the next APRM 2022 will be hosted by the Philippines. The e-meeting ran smoothly throughout and panelists and attendees en-

joyed informal discussions at the end of the presentation.

Last but not least, sincere thanks and appreciation to The Republic of China Air Traffic Controller Association (ROCATCA), Taiwan for hosting this E-APRM and the participants for joining the e-meeting. ◀

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# IFATCA 2021 EUROPEAN REGIONAL MEETING



▶ BY PHILIP MARIEN, IFATCA COMMUNICATIONS COORDINATOR



From October 5th until October 7th, EGATS hosted IFATCA's European Regional Meeting. Representatives of 25 European professional air traffic controllers' associations gathered in the Crowne Plaza hotel in the centre of Maastricht (NL) to discuss the current and future challenges to the profession. The meeting was originally planned for October 2020, but like all other events, had to be postponed amongst the various lockdowns and travel restrictions.

Even this meeting was not guaranteed to go ahead – fortunately, COVID measures had largely relaxed at the time of the meeting and, while still observing some basic precautions, the event could proceed in relatively normal circumstance.

IFATCA's Executive Vice President Frédéric Deleau (EGATS) chaired the meeting, supported by Maria Serrano (Spain). IFATCA's Deputy President, Helena Sjöström also participated in the meeting. Other attendees included IFALPA (the professional pilots association), ECA (European Cockpit Association), ATCEUC (Air Traffic Controllers European Coordination), ETF (European Transport

Federation), IFAIMA (Aeronautical Information), IFATSEA (Air Traffic Safety Electronics), IFISA (Flight Information Services), Airlines for Europe (A4E) and the Network Manager.

Prior to the official two-day meeting, an optional workshop discussed how to adapt to continuous changes in a volatile, uncertain, complex and ambiguous (VUCA) world. The workshop was moderated by Marinella Leone, Ellen Beckers and Mariela Nikolova Konova from the nearby Maastricht Upper Area Control Centre.

A visit to the centre was unfortunately not possible due to the COVID measures still in place. The regional meeting itself





was opened by Maastricht UAC's Director John Santurbano. He stressed the benefits of having a good relationship with employees, including the air traffic controllers. Other opening speakers included IFATCA's Deputy President Helena Sjöström and meeting chairman Frédéric Deleau.

In between the closed session, during which European Member Associations addressed various issues, a number of presentations and discussions took place. Roel Huurdeman presented MUAC's traffic recovery plan and Razvan Margauan updated the meeting on the technical plans for MUAC and its partners.

On day two, speakers introduced a panel discussion later that day: rather than a narrow, specific topic, the participants were challenged to debate a number of topics that concern European ATM:

- "What have we learned from this crisis and what do we plan to put in place to cover and be ready for any future crisis and/or COVID rebound?"
- "What are we developing to recover faster/better/stronger?"
- "What are your views on SES2+ recast ambitions? A dream or a monster?"
- "Climate change is becoming a key issue – what is your organisation doing to anticipate changes, bring solutions?"
- "Do you have a specific message to address to the ATCO community? What do we want for the future European ATM/ATC system? What do you expect for the ATCO community in the short/mid-term/long term?"

It would not do the panel justice to try and summarise the discussion. A recording is available on Vimeo: <https://vimeo.com/630176580>

For IFATCA, it was the first face-to-face meeting in a long time. It clearly showed that online meetings are a poor substitute and clearly miss a dimension of being able to interact directly with colleagues and friends from around the world.

EGATS, IFATCA and MUAC can look back on a successful and event that was highly appreciated by our European colleagues. ◀

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# GHATCA INTRODUCES QUARTERLY TECHNICAL WEBINARS

BY KWAMENA AGYEI HALM, AIR TRAFFIC CONTROLLER & MEMBER GHATCA TECHNICAL COMMITTEE

The order to lockdown the country in March 2020, though expected, took the aviation community by surprise. With no commercial aircraft flying into Ghana there suddenly was a gaping hole in the routine lives of aviation practitioners.

Marshallers had one or two aircraft to direct in a whole day, dispatchers had no flights to dispatch, same for loaders, maintenance engineers, pilots and Air Traffic Controllers. At the professional ATC level, on-the-job-training came to a halt due to low traffic volumes and national directives to restructure working rosters to reduce human contact due to covid-19.

Cost-cutting and safety measures such as the suspension of foreign travels by public and civil servants were announced by the government.

On the opening of the airports, some aviation practitioners were faced with issues such as lack of recency and deferment of required refresher training which in some cases were done in foreign countries.

The new normal, however, shifted most of these training seminars

organized by ICAO, IFATCA and CANSO online allowing more people to partake in them. The return to normal operations (RNO) in Ghana required a local industry-wide platform to refresh our knowledge base, to learn new things and to share experiences. It is for these reasons that the Ghana Air Traffic Controllers Association (GHATCA) introduced the quarterly technical webinar series (TWS).

According to GHATCA President Mr Francis Armah-Mensah, the Executive Committee decided to introduce the TWS to create an industry wide learning platform

to build capacity of practitioners, exchange ideas and empower the industry through the recovery process and beyond.

He also indicated that the long term objective is to enhance the safety consciousness of industry practitioners which include Air Traffic Controllers. He further indicated that GHATCA, a key stakeholder in the aviation industry in Ghana, is creating this platform to rally industry professionals to be able to discuss future developments in the aviation industry in Ghana.

