

Report of the EVP EUR

Presented by Frédéric Deleau

SUMMARY

This report summarizes the activities of the EVP EUR since the last IFATCA Annual Conference 2024 in Singapore. Specific points are dedicated to activities, meetings and future developments proposed for the IFATCA EUR Region.

1. INTRODUCTION

- 1.1. This report will cover the full period between two IFATCA Annual Conferences developing the main aspects of the involvement of EVP EUR.
- 1.2. It is a pleasure and an honour to be able to represent my friends and colleagues for such an important position during the changing and challenging times we all have had to experience.
- 1.3. However, opportunities arise faster in some moments of history, and we shall analyse each of them to reflect on and use them towards constructive and positive changes for the Federation, our profession and/or our local conditions.
- 1.4. After 5 years in position, I shall once again thank all our members and the Executive Board (EB) for giving me the honour of the IFATCA Executive Vice-President Europe (EVP EUR) responsibilities during some milestone moments like the IFATCA 60 years Anniversary, the 100 years of ATC celebrations, the 50 years anniversary of MUAC and the 60 years anniversary of EUROCONTROL, but also more challenging moments like the worse crisis aviation had to sustain (COVID19 crisis), a direct and indirect war we are still suffering all over Europe and, particularly in Ukraine, one of our member association, and its neighbouring countries, Daily we are witnessing and dealing with the consequences of this tragedy, and others, happening within or at the ECAC borders. We feel for all our friends and colleagues, and their families, impacted by conflicts.
- 1.5. In this report, readers will find as a reminder the various meetings attended, work supervised, and some proposals, I still wish to bring forward for the IFATCA EUR Region for the coming year as EVPEUR.

- 1.6. Again, I wish to thank all IFATCA Member Associations and my fellow Executive Board members for their trust, support, patience and friendship. The time has come for me to consider the handover of my responsibilities. Elections for the EVP EUR position will take place in Bologna (Italy) during the ERM2025 and will see the beginning of a new era and leadership.
- 1.7. I wish to make it clear with this report that the most important value we have at IFATCA consists of the people helping every day. They are the do-ers, the makers, the ones to be thanked and praised, while as EVP EUR, I always consider myself as a facilitator, at best a guide, a representative, an initiator, and motivator, for them – sometimes also a “difficult checker” when it comes to the financial part and their expenses – but that’s part of the responsibilities.
- 1.8. In general, and personal level, I will always consider that I still have a lot to learn, read and develop to reach the desired required level. That’s why we praise and value teamwork where we share, criticize, develop, and consolidate our ideas, values, and work under “TOGETHER – FURTHER!”.
- 1.9. To this end, a much-needed group is working to support EVP EUR with work, creativity, transparency, and reactivity. This group is flexible depending on motivation, needs, expertise, and possibilities. During the ERM2024 (see ERM2024 section), the group delivered a new format and showed the results of this great teamwork. I wish to warmly thank Marc Baumgartner, Philippe Domogala, Tom Pilgard, Mark Jarc, and Olga Toki for suffering my daily questions, mistakes, doubts, and ideas. I also wish to thank all representatives for their remarkable work towards any success the Federation can achieve in Europe.
- 1.10. The complexity and number of projects in the EUR Region call for exceptional and committed professionals – we are blessed to have many of them, volunteers, ready to contribute to the IFATCA credibility at the highest level. They are the true experts and heroes that make it happen for IFATCA.
- 1.11. I wish to express the EUR Region and the EB recognition towards all individuals and Member Associations who have demonstrated outstanding and exceptional dedication and support towards the Air Traffic Control professional fundamentals and what the Federation represents and stands for.
- 1.12. I wish to thank EGATS (The EUROCONTROL Guild of Air Traffic Services) for its continuous support.
- 1.13. I also wish to thank all my friends and colleagues at the EUROCONTROL Maastricht UAC and EUROCONTROL Agency for their help and support.
- 1.14. Last but not least, without the support of my family towards my commitments, nothing would be possible. They bring the energy behind the scenes. I wish to thank them for letting me engage so much into the common greater good while

neglecting them too many times. Time comes shortly to concentrate most energy back home.

2. DISCUSSION

2.1 EVP EUR Activities:

2.1.1 European Regional Meeting - ERM2024:

2.1.1.1 The European Regional Meeting 2024, was organised by the Macedonian Air Traffic Controllers' Association (MATCA) in Skopje, North Macedonia, under the extraordinary leadership of Natasha Mijat Krstevska, between the 15th and the 17th of October 2024. ([ERM 2024 Home - Macedonian Air Traffic Controllers' Association - MATCA](#))

2.1.1.2 After the usual SESAR morning meeting, a new format of a workshop took place. For ERM2024 edition, we decided to bring “a mix grill” of topics, various topics of general interest not necessarily directly linked to each other. We had presentations and discussion focusing on the European Performance scheme, ICAO ANC report, Simulations and Airspace developments in Türkiye, including the triple approach for the new Istanbul International airport and GNSS interferences.

