

出國報告(出國類別：其他)

出席國際飛航管制員協會 2021 年亞太地區線上年會視訊報告

服務機關：交通部民用航空局

姓名職稱：謝柏楷 技正

劉珍雲 課長

陳妍君 管制員

派赴國家：臺灣，中華民國

出國期間：民國 110 年 10 月 25 日~ 10 月 27 日

報告日期：民國 110 年 12 月 07 日

提要表

系統識別號：	C11000194					
視訊辦理：	是					
相關專案：	無					
計畫名稱：	出席國際飛航管制員協會亞太地區年會					
報告名稱：	出席國際飛航管制員協會2021年亞太地區年會視訊報告					
計畫主辦機關：	交通部民用航空局					
出國人員：	姓名	服務機關	服務單位	職稱	官職等	E-MAIL 信箱
	謝柏楷	交通部民用航空局	飛航管制組	技正	薦任(派)	
	劉珍雲	交通部民用航空局	交通部民用航空局飛航服務總臺飛航業務室	課長	薦任(派)	
	陳妍君	交通部民用航空局	交通部民用航空局飛航服務總臺臺北近場管制塔臺	管制員	薦任(派)	聯絡人 chen.cheryl@gmail.com
前往地區：	臺灣·中華民國					
參訪機關：	無					
出國類別：	其他					
實際使用經費：	年度	經費種類	來源機關	金額		
	110年度	本機關	交通部民用航空局	0元		
出國計畫預算：	年度	經費種類	來源機關	金額		
	110年度	本機關	交通部民用航空局	183,000元		
出國期間：	民國110年10月25日 至 民國110年10月27日					
報告日期：	民國110年12月07日					
關鍵詞：	IFATCA,ROCATCA,					
報告書頁數：	17頁					
報告內容摘要：	交通部民用航空局飛航服務總臺管制員陳妍君於本(110)年度獲選擔任IFATCA亞太區執行副主席一職。爰本年度IFATCA亞太區區域年會由中華民國飛航管制員協會主辦。因疫情之故，本次年會採線上舉辦，來賓跟代表採視訊會議方式出席，會議於每日12:00開始，中場休息時間輪播交通部民用航空局提供之簡介以及飛航服務總臺簡介之影片，第一天安排2場專題演講，議題係有關ICAO「能力建構為主的訓練模式(Competency-based Training)」及介紹ICAO「遙控無人機系統平臺未來發展政策(Upcoming ATM-Related ICAO Provisions for RPAS)」。第二天由亞太區各會員國進行會務報告，第三天安排3項專題報告，先是由香港管制員John Wagstaff分享近期ICAO亞太區以及CANSO亞太區會議的重點；另一項專題報告為IFATCA推動的管制員英語練習線上課程。最後是由陳妍君分享最近其於亞太區進行公正文化議題的調查結果。					
報告建議事項：	建議事項			狀態		說明

	一、積極參與國際會議二、關注航空發展趨勢之議 研議中 題三、善用國際組織資源四、鼓勵值班管制員參與 技術行政規劃
電子全文檔：	
出國報告審核表：	C11000194_A.pdf
限閱與否：	否
專責人員姓名：	
專責人員電話：	

列印 匯出

目次

壹、 目的	2
一、 國際飛航管制員協會聯盟簡介.....	2
二、 中華民國飛航管制員協會簡介.....	2
貳、 過程	3
一、 參加 IFATCA 2021 年亞太地區線上年會.....	3
二、 名詞定義.....	4
參、 會議內容摘要.....	5
一、 第一天(10月25日)：專題演講.....	5
二、 第二天(10月26日)：會員協會會務報告.....	9
三、 第三天(10月27日)：分區副會長選舉及區域會務推動報告.....	10
肆、 心得	15
伍、 建議事項.....	16
一、 積極參與國際會議.....	16
二、 關注航空發展趨勢之議題.....	16
三、 善用國際組織資源.....	16
四、 鼓勵值班管制員參與技術行政規劃.....	17
陸、 附錄	17
一、 CBT 簡報(附錄一).....	18
二、 RPAS 簡報(附錄二).....	27
三、 Speaking English 簡報(附錄三).....	40
四、 Just Culture 簡報(附錄四).....	46
五、 會員協會報告摘要(附錄五).....	53

壹、目的

一、 國際飛航管制員協會聯盟簡介

「國際飛航管制員協會聯盟(International Federation of Air Traffic Controllers' Associations, IFATCA)」於 1961 年 10 月 20 日在荷蘭阿姆斯特丹成立，主要發起國為奧地利、法國、盧森堡、比利時、西德、荷蘭、丹麥、冰島、挪威、芬蘭、愛爾蘭及瑞士等 12 個國家，為一非政治性之獨立專業組織，其宗旨是聯合全球各地飛航管制員，提高飛航管制員專業知識及提升飛航安全，目前已有超過 130 個國家加入，共有 5 萬多名會員。IFATCA 總會設於加拿大蒙特婁，主要分成四大地區：歐洲、美洲、亞太、非洲/中東，設立目標如下：

- (一) 促進國際空中航行的安全、效率和規律性。
- (二) 協助發展飛航管制之安全有序制度。
- (三) 促進國際飛航管制員間之學術交流。
- (四) 維護飛航管制員之應有權益。
- (五) 擴展與其它相關國際組織間之相互利益。
- (六) 致力發展泛世界管制員協會聯盟事業。

二、 中華民國飛航管制員協會簡介

我國於 1978 年首度應邀以觀察員身份參加在丹麥哥本哈根舉辦之 IFATCA 第 17 屆年會，1979 年我國獲邀參加在比利時布魯塞爾舉行之第 18 屆年會，並進一步與 IFATCA 理事會討論我入會之可行性，1980 年我國正式成立「中華民國飛航管制協會」，並以 ROCATCA (Republic of China Air Traffic Controllers' Association) 名義正式申請加入 IFATCA，註冊名稱為「ROCATCA (TAIWAN)」。

貳、過程

一、 參加 IFATCA 2021 年亞太地區線上年會

IFATCA 每年定期召開全球性年會，亦針對區域性的作業由四大地區（歐洲、美洲、亞太、非洲/中東）辦理定期地區性年會，亞太地區第一屆年會於 1984 年在斐濟舉行，爾後由亞洲地區及太平洋地區之會員國輪流主辦。今年度，IFATCA 亞太區之執行副主席(Executive Vice President, EVP)一職，由交通部民用航空局飛航服務總臺(下稱總臺)管制員陳妍君擔任，因此，2021 年 IFATCA 亞大年會由我方主辦。適逢疫情嚴峻，實體會議之舉行有窒礙難行之處，因此採取線上會議形式辦理，由中華民國飛航管制員協會(ROCATCA)主辦，交通部民用航空局(下稱民航局)協助辦理。

此次會議採用國際飛航管制員協會聯盟(IFATCA)提供付費版的視訊軟體 ZOOM，可容納 1000 人同時進行線上會議。因疫情影響，所有來賓跟代表以視訊方式出席會議，現場只有工作人員及音訊電腦等設備的架設。工作人員於會議每日早上 9 點鐘至現場進行會議前準備，所有視訊設備及與會人員安排妥當後開始，會議於每日 12:00 開始。

我國自退出聯合國後，國際空間被壓縮，參與國際民航組織事務管道或國際會議相對減少，民航相關資訊取得不易，雖然從網路可以取得部分資料，惟無法得知相關作業討論過程，致無法全盤瞭解法規改變後可能之影響及因應作為，爰藉由參加 IFATCA 每年舉行的全球性年會及亞太地區年會，經由資訊分享、簡報說明、意見交流及溝通，可瞭解飛航管制作業相關辦理情形，對於提升飛航安全與服務品質有所助益，爰民航局每年編列預算，積極參與 IFATCA 事務，強化與各國之交流與合作。

二、 名詞定義

本報告內之英文縮寫第一次出現時皆附中文翻譯或英文原文，爾後出現則不再提附，為使閱讀者方便查詢，特列此表(表 1)。

表 1 縮寫英文原意中譯

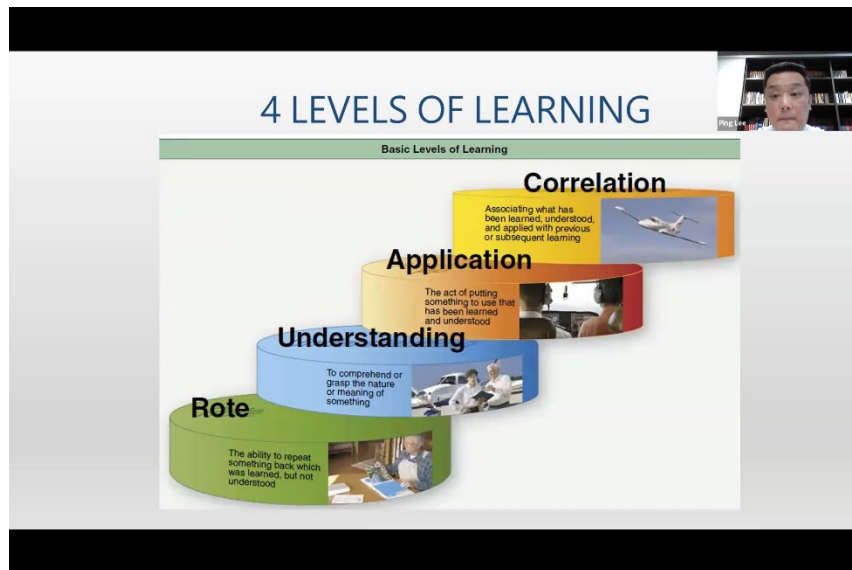
ANSP	Air Navigation Services Provider	飛航服務提供者
CANSO	Civil Air Navigation Services Organization	民用飛航服務組織
CBT	Competency-based Training	能力建構為主的訓練模式
C2 LINK	command and control link	命令與控制通訊協定
EVP	Executive Vice President	區域執行副主席
FF-ICE	Flight Following - Information for a Collaborative Environment	飛航資訊整合環境
ICAO	International Civil Aviation Organization	國際民航組織
IFALPA	International Federation of Air Line Pilots' Associations	國際民航飛行員協會聯盟
IFATCA	International Federation of Air Traffic Controllers' Associations	國際飛航管制員協會聯盟
ROCATCA	Republic of China Air Traffic Controllers' Association	中華民國飛航管制員協會
RVP	Regional Vice President	區域副會長
SWIM	System Wide Information Management	泛系統資訊管理
TBO	Trajectory Based Operation	最佳航行軌跡導航操作

參、會議內容摘要

一、 第一天(10月25日)：專題演講

本日為會議第一天，會議於臺灣時間 12:10 正式開始。會議一開始即進行會員唱名，確立會議出席會員國數過半。隨即先由亞太區的執行副主席(總臺管制員陳妍君)，以及亞太區各分區副會長(紐西蘭籍的 Greg 以及尼泊爾籍的 Niranjian)引言開場。接著是貴賓致詞，播放預先請我國民航局林國顯局長預錄之談話短片，以及 IFALPA 亞太區執行副主席 Capt. Ishtiaque 致詞。