## Organization

The Technical committee, led by Mr Benjamin Assare-Mokwah, was tasked by the GHATCA Executive committee to organize the maiden quarterly webinar. After robust discussions the technical committee settled on the zoom application as the



GHANA AIR TRAFFIC CONTROLLERS ASSOCIATION ( GHATCA )  
LAUNCHING OF  
QUARTERLY TECHNICAL WEBINAR SERIES ( TWS )

TOPIC:  
**SAFETY MANAGEMENT IN AVIATION**

18 JUNE 11 AM PROMPT

MODERATOR	RESOURCE PERSON	SPECIAL GUEST
 Ms. ALISSAR KALMONI Air Traffic Controller	 Mr. WILLIAM AMOAKO SSQA, Manager, GCAA	 Mr. DANIEL ACQUAH Deputy D6(Technical), GCAA

ZOOM ADDRESS:  
Zoom Id : 96765242181 Passcode: 819853



medium of delivering the webinars. The technical committee also decided on a sole resource person to discuss safety management in aviation with emphasis on positive safety culture for the inaugural webinar.

The first webinar, was inaugurated on 18th June 2021 by the Deputy Director General (Technical Division) of the Ghana Civil Aviation Authority (GCAA) Mr Daniel Acquah. ATS Management and Sister Unions in GCAA delivered support and encouragement messages to GHATCA.

The resource person for the inaugural webinar was Mr William Wilberforce Amoako, The Safety, Standards and Quality Assurance Manager of GCAA. He discussed the concepts of safety, definitions of safety, the 4 pillars of SMS and safety culture.

After the inaugural webinar the technical committee reviewed the events that transpired and took note of both high and low points in the organization and conduct of the webinar. The committee also decided to discuss the implementation of just culture in aviation organizations in the second webinar.

The second episode of the GHATCA quarterly technical webinar series (TWS) took place on Friday 24th September 2021. The committee invited four resource persons from various organizations across the continent to share their experiences in the implementation of 'Just Culture' in their various organizations. The resource persons invited were: Ms Boni Dibate (Regional Director African Affairs CANSO), Mr Matita Tsabalala (Human Factors specialist, ATNS, South Africa), Captain Victor Aryeetey (Head of Safety, Africa world Airlines) and Mr Derek Lartey (ATC Safety Team, GCAA). Both webinars were moderated by Ms Alissar Kalmoni.

Technical support for both webinars was provided by the IT department of GCAA and the GHATCA Technical team. Publicity for the events were largely done through social media by GHATCA members with some support from GCAA corporate communications.

### Participation And Feedback

Participation in both webinars was very satisfactory. A total of 230 people joined both webinars from 22 countries globally including Cape Verde, Nigeria, Algeria, Togo, Sao Tome, Thailand, Angola, Germany and the Comoros Island

participated in. The majority of attendees were, predictably, from the Ghanaian Aviation Industry.

In both webinars, participants were asked to submit questions through the Q&A tab on the zoom app. The questions that could not be answered live due to time constraints were later answered and emailed to all participants. Resources and learning materials used by the resource persons are shared with participants via email as well. A post webinar survey is also administered after each webinar to further involve the participants in the conduct and learning areas for future webinars. The survey results are a useful tool that guides the Technical committee in what topics they recommend to the GHATCA Executive Committee for subsequent webinars.

To end this article, I quote Mr Armah-Mensah, GHATCA President, at the review meeting after the second webinar "It took a lot of hard work to get to produce the first two webinars, it will take a lot more hard work from not just the technical committee but the entire GHATCA membership to sustain this good initiative". ◀

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# 1996 CHARKHI DADRI MID-AIR COLLISION

➤ BY JOEL HOLGUÍN FERNÁNDEZ (DOMINICAN REPUBLIC), REGIONAL CORRESPONDENT



**“A large cloud lit up with an orange glow,” reported a pilot flying nearby, after seeing the explosion that engulfed the deadliest mid-air collision in aviation history. On November 12, 1996, a B747 and an IL-76 crashed and disintegrated near Delhi, India. The wreckage, horrendous by any standard, was found as a massive trail of debris, measuring 7kms long and 2kms wide. Unfortunately, none of the 349 people on board survived. This meant that the ensuing investigation would face a sinister incident, but, out of the darkness, a number of safety recommendations were issued to help us avoid a similar tragedy, with some of them directly impacting the way we provide our air traffic control service.**

The final report described a system of bidirectional airways, already packed and in need of revision and restructure; a military airspace configuration that severely limited civilian service, compounded with an eroding relationship between civil and military authorities; and a lack of licensing procedures regulating the country's ATCOs. The report examined the lack of ACAS and other onboard equipment in both aircrafts, looked into the Secondary Surveillance Radar that was yet to start servicing Delhi's airspace, and evaluated the inadequate working conditions in Delhi ACC. Additionally, just before the accident, both aircraft entered a cloud formation that prevented visual identification of neighboring traffic.

However, the two were operating on a regularly used procedure. One that was meant to keep arrivals to Indira Gandhi International Airport vertically separated from its departures until they were clear of each other. So, as much as improving any of the previous issues would have prevented this calamity, or at least greatly reduced its chances of happening, the condition deemed as ultimately causal to the collision was another. The issue consisted on the failure on the IL-76 part to adhere to the instruction, both timely issued and read-back, to stop its descent at FL150. Even though traffic information was correctly provided by ATC and acknowledged by both crews with time to spare, it was only about four seconds before crashing that they realized they were approaching head on at FL140. There was only time for a

quick correction attempt by the radio operator in the Ilyushin's cabin and the transmission of a short prayer from the Boeing's crew. According to the eyewitness testimony, both the IL-76, arriving Kazakhstan Airlines 1907, and the B747, departing Saudi Arabian Airlines 763, could be seen below the cloud as two fireballs that diverged away from each other and then hit the ground.

