



**SECTORAL DIALOGUE
COMMITTEE
CIVIL AVIATION**

Sectoral Dialogue Committee Civil Aviation - Air Traffic Management 17 March 2020

Summary Note

The meeting took place through video conference

The meeting was chaired by Aaron Curtis (ETF).

- 1 Discussion on the Social & Human Dimension Roadmap with update on workshop, and future work. (Including the potential involvement of any other stakeholders).
- Kick-off Workshop
 - Kick-off Workshop took place on 5-6 February with all social partners, plus EC, ECTL, SESAR, Helios
 - Workshop distinguished social from human dimension: some aspects will have a social impact, some will have human impact, some will have both
 - EGHD Core Group and ASPReT will work on human and social aspects respectively
 - First iteration of Roadmap will concentrate on three / four core issues, others to be addressed later
 - Process on development of topics agreed upon
- Steering Group Meeting / ASPReT Meeting 16 March
 - ASPReT proposes Roadmap should look at Licensing ATCOs (which falls within staff competence), ADSP (which falls within new business models), Economic Regulation (the idea of one economic regulator), Crisis Management
 - Gauthier will develop draft brainstorm papers for APSReT to work on and in time to present to the EGHD Core Team meeting on 25 March
 - The Steering Group agreed the importance of coordination between EGHD-ASPReT
 - The Steering Group agreed that all members should be present to develop the work at any given time and that should one member organisation not be able to be present, the meeting would be postponed. SG agreed that Helios would provide

support, but not be in the lead and defined the roles of the participants in the meeting.

- Q&A
 - Timeline is subject to change due to the current situation – this is very difficult to predict. At the moment, all meeting dates are maintained with the caveat that all organisations can participate. A further discussion on the timelines should take place as a shift to the right is inevitable given the circumstances.
 - All associations should be represented at the meetings
 - European Commission agreed that some level of flexibility should be kept in the development of the Roadmap
 - Priority for ETF has to be managing the current crisis, which takes priority over the Roadmap

- **2 Feedback on progression of SES update and timelines, including integration of outcomes from S&HD Roadmap.**

- **Christine Berg, DG MOVE, European Commission**

- EC is focused on crisis management and adapting to teleworking
- The letter from Henrik Hololei (reply to the unions) shows EC is open for any type of discussion
- EC will have to get in touch with EASA re rule-making
- Workshop on ADSP has been moved to 18 March – EC is planning with Florence School of Regulation how to take things further on this subject.
- European Parliament: next on agenda is formal presentation of AAS to TRAN Committee
- TRAN Chair Karima Delli has asked EC to present to TRAN at end of April re reform of SES
- EC intends to adopt its proposal after Easter

- Q&A

- ETF expressed disappointed that EC is not waiting for input from ATM sector before publishing its SES proposal, the same mistake it made with the FABs – this is a missed opportunity
- Christine Berg disagreed:
 - AAS was done with full involvement of NM and industry
 - Exchanges in 2019 made it clear that there is need to start a reform. Concepts such as ADSP are a good way forward.
 - This will be start of a long journey – even once EP and Council decide on basic rules, there will be work on implementing rules and delegated acts.
 - Not everything in studies will be taken on 100% in the SES
 - The unions could set up a pilot test for some of these concepts in practice – the EC might be able to make funding available

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- 3 Discussion on progress of the Commission's study on Air Traffic Controller (ATCO) and Engineering Staff (ATSEP) social issues and working conditions.

Sabine Cayre, European Commission

- This is about the present + future: how are people managing change

Steven Dhondt, TNO

- The study investigates the impact on the human dimension of technological changes and legal changes.
- Will address drivers (Organisational Context, External Context, Past Organisational Performance, Technology, Flexible HR Practices) and problem areas (Changes in Work Content, Impacts at the Individual Level)
- Study logic:
 - A: Desk research (in interim report)
 - B: TNO is now talking with ANSPs (2 done, 3 more to go)
 - C: Two workshops will take place in May
- Study will be affected in quality by current crisis – TNO hopes to finalise interviews with ANSPs by end of April.

- Q&A

- Charles-André, ETF: calls on TNO to contact not only ATCOs but also unions
- Steven Dhondt: Agrees

- 4.AOB

Christine Berg, European Commission

- Airline payments to ANSPs
 - Airlines are asking to defer paying ATM charges due to the current crisis
 - If Member States agree, ECTL could do payments on quarterly rather than monthly basis
 - This would create problems for ANSPs – Member States could address with national measures – EC would not consider this as state aid
 - SSC next week will discuss this, maybe also Transport Council meeting tomorrow
- RP3
 - Current forecasts do not factor in the new situation
 - This should not stop RP3 process – this would be the worst process as 2020 Unit Rates are based on draft Performance Plans – if we do nothing, they would apply to 2022
 - EC will make announcement next week on which basis revision process for Performance Plans will take place
 - ECTL unfortunately took decision to delay February 2020 update of STATFOR forecast

- Nobody can do forecasting now as no one understands economic impact of this situation
- When growth comes back we will need to capacity to deal with the demand and the emissions, so waiting will not work
- **Status of ANSPs**
 - ETF asked EC to consider value of ANSP to European economy – they are critical infrastructure, a public service, not a market.
 - Christine Berg replied that many other professions are in similar situations – the issue of what is a public service could be very polemic and it would be wrong to discuss this now
- **Participants**

Cate Bichara, CANSO
 Aaron Curtis, ETF
 Marta Czubaszek, CANSO
 Billy Josefsson, CANSO
 Daniel Liebhart, ETF
 Anne Lizot, ETF
 Josef Maurer, ETF
 Danilo Pisciotto, CANSO
 Johnny Pring, CANSO
 Charles-André Quesnel, ETF
 Rüdiger Schwenk, CANSO
 Gauthier Sturtzer, ETF
 Frederik Rasmussen, DG MOVE, European Commission
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