本日會議主要內容為兩場專題演講。第一場專題演講的主題是「能力建構為主的訓練模式(Competency-based Training)」，主講者為我國長榮航空之訓練教官李秉儀教官。能力建構為主軸的訓練方式，是從教育領域延伸而來的，這幾年才開始廣泛運用在航空相關訓練的課題上。此訓練模式，認為學習具有四個階段，第一個階段是記憶，第二個階段是理解，第三個階段是應用，第四個階段則是延伸建立關聯。以我們目前航管的訓練為例，從航訓所到在職訓練，都是在建立第一到第三階段的學習基礎。然而，航空事件的發生，往往非教科書上重複的案例，要如何能透過前三階段的訓練以及累積工作經驗，進而進化到第四個階段的學習能力，就有賴於能力建構的訓練方式。能力建構為主的訓練模式，特別適合運用在成人的學習模式，因為成人學習新事物時，是透過理解而非填鴨式的記憶，因此，協助學生了解一件事情做法的前後因果關係，對於學生建立長效期的能力會更有幫助。



圖一、長榮航空李秉儀教官分享學習的四階段

主講者也分享了長榮航空開始引進能力建構的訓練概念時，如何將理論慢慢轉化到實際的操作。他們首先在公司內部成立了種子教官小組，並接受 IATA 提供的相關訓練，確保每個人都得到能力建構訓練講師的認證。之後，再由這批種子教官，透過定期的討論工作坊，建立起公司內部的訓練架構及教材，慢慢將能力建構的訓練方式交給其他的教官。透過 train the trainer 的課程，由種子教官引導教官在訓練飛行員的過程，利用引導理解而非單向提供見解的方式，一步一步改變訓練的方式。在執行的過程中，若有窒礙難行之處，也定期與其他航空公司的訓練部門進行交流。

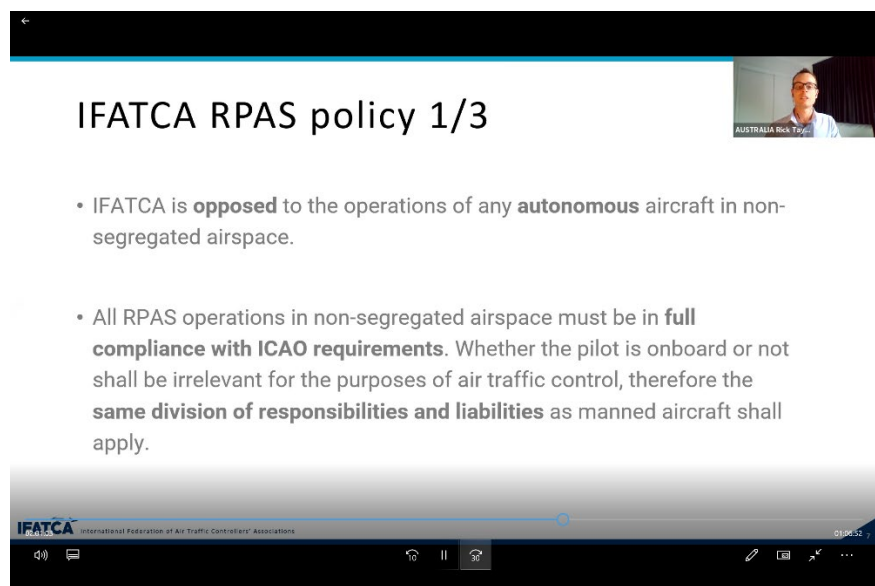
第二場專題演講的主題，為 ICAO 對於無人機科技發展，其下工作小組近期內提出的附約修編內容 (Upcoming ATM-related ICAO provisions for RPAS)。主講者為澳洲布里斯班塔臺之資深管制員 Rick Taylor，其目前亦為 IFATCA 派至 ICAO ATM 推動小組的管制員代表。

目前 IFATCA 對於無人機的議題的意見如下：

- (一) 反對任何自主性的無人機 (autonomous RPA) 於非隔離的空域

活動。

- (二) 無人機的活動應遵守 ICAO 對於一般航空器的規定及要求。
- (三) 無人機活動所造成的意外，不應究責於管制員。
- (四) 在同意讓無人機與其他航空器共享使用空域時，應先建立無人機的相關規範以及對使用人的訓練。
- (五) 針對無人機議題，應對社會大眾進行教育及宣導對於無人機的違規，應訂立罰則。
- (六) 對於無人機的遭遇緊急危難的處置應訂定相關應對程序及對管制員的訓練。



圖二、澳洲布里斯班塔臺之資深管制員 Rick Taylor 分享 IFATCA 對於無人機議題的立場

目前，ICAO 針對無人機的發展，只關注於能進行儀器規則飛行的無人機。然而，無人機的技术發展速度，遠超過訂定法規人所能想像。針對無人機的議題，ICAO 附約以及的修編進度，簡述如下：

- (一) 針對人員訓練的第一號附約(Annex 1)：頒給無人機操作人員

的執照，並規範相關執照的考核要點。此修編將於 2022 年的 11 月正式上路。

- (二) 針對航空器操作的第六號附約(Annex 6):針對無人機若無法與操作人以及航管單位保持聯繫時的緊急狀況之處置，應取消原定飛行計畫。
- (三) 針對航空器適航性的第八號附約(Annex 8)：將增訂無人機的章節。
- (四) 針對航空通訊的第十號附約(Annex 10)：新增與遙控無人機系統命令與控制通訊協定(C2 link)有關的通信系統與通信程序，另研議發展無人機與航情、地障與危險天氣等偵測及避險之系統要求。
- (五) 針對航管服務的第 11 號附約(Annex 11)：目前尚無任何更新。
- (六) 針對飛航服務程序--飛航管理(PANS-ATM Doc 4444)：擬發展針對無人機管制的相關術語以及提供飛航管制的程序規定，以及，當無人機與操作人失去聯繫時的緊急應變程序。

在處理無人機與操作人失去聯繫時，目前所提出的應變方式如下：

- (一) 有 ADS-B 能力者，掛上 7400 緊急電碼。
- (二) 無人機因為其操作特性（無載客），當其進行危難宣告，並不會立刻被航管視為具有優先權。
- (三) 地面上的操作人應即刻與航管單位聯繫。
- (四) 執飛的無人機應依據緊急操作程序完成飛行處置，依據其計畫航程，可能是回到原起飛機場、轉降、持續飛行至目的地機場。

在無人機議題上，ICAO 未來的挑戰為：

- (一) 如何發展無人機的自主性規範，尤其是在低高度空域的操

作。

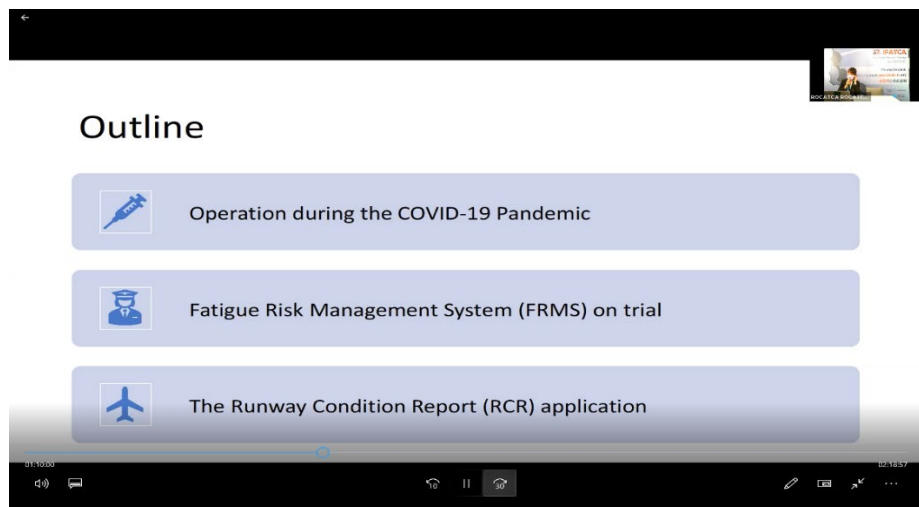
- (二) 在遇到緊急危難時，其處置方式與載人飛行的航空器應有甚麼樣的不同作法。

第一天會議結束之前，IFATCA 航管 100 周年籌備小組針對明年度的慶祝活動進行預告，並希望會員協會們能協助提供塔臺的舊照片以及歷史資料、第一位女性航管的照片或相關資料、以及管制員於工作單位的圖像，將收錄於明年 IFATCA 特殊專題航管雜誌中。中華民國飛航管制員協會認為此活動對於推廣我國的航管歷史有相當的意義，已積極連絡退休航管教官以及總臺詢問相關資訊。

二、 第二天(10 月 26 日)：會員協會會務報告

第二天會議於臺灣時間 12 點整準時開始，由主持人先進行會員國唱名，確認達應出席會議會員數的一半，確定會議可以舉行。接著由 EVP 陳妍君主持今日的會議。

今日的會議主軸為各會員協會會務報告，分為上下半場。上半場為北亞區及太平洋區的會員協會報告；下半場為東南亞以及西南亞的會員協會報告。各會員協會報告之內容，詳見附錄五。以下為今年度會員協會會務報告之主要重點：



圖三、總臺管制員陳薇茵代表飛航管制員協會進行會務報告

由於疫情影響，各會員協會於去年度的會員活動雖不較疫情前頻繁，但也盡可能地在專業知識上舉辦座談會。另外，我國、香港、新加坡、澳門等會員國，更利用疫情的低航行量，進行各種試驗性質的程序更新作業，或修繕機場的軟硬體設施。

有些會員國的疫情較為嚴峻，其管制員會員的家人親友或受到疫情波擊，甚有會員因此離去，EVP 代替 IFATCA 亞太區所有會員國，對於染疫喪生的管制員表達哀悼之意，並感謝會員協會對其會員及家人所提供的照顧及關懷。

各會員國都表示其國內外的航行量雖然還未回到 2019 年的架次，但都已見到航情復甦的曙光。因此，因應航行量的回復，許多會員協會也都提到了對於訓練以及人力可能短缺的隱憂。如何讓管制員逐步適應回復的航行量，是接下來這一年的重點項目，也有許多會員國分享目前都還是持續訓練新人，並利用模擬機輔助在職訓練。

疲勞管理的議題一直是本區會員國所關心的議題。雖然有不少會員國分享其排班的規劃，例如香港、日本、澳門、以及我國，但為數相當多的會員國表示他國內航管單位目前並沒有明訂的疲勞管理機制，希望 IFATCA 能夠在這個議題上提供會員協會資訊及工具。

