

IFATCA Newsletter

2022 September



ATC100, the International Day of the Air Traffic Controller and the upcoming Regional Meetings update

Regional meetings are fast approaching. This year more than ever, we celebrate our amazing profession. The ATC100 Taskforce and the Organising Committees of the regional meetings are working to make this year a special occasion. Make sure you are checking on your **Regional Meeting websites** and social media posts to keep up to date!

Watch out for **the centenary issue of the Controller Magazine**, which will be out in early October. It will contain further details on the regional meetings, and some of the fun features we have been working on to celebrate the centenary.

Are you or is someone from your MA featured in 100 faces of ATC or in the 100 towers feature? Did you send in how to say air traffic controller in your native tongue?

International Day of the Air Traffic Controller is 20 October 2022, and the focus of the ATC100 celebrations. At 1330UTC the EB and attending directors at the regional meetings will share a toast to the best profession in the world. If you can't be with us in person, be with us in spirit!

Look out for this year's IFATCA International Day of the Air Traffic Controller **poster and statement**. Remember to LIKE and SHARE these widely!

Use the following hashtags.

#keepingskiessafefor100years

#wearejustgettingstarted

#proudairtrafficcontroller

#atco

#internationaldayofthecontroller

Take your own ATCO pride photo and tag IFATCA in it.

This is a unique opportunity for us to make the profession more widely known and appreciated. How can your MAs and ANSPs contribute to the promotion of ATCOs this year? Talk to your EVP if you need any tips or ideas.

Visit 100 Years of Air Traffic Control

IFATCA ATC100 Taskforce



The first control tower in
Croydon, UK

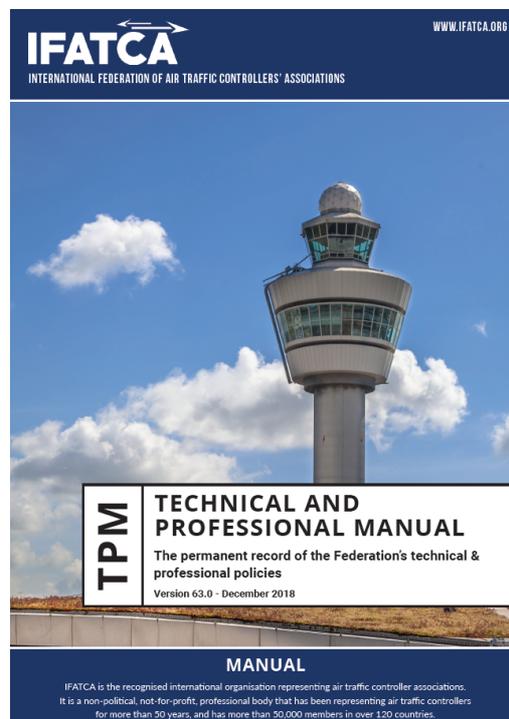
WIKIFATCA

Dear Member Associations,

Modifications to the **Technical and Professional Manual**(TPM) are now done. Our brand new manual is uploaded on the website, all Working Papers from committees B & C are on **WIKIFATCA**, and policies on WIKIFATCA, as well as menus and links, are updated. Please note that the guidance material that was extracted from the TPM as part of the TPM review is also available in the secure part of the IFATCA website under REFERENCE > GUIDANCE MATERIAL > **GUIDANCE DOCUMENTS**.

Kind regards,

IFATCA EB





Process for Member Associations (MA) to Present Bids for Hosting the 2024 IFATCA World Conference

We are still looking for offers to host the Annual Conference in 2024 and beyond. The office and our Conference Coordinator **Jez Pigden** can provide more information if your MA is interested.

- Interested MAs should submit a Working Paper to the IFATCA **office** by 15 October 2022.
- The MA organising committee (OC) can produce a video for presentation.
- Electronic voting will be used to determine the final venue for 2024.

IFATCA

WORKSHOPS

English Language Proficiency Workshop (ELP)

The Training is intended for ATCOs, with at least ICAO Level 5 English proficiency, to be able to deliver Aviation English Training Classes in their own countries, therefore increasing the proficiency in English Language.

It's a "train the trainers" course, it provides all the materials necessary for the students to take home including the recordings that go along with it. This will enable the students with the necessary knowledge, skill, and attributes to go to their home country and train other students in Aviation English so that they could improve on their ICAO English Proficiency levels.