2.1.1.3 It was a refreshing event and it demonstrated once more how important the in-person meetings allow the development of qualitative discussions and human relations amongst Member Associations members and representatives of various organisations.

2.1.1.4 For the next day (Day1), we concentrated on Member Associations issues and reports.

2.1.1.5 The last day (Day2) was dedicated to more formal proceedings, including keynote speeches of the Transport Minister of North Macedonia, Mr. Aleksandar Nikoloski, the Deputy Transport Minister of North Macedonia, Mrs. Kaltrina Zekolli Shaqiri, of European Union Head of Cooperation to North Macedonia, Mr. Steffen Hudolin, and of the M-NAV a.d. Skopje Executive Director of Air Navigation Services (ANS), Mr. Hekuran Asani,

2.1.1.6 We concluded the day with a panel with Steven Moore, Network Manager Head of OPS to highlight the challenges of the Network and a panel with Marilyn Bastin, (EUROCONTROL – Dir. European Green Sky and H. of Aviation Sustainability), Steven Moore, (EUROCONTROL – NM HOPS), Mihaly Szucs, (EURMETNET) debating on “The weather challenges and the operational perspectives”

2.1.1.5 The various presentations can still be found under [Presentations - Macedonian Air Traffic Controllers' Association - MATCA](#), including the pictures taken during the event [Gallery - Macedonian Air Traffic Controllers' Association - MATCA](#)

2.1.1.6 The survey performed after the ERM2024 brought the following take-aways: High - Participants overwhelmingly described ERM 2024 as a success. The enhanced role of MAs, the full day closed session, and the well-structured agenda were repeatedly praised as standout aspects. The event was considered a marked improvement from previous years, with smooth organization, useful workshops, and effective topic selection. Medium - Participants called for improved technical support, better time management, more targeted content (HR, technical, and regulatory), and enhanced closed session facilitation. Revising the MA presentation format, ensuring effective onboarding for new attendees, and allowing more time for networking and informal discussion were key themes for improvement. Low - Immediate action is recommended to address excessive noise levels at social events and reconsider the format of gala entertainment to encourage greater participation and unity. Refining sponsor presentations and optimizing the MA presentation format may further enhance the experience. However, the overwhelming sentiment was that the ERM 2024 was well-executed, with no urgent corrections required.

2.1.2 European Regional Meeting - ERM2025

2.1.2.1 The preparation for ERM2025 is on-going.

2.1.2.2 This year's European Regional Meeting ([Welcome to IFATCA's European Regional Meeting 2025 » ERM 2025](#)) will take place in Bologna, Italy, from the 14th until the 16th of October 2025 and is organised by our friends and colleagues from ANACNA

2.1.2.4 The Organising Committee is showing a remarkable motivation and dedication to deliver once more an exceptional moment to be remembered in our EUR history.

2.1.2.5 All details and invitations will be distributed in due time. However, the registration and the hotel booking are already opened for a few months. ([ERM2025 Registration » ERM 2025](#))

2.1.2.6 EVP EUR wishes to motivate more than ever all IFATCA EUR MAs to register early and to participate actively into the ERM2025, especially as this year's event will see the election of a new EVP EUR.

2.1.3 Executive Board Meetings – EB meetings contribution.

2.1.3.1 EVP EUR participated to one in-person EB meetings –which was organised in September 2024 in Panama City, Panama.

2.1.3.2 The other one took place in Johannesburg, South Africa. Unfortunately, due to family constraints, EVP EUR was unable to attend that meeting.

2.1.3.2 EVP EUR tried to attend as many EB weekly Zoom meetings as possible, however, could not make more than 50% of the calls lately due to shifts or other commitments.

2.1.3.3 These in-person and visio meetings allow us to share our issues and build further the plans and work for the Federation. It is always a pleasure and an honour to work with dedicated people.

2.1.4 JCHMS – Joint Cognitive Human Machine System Group and related SESAR development (CODA – AWARE)

2.1.4.1 While not directly involved in the developing work, EVP EUR supports the work being undertaken and wishes to thank the participants for their dedication. It is work with a high potential for the future ATCO work environment and IFATCA needs to keep the lead and understanding of the complexity.

2.1.4.2 More support material and explanations can be found in the report of Marc Baumgartner – SESAR Coordinator.

2.1.4.3 After the 2024 dedicated “Digitalisation Workshop” organized by IFATCA in Geneva, Switzerland, on 22/03/2024, the work does not stop, and we should pursue to develop further the ideas embedded in the Guidance material produced by the JCHMS – a new workshop could be organised in the near future.