三、 **第三天(10月27日)：分區副會長選舉及區域會務推動報告**

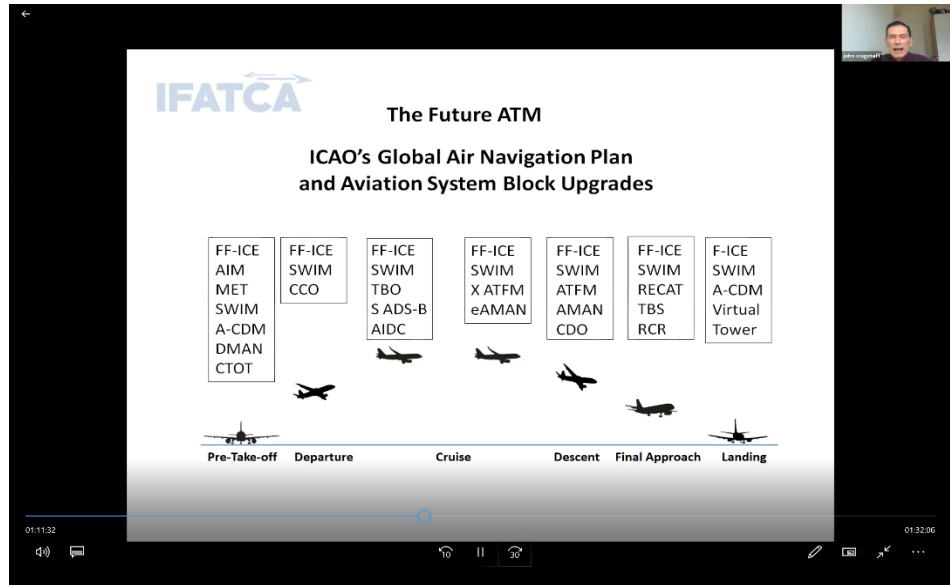
會議於臺灣時間 12 點整準時開始，由主持人先進行會員國唱名，確認達法定出席會員數。接著由主持人開始今日的會議。今日會議的上半場，為亞太區四個分區的區域副會長(RVP)選舉。亞太區的四個分區分別為：北亞區、太平洋區、東南亞區、以及西南亞區。北亞區、太平洋區、東南亞區這一次的選舉，都分別只有一個候選人，因此，此唯一候選人就直接拍手通過成為該區的區域副會長。而西南亞區共有三個候選人，因此由現任的西南亞區副會長介紹三個候選人，之後由此區有出席會議的六個會員協會進行投票，決定最終的副會長人選。

各分區的副會長羅列如下：

- (一) 北亞區：Nyamgerel Dashdolgor (蒙古國)
- (二) 太平洋區：Greg Okeroa (紐西蘭)
- (三) 東南亞區： De Wei Lim (新加坡)
- (四) 西南亞區： Saif Ullah (印度)

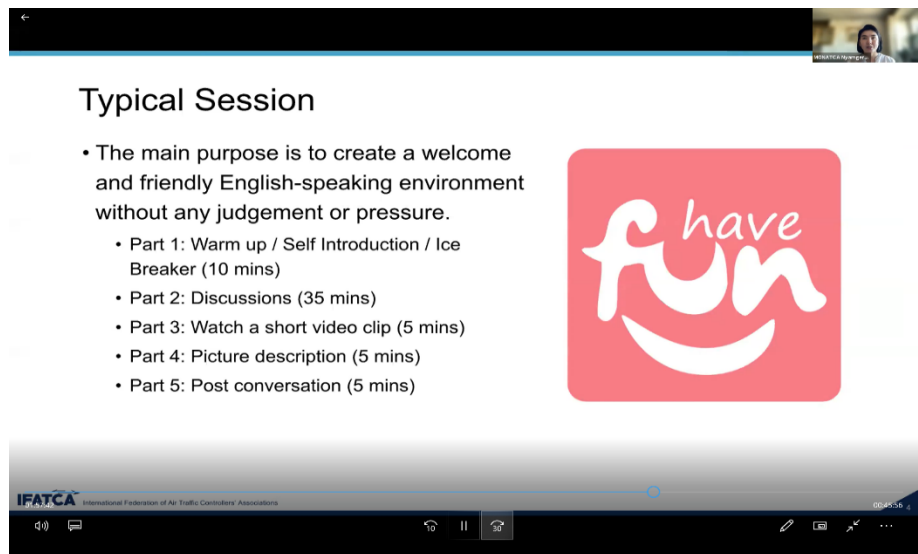
下半場的會議開始時，IFATCA 的會長 Duncan Auld 代表 IFATCA 總會與會員協會們致意，並解釋 IFATCA 接下來將會修改章程的兩個修改文的內容，主要是因應疫情，針對原章程提出「電子化投票」以及「線上年會」的方案，並知會會員協會該如何在今年底收到相關投票要求時，進行通信投票對此兩方案做出同意或否決。

IFATCA 亞太區的 ICAO 區域會議代表 John Wagstaff 針對近一年 ICAO 以及 CANSO 所舉辦的亞太區的會議進行重點報告。以大數據的應用進而做到「資訊分享 information sharing」為主軸的 FF-ICE 發展，提供飛航服務提供單位一個有效率且有效能的資訊交換及擷取的管道，將原本冗長且耗時的多方各自資訊交換系統整合為一個統合的資訊集中系統，減少溝通中所產生的誤解並能更有效的利用資訊。在此同時，泛系統資訊管理的技術也漸被發展，讓航管自動化系統以及數位資料的處理更迅速有效。而 ICAO 全球導航系統的最終目標，是朝向 TBO 的導航服務，無論是對空域的利用或是對航空公司在營運成本降低，甚至是對整體大環境的航空污染影響，都能達到最佳的平衡。未來，飛行導航系統將逐漸淘汰地面輔助的導航裝置，轉向以衛星導航為主的導航方式。而衛星導航的系統，雖然能夠提供航機更準確的導航能力，但其準確性會受到太空天氣(Space Weather)的影響，未來，世界氣象組織以及 ICAO 將會逐步建立太空天氣的觀察制度，以協助偵測其對衛星導航系統的影響。



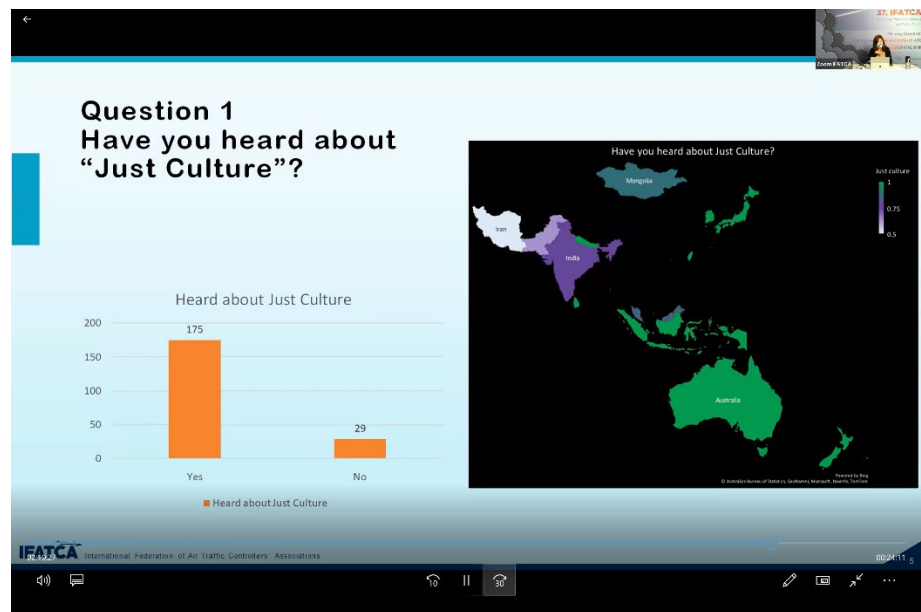
圖四、John Wagstaff 分享 ICAO 及 CANSO 亞太區會務近況

今年初,IFATCA 創立了「大家說英語 Speak English Program」的平臺,希望可以藉由全球各地管制員的互助力量,幫助管制員在航情低迷的疫情期間,還是能夠維持英語口語能力。在會議中,蒙古的管制員 Nyamgerel Dashdolgor 針對此平臺的設立初衷以運行機制及參加方式進行說明。目前,總臺管制員陳妍君以及楊仲鈺亦參與此一平臺計畫,為平臺課程之導師。



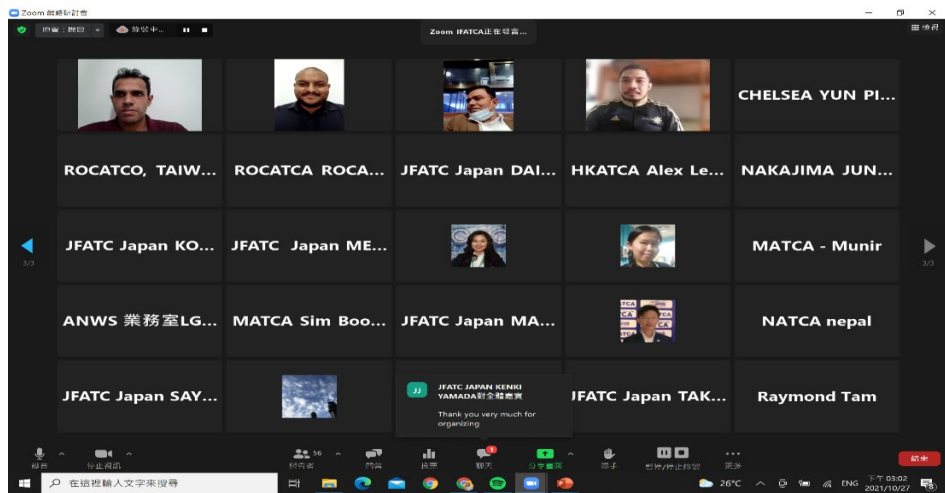
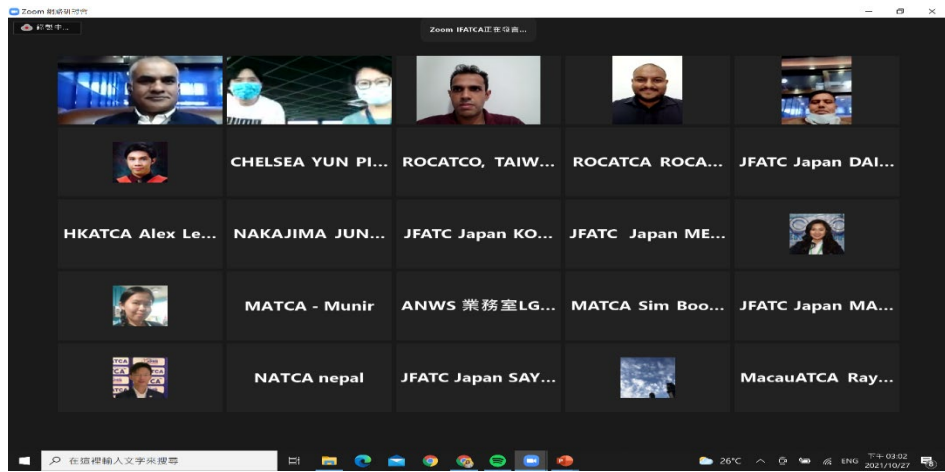
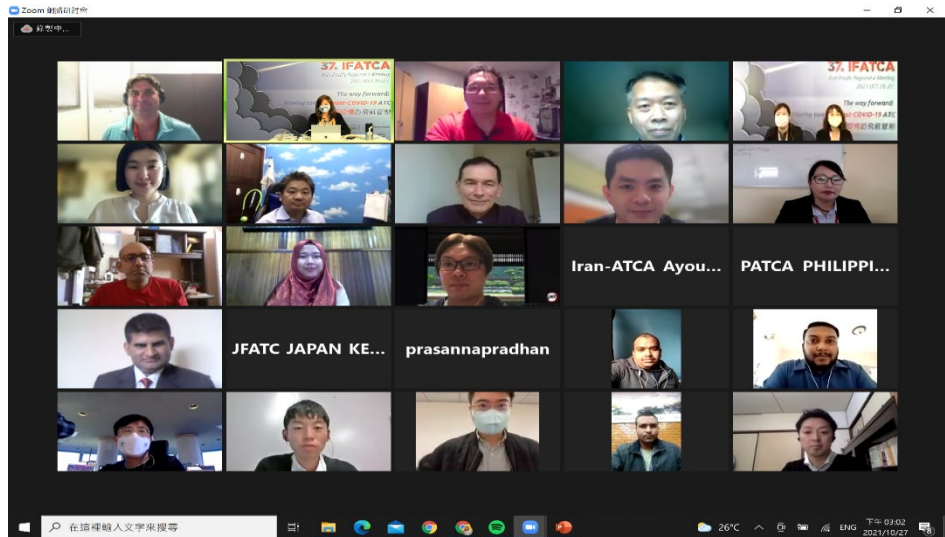
圖五、Nyamgerel Dashdolgor 介紹 IFATCA 大家說英語平臺