When the accident happened, just like today, overcrowding skies connected a wealth of cultural backgrounds. An amalgam that is not only seen in the passengers flying to the world's vacation havens and financial hot spots, but also in the diverse group of professionals that guide them along the way. Cockpit crews and ATC personnel know that this diversity is what powers

➤ The Boeing 747-200  
credit: Andy kennaugh via Wikipedia



our industry, but we also know it poses communication challenges. We all have felt that dread that accompanies the realization that a confusing message may lead to an unintended consequence. The vast majority of times, thank heavens, one safety measure or another prevents catastrophic events. But, some other times, safety measures break down and history gets marked with yet another hard lesson on how man and machine can unexpectedly fail.

In this accident, the unauthorized descent to FL140 may have been caused by a combination of factors that could be boiled down to communication challenges. First, there was a language barrier, as the pilot in command did not speak much English and overly relied on the radio operator. Also, the crew lacked familiarity with the imperial units used in Delhi, since Russia and the Commonwealth

of Independent States, of which Kazakhstan is a member, employed the metric system. Additionally, the radio operator had limited situational awareness, as he could not directly see the aircraft's instrument panel and ensure compliance, even though he was in charge of relaying ATC instructions to the pilot. Finally, the captain showed a lack of CRM skills that dangerously mixed with the crew's relaxed attitude towards the scope of their individual functions within the team.

But, whatever the most relevant reason for the fatal deviation, after Charkhi Dadri, our procedures were scrutinized so vulnerable points in the system could be discovered, and miscommunication be better addressed. After the investigation, new provisions were recommended to reduce mistakes and to implement safeguards that would help us prevent tragedy. These initiatives have changed the way we do our jobs, making it safer for everyone involved.

Now, the English language proficiency required to operate an aircraft or to provide air traffic control service is more rigorously ensured by ICAO's contracting states.

Now, more purposeful CRM programs are integral part of the flight crew's training curriculum. These practices, although innate to the flight

deck, tend to translate very well to ATC's Team Resource Management (TRM) initiatives that are becoming familiar within safety management systems.

Now, air-ground communications with ATC prioritize direct contact with the pilot-controller, which reduce deviations from instructions and expedites compliance.

Now, airspace design starts with a more serious approach to any factor that may increase complexity or create conflict. Now, all public transport should be equipped with ACAS and altitude alerting equipment, providing the ultimate barrier against mid-air collisions.

And now, we control safer skies thank to the changes brought about by the sacrifices of so many. As it is often said, history should not be forgotten, lest we repeat it. So now, 25 years after the tragedy, it seems appropriate to remember what happened that fateful day. However, it would also be fitting to recall how we've learned to become more cautious and attentive, developing tools and methods to safely circumvent the unavoidable possibility of miscommunication. That way, through hard work and diligence, we can help our beloved air navigation system to still thrive, even in light of such adversity. ◀

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- The IL-76 involved in the accident  
credit: Felix Goetting via Wikipedia

### The Accident

On 12 November 1996, Saudia Flight 763, a Boeing 747 en route from Delhi, India, to Dhahran, Saudi Arabia, and Kazakhstan Airlines Flight 1907, an Ilyushin Il-76 en route from Chimkent, Kazakhstan, to Delhi, collided over the village of Charkhi Dadri, around 100 km west of Delhi. The crash killed all 349 people on board both planes, making it the world's deadliest mid-air collision.

KZA1907 was cleared to descend to 15,000 feet. SVA763, travelling on the same airway as KZA1907 but in the opposite direction, was cleared to climb to 14,000 feet. When KZA1907 reported having reached its assigned altitude, but it was actually lower, at 14,500 feet (4,400 m), and still descending. The controller, who only had primary radar information, passed traffic information to the KZA, but two aircraft collided. All 312 people on board SVA763 and all 37 people on KZA1907 were killed.



# WORLD ATM CONGRESS 2021

▶ BY PHILIPPE DOMOGALA, CONTRIBUTING EDITOR



After COVID cancelled the 2020 edition of the World ATM Congress, the 2021 event shifted from its normal date in March to 26 October. According to the organizers, 5,400 attendees and 172 exhibitors from 117 countries travelled to Madrid, Spain. In addition to only allowing vaccinated or tested people to attend, the organisers imposed strict hygiene measures in addition to temperature checks on entering and mandatory mask carriage throughout.

On the agenda were an extraordinary number of presentations and panels, with 225 speakers in all. Spain's king, Felipe VI, opened the WAC on the morning of 26 October.

In his address, he welcomed his fellow pilots (he is a pilot himself) and the aviation professionals from over a hundred countries.

More noticeable however were those that were absent from the event: the USA was missing, despite some stands had been reserved as shown on the maps that were distributed at the entrance. They obviously still faced travel restrictions. EUROCONTROL, SESAR and the European commission were also absent, which left a big vacuum in the European arena.

All this empty space was filled by drones in all different shapes, sizes, functionality and purpose. Some had little or no relevance to ATM, as they were mainly designed for pure military or police operations. Many start-up companies and universities showed off their prototypes, with some blissfully unaware of personal safety regulations. Most will hopefully never be certified to carry passengers or to be operated anywhere near people.

The interesting bits as usual are in the various presentations, debates and panels. A huge number this year, possibly explained by the fact that there was no central CANSO-ATCA conference unfortunately.







▶ An interesting drone project which would easily cut the legs of anyone standing too close *credit: DP*

To get a feel for the new trends, I attended four or five of these each day. Although their titles invited participation, attendance was generally low and many speakers seemed quite unprepared. Some notable exceptions were Frequentis, who presented their views on remote towers with Denmark's ANSP Naviair. They outlined their plans for a remote tower and approach at Billund airport. All in all, interesting although I was told that the local controllers are not really in favour.

A similar interesting presentation was by Germany's provider DFS on their plans to create a remote tower in Munich, a first for a large international hub airport. They also mentioned during the presentation that contrary to what they always have said in the past, they are now seriously studying the possibility for a single controller to control up to three different airports at the same time! The genie is finally out of the bottle.