2.1.4.4 IFATCA is involved (so far) in two research projects: **CODA** (Controller adaptive Digital Assistant - [SESAR Joint Undertaking | CODA- Controller adaptive Digital Assistant](#)) and **AWARE** (Achieving human-machine collaboration with artificial situational awareness - [SESAR Joint Undertaking | Achieving human-machine collaboration with artificial situational awareness - AWARE](#))

2.1.4.5 Marc Baumgartner (SESAR Coordinator) ensures the management of the work for the two consortia. See the SESAR Coordinator report for more details.

2.1.4.5 While we hope to be contemplating more acceptance and financial returns, it does put a lot of stress on our resources. We therefore will need to re-invest some of our resources into the management of the programs, potentially hiring professional support as it will not be possible shortly to follow all necessary activities within a small, dedicated group, already under high pressure. We are continuously looking for more assistance and volunteers to work within our SESAR Coordinator’s team.

2.1.5 PEC – Prosecutor Expert Course

2.1.5.1 The PEC is organised by EUROCONTROL and IFATCA with the contribution of ECA (European Cockpit Association). The aim is to bring together the judiciary world (prosecutors) and the operational world to foster

understanding of the Aviation system complexity in event of incidents or accidents. The Just Culture principles and a blame free culture are the corner stones of the discussions and presentations during those 2,5 days courses.

2.1.5.2 The initiative shall be continuously supported and, potentially, expanded to other regions.

2.1.5.3 The next courses will take place in Brussels, Belgium at the EUROCONTROL HQ on 4-6 June 2025 and 19-21 November 2025.

2.1.6 SSCC – Safer Sky Consultative Committee.

2.1.6.1 EVP EUR joined the SSCC for the first time in June 2023 in The Hague, The Netherlands. IFATCA is member of [the SSCC](#). Jean-Francois Lepage (ICAO Liaison Officer) is the alternate to EVP EUR.

2.1.6.2 The SSCC is aiming at sharing information and bringing advises concerning conflict zones in order to improve safety.

2.1.6.3 The SSCC was created at the initiative of Canadian and Dutch authorities after the shot-down of [PS702](#) and [MH17](#).

2.1.6.4 The Safer Sky Forum (SSF4) took place in Marrakech, Morocco between the 07th and the 10th of April 2025.

2.1.6.5 EVP EUR represented IFATCA for a High-Level round table attended by the President of the ICAO Council, various ambassadors, Director Generals and representatives of international organisations.

2.1.6.6 EVP EUR was given the task to moderate a panel session during the SSF4 (Session 4: “Managing the Challenges of Reduced Airspace”) and join a panel as speaker during session 7 (“Exploring Risk Tolerance: Variabilities Among Aviation States and Stakeholders”)

2.1.6.7 As soon as the presentations will be available, they can be distributed upon request.

2.1.7 IFALPA and ECA collaboration

2.1.7.1 Our collaboration with IFALPA and ECA has nicely developed over time and shall continue to do so.

2.1.7.2 In the near future, we wish to jointly present some ideas and vision for the development of the Single European Sky (SES).

2.1.8 Safety Course – Skopje, North Macedonia

2.1.8.1 After some delay, IFATCA managed to organise a Safety Course dedicated to our Balkan MAs.

2.1.8.2 The course took place in Skopje, North Macedonia on the 07th and 8th of April 2025 under the leadership of Alfred Vlasek (AATCA).

2.1.9 Relation with EUROCONTROL/EASA.

2.1.9.1 In the past years, EVP EUR has had specific contacts with EUROCONTROL and EASA aiming at developing a win-win process thanks to a deeper IFATCA involvement and collaboration in various programs, while getting reimbursed for the efforts.

2.1.9.2 To this aim, a privileged agreement that would have allowed us, under specific circumstances and conditions, to deliver expertise for EUROCONTROL and EASA against financial support for mission costs was discussed.

2.1.9.3 This would have been a new opportunity for our MAs to get involved into certain projects and send some of their members to collaborate but also learn from different systems in an international organisation environment, in a cost-neutral way for the Federation.

2.1.9.4 Unfortunately, and sadly, after further discussions and new developments, it became clear that the policy for collaboration when it comes to financial support would not materialise.

2.1.9.5 EVP EUR has therefore instructed the IFATCA representatives to reduce the mission costs dedicated towards EUROCONTROL and EASA support to a bare minimum, privileging the on-line meeting.

2.1.9.6 A review of the situation will need to take place as soon as possible in order to prioritise the Federation interests in its participation in meetings to deliver not only free expertise but having to pay to participate.

2.1.10 SES2+ - SES3? ... SES XXX? - a never-ending story...

2.1.10.1 The SES2+ was under discussion at EU level for years. A tri-partite (European Parliament/European Commission/Council (States)) has been called to find solutions and compromises. The purged SES2+ package was reluctantly agreed upon. The EU elections took place and a new Commission is in place.