總臺管制員陳妍君於 2021 年 9 月底時，請 IFATCA 亞太區會員協會協助填寫一份關於公正文化以及自願報告的問卷，調查結果於本次亞太年會中與會員分享。此調查發現，亞太區大部分的會員都對於公正文化的概念有一定的認識，許多會員也表示其所在的服務單位也都有自願報告機制的專責系統。



圖六、總臺管制員陳妍君分享亞太區公正文化推動近況

會議的最後，會員國同意 2022 年若能辦理實體會議，則亞太年會依然由菲律賓主辦，時間暫定於 2022 年 9 月份。至於是否如期舉辦實體會議，將由 EVP 及 RVP 於 2022 年 5 月份決定。



圖七、八、九 與會人員合照

肆、心得

中華民國飛航管制員協會(下稱協會)能夠主辦這次非官方國際會議，實屬不易，感謝協會成員積極參與國際組織，主動爭取主辦本次會議，並細心籌劃辦理。民航局及總臺除提供協助外，也派員以協會成員身分全程參與會議。會議前夕適逢 10 月 20 日國際飛航管制員日，協會請航管單位錄製慶祝影片於會中播放，也展現了本區積極參與的企圖心。

在協會成員的通力合作下，不僅使本次會議圓滿成功，也增加了本區的國際知名度。另外協會成員的英文能力、事前準備工作、現場問題解決能力、臨場反應及會場主持等，皆表現優異，值得讚賞。

本次會議第三天的大會報告內容為 ICAO 及 CANSO 亞太區近期會議之重點報告、IFATCA 大家說英語(Speaking English)平臺之介紹、以及公正文化及自願報告議題之初步調查報告。本區並非 ICAO 會員國，然而飛航的規範須能與國際接軌，透過相關的會議報告，確實感受到本區的飛航服務技術發展以及應用一直走在亞太區整體發展的前端。民航主管機關的前瞻遠見以及線上同仁的用心配合，值得嘉許讚賞。

伍、建議事項

一、 積極參與國際會議

本區管制員積極參與國際組織，主動爭取主辦本年度的亞太年會，並透過主辦會議的機會，宣傳本區民航發展的成果，讓亞太區的其他會員國看到臺灣民航的實力及影響力。此外，本區第一線管制員得到民航局及總臺之支持，積極爭取擔任國際組織重要幹部。這些實質的外展工作以及民航外交，確實有效建立我國民航工作的國際能見度，也能對航管相關的國際事務決策發揮影響力。建議民航局以及總臺多方鼓勵第一線同仁積極參與國際事務。

二、 關注航空發展趨勢之議題

能力建構為主的訓練及評估方式，無論是在臺灣或是在其他國家的航管訓練運用上，都是新的議題。建議本區參考能力建構的訓練機制，發展飛航管制員的能力建構訓練模式，如有需要，可與他國訓練單位交流，希望從訓練階段就奠定良好飛航管制服務的基礎。

本次研討會另一項專題演講的主題為 ICAO 對於無人機飛航規範發展的說明。無人機的科技發展日新月異，對於各國飛航管制服務提供單位來說都是相當新穎的問題。目前，民航局已針對無人機使用者如何申請無人機活動建立一套申請流程，並協助劃定無人機活動的空域範圍，然而，無人機的飛航管制服務該如何提供，以及如何提供無人機於管制空域活動的飛航管制服務是當前民航局及總臺的議題，建議透過 CANSO 的管道，瞭解其他飛航服務提供單位對於無人機航管服務的提供方式。

三、 善用國際組織資源

本區之官方使用語言並非航管工作的主要使用語言英語，因此，

為確保管制同仁在提供航管服務，尤其是在緊急情況下，能夠更流暢的溝通，本區按照 ICAO 的建議，定期為同仁舉行航空英語能力檢定。IFATCA 提供的大家說英語平臺，免費提供航管同仁英語口說的訓練資源，可多鼓勵同仁利用。

四、 鼓勵值班管制員參與技術行政規劃

本區管制員平均月值班時數相較 IFATCA 其他會員國是偏高的，所幸 110 年 4 月立法院院會三讀通過「交通部民用航空局飛航服務總臺組織條例第 6 條條文修正案」，「管制員」員額獲得補充，預期值班時數偏高情形可以獲得紓解，建議鼓勵管制員多參與技術行政業務，除了擴展航管專業知能，也能讓第一線管制員的作業經驗能作為管理及技術單位發展新業務系統的重要參考。

陸、 附錄

附錄一：CBT 簡報

附錄二：RPAS 簡報

附錄三：Speaking English 簡報

附錄四：Just Culture 簡報

附錄五：會員協會報告摘要

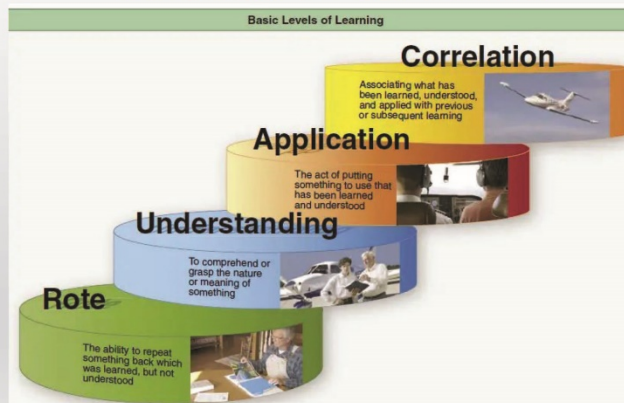
一、 CBT 簡報(附錄一)

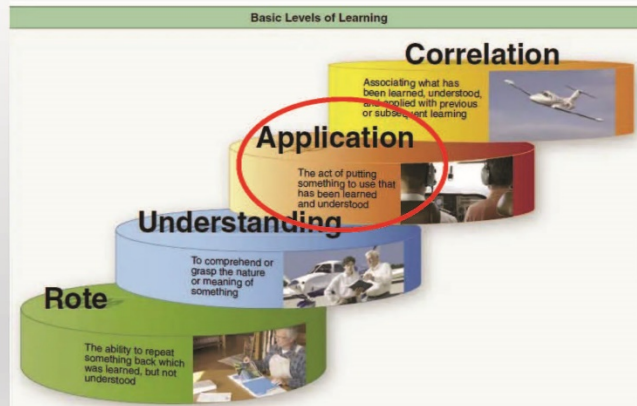


HOW DID THEY DO IT?



4 LEVELS OF LEARNING





Rote	The ability to repeat something which was learned, but not understood
Understanding	To comprehend or grasp the nature or meaning of something
Application	The act of putting something to use that has been learned and understood
Correlation	Associating what has been learned, understood, and applied with previous or subsequent learning, or the ability to apply learning to a specific unpracticed situation



DEFINITION

- Competency-based training is **learner focused** and works naturally with independent study and with the instructor in the role of facilitator. Competency-based education requires candidates to perform tasks and roles to standards expected in the workplace.