The program is 250 hours of intense training, IFATCA will teach each student how to use the English texts with the accompanying recordings, the ICAO language descriptors, speech samples for grading, interview techniques for bench marking and testing, how to create materials and the foundations of an English Program.

During the week the students will go through all these topics to have a better understanding of how to test a person with a speech sample or recording, how to obtain information from a test taker (interview techniques), understand and evaluate a person by using the ICAO descriptors, the use of different tools to deliver an English Class; also how to prepare a class and a lesson plan; how to create materials for a class.

Requires:

- 20-30 participants. We need at least 10 to make it a successful event.
- Classroom-style room setup.
- 09:00am start, if possible, to finish between 16:00 – 17:00.
- 1-hour lunch, coffee breaks - one in the morning and one in the afternoon - close to the meeting rooms, if possible.
- Power outlets for the participants and the facilitator.

The English Language Workshop seems to be the most misunderstood of all our workshops and still seems to be a challenge to get the correct participants in the workshop. **THIS IS DIFFERENT THAN THE IFATCA SPEAK ENGLISH PROGRAM with DETAILS [HERE](#).**

Think Safety Workshop (TS)

An essential pillar of a safe aviation environment is a robust safety culture among aviation professionals. The development of an industry wide culture

that learns from its mistakes is reliant on a strong reporting culture and a strong just culture, which accepts identifying and addressing systemic organizational issues, rather than seeking to apportion blame to individuals.

IFATCA Think Safety Workshops are designed to challenge your understanding of safety and introduce you to new and different ways of thinking about safety. The working world of ATM is changing. Complexity is just one feature of the future ATM operating environment. These changes challenge the way that we think about safety today and demand alternatives to achieve safe and effective management of air traffic. IFATCA Think Safety Workshops introduce you to the characteristics of complex ATM systems, critically review the way safety is conceived today and explore new ways of thinking about safety.

Requires:

- 20-40 participants. We need at least 20 to make it a successful event.
- Café-style room to facilitate group work. 4-6 persons at each table. Preferably round tables.
- 09:00am start, if possible, to finish between 16:00 – 17:00.
- 1-hour lunch, coffee breaks - one in the morning and one in the afternoon - close to the meeting rooms, if possible.
- Two tables on the side for the facilitators.
- At least two microphones if the group is bigger than 25 attendees.
- Power outlets for the participants and the facilitator.

Competency Base Training and Assessment Workshop (CBTA)

The workshop will provide guidance on the provisions of the PANS-TRG and Doc 10056, and to support you and your organization in the successful implementation of competency-based training and assessment for ATCOs, as recommended by ICAO.

During the workshop the students will go through all these topics to have a better understanding of what CBTA is and how to implement it:

- History of competency-based approach
- Why competency-based T&A?
- The ICAO documents
- CBT: The basics
- Developing performance criteria
- The workflows
- Analyse: training needs

- Design: adapting the framework
- Design: the training and assessment plans
- Milestones, ICS and FCS
- The evidence guide
- The training and assessment plans
- Develop: training and assessment materials
- Implement and evaluate
- Instructors and Assessors

Requires:

- 30-40 participants. We need at least 20 to make it a successful event.
- Classroom style room setup.
- 09:00am start, if possible, to finish between 16:00 – 17:00.
- 1-hour lunch, coffee breaks - one in the morning and one in the afternoon - close to the meeting rooms, if possible.
- Two tables on the side for the facilitators.
- At least two microphones if the group is bigger than 25 attendees.
- Power outlets for the participants and the facilitator.

Critical Incident Stress Management Workshop (CISM)

The purpose of any Critical Incident Stress Management (CISM) programme is to mitigate the potential psychological impact of a serious incident or accident on the individual. It works by putting into practice some tactics that when linked together alleviate the reaction to such traumatic experience. The success of any CISM programme depends on the qualification of the peers and the support and understanding of the management. This IFATCA CISM Guidance Material aims to assist Member Associations in successfully implementing a CISM programme.

What would you find here?

- KEY TERMS & CONCEPTS: setting the scene
- PHASE I - PLANNING AHEAD: what do you need?
- PHASE II - IMPLEMENTATION: going for it!
- PHASE III - EVALUATION & QUALITY MANAGEMENT: how are we doing?
- References and supporting documentation

The following Media is essential for hosting the workshops:

- Projector for PPT with sound.
- 2-4 flip charts.
- Writing material (different colours) for the flip charts (6-8 sets) and flip charts on walls or similar.