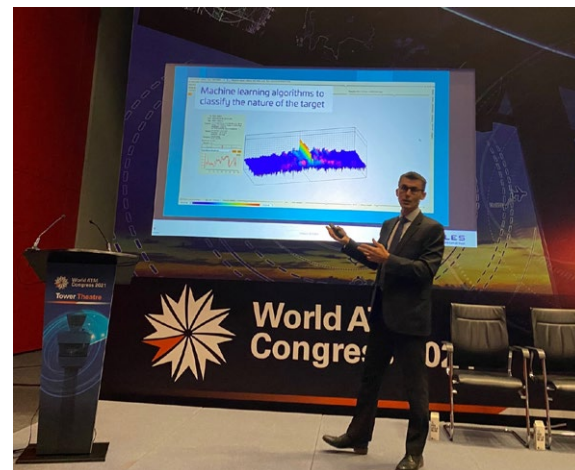
▶ DFS Munich Remote Tower presentation by Klaus-Dieter Schuette *credit: DP*

On the technical side, the arrival of so many drones near airports has created the need to detect those drones early enough to ensure the safety of Commercial traffic. A paper from the UK Airprox board indicated that since 2017, the average airprox number between a drone and a civil aircraft in the UK alone is between 10 and 16 a month. Some very close ones too, and unsurprisingly all are happening below 3000Ft and within 5-6 NM from the airport. Various solutions are proposed, One from Aveillant, a UK company belonging to Thales, which developed what they call a Holographic radar, a small L- Band (low frequency) radar, fixed antenna, range of 7,7 Km and 3000 Ft, can detect very small flying objects, even small birds. It has a AI software that determine if it is a drone or a bird as the Drone Rotors give a very distinctive signal, and can send warnings to ATC in real time.

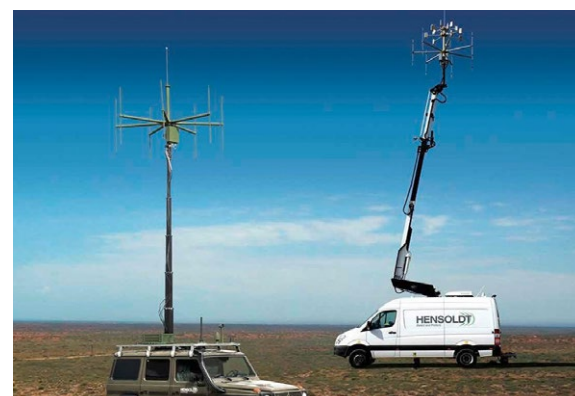
A totally different approach was made from the German company HENSOLDT: they developed a passive radar based on the reflexion of Radio and Television broadcast signals. Any moving (flying) object disturbs these electromagnetic waves and the system can detect and locate it. The system called Twinvis has a range up to 300km, but practically and ideally 100 km with an accuracy of 100m. It is low power and as it only listens, it cannot be jammed. It can detect small UAVs as well as stealth



▶ The Gamekeeper Holographic Radar from Allegiant *credit: Thales*



▶ Dominic Walker, CEO Aveillant, showing the typical detection of a drone using their holographic radar. *vc credit: DP*



▶ HENSOLDT passive radar antenna mounted on a vehicle to detect drone. *credit: Hensholdt*

military aircraft and interact with ATC.

Finally, a Czech company called RETIA developed a mini radar (X-band i.e. very short wavelength). Named ReGuard, it is aimed at detecting drones at a typical range of up to 10 Km up and 9000 ft with great accuracy. The whole system, antenna and control box are portable and low weight. The passively cooled transistor antenna is somewhat futuristic.

From the many drones exhibited during the show one stood out as very promising. A twin-piston engine amphibian developed in the Canary Islands for the purpose of search and rescue and delivering goods to ships. This is a very large drone: empty, it weighs 2,2 ton and it has a maximum take-off weight of around 4000 Kgs, meaning it can carry some 1,5 tons of goods. It can fly up to 24 hours in surveillance mode or 11 hours with 900kg payload at 120 Kts. It can fly up to 24.000ft. The company stated that they have already built 12 of them.

On Thursday 28 October, the last day of the show, participants were invited to go to Madrid's Cuatro Vientos Aerodrome, the oldest airport in Spain with its original signalling tower dating back to

1919. At this historic airport, they demonstrated what was referred to as "the sky of the future": a single airspace where unmanned vehicles fly together with traditional aviation. They claimed that for the first time anywhere in the world, an active airport airspace accommodated civil and military aircraft together with drones at the same time. The day ended with a spectacular light and sound show with a swarm of 100 synchronised drones.

The next WAC 2022 will again be held in Madrid, slightly later than normal from 21 to 23 June 2022.

The plan is to return to the normal dates in 2023: 7-9 March. ◀

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▶ The futuristic Retia ReGuard radar antenna  
credit: DP

▶ The Singular aircraft Flyox 1 amphibian drone credit: DP



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# CRITICAL INCIDENT STRESS MANAGEMENT

## LUCERNE AT THE HEART OF EUROPE

 BY MARC BAUMGARTNER, IFATCA SESAR COORDINATOR

On 14 and 15th of October 2021, skyguide under the leadership of Claudine Meyer-Sager (national CISM coordinator) organised a European-CISM conference at the Swiss Transport Museum in Lucerne. The E-CISM Network is a Swiss Association which was founded in Geneva on 23 June 2021 to enhance the psychological wellbeing of people working in organisations in Europe by delivering CISM training and promoting its practice. The E-CISM network will serve its members by providing the ICISF standard of crisis intervention in their own countries given the various languages, histories, and cultures of its populations.