KNOWLEDGE

SKILL

ATTITUDE

KNOWLEDGE



SKILL



ANATOMY OF CBT

TECHNICAL COMPETENCIES

- APPLICATION OF PROCEDURES
- FLIGHT PATH MANAGEMENT
- KNOWLEDGE

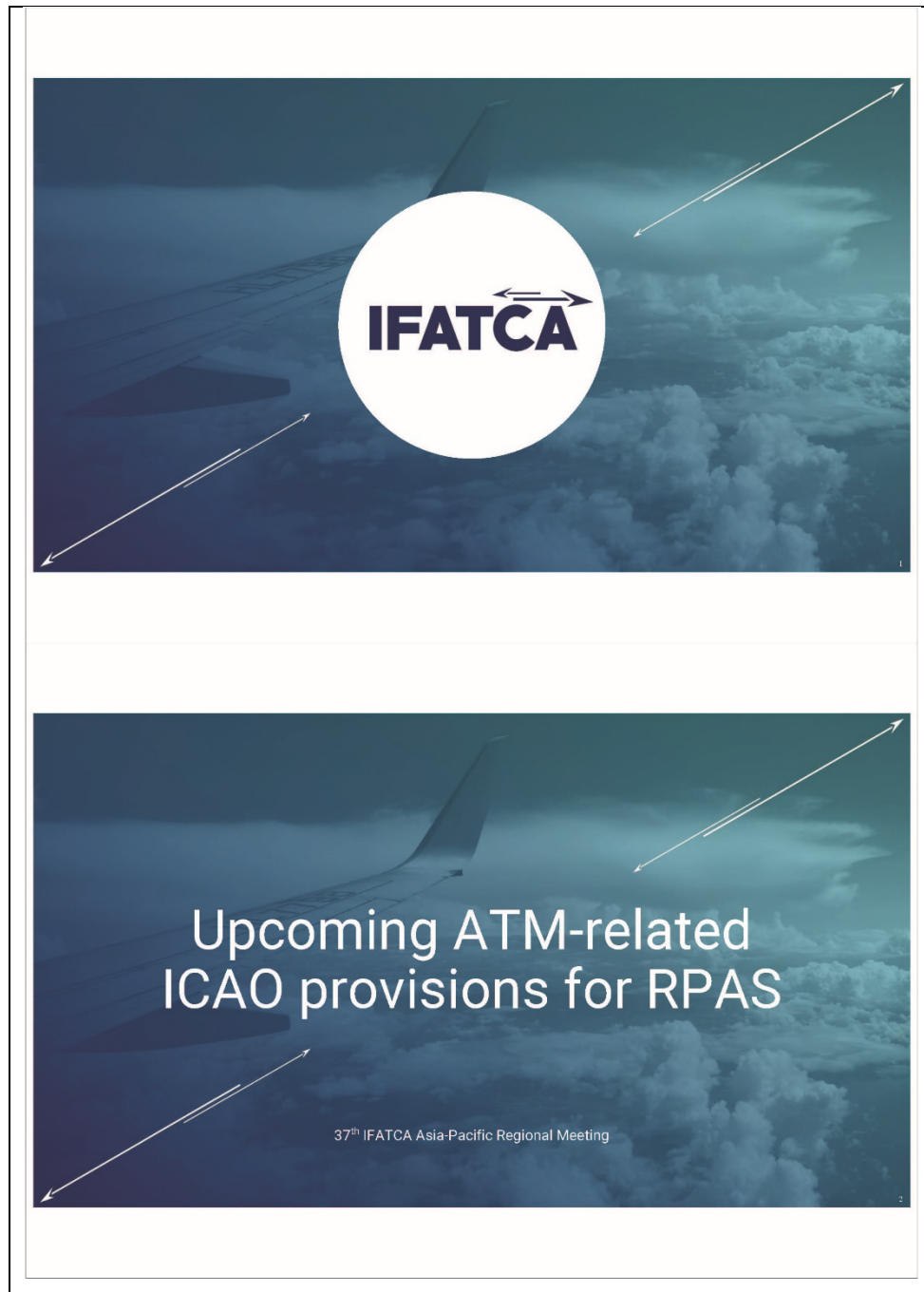
NON-TECHNICAL COMPETENCIES

- COMMUNICATION
- WORKLOAD MANAGEMENT
- SITUATIONAL AWARENESS
- LEADERSHIP AND TEAMWORK
- PROBLEM SOLVING DECISION MAKING

CHALLENGES

- ABSTRACT IDEA WITHOUT SOLID REFERENCES
- DIFFICULT TO DUPLICATE THE SCENARIO
- CHALLENGING TO CREATE A LONG-LASTING IMPRESSION

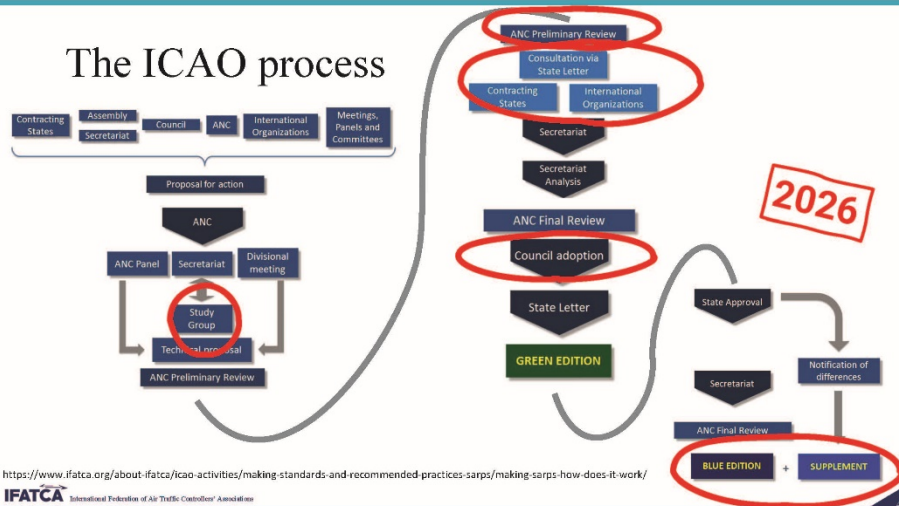
二、 RPAS 簡報(附錄二)



Contents

- The ICAO process & IFATCA representatives
- IFATCA RPAS policy
- RPAS provisions completed/under development at ICAO
- Challenges for IFATCA & next steps.

The ICAO process



The IFATCA representatives

- The RPAS Panel:
 - Eugenio Diotalevi (Italy)
 - David Guerin (Various)
 - Christoph Gilgen (Switzerland)
 - Trish Gilbert (USA).
- The ATMOPS Panel:
 - Rick Taylor (Australia)
 - Duncan Auld (PCX).
- Support:
 - Jean-François Le Page (ANC)
 - IFATCA TOC members
 - You!



IFATCA RPAS policy

The diagram features a central teal circle with the text "IFATCA RPAS policy" overlaid. Two black arrows originate from the circle, one pointing towards the top-right and the other towards the bottom-left.

IFATCA RPAS policy 1/3

- IFATCA is **opposed** to the operations of any **autonomous** aircraft in non-segregated airspace.
- All RPAS operations in non-segregated airspace must be in **full compliance with ICAO requirements**. Whether the pilot is onboard or not shall be irrelevant for the purposes of air traffic control, therefore the **same division of responsibilities and liabilities** as manned aircraft shall apply.

IFATCA RPAS policy 2/3

- ATCOs shall not be held liable for incidents or accidents resulting from the operations of RPAS that are not in compliance with ICAO requirements, in non-segregated airspace.
- Standardised procedures, training and guidance material shall be provided before integrating RPAS into the Civil Aviation System.

IFATCA RPAS policy 3/3

- IFATCA encourages education and awareness campaigns on the use of RPAS for the general public.
- IFATCA urges the development and implementation of technology to prevent airspace infringements by Unmanned Aircraft.
- Contingency procedures and controller training shall be provided for the management of infringements by Unmanned Aircraft.

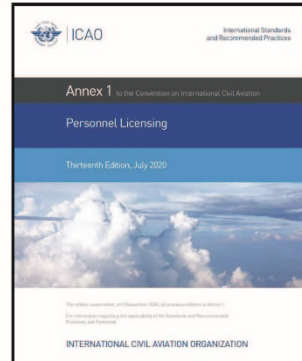


ICAO RPAS provisions

The diagram features the text 'ICAO RPAS provisions' centered on the page. A teal circle is positioned behind the text, and two black arrows originate from the circle, pointing diagonally upwards and downwards to the right.

Annex 1 – Personnel Licensing

- Issuing remote pilot licences
- Regulating remote pilot licences
- **Published.** Applicable 3 November 2022.



Annex 6 – Operation of Aircraft, Part IV – International IFR Operations – RPAS

- Consistent with SARPs in Annex 6, Parts I, II & III
- Mostly assumes BVLOS operations
- Operator certification, flight crew licensing & aircraft certification required
- Still under development...

Annex 8 – Airworthiness of Aircraft

- Three new parts: VIII for aeroplanes, IX for helicopters, and X for RPS
- Consistent with existing SARPs for manned aircraft
- **Published.** Applicable 26 November 2026.

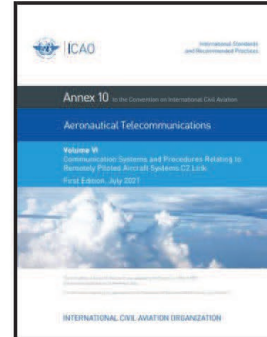


Annex 10 – Aeronautical Telecommunications, Vol. IV – Surv. & CAS

- New Part II, Detect and Avoid (DAA)
- Based on principles of DAA:
 - **Conflicting traffic**
 - Terrain and obstacles
 - Hazardous weather
 - Ground operations
 - Other airborne hazards
- Still under development...

Annex 10 – Aeronautical Telecommunications, Vol. VI – C2 Link

- New volume dedicated to the C2 Link
- Currently contains Part I which establishes:
 - Generic requirements for C2 Link
 - C2CSP
 - SLA (QoS, QoSD & QoSE)
 - Only high-level discussion of security
- **Published.** Effective 26 November 2026.



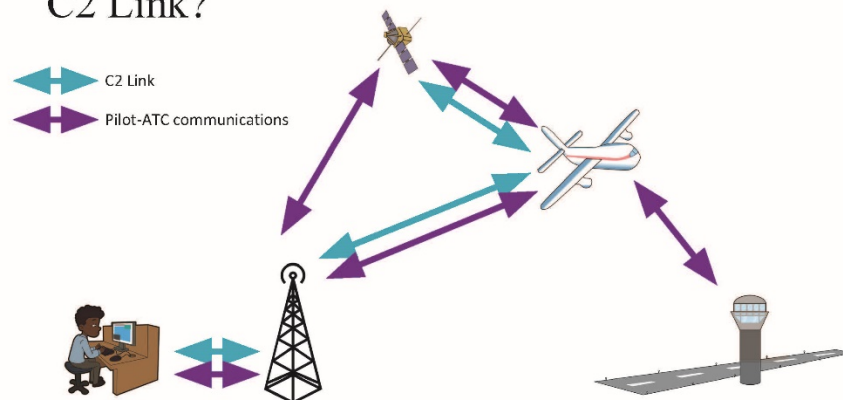
Annex 11 – Air Traffic Services

- Nothing...yet.

The *PANS-ATM* (Doc 4444) & the *PANS-OPS* (Doc 8168)

- PANS-ATM:
 - Lost C2 Link procedures
 - DAA & RWC procedures
- PANS-OPS:
 - DAA & RWC procedures

C2 Link?



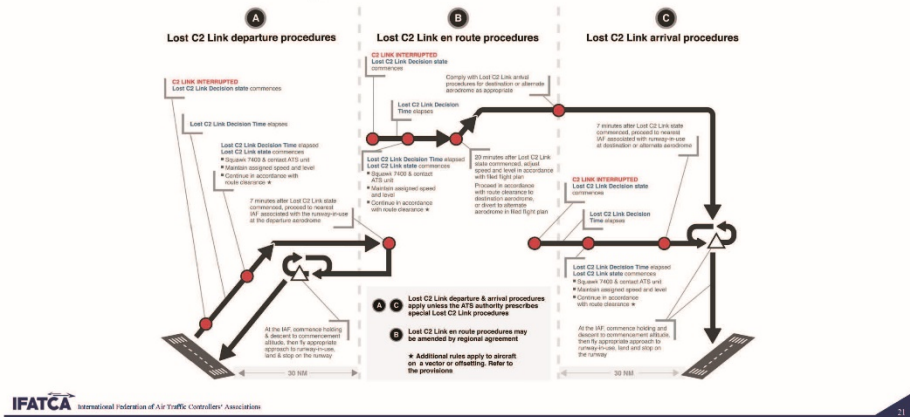
Lost C2 Link procedures 1/3

- Squawk 7400 and indicate using ADS-B
- Not automatically an emergency
- Loss of VHF and CPDLC communications
- Remote pilot notifies the appropriate ATS unit ASAP using alternative means
- RPA complies with Lost C2 Link procedures
- Even if C2 Link restored, continue to follow the procedures.