- Good internet connection with a memory stick.
- Documentation for the TS and ELP Workshop is online.
- Documentation for the CBTA Workshop must be printed.
- Participants shall bring a computer or other means to get online.



Nordic Meeting in Poorvo, Finland Sept 13-15

The Member Associations (MA)
in the Nordic Region meet



**Happy
25th Anniversary to**

regularly. The *Nordic Presidents' Meeting* usually takes place in early June and the presidents of the MAs in Norway, Denmark, Finland, Iceland and Sweden get together for a few days to update each other on what's going on in their respective countries. In the fall, there is a larger gathering with 3 – 4 persons from each board. This year the *Nordic Meeting* took place in Poorvo, Finland and Deputy President Helena Sjöström and EVP EUR Fred Deleau (one day only) attended.

Day one started with EVP EUR updating on activities in the EUR region and sharing info on the upcoming European Regional Meeting.

Helena reported on work of the Executive Board, and more specifically, the Deputy President's activities since the last meeting.

The Nordic MAs all presented their reports over the first and second day. Air traffic is back up in all five Nordic countries and all have varying problems with staffing.

- The Danish government decided that an ATC center shall be established in Greenland to take over the airspace which is now controlled by Iceland.
- Icelandic ATCOs accepted a cut of 20% in working hours and salary during the pandemic. No ATCO was forced out of a job.
- Norway has units with traffic 10% or more over the traffic

the IFATCA OFFICE in Montreal

Not only are we celebrating 100 years of Air Traffic Control this year. Additionally, the first IFATCA office in Montreal opened on September 1, 1997, which makes this the 25th anniversary of the Office. A Silver Jubilee!

John Redmond, EVP AMA 2013-2014, from Canada, recently shared some of his memories from the creation of the IFATCA office with the EB. Thank you, John!

“That day was not much of a “grand opening” as the only one present was the first Office Manager, Maura Estrada. No one from the EB was present. In retrospect, there was only an empty space on that day. The search for an Office Manager had started in June and an ad was placed in the Montreal Gazette. After receiving quite a few applications, we narrowed the field to about 10 candidates. The interviews took place on Thursday June 12, 1997 and the committee wrapped up our deliberations by Friday morning and decided on Maura Estrada. Maura accepted the job on June 15, but the office was to be established on September 1. If Maura agreed, we would buy a desk-top computer with modem (yes, you had to specify this in 1997) for her to “work” from home and communicate with the EB on office developments. When the office opened on September 1, we would “write-off” this computer.

figures of 2019. The Remote Tower Center in Bodø has been operational since 2021. The aim is to consolidate 15 airports, all but one are AFIS airports.

- In Sweden the SWEA project is continuing with the intent to restructure the airspace completely. Around 50% of Sweden's ATCOs will retire in the next 10 years and training is at a maximum.
- ANS Finland's only customer Finavia determines the level of service at all airports except Lappeenranta. Staffing is set at a minimum and this has, in combination with increased traffic over international waters, at times led to overload, according to FATCA. The traffic to the northern airports in Finland for the "Santa-season" 22/23 is expected to exceed levels of 2019.

It was a very well managed, interesting and informative meeting and we are grateful to FATCA for the invitation.



Her first task was to find office space. She had an agent from CB Commercial (no charge to IFATCA) assist her in finding suitable accommodation within our budget. A number of properties were found, and I made a day-trip to Montreal to have a look. I called Preben Lauridsen (PCX at the time, from Denmark) and outlined what we had seen, and my recommendation. It was agreed that we would lease the property at University and St. Catherine.

In its original form, it was a single room of about 30 sq. m. Maura worked with the owners to section off one corner as a private office to be used by OM, PCX, or other EB members or ICAO reps as required. The remaining area contained another workstation, "production" area, and small area for reception. All the modifications were done at no charge.

In the remaining weeks she obtained all the necessary fixtures, supplies, communications, equipment, etc. to make the office run in a smooth and efficient manner.

To paraphrase Preben in his State of the Federation speech in 1998, "She provided more than expected for less than we anticipated." She did a damned good job of getting the office up and running. With little fanfare and no guest appearances, the office opened on September 1, 1997."

As of 2014, the IFATCA Office is located at [360 Rue Saint-Jacques](#) in Montréal and for the last 21 years the Office Manager has been Tatiana Iavorskaja.

Make sure to contact Tatiana at office@ifatca.org and pay her a visit if you are in Montreal.