This network brings together professionals from the broad spectrum of professionals in aviation (from ATCOs to Skydivers etc.) and during the two-day workshop many interesting presentations were delivered to the audience of this hybrid conference. Amongst others, a flight attendant on board US Airways flight 1549 which landed in the Hudson River and the ATCO facing ten years of judicial battles due to an air miss at Zurich airport

explained their emotional roller coaster related to these events. The Swedes Gustaf Brolin, Ola Jameson and Stefan Dahlberg, used an aircraft crash to explain how they provided CISM to the skydivers' club affected by the death of nine of their colleagues.

Foundation Mayday showed the response to the EU legislation (EC IR 2018/1042) which requires a peer support program for pilots and cabin crew and the work they are carrying out for airlines which are not able to setup such a peer support programme.

Following the publication of the EU Implementation Regulation 373/2017 Critical Incident Stress management has found its way into the EU legislative framework.

It may be worthwhile to look back at the CISM introduction in Air Traffic Management and in particular in Switzerland.

In 1994, during the IFATCA conference in Jerusalem, the Canadian Air Traffic Controllers Association presented a peer based Critical Incident Stress Management system which was introduced after the Sioux City crash. The Swiss delegation brought back some ideas and under the leadership of Walter Eggert (domain manager Human Aspect Development) a



➤ Participants to the workshop in Lucerne



rudimentary program of CISM was created in Geneva, which consisted of providing stress training to all ATCOs and starting to reach out for Mental health professionals which had experience with CISM (Red Cross and others). Together with DFS, Eurocontrol and IFATCA a lot of efforts were deployed to create a CISM which was based on the standards of the International CISM Foundation (ICISF) using the method developed by Dr Jeffrey T. Mitchell and Dr George S. Everly. At skyguide, following the Ueberlingen mid-air collision, where the DFS peers assisted greatly in handling the worst nightmare an ATCO can

imagine, for all the ATCOs in Zurich wishing to benefit from CISM, a programme was introduced nationwide. IFATCA in parallel pushed to have the ICISF standard becoming the norm for all the CISM in ATM. This was an uphill battle in many countries. Now at least in Europe, it has become law and therefore all ANSPs have to put in place a program, similar to the one in place in Switzerland. Any member association of IFATCA wishing to join the E-CISM is welcome to get in touch. ◀

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**ATS.OR.310 Stress**

*In accordance with point ATS.OR.200, an air traffic control service provider shall:*

- (a) *develop and maintain a policy for the management of air traffic controllers' stress, including the implementation of a critical incident stress management programme;*
- (b) *provide air traffic controllers with education and information programmes on the prevention of stress, including critical incident stress, complementing human factors training provided in accordance with Sections 3 and 4 of Sub-part D of Annex I to Regulation (EU) 2015/340.*

# WOMEN & EARLY RADAR

## A LOOK AT EARLY RADAR AND THE PEOPLE THAT OPERATED IT



➤ BY PHILIPPE DOMOGALA, SENIOR CORRESPONDENT, IFATCA

At the outbreak of war in September 1939, both Great Britain and Germany had functioning radar systems. In Great Britain, it was called RDF (Range and Direction Finding), while in Germany, it was called Funkmessgerät (radio measuring device). RADAR was a US navy term that replaced all other names after WW2. But the technology was not new and had been used for many different applications already. Specifically, it was deployed in the maritime field as early as 1935, nearly ten years before its use in aviation, and in various countries, including Germany, France, Britain and the US. For instance, in 1935, the large French passenger cruise ship "Normandie" on its North Atlantic crossings from Le Havre (France) to New York was equipped with a basic radar system to detect icebergs and other vessels at night or in low visibility. The German navy had radar detection equipment onboard their large battleships, like the infamous "Graf Spree" as early as 1936.

But when was it used first in aviation? We know that at the beginning of World War II, "Radar" was operationally used to both detect and direct fighter aircraft to targets both in Britain and Germany. But we also know that history is generally written by those who won the wars.

Many believe that it was British Professor Watson-Watt who invented radar. He developed the famous Chain Home radar system, which became operational in 1938.

Chain Home consisted of sets of 8 fixed wooden masts up to 300 feet tall (110 m), four transmitters and four receiver masts. They had faced antennas facing East, towards Europe, where the enemy was expected to come from. In Germany, however, companies like Gemma and Telefunken had already built sophisticated radar systems as early as 1935. A number of these were much smaller than the British system. Some, like

the Telefunken "Wurzburg" radar, could even be moved using a trailer and could cover a 360 degrees azimuth. In contrast, Chain Home was fixed and looked 150 degrees towards one fixed direction.