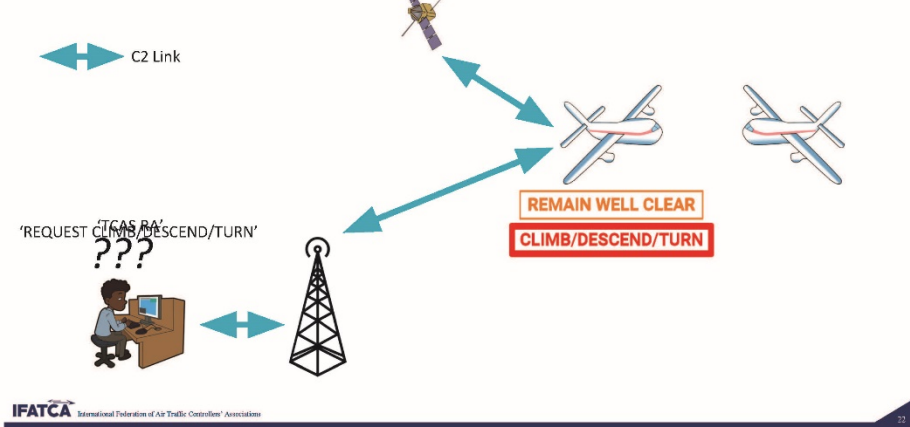
Lost C2 Link procedures 2/3

- Departure procedures: Return to departure aerodrome
- Arrival procedures: Continue to destination aerodrome
- En route procedures: Continue to destination aerodrome
- Special procedures may apply instead of departure/arrival procedures: Whatever the ATS authority decides.

Lost C2 Link procedures 3/3



DAA & RWC?



DAA & RWC procedures

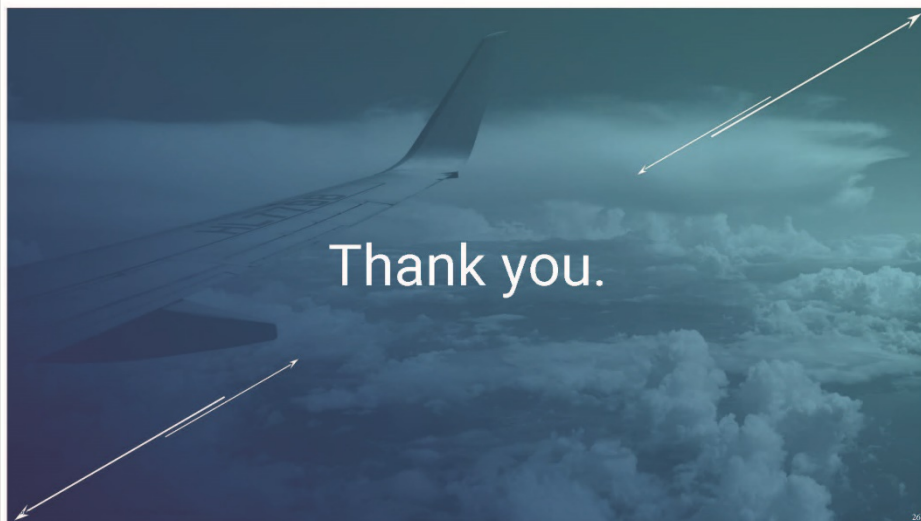
- RWC is similar to ACAS TA – not an authorisation to manoeuvre
- DAA RA is like ACAS RA – follow even if contrary to ATC
- May climb, descend **or turn**
- Phraseology remains “TCAS RA”
- If in lost C2 Link state, may follow RA even without pilot input.

Challenges for IFATCA

- Autonomous operations
 - Lost C2 Link procedures
 - DAA & RWC procedures
- Differences from manned aviation
 - Search and rescue
- Uncertain characteristics of unmanned operations.

Next steps

- Continue development of SARPs/PANS/Guidance for international IFR operations
- Develop low level and autonomous concept of operations.



三、 Speaking English 簡報(附錄三)



The graphic features the IFATCA logo in large, bold, dark blue letters. Below it, the text "Speak English Program Briefing" is written in a smaller, black font. The background is a light blue gradient with various educational and communication icons, including a magnifying glass, a globe, a headset, a microphone, a plant, a book, a pencil, a speech bubble, a laptop, and a hand holding a pen. A hand is shown in the bottom right corner, holding a pen over a piece of paper.

Agenda

- Introduction to SEP
- Purpose and Objective of SEP
- Matching Cycle
- Participants
- Facilitators
- Directors
- Typical Session



An illustration showing a group of people sitting around a long table, engaged in a meeting or discussion. The people are represented by stylized icons with different colored heads and bodies, sitting at a dark brown table with white papers in front of them.

IFATCA International Federation of Air Traffic Controllers' Associations

2

Introduction to SEP

- How did this program spark off?
- Written practise can be done and trained locally
- ICAO ELP assessment interview portion always the hurdle
- To help the participants to think English and speak English
- We facilitate the program, so no challenges about qualification



Purpose and Objective of SEP



- **Enhance** the English-speaking capabilities of Aviation Professionals around the world
- **Creates** a welcome and friendly English-speaking environment without any judgement or pressure
- **Help** Participants to be able to think in English, thus improving their overall English abilities
- **Provides** an environment where one can practice plain English language and build up self-confidence
- **Increase** the number of Aviation Professionals with ICAO ELP level 5 or 6
- Help **improve** listening, speaking and interaction skills

Matching cycle



Deadline	Actions
Before the last day of every month	<ul style="list-style-type: none"> Facilitators to input availability from 10th to the last day of the month in SEP Google Calendar
Before 6 th of every month	<ul style="list-style-type: none"> Participants to submit their preferred and alternate slot through their MA Director to sep@ifatca.org
6 th to 7 th of every month	<ul style="list-style-type: none"> Secretariat to manage matching and send matched info to Facilitators / Participants
8 th to 9 th of every month	<ul style="list-style-type: none"> Facilitators to contact participants if they wish to change the meeting platform

Participants

- You must be a member of your Association
- Obtain the available SEP slots from the **SEP google calendar**
- Before **6th of the month**, submit your completed IFATCA SEP booking form via your MA Director to SEP secretariat
- If you are **successful** in booking a SEP session, you will receive a confirmation email before **8th of the month**, containing the confirmed slot (Date and Time) and meeting link

IFATCA INTERNATIONAL FEDERATION OF AIR TRAFFIC CONTROLLERS' ASSOCIATIONS

IFATCA Speak English Program Participant Booking Form

Booking instructions:

- You must be a member of an IFATCA Member Association.
- You can book one session per month.
- Please fill in your preferred **DATE** alternative slot.
- After the month that you will be using to join Google Meet during the session.
- By the **6th** of every month if the matching is successful, you will receive a confirmation email from SEP secretariat.
- If the matching is **unsuccessful**, you will receive nothing from the SEP secretariat.
- If the only reason you need to leave the confirmed session, please inform **SEP@ifatca.org** no later than **24 hours** before the session.
- Our Meet link is ready 24h. Please email secretariat@ifatca.org with the following format: **IFATCA SEP - Your Name** you send it back to your MA director or the Point of Contact for this program in your association.
- DO NOT SEND THIS FORM DIRECTLY TO THE SEP SECRETARIAT.**

Participant's Name:		
Participant's Email:		
Association's Name:		
IFATCA Slot to join the Month:	Preferred slot	Alternate slot
IFATCA Slot to join the Month:	Preferred slot	Alternate slot
IFATCA Slot to join the Month:	Preferred slot	Alternate slot
IFATCA Slot to join the Month:	Preferred slot	Alternate slot

IFATCA - Speak English Program
Feedback (optional) only

Participants

- If you are **unsuccessful** in booking a SEP session, you will not receive any email from the Secretariat
- The session will be conducted via Google Meet or an online video teleconference platform as agreed by the parties
- Each session will be approximately 60 minutes
- You can only participate in 1 SEP session per week
 - Week 1 - 10th to 16th of the Month
 - Week 2 - 17th to 23th of the Month
 - Week 3 - 24th to the end of the Month



Facilitators

- Basic requirements:
 - Member of an IFATCA MA
 - Proof of ICAO ELP Level 5 or 6
 - Friendly with good communication skill
- How to apply
 - Submit the completed IFATCA Speak English Program Facilitator Nomination Form to your MA Director
 - MA Director to submit the completed form to SEP Secretariat
 - The application will be processed and an **invitation for an interview** will be sent to the applicant to ensure the minimum requirements are met

IFATCA INTERNATIONAL FEDERATION OF AIR TRAFFIC CONTROLLERS' ASSOCIATIONS
1000, Boulevard de la Source, 1000 LaSalle, Québec, QC H2S 1Y9, Canada | Tel: +1 514 393 1000 | Fax: +1 514 393 1001 | Email: info@ifatca.org

IFATCA Asia Pacific Region Speak English Program Facilitator Nomination Form

Full Name: _____

IFATCA Member Association: _____

Email Address: _____

Telephone No: _____

ICAO English Language Proficiency Level: _____

Note: If there is an ICAO ELP certificate from the ATRIP, an university-accredited English language certificate with a score score of 80/100 (B2) or higher or TOEFL, GRE or IELTS score be considered

For official use only:

Selection Criteria (SEP Manual)
 Item: A - Proposed U - Unsuccessful

- Supporting documentation of ICAO ELP Level 5/6 A U
- Interview session A U

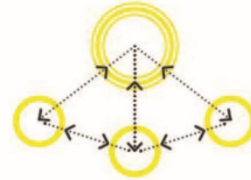
Continuous Monitoring System Checklist
 E = Excellent D = Satisfactory I = Improvement Needed

0) Incomplete	E	S	I
1) Planning and execution of the session	E	S	I
2) Feedback from the participants	E	S	I

IFATCA Asia Pacific Region - Speak English Program Facilitator Nomination Form

Facilitators

- Becoming a Facilitator:
 - An **online briefing** will be provided for successful facilitators immediately after their interview
 - A copy of this Manual will be provided for uniformity
 - You need to have a **google account to access Google Calendar** in order to input your availability
 - The session will be conducted via Google Meet or an online video teleconference platform as agreed by the parties
 - Each session will be held approximately 60 minutes excluding preparation and other post conversation



Participants and Facilitators

- To cancel a confirmed session, inform the SEP secretariat at sep@ifatca.org no later than 24 hours before the session.
- 1 Facilitator paired with up to 2 Participants
- After ending the session, fill up the SEP evaluation form <https://forms.gle/yqi6L7QN78Bb69Uc9>
- Report any unacceptable behaviour during SEP to Secretariat immediately



Directors

- No limits to the number of participants from any MA
- MA Director can appoint a SEP point of contact that is not listed in the IFATCA Contact list (A55) and inform Secretariat
- To follow matching cycle strictly
 - Obtain the available SEP slots from the SEP google calendar
 - Before 6th of the month, submit your completed IFAT SEP booking form via your MA Director to SEP secretariat



Typical Session

- The main purpose is to create a welcome and friendly English-speaking environment without any judgement or pressure.
 - Part 1: Warm up / Self Introduction / Ice Breaker (10 mins)
 - Part 2: Discussions (35 mins)
 - Part 3: Watch a short video clip (5 mins)
 - Part 4: Picture description (5 mins)
 - Part 5: Post conversation (5 mins)



四、 Just Culture 簡報(附錄四)



Real voice from ATCOs on safety culture in ANSPs

IFATCA

Cheryl Chen
Acting EVP, IFATCA Asia Pacific Region
Cheryl.Chen@ifatca.org

Aviation Safety and Just Culture

“ Safety analysis and investigation is a necessary and effective means of improving safety, by learning the appropriate lessons from safety occurrences and adopting preventative actions.