International Civil Aviation Organization (ICAO) Assembly

The 41st ICAO Assembly will be held in Montréal, Canada, from 27 September to 7 October 2022. The event, the first in more than two years to gather all 193 ICAO Contracting States, will be held in a hybrid format (in-person setting and online setting). The proceedings will take place during a Plenary Session, as well as in five different Commissions: Administrative, Economic, Executive, Legal and Technical.

In preparation for the event, IFATCA has been meeting regularly with other industry partners such as [ACI](#), [CANSO](#), [IATA](#), [ICCAIA](#) and [IFALPA](#) to work collaboratively on working papers.

Among the topics of interest for the Federation, and for which we will co-sign working papers:

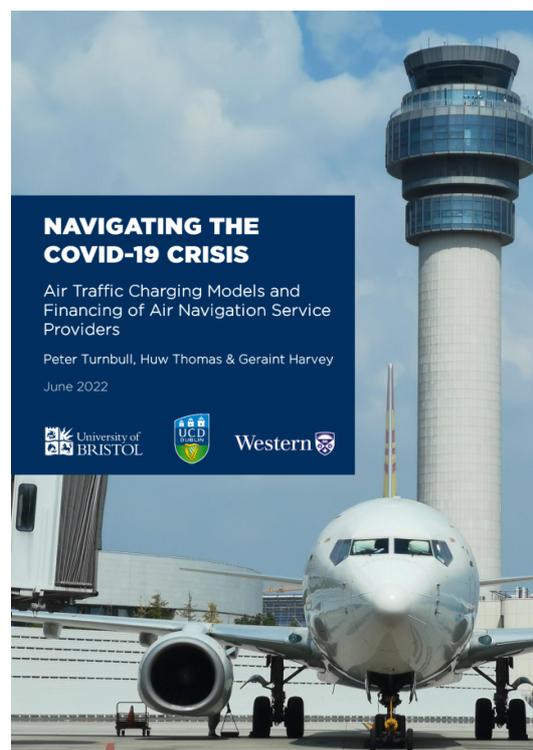
- Paper with ACI (Airports Council International) on staff shortages;
- Papers presented jointly with ICCAIA (International Coordinating Council of Aerospace Industries Associations):
 - Phased approach for ICAO Standards and Recommended Practices (SARPs) applicability dates
 - Aviation safety for regional aircraft operations
 - A proposed roadmap for integrated Communications, Navigation and Surveillance (CNS) and the associated spectrum

- Policymaking and processes for innovation, and direct submission process to ICAO for Proposals for Amendments (PfAs)
- Papers co-signed with IATA:
 - Promotion of industry initiatives that support ICAO's aspirational goal of gender equality by 2030
 - Strengthening protections for aviation safety systems from harmful interference
 - Lessons learned from COVID-19 and preparedness for future pandemics
 - Integration of cybersecurity provisions in a secure by design concerted approach and work plan

Additionally IFATCA will submit a **WP** on ***Resilient Financing of Air Navigation Services to Support Continuous Growth***.

This paper highlights the need for a more resilient approach to the financing of Air Navigation Services (ANS), which is essential to the long-term growth of the aviation industry and in turn the global economy. Recent decades have presented recurring cycles of traffic growth followed by downturns, each of these prompting reductions in investment and personnel by many Air Navigation Services Providers (ANSPs) due to shortfalls in revenue from traffic. These actions often contribute to capacity constraints during recovery and inhibit sustainable growth.

New research into funding methods is available and should be reviewed to identify areas for improvement and possible ways to increase resilience and sustainability of ANS. ***Read the full Report, NAVIGATING THE COVID-19 CRISIS: Air Traffic Charging Models and Financing of Air Navigation Service Providers***



ITF is also submitting a WP calling for a review of this **Report** as well.

Welcome and Thank You!!!

IFATCA would like to warmly welcome Ausra Straume, Andrew Belshaw and De Wei Lim in their new roles on the following ICAO Panels.

- **Personnel Training and Licensing Panel (PTLP)**- Ausra Straume (nominated by Latvia) will succeed J.F. Lepage (nominated by Canada)
- **Safety Management Panel (SMP)**- Andrew Belshaw (nominated by United Kingdom) will succeed Tom Laursen (nominated by Denmark)
- **Air Traffic Management Requirements and Performance Panel (ATMRPP)**- De Wei Lim (nominated by Singapore) will succeed Alexander Schwassmann (nominated by Germany)



IFATCA would like to express heartfelt thanks to Tom Laursen, J.F. Lepage and Alexander Schwassmann for their dedication to the Federation and their commitment to further the work of these Panels at ICAO. We wish them all the best.