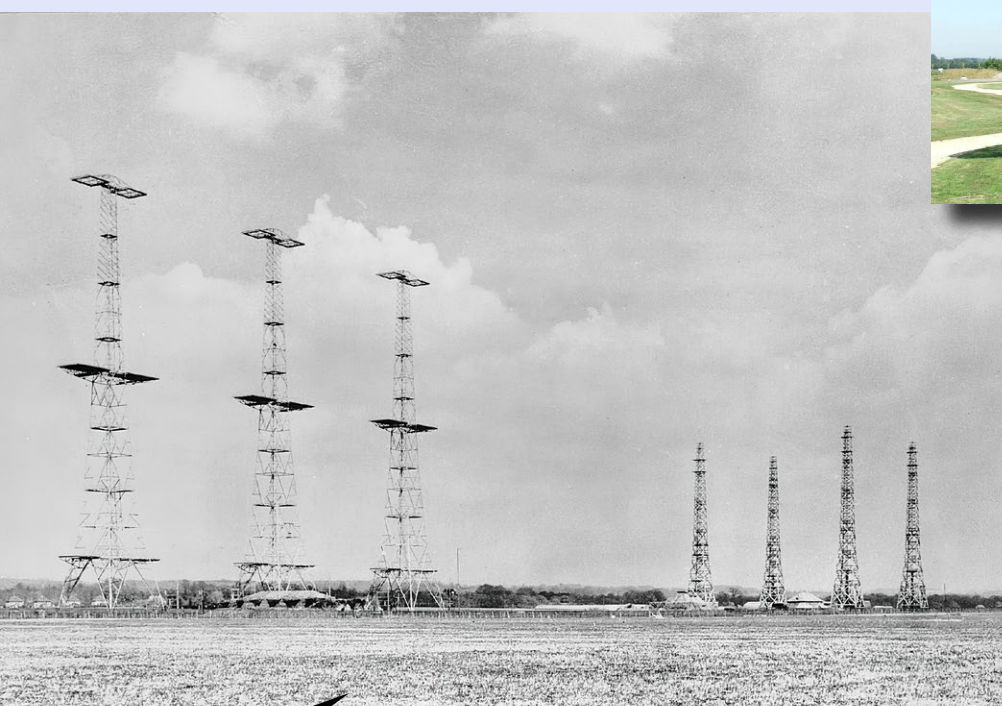


➤ **top:** "Riese Wurzburg radar", one of the last remaining ones, is on display at the radar museum in Douvres-la-Delivrance, Normandy, France

*credit DP*

➤ **left:** Chain home radar antennas in Polling, Sussex (UK) in 1945. The large towers on the left hold the transmitting antennas (360 feet high) and the 4 smaller receiver antennas (240 ft high).

*Credit Imperial war museum*





▶ A British volunteer operating a Chain Home radar position in 1940. Her right hand turns a wooden dial to determine the exact azimuth of the target.

*Credit Imperial war museum*

By 1940, Telefunken produced the much larger Riese (Giant) Würzburg, which also had a rotating antenna and extreme precision for the time:  $\pm 15\text{m}$  in range and  $\pm 0,25$  degrees in azimuth. Chain Home, in comparison, had a resolution of 1 kilometre (0.6 NM) and 12 degrees in azimuth for the Chain home system. Over 4000 units of the "Würzburg" radars were built and deployed at the German borders and on the Atlantic coast, which they had invaded in the meantime.

In our book on the 100 years of ATC, we will cover the technology race to get radar in more detail. One of the more interesting aspects we found

is that it was mostly young women that operated this equipment, both in Germany and in Britain. Men of the same age were generally recruited to be sent into active battle.

In the UK, the Royal Air Force ran public campaigns to recruit women to become air traffic controllers in the control towers. There were no such campaigns for radar operators, given its top-secret status. Young women that joined the Women Auxiliary Air Force (WAAF), and that were good in mathematics were handpicked to become radar operators. The first such group, recruited in 1939, were all between

19 and 20-years old. They were designated as auxiliaries to perform "special duties" but were not told what they would be doing exactly.

One of them, Daphne Carne, wrote a book explaining her recruitment and how they operated the system during the battle of Britain in 1940. She wrote that their station was located at the base of the large receiver antennas. In near darkness, they monitor oscilloscopes, turning a dial to determine the bearing (azimuth), height and range of any target. These targets were plotted on a map, which had a coded grid reference. The positions were passed to a fighter control

▶ Northolt (UK) fighter command room reconstruction in the original room restored as a museum.

*credit: Phillip Dawe*



➤ A German Luftwaffe recruiting poster from 1939. Considered fashionable in Germany, it earned the girls the nickname "grey mouse" in occupied countries.

*credit Bundesarchiv*

centre, which was located offsite. There, another group of women pushed small wooden mock-ups of the aircraft detected on a large horizontal map using wooden sticks. "Fighter Controllers", men sitting on a balcony overlooking the map, talked to the interceptor pilots, directing them towards their targets.

A similar story on the opposite side, in Germany: Avoiding any reference to their radar system, they recruited women as "Luftnachrichtenhelferin", which translates to "air message assistant". They also used oscilloscopes and passed target information to a command centre. Here, rather than pushing wooden aircraft around, another large group of young women used light guns to project the position of enemy targets on a large frosted glass map. The fighter controllers sat on the other side of the glass and directed their aircraft to their targets. Despite using different tools, the procedures were largely similar to those in the UK.



Following the invasion in 1944, allied troops advanced and captured the German radar sites. Since it was Nazi policy to safeguard women and their "reproductive abilities", they were withdrawn from any possible frontline action. As no female radar operators were found at the German sites when they surrendered, the role these women had played in Germany's war effort was long unclear.

Already during the war, the Nazi leadership had abandoned the development of radar. By 1944, Hitler and Göring prioritised the

development of the so-called Vergeltungswaffen (retaliation weapons) such as the V-1 cruise missile and the V-2 ballistic missile. It is worth mentioning that a group of very clever young female mathematicians were recruited to monitor V2 launches using radar and to rapidly calculate the ballistic track of the missiles to direct fighters to bomb the launch sites, but that is another story.