It is therefore important that an environment exists where occurrences are reported, the necessary processes are in place for investigation and for the development of necessary preventative actions such as re-training, improved supervision etc.

IFATCA International Federation of Air Traffic Controllers' Associations

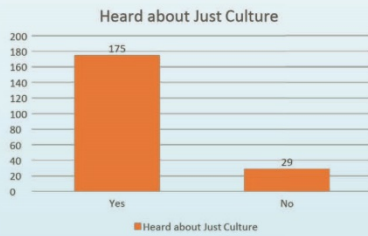
JUST CULTURE

“A culture in which front-line operators or other persons are not punished for action, omissions, or decisions taken by them that are commensurate with their experience and training, but in which gross negligence, willful violations and destructive acts are not tolerated.”

The Member Associations of IFATCA Asia Pacific Regions

The 19 Member Associations of IFATCA Asia Pacific Region

Question 1 Have you heard about “Just Culture”?



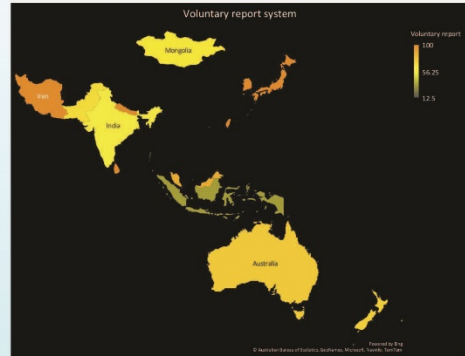
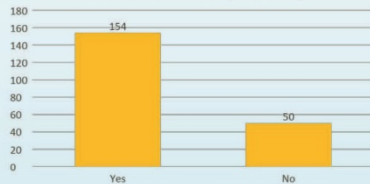
Question 2 To what extent is “Just Culture” promoted within your organization?

Range for the Answer	1 (Not at all) to 10 (Fully introduced)
Number of samples	204
Average	6.16
Median	7



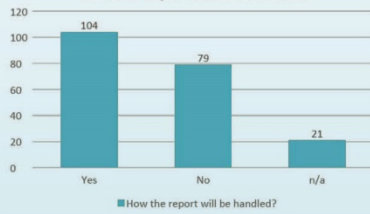
Question 3.
Are you aware of any voluntary reporting system or mechanism within your organization?

The existence of voluntary report system



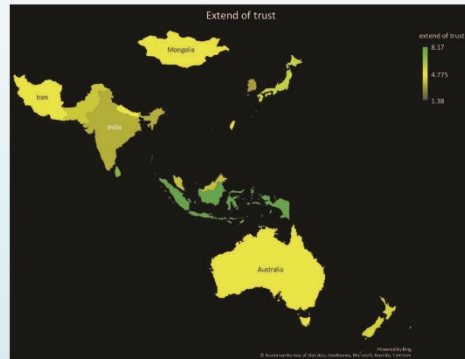
Question 4.
Do you know how the report will be handled when you submit a voluntary report?

How the report will be handled

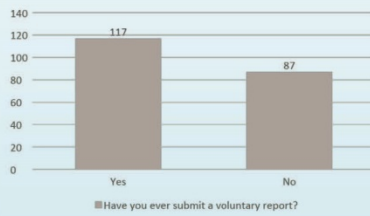


Question 5.
To what extent do you trust your organization that they will not take any punitive action towards you if you file a voluntary report?

Range of the Answer	1 (do not trust) to 10 (Totally trust)
Number of sample	204
Average	5.33
Median	5.50



Question 6.
Have you ever submitted a voluntary report?



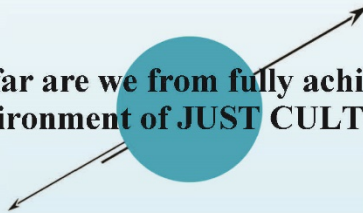
Question 1

Can we ever establish “Just Culture” within APAC?



Question 2

How far are we from fully achieving an environment of JUST CULTURE?



五、會員協會報告摘要(附錄五)

Day Two Member Associations' Reports

North Asia

1. Hong Kong

Events

- Hosted EATMCG/13 in December 2020. Adjacent FIRs including Japan, Taiwan and Philippines joined the meeting.
- Organized HK ATC-Pilot Symposium via Zoom in March 2021 which focused on new normal for ATC and flight crew - over 80 participants from 14 countries

Fatigue

- Fatigue Management: Limitations are identified in relevant documents such as in response to Amendment No.52 to Annex 11 and Issuance of ANSIN/Air Navigation Services Information Notices. Within the scope of stated documents, ANSP is the one to ensure roster patterns with ANSIN. Fatigue reporting has been established and managed by the Safety manager. Controller briefings are arranged. Duty officer to take a break- Self Assessment- Fit or Unfit for Duty. The case will be referred to the Senior Safety Manager for investigation. Reporting fatigue is not common among ATCs. And the information regarding the reporting itself is confidential.

1. Japan

Fatigue

- Working 6 day cycle shift
- Currently using DELMIA Quintiq Systems software on fatigue and stress reporting, but inputting the date is difficult. Hard to say FRSM is appropriate. Trying to develop a better program.

Issues

- Retirement extensions begin in 2023. The retirement age will be 65 by 2033.
- JATCA members are preparing to join PLC and TOC membership in Singapore.

Operations

- 3 new control centers coming soon. Wider TMA will be provided.

COVID

- Covid in Japan. 70% of the population has been vaccinated. State of emergency was completely lifted in Oct 2021.
- The number of international flights is about 25% as to the pre-COVID level, and the domestic flight is about 70%.

1. Macau

Traffic

- Found in 1995, 39 members
- Passenger market decreased by 1million in 2020

Operations

- RNP AR approach implemented in 2019. There were lots of missed approaches in 2017 due to weather. So with implementation of RNP decreased MA.
- Due to the structure of the airspace, the IFR departure helicopter from Chu Hai FIR will delay the departure and arrival of Macau airport.
- New heliport is located next to runway. Will start operation next year.
- Paper strip was used until 2020. E-strip test passed successfully.
- Electronic briefing system has been implemented in operation. TCOs can log in and read documents themselves.

Issues

- Had simulation training every 2 years in Shenzhen, PRC. But due to the travel restrictions, currently the training is paused.
- 5 new ATCOs were recruited and were sent to New Zealand for training in 2019. But OJT was delayed due to the pandemic restrictions. There were 250 movements daily in 2019 but now down to single digit which makes it hard to maintain the quality of OJT.
- Planning supervisor course in 2022.
- 2 new restrooms were added to the construction of the control tower. The control tower got a severe impact during typhoons and is now getting older. After the typhoon, the tower building start to have leakage problem. Authorities is yet to set up a contingency plan for this kind of situation.

Fatigue

- Limits in duty hours are specified in local papers. For example: shift can't be extended to 12 hours. No more two consecutive nights on duty. In case of a typhoon, if the wind exceeds a certain amount, there will be no shift change.
- Reference to the restriction on shift arrangement can be found here: <https://www.aacm.gov.mo/uploads/download1/2019051511110206.pdf>

1. MONATCA

COVID

- Covid prevention: Number of cases are not dropping and maintaining around 1000 cases daily. Basically trying to co-live with the pandemic situation. Still complying with strict health and hygiene measures like wearing masks all the time, washing hands and social distancing. During the handover, few people come into the shift room and the rest wait in the meeting room. Leaving team uses a separate door to avoid contacting. Every shift cleans their desks with sanitizer.

Operations

- New airport opened in July 2021. Old airport is now being used for general aviation while the new airport is for commercial flights.
- The association will focus on ATC training including refresh training and PANS courses in 2021-2022.

1. ROCATCA

COVID

- Covid prevention: Number of covid cases are increasing, approximately over 200 cases per day. Shifts are going in separate groups. Keeping social distance and implementing other health and hygiene measurements. Handover between shifts is only 10 minutes. So not taking particular measures on in-between time except cleaning desks with sanitizer.

Fatigue

- CAA did an assessment on fatigue and stress of air traffic controllers in 2018. Through 2 consulting agencies Dehora and To 70, fatigue and stress levels were assessed through several ways like using actigraphy, having an interview with ATCOs and making analysis on shift routine and log study. The recommendations to CAA were:
 1. To set up new regulations on duty hours and break hours.

2. To consider real operational requirements and operations
 3. Make a plan for future recruitment and increase manpower for the next 5 years.
 4. Promote incentive to ATCOs which would result in a positive impact on willingness to stay on the job,
 5. Encourage ATCOs to reduce commuting time
 6. Adjust culture of fatigue issue
 7. Provide a strategy to reduce workload
 8. Clear the rules on each position
 9. Set up personal roster and release the roster schedule earlier to provide opportunity for ATCOs to balance work and personal life
 10. Make a reasonable distribution on work and non-work day
 11. Optimize the night shift
- They have fatigue training once a year. Extra 163 ATCOs will be recruited over the next five years.

New Operations

- New runway condition reporting procedure is being implemented and is going to be operational on November 4th, 2021. Tower, approach and enroute controller had training on the subject this year.

Pacific

6. Australia

COVID

- Covid prevention: In Australia, 2 different iterations on roster were implemented. Firstly, ATCOs worked in 3 different teams in the morning, afternoon and nights and then teams on days-off. Since the pandemic situation was getting close to normal, the roster pattern is now changed to 3 days on and 3 days off. Handover is at 1130pm. Very few people come into the room during the handover. Consoles are cleaned by leaving people. Daily antigen tests are taken before the shift in some high risk places where the community cases are common. Hands cleaning and keeping socially distancing at the workplace.

Issues

- New retirement incentive scheme is on the way. ATCOs don't have a retirement age. As long as the person holds a medical certificate and passes a test, there is not an age where you can not work. There are 2 people taking up retirement and getting the incentive at the age of 72 and 73. Most people generally retire at the age of 60 to 65 in Australia. Ten percent of the workforce are going to retire and will be replaced with trainees. Over the next 2 years, they are hoping to replace all the retiring ATCs. They

have to retire by June, 2022 and the new system will be available by 2024 and 2025 in Melbourne, Brisbane and Perth. The military is also implementing this system as well. Once the older people retire and new trainees come in, the system is going to be valid.