IFATCA Panel members to ICAO are [here](#) on the IFATCA website.

**Hope to see your Member Association
at their Regional Meeting.
Stay engaged, renew relationships and learn from
each other.**



Africa and Middle East (AFM) - Mombassa, Kenya.
For more details visit us [here](#).



Americas (AMA) - Punta Cana, Dominican Republic.
For more details visit us [here](#).



Asia Pacific (ASP) - Mactan-Cebu, Philippines.
For more details visit us [here](#).



Europe (EUR) - Brussels, Belgium.
For more details visit us [here](#).

Join Us at the 62nd IFATCA
Conference in Jamaica



The Jamaica Air Traffic Controllers' Association (JATCA) will be hosting the 62nd Annual International Federation of Air Traffic Controllers' Association Conference in Montego Bay, Jamaica from 8-13 May 2023. The conference will be held at the **Hilton Rose Resort and Spa**. For more 2023 conference details [here](#).

Recent activity from the Regions

Africa and Middle East

Air Traffic Controller ASECNA Strike

On the 25th July of this year, The Association of Air Traffic Controllers' Trade Unions of the Agency for the Safety of Air Navigation in Africa and Madagascar (USYCAA) notified ASECNA of their intention to strike.

NOTE: ASECNA, the Agency for Air Navigation Safety in Africa and Madagascar which is an international public organization composed of 18 Member States; 17 African States and France (Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Comoros, Congo, Ivory Coast, Equatorial Guinea, France, Gabon, Guinea-Bissau, Madagascar, Mali, Mauritania, Niger, Senegal, and Togo).

USYCAA brought into light 19 demands in total, including both professional and industrial items, directly related to the reinforcement of operational capacities, professional development and the career of ASECNA air traffic controllers.

IFATCA as a professional organization was notified about the strike and immediately held a meeting with the representative of FACAA and USYCAA in order to resolve the situation and bring the two parties into negotiations to avoid any air traffic disruption. During discussions, it appeared that ASECNA's high-level

management did not recognize the union of the USYCAA and only accepted the FACAA as ATCOs' representative in the region. This position didn't suit our colleagues so unfortunately ended up escalating the situation, hence the notification of a strike.

In discussions with the Director of Air Navigation of ASECNA, he highlighted that the situation will be tackled professionally with ATCO representatives to avoid disruption of the traffic . He also committed to raise the concern about USYCAA to higher management. He conveyed his office has always been open to have discussions with ATCOs on professional issues to try to resolve them.

Days before the strike our colleagues, who signed the notification letter for the strike, received letters from ASECNA. The letters were considered intimidation and weren't reflective of a willingness of ASECNA to resolve the matter. Some of our controllers also received a court summons as ASECNA filled a case against them.

On August 19, ASECNA issued a NOTAM of a possible traffic disruption. They followed up by forming of ICAO Contingency Coordination Team (CCT) to deal with ASECNA's possible traffic disruption.

High level involvement, led by the ASECNA Ministers' Committee and the President of Senegal, who has met with our ATCOs' representative, lead to the suspension of the strike. Our representatives received guarantees that the issues raised by the controllers will be duly considered. ASECNA's Ministers' Committee gave 10 days to the ASECNA General Director to present them with the results of the negotiations with our ATCOs' Representatives. On August the 23, our ATCOs' Representatives, through a press release, suspended the strike to allow for the negotiations to occur.

To date, there is no development or commencement of the negotiations. This has lead to another notification of a strike.

NOTE: Many of our IFATCA members belong to USYCAA and also FACAA.

NATCA's "Communicating for Safety" Conference

Controllers from Ghana made the long journey to Las Vegas to be part of the aviation safety discussion.



Americas

ITF Civil Aviation Conference

5-8 September, EVP AMA Trish Gilbert attended the **International Transport Workers' Federation (ITF) Civil Aviation** Conference in Montreal, Quebec.

She represented IFATCA on a panel titled "Collaborating for a sustainable, resilient aviation industry". The panel discussed, as aviation recovers from the Covid-19 crisis, the embedding of workers' perspectives around working conditions, health and safety, gender and digitisation, in the work of the ILO and ICAO. Particularly after the signature of a new **agreement between ICAO and ILO** there are renewed opportunities for the priorities of aviation workers. Also on the panel were representatives from **IFALPA**, **ICAO** and the **ILO**.