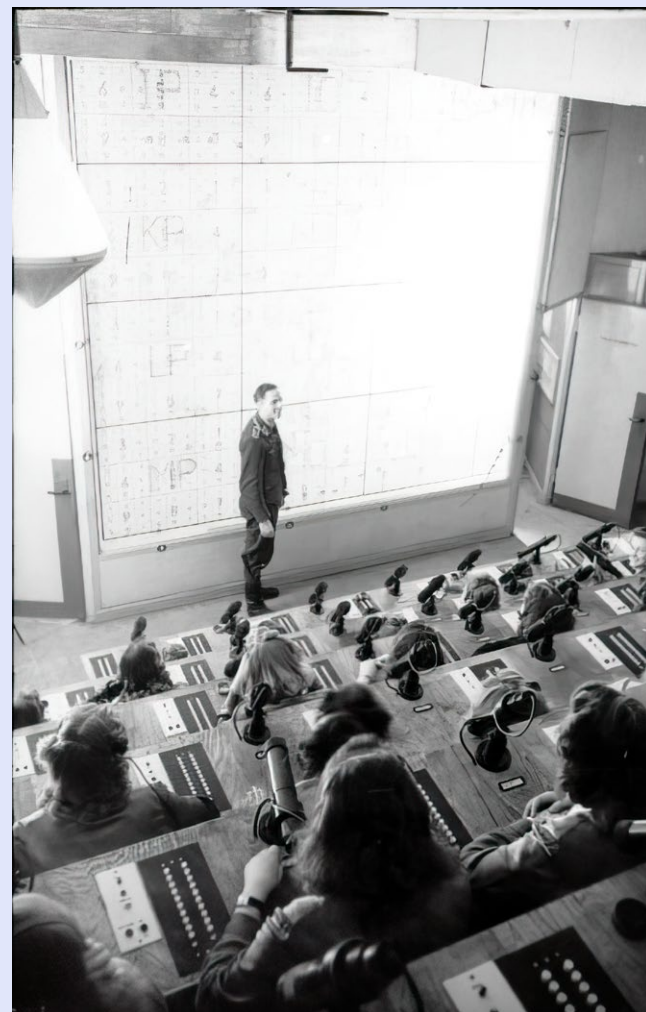
After the end of World War II, all those young women did not remain in the air traffic/radar profession. They all returned home to their families or started their own, like Daphne in the book, who married an RAF pilot!

In Germany, it took another two decades for a woman to become an air traffic controller. In Britain, a few RAF female controllers remained in military airfield towers following the war, but none as radar controllers.



➤ German fighter command centre of the 4th Flak near Duisburg (Germany) in 1944. Women operate light guns to show positions received from radar units on a glass wall.

*credit Bundesarchiv*





➤ Yvonne Sintes, the UK's female civil air traffic controller (1960-1964), here with her dog in London Gatwick Tower in 1964 and visiting the London Air Traffic Control Centre in 2014.

credit NATS



The first female civil controller in the UK was recruited in 1959. Yvonne Pope Sintes worked as a controller in Gatwick from 1960 to 1964 before becoming a pilot and an airline captain. She was one of the first women to co-pilot a commercial jet aircraft, the Comet 4 for Dan-Air, in 1970. In 1975, Yvonne became the first female captain of a jet aircraft in the world on the Dan-Air BAC-111 fleet. Sadly, in August 2021, she passed away at the age of 90.

Today, 26% of the UK NATS air traffic controllers are women. Germany's DFS has 28,5% and most European Service Providers report similar numbers. While it has increased over the past decades, we still have a way to go. Therefore, it is good to remember that at some point in history, nearly all radar controllers were female! ◀

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# THE CENTENARY OF AIR TRAFFIC CONTROL

BY NICOLA NÌ RIADA, IFATCA 100 YEARS TASK FORCE

The International Federation of Air Traffic Controllers' Associations (IFATCA) will celebrate 100 years of air traffic control in 2022. A number of activities across the world will highlight this significant milestone.

Though a precise date is hard to pinpoint, extensive research has shown that 1922 was a pivotal year for civil aviation. The first internationally agreed rules, drafted in 1919 by the Commission Internationale de Navigation Aérienne (CINA) were ratified by 10 countries in 1922. The first mid-air collision between two commercial airliners over Normandy (France) in April 1922 further encouraged the UK, France, Belgium and The Netherlands to implement guidelines for keeping aircraft separated, thus forming the basis for air traffic control as a service to avoid collisions. UK ATC License number 1 was issued in 1922 to Jimmy Jeffs. The first French controllers were recruited around the same time.

In those early years air travel remained rather exclusive for the rich and famous, especially the routes across the English Channel quickly became popular as flying could save a considerable amount of time compared to a ferry crossing. One such route was the one between Le Bourget (France) and Croydon (UK). Both airports recruited controllers and constructed dedicated sheds that were the precursors of an ATC tower. These 'towers' also began exchanging information with each other, while keeping track of each aircraft's progress using radio direction finding.

The centennial celebration will mark the achievements of all of us, controllers, assistants, support staff, engineers, scientists, all of those in manufacturing industries that have created the tools we have used as well as other organisations and service providers. It is a shared history, very much an achievement of all of us and one in which we hope you will join IFATCA in celebrating. Our celebrations will not only be about the past. They will also showcase



what we are doing in the present and what we will be doing in the future. A main aim of the celebrations will be to promote the profession to the outside, attracting young professionals to join the profession in demonstration that we work a high-tech environment using the latest technology. Finally, we will use this occasion to promote gender diversity and inclusion in Air Traffic Control.