- Due to the drastic decrease in traffic, it is hard to train ATC with a limited number of airplanes to control. So they are taking three-step processes in training.
 1. Normal training in simulator
 2. Live environment on the OJT
 3. Then two subsequent checkups. One in the simulator and followed by a typical check under the chief controller's watch.

The other training they had directly involved was with airlines. When pilots came back to the operational platform, ATC helped their training program with any new procedures in ATC.

7. New Zealand

Issues

- Airways Corporation proposed to withdraw air traffic services from 7 regional airports on cost-cutting requirements last year. NZ CAA is determined to maintain the services in 3 of them.
- NZALPA opposed the proposal because it was nothing with safety.
- No pay raise. No loss, no gain. CAA amended a bill.
- Training is turned back on. But a huge delay of approximately 6-12 months. More people are leaving upon retirement and short-staffing is becoming a problem.
- Once the border opens, there will be more traffic. Observation from many years experience is that it takes many years to catch up when we stop training. What we do see is a push to add new people but we end up with a significant number of low experienced people in the system.

South East Asia

8. Indonesia

COVID

- 99% of ATCOs are vaccinated
- There are programs being implemented to support ATCOs, including providing vitamin boosters for those who infected with COVID-19, and allocation of emergency fund to help them.

Issues

- They currently have some issues with the management due to salary reduction for ATCOs. The association is still in discussion and negotiation with the management.
- Would want to seek help from IFATCA to help in the negotiation with their management and government.

Events

- 13th July IATCA National Congress (online)
- 29 July IATCA Anniversary – webinar on PBN Basic Concept and Implementation
 - More than 700 aviation personnel, including more than 300 ATCOs and pilots.
 - Focused on daily technical ATC problems discussion, such as terminology for high speed descent, or how to deal with PBN approach.

9. Malaysia

COVID

Number of COVID cases has reduced as compared to 2020 – reached a high of 20 over thousand in September 2020.

- Now on a downward trend, daily cases of 5000.
- Vaccination rate at over 95%.
- Close to 99% of ATCOs have received two doses.
- 40 ATCOs has been infected with COVID-19 – most have recovered well and are back in operations.
- There is currently travel bubbles with 10 countries.
- Malaysia is moving from recovery phase to endemic phase.

Operational

- This year, they shifted to a new center, from Subang Air traffic Control Center to Kuala Lumpur International Airport (KLIA)
- Came online 1st September 2021. All controllers underwent HMI and procedural training through video conferencing.
- Global reporting format for the runway surface conditions (by 4 Nov) – undergoing final steps for the UOI for most stations in the country.

Issues

- Human resource is a challenge. Management is still looking into it.

10. Philippines

COVID

In 2020, 16 ATCOs were infected with COVID-19.

- In 2021, 53 ATCOs were infected with COVID-19.
- 95% of the 800 ATCOs are full vaccinated as of October 2021.
- At the national level, 50% are fully vaccinated.
- There is a team arrangement for ATCOs on shift – if there is an infection, the whole team is taken out.
 - Mandatory mask wearing and social distancing at all times.
 - Disinfection at the workplace
 - Prompt reporting of symptoms
 - Support provided by Association and Management.
- Manila Traffic: pre-COVID, there is 12,000 average flight monthly in Manila
 - At start of lockdown (March 2020): 10% of pre-COVID flights, and there were no commercial flights.
 - December 2020: 40% of pre-COVID traffic
 - January – September 2021: 30% - 40% of pre-COVID traffic
 - October 2021: 40% of pre-COVID and increasing.

Operational

- New Tower simulator – launched and commissioned in May 2020. First 270 degrees Tower Simulator in the Philippines.

Issues

- 2020, 2021 – not able to open for new ATC training – lag of 2 years of training. Training was stopped for those who started training in 2019.
- Training center developed new program to train new ATCs in order to incorporate new procedures for the new normal.
- Training has been difficult, with the low traffic levels.

Events

- The association conducted a seminar for ATC, on resilience during pandemic – to share on how to handle anxiety, and conduct goal setting in times of uncertainty.

11.. Singapore

COVID

- ATCs are 100% vaccinated, and is now progressing with the third boost
- Strict procedure taking place for hand-over
- Work station is sanitized regularly

Events

- Collaboration with other institutions (NTUC U-association) is still going on
- Outreach program to undergraduate from aviation university is taking place
- Record a special video for the ATC day
- Preparing the IFATCA 61st Annual Conference for 2022

South West Asia

12. India

COVID

- Since April 2021, ATCOs rostering was reduced to only three or four days a week by rotation.
- All equipment and rooms are regularly sanitised.
- Some consoles are deactivated (due to reduced sectors) due to the reduced traffic.
- There are measures to ensure social distancing between ATCOs.
- OJT was stopped.
- Guild had to take Airport Authority of India (AAI) to court to exempt ATCOs from breath analyser test during the pandemic.

Events

- Elections to the central executive council – the central executive council is the apex body of the guild. The election for a new body is due every couple of years.
- There are 5 regional bodies and 80 branches in the guild.
- ATC guild has a welfare scheme for member, founded under the late leader Shri Brijendra Shekar – to provide financial assistance to family members of deceased Guild members, as a gratitude superannuation memorabilia of 10K to guild members.
- 5 ATCOs lose due to COVID – 2 million rps was provided.
- The Guild also purchased 50 cylinders (45 liters) of oxygen to help ATCOs/non-ATCOs during the pandemic.
- Collaboration with AAI and the government of India to ensure all ATCOs in the country are vaccinated for COVID-19.
- ATC Guild celebrated World ATC Day on 20 October with a physical seminar, on “Flexible Use Airspace”, and having a gala dinner at New Delhi.

Issues

- Mis-leading reports in the media
- Minimum training due to pandemic
- Individual headsets issued to ATCOs to avoid spread
- Postpone ATM training at CATC to avoid spread of COVID
- Suspension of biometric attendance system
- Inordinate delay/punishment of ATCOs – Just Culture
- Need for introduction of child care leave for female ATCOs
- Route familiarisation flight for ATCOs
- Penalties for contravention of aircraft rules. 1937 on ATCOs
- Implementation of WDTL CAR at all stations
- BA test appeal procedure/psychoactive substance examination – simplify procedure
- DGCA guidelines on Class 3 assessment of ATCOs amendments

13. Iran

Operational/COVID

- Experience sharp rise on RPVs operations in Iran – Increase controller workload and stress
- Operations within and outside segregated areas
- Domestic flights has recovered from covid – similar to pre-pandemic time

- International flights and overflights to around 80% of pre-pandemic

Event

- Colleague ran 20km in honour 20th oct – International ATC Day
- Involved in the SEP program – 3 facilitators from Iran join the team of facilitators
- More than 30 colleagues experience the program as participants.

Issues

- Staff shortage in Tehran area control center and airports around the country
- Old ATC system in Tehran area control center and some airports – heavily reliant on human because of old system.
- Lack of funds to upgrade due to political sanctions.
- Increase stress and controller fatigue due to the old system

Question

- Saifullah – How was the Qatar situation handled.
- Reply:
 - Used to handling this type of situation. Previously there were conflict in Iraq, India and Pakistan. Had to negotiate to impose 20nm for traffic coming into their FIR.
 - New routes designed accommodate the new situation.
 - After 1 or 2 weeks ATCOs got used to the situation. There was agreement with Qatar to ask them to provide traffic to Iran.
 - No safety issues. No breakdown. But difficult for colleagues to work.
 -

14. Nepal

COVID

- Previously, there were long period of lockdown – 3 to 4 months last year, 2- 3 months this year.
- Recovery of air traffic in Nepal is encouraging.
- More people vaccinated, air traffic at major airports are on increasing trend.
- Domestic traffic level has already exceeded the peak level of pre-covid.

- International traffic has crossed 50% of the previous peaks with further growing demand.

Operational

- Utilising COVID slack, TIA has upgraded infrastructures to resolve constraints.
 - Additional of new parking stands for wide body aircraft, to address capacity constraints
 - Extension of runway and availability of REA, and upgrade airfield lighting system
 - Expansion of terminal areas to facilitate passenger handling with safety protocol
 - Construction works expedited to resolve other capacity constraints

Issues

- Airports running short of TAS manpower
 - Number of ATCOs in international airport is also limited, many post yet to be filled
 - Due to lengthy rating procedure and lack of career progressions opportunity, newly recruited ATCOs are leaving operational duty and going to administrative works – better career progression.

Events

- NATCA is devoted to the professional development of ATCOs, being the voice to negotiate with management on behalf.
 - In dialogue with CAAN management for conducting basic training on continuous basis and ensure recruitment of adequate number of ATS manpower
 - NATCA is continuously engage with management for welfare of ATCOS.
- After being elected unanimously in April 2021, the 12th executive committees is focused to build solidarity among the ATCOS to ensure professional development and benefits.
- NATCA participated in the activities launched by trade unions against the Bills for splitting CAAN.
 - Split into 2 organisations, regulator and service provider.
 - Due to economic and pandemic, this was postponed as it was not the right time.

- Published a bilingual book title “HOT CHAIR”, written by Ex DGCA Nepal, widely circulated with minimum price share experience
 - Cheryl suggested this can be brought to the attention of the organisers of the “100 years of ATC” celebrations.
- Collaborate for the effectiveness of Fatigue Risk management System, implemented in ATS operational TIA recently
- Appreciate IFATCA for nominee, Miss Asmita Subba, in quality and ethics taskforce
- Request to elect nominee Mr Deepak Ojha as RVP for South West Asia to ensure continuous support to IFATCA.

Issues

- NATCA negotiated for payment of rating allowance and medical expenses to the COVID-19 infected ATCOs.
 - The new DG has assured they will do better.
- NATCA is opposing the management decision to degrade entry level of ATS personnel from the 7th level ‘senior office’ to 6th ‘level officer’.
 - Requested the new DG to take back this decision.

15. Sri Lankan

COVID

- Postponement of AGM to August 2021.
- Maintain minimum staff
- All ATCOs full vaccinated – both doses with Astra Zeneca

Issues

- Training – during COVID , very hard to maintain the usual work practices. Several refresher training conducted for operational controllers.
- Lack of ATCOs to fill position
- Discussion with senior management. Able to recruit 24 new controllers - currently undergoing simulator training.

Events

- Member welfare: Organise event for retired ATCOs to appreciate the work they have done for the Air traffic Services Sri Lanka.
- ATC day 2021 was celebrated at each ATC center. Gave souvenirs to ATCOs.
 - Main celebration at main airport in Sri Lanka with higher management.
 - Celebrated on 21 Oct as 20 Oct is public holiday.
 - Main event celebrated on 25 Oct due to unavailability of higher management.
- Social events for public awareness:
 - FB page, 3 winners given gift.
 - Special quiz competition within AASL- 3 winners.
- Special webinar – panelist event for: surviving the Crisis & path to recovery. Have professionals in the webinar. And will be discussing the aftermath of COVID.
-