Some of the other topics and panels of discussion included:

- A panel: Aviation recovery and its workforce. Back to "normal"?
- Preventing violence against aviation workers - implementing ILO C190
- Winning airport-wide health & safety committees
- Subcommittee meeting (cabin crew, ground-handling and air traffic services ATS).

ATS subcommittee included discussion on:

1. Remote towers
2. RPAS
3. Fatigue
4. Working with CANSO

The conference was well organised and offered an opportunity to work closely with our colleagues at ITF.

NATCA's "Communicating for Safety" Conference



It's been nearly three years since our last NATCA Communicating for Safety (CFS) conference was held. On Sept. 12-14 over 1000 aviation professionals came back together and met in-person to promote aviation safety through effective training and learning.

Sessions included:

- Technical Talks on Enterprise Information Display Systems EIDS/IDS, Commercial Space and Terminal Precipitation on the Glass
- Panels titled "I Want it All and I Want it Now: Technologies' Realistic Road Ahead", "Working the Issues: A Template for Success, Looking Ahead: Transforming the NAS to Meet New Challenges", "No Train, No Gain: The Road Back", "Mistakes Happen: They Don't Have to be Repeated", "Aviation New Frontier: Has the Jetson's Age Arrived?", and finally "Synthesizing the NAS: Aviation's New Frontier & Our Existing System" (moderated by former NATCA EVP and current IFATCA EVP AMA Trish Gilbert)
- Pilot and Controller Communication on A Look at Special Use Airspace, Working Together and Safety Reporting.
- Keynote Addresses by
 - **Tammie Jo Shults** - Captain SWA1380 (retired), Author and former US Navy Pilot
 - **Mike Abrashoff** - Leadership and Teamwork Expert, Best-Selling Author and former US Navy Commander
 - **David Seymour** - COO American Airlines
 - **Richard McSpadden** - Sr. VP AOPA Air Safety Institute
- Workshops on Pilot/Controller Q&A, Special Use Airspace and GA, Preventing Turbulence in Air Carrier Ops, and Leadership Development

The event concluded with the Archie League Medal of Safety Awards banquet which highlights and recognises a variety of aviation "saves" — some which involve a team of controllers working together, while others are the result of one controller's efforts.

Congratulations to all the awardees!!!

Great having MAs from outside the US joining from Ghana, Canada, Mexico and the Bahamas.



Bahamas



Mexico



Canada

Europe

Some information is a catch-up from June.

During the latest World ATM Conference (WAC), held in Madrid in June 2022, IFATCA was invited to co-host an event with FABEC and ATCA (Air Traffic Control



Association) to celebrate the 100 Years of ATC at the FABEC OPS Theatre. Frédéric Deleau – Fred - EVP EUR, delivered a speech to address the celebrations of the 100 years of ATC but also the challenges for the future. Read speech [here](#).

After a reasonably quieter summer period dedicated to the preparation of the IFATCA European Regional Meeting and ensuring continuity of the on-going programs related to the support to the Ukrainian ATCO families across Europe. Fred then started his meetings and visits again, ensuring the presence and visibility of IFATCA across the European Region.

After a meeting in Brussels with the EUROCONTROL Network Manager (NM – managing the flows and slots for the European Region), Fred met some partners and airlines representatives to introduce the IFATCA European Regional Meeting (ERM) and the 100 years of ATC celebrations that will take place in Brussels from the 18-20 of October 2022. This year, due to special circumstances, the ERM organisation is the responsibility of the IFATCA EVP EUR.

The EVP EUR visited Riga (Latvia) to coordinate and visit the venue for the next ERM that will take place in this small and beautiful Baltic country in October 2023. The next day, he travelled to Helsinki (Finland) to meet our Nordic Member Associations (Denmark, Finland, Iceland, Norway, Sweden) holding their annual Nordic Meeting. He



presented the work delivered during the last months and exchanged with friends and colleagues on-going situations, hearing their views and feed-back as to how to improve some of the processes for the European Region. From Helsinki, Fred flew to Sofia (Bulgaria) to take part in an InterFAB/FABEC Research workshop on the “Single European Sky and Resilience in ATM”. Together with Dr. Stathis Malakis from our Greek MA, he **presented** the views of IFATCA during this 2 day event and gave interviews to local and international media.



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