



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change  
**Social Dialogue, Industrial Relations**

### SECTORAL DIALOGUE COMMITTEE CIVIL AVIATION

#### **ATM working group meeting 18 March 2010 Concise minutes (adopted on 24 June 2010)**

Chair: morning: Mr Martis (employers), afternoon: Mr Etienne (workers)

#### **1. Adoption of the agenda and the minutes of the last meeting (19 November 2009)**

Participants introduced themselves. The agenda was adopted with one change in the order of the points. The minutes were adopted.

#### **2. Urgent SES II topics**

The parties discussed the revised draft social partners' position on the implementing rules of the performance scheme (draft 0.5). Willing to come to a joint position, ATCEUC, CANSO and ETF agreed some further changes in the text (move up the paragraph on the human factor, taking over text from the Madrid declaration). The final version will be available in the social dialogue texts database<sup>1</sup>.

#### **3. ATSEP's competence scheme**

CANSO considered that the social partners were now very close to agree a text on the competence scheme. CANSO had asked for changes in the definition of ATSEP which was not ideal for ETF but acceptable at this stage. ATCEUC said that they understood; they would respect the decision if the definition was acceptable for engineers. It was decided to put forward the definition to the Commission and to EASA by the end of the month.

*Engineering and technical personnel undertaking operational safety related tasks*

*Personnel who have been proven competent to operate and maintain safety related CNS/ATM equipment that is approved for operational use.*

---

<sup>1</sup> <http://ec.europa.eu/social/main.jsp?catId=521&langId=en>

*Specifically (but not exclusively) this includes personnel engaged in System Monitoring and Control (SMC), Preventative and Corrective maintenance, operational network management and operational reconfiguration*

*Notes:*

*1. The precise safety-related tasks for which Competency Assessment is required shall be determined by the relevant Air Navigation Service Provider (ANSP), who will inform the National Supervisory Authority (NSA) of the outcome.*

*2. This definition is not intended to cover other equipment related functions, such as design, testing, installation, commissioning and institutional training, which may be undertaken by the same personnel.*

#### **4. Information from DG Mobility and Transport (DG MOVE)**

Mr Tytgat (DG MOVE) informed the social partners of the next steps related to the Single European Sky (SES): performance scheme, performance review body (PRB), charging regime, Madrid conference...

The exchange of views touched upon the following subjects (the list is not exhaustive): fast track procedure within EASA rulemaking working group on ATCO licensing; the unfortunate use by Mr Calleja of the term "safety obsession of the industry"; the link between EASA/ATSEPs and Just Culture.

As far as consultation arrangements in the SES II framework were concerned, Mr Tytgat confirmed that the Commission was determined to implement them by putting it on a formal basis (status of an "expert group"). The social partners informed the Commission that they had started discussing from their side how they would like to be consulted. Therefore, the social partners would soon suggest a proceeding. Afterwards, the social partners had an internal exchange on their input to this question (sent on 30 April 2010).

#### **5. Follow-up of the workshop of 5 February 2010**

The social partners agreed that the notes reflected well the content of the ATM social dialogue workshop. The summary of proposals listed under section 4 was considered the most important part. CANSO informed the workers' side that they were already working on their new strategy (see 4<sup>th</sup> bullet point) and would share it when it was complete (the 4<sup>th</sup> draft would be available by mid-April). Asked about their own strategy, ETF announced they would share theirs too. ATCEUC pointed out that CANSO's support of the situation in Spain (royal decree law) was in contradiction to the idea of partnership it was praising at EU level. ETF said they would always support negotiated solutions and not imposed solutions. CANSO considered that the problem could not be solved here.

#### **6. Terms of reference of the working group**

The social partners considered that the terms of reference adopted on 17 October 2002 were still appropriate. It was decided to have another look at them once the (new) strategies were known.

## **7. "Long term" agenda items**

ETF summarised the items collected during an informal discussion over the phone, which were very broad:

- Mobility
- Training
- FABs

CANSO suggested discussing these in a smaller group in order to come up with more concrete proposals. It was agreed to come up with a list before the next meeting (only headlines, not too much into detail, for instance: "training, what to achieve and why"). Mr Rubini (ETF) and Mr Dick (ATCEUC) were designated to have a structured dialogue with CANSO after the collection of ideas till mid-April.

## **8. Any other business**

ATCEUC asked the Commission which follow-up it had given to their letter of 8 February 2010. Ms Thomas (DG MOVE) said that the Commission did not intervene in national decisions (the case was now at the constitutional court in Spain). However, it would be possible to send a complaint to the Commission if ATCEUC considered there was a breach with regard to the ATCO licence directive. Ms Durst (DG EMPL) said she had forwarded the letter to the labour law unit for information.

An ETF delegate informed about the discussion within EASA about resource management.

Asked about their study on staff shortage, CANSO confirmed that they had published the summaries of three benchmark studies. Overall, it was expected that the shortage would be overcome by 2015 or so. However, there was not consolidated approach within CANSO on the subject.

The next meetings are planned for 24 June and 25 November 2010 (tbc).

**List of participants**

<p><u>Employers (9 ♂, 5 ♀):</u></p> <p><i>CANSO:</i> Ms Aiello (IT) Ms Bender (DE) Mr Cerny (CZ) Ms del Cid Pellitero (ES) Mr Fuscaldi (IT) Mr Hirschfeld (SE) Mr Hutchins (UK) Mr Kavanagh (IE) Mr Martis (<i>CANSO</i>) Mr Michalak (PL) Mr Muir (UK) Ms Rullier (<i>CANSO</i>) Mr Tilenda (<i>CANSO</i>) Ms Willert (DE)</p>	<p><u>Workers(14 ♂, 0 ♀):</u></p> <p><i>ETF:</i> Mr Antoniani (IT) Mr Etienne (FR) Mr Fischer (DE) Mr King (UK) Mr Lakatos (HU) Mr Liorzou (FR) Mr Markov (BG) Mr Mooney (<i>IFATSEA</i>) Mr Rubini (IT)</p> <p><i>ATCEUC:</i> Mr Dick (<i>ATCEUC</i>) Mr Radu (RO) Mr Sacchetti (IT) Mr Sánchez Navarro (ES) Mr Wörz (DE)</p>
<p><u>European Commission:</u></p> <p>Ms Durst (DG EMPL/F.1) Ms Thomas (DG MOVE/E.2) Mr Tytgat (DG MOVE/E.2)</p>	