The lasting COVID crisis has forced us to reshuffle our plans a number of times. The current focus will be to have the main events during October

2022, in conjunction with the regional meetings. In addition, we will also use major events, such as WAC 2022 in Madrid and Paris Air Show in le Bourget in June 2023, to commemorate this important milestone. A commemorative book covering the

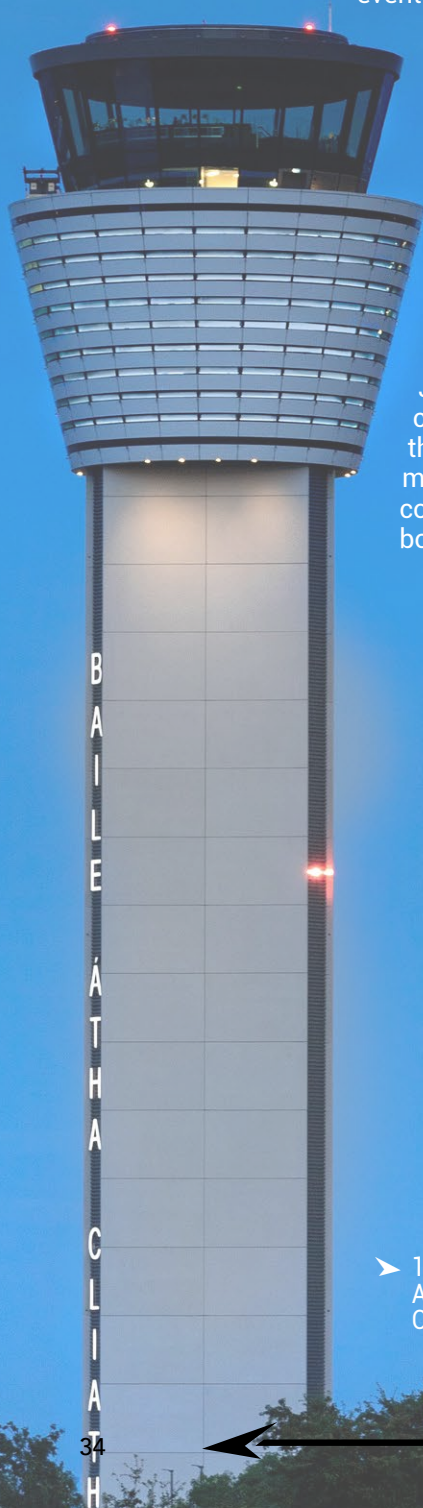
history of ATC is currently being written and will be published in October 2022.

A Centenary issue of The Controller magazine is also in the planning. For this, we need your input. If you have not yet shared this already, we are looking for 100 ways to say Air Traffic Controller in your native language. 100 towers, 100 radar consoles, 100 strip board, 100 faces of ATC, 100 chairs you use in your operations room/tower and so on. Send us your photos to [atc100@ifatca.org](mailto:atc100@ifatca.org)

If you have any other ideas for the centenary edition or would like to volunteer to help with the edition, let us know!

One of the only things that has not changed are the ATCOs: they are still just ordinary people doing an extraordinary job. We hope you will join us in celebrating this milestone for our profession! ◀

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➤ 100 years difference: the new Dublin Airport tower due to open in 2022. Inset is Croydon (UK) tower in 1922.

*credit Dublin tower: IAA*



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# SWAMP: CONTINUE TO HOLD

## BOOK REVIEW

► BY PHILIP MARIEN, EDITOR

Many will be familiar with the publications of Martin Leeuwis. A former fighter and airline pilot, Martin has been compiling and publishing aviation humor and cartoons since 1982. His first book "Say Again" is now in its 10th reprint, a sure sign of the continued popularity of these books in and beyond the aviation community.

Most will also be familiar with the work of Australian cartoonist Gary Clark, author of the comic "Swamp", which features daily in a number of newspapers. Based on his experiences as a private pilot, his cartoons frequently feature the Swamp's Air Traffic Controller.

In "Continue to Hold", Martin and Gary have now collected over 450 cartoons featuring aviation in the Swamp and more specifically its take on air traffic control. The cartoons are interspersed with exchanges between controllers and pilots around the world – similar to those often featured in our

Charlie page. The result is a very entertaining collection of situations that are either recognizable or not too hard to imagine happening.

"Continue to hold" is published in Australia and the Netherlands in an effort to avoid some of the high shipping costs and delays that effect worldwide delivery. The book is friendly priced, has 160 full colour pages in A5 size and can be ordered from both websites. ◀

editor@ifatca.org

### Continue to Hold

Cartoons by Gary Clark

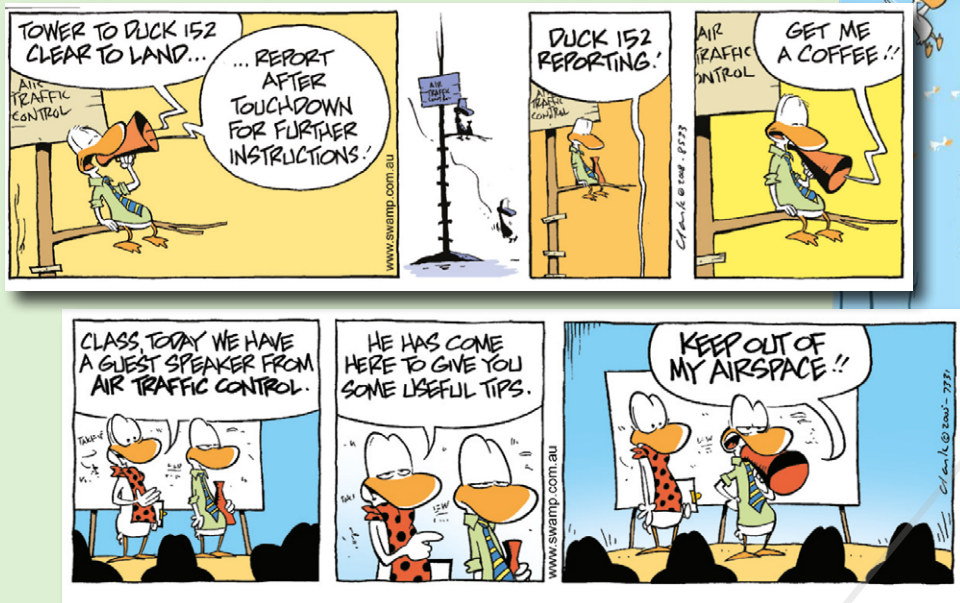
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# CHARLIE'S COLUMN

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