2.1.10.2 Despite some changes to the original SES2+ proposal during the last months before its acceptance, IFATCA, and various actors, including big States, were still far from satisfied. We believed the basics are wrong and will not deliver a better legislative environment for the ATM/ATC in Europe.

2.1.10.3 We have developed our own proposal. We still believe we should deliver our vision aiming mainly at defragmenting the European system while keeping Safety at the same or a higher level, improving stability and developing higher efficiency.

2.1.10.4 EVP EUR was not able to organise a high-level meeting aiming at delivering our vision and ideas for the introduction of a robust SES as planned for Q3 2024 in Brussels, Belgium.

2.1.10.5 However, a new strategy has been developed, and one-to-one meetings have started with airlines aiming at avoiding misunderstanding regarding the goals and ambitions of IFATCA in Europe, provide sound expertise and show credible options for the future development of legislations, to be supported by the airlines, in order to foster win-win solutions.

2.1.10.6 Amongst points discussed, the following proposals are defended: Stronger political decision-making: Centralizing decision-making at the EC level and shifting more authority from states to the EC could improve coordination and planning; Empowered Network Manager (NM): Enhancing the NM's role, including managing capacity and airspace, and environment tracks, could help optimize operational efficiency; Defragmentation of service provision: Proposals suggest either consolidating air navigation services into fewer, larger entities at Regional level all based on same model, or ultimately creating a unified, pan-European airspace management system; Pan-European performance management: Creating a robust, independent economic regulator would streamline performance oversight and data collection; Infrastructure management: Proposes centralizing the management of air traffic control infrastructure, potentially reducing costs and improving efficiency; Agile R&D setup: A more flexible and responsive R&D structure would enable quicker adaptation to changing needs in the sector; New financing schemes: Reassessing route charging mechanisms and exploring infrastructure funds would help ANSPs manage financial difficulties during traffic fluctuations.

2.1.10.7 All of the proposals have been professionally (vs politically) assessed with the aim to implement a safe, stable and performant ATC system for the benefits of all. While if approved, it would bring serious (positive) changes, the aim is to look "above the individual horizon" and to materialise the common improved Network management, still guarantying the same or improved local conditions, but within a different scheme.

2.1.10.8 Example of positive development: EVP EUR made a phone call in October 2024 to explain the situation and the risks of certain campaign denigrating against ATCOs – the campaign targeting ATCOs stopped and was redirected. There is growing understanding and recognition of IFATCA value and its credibility.

3. Various: Main Meetings attended by EVP EUR since Annual Conference Singapore 2024

3.1.1 ERM2024 – Skopje, North Macedonia.

- 3.1.2 TATCA invitation – Day of the ATCO – Istanbul, Türkiye.
- 3.1.3 Asia/Pacific Regional Meeting, New Delhi, India.
- 3.1.4 ICAO Workshop on Free Route Airspace – Bangkok, Thailand.
- 3.1.5 Airbus Meeting, Toulouse, France.
- 3.1.6 Fatigue Workshop – Lisbon, Portugal.
- 3.1.7 Provisional Council EUROCONTROL PC62 – Brussels, Belgium.
- 3.1.8 Flight Safety Foundation - FSF presentation – Nicosia, Cyprus.
- 3.1.9 Meeting Ryanair Director Operations (Team) – Dublin, Ireland.
- 3.1.10 SESAR Annual Conference, Brussels, Belgium.
- 3.1.11 Meeting AEGEAN AIR COO and Safety Manager, Athens, Greece.
- 3.1.12 EACCC (European Aviation Crisis Cell Coordination)
- 3.1.13 SSCC Forum (SSF4), Marrakech, Morocco
- 3.1.14 Some contacts and interviews with specialised journalists.
- 3.1.15 Nordic Meeting, Copenhagen, Denmark

Planned for the next months: IFATCA Annual Conference, Abu Dhabi, UAE/ WAC Lisbon, Portugal/ PC63, Brussels, Belgium/Nordic Meeting (TBC)/ICEATCA Celebrations, Reykjavik, Iceland/ERM2025, Bologna, Italy/EBM September, Montreal, Canada.

4. Activities supervised by EVP EUR and initiatives for 2025

- 4.1.1 ICAO – EUR/NAT – managed and followed with high expertise and experience by Philippe Domogala
- 4.1.2 Ageing and Digitalisation - followed with high expertise and experience by Marc Baumgartner (SESAR Coordinator)
- 4.1.3 Airbus meetings + CICONIA (Research program on contrails creation avoidance) – followed with high expertise and experience by Marc Baumgartner (SESAR Coordinator)
- 4.1.4 SESAR – followed with high expertise and experience by Marc Baumgartner (SESAR Coordinator)

4.1.5 Mtg Transport and Energy (T&E) – NGO Contrails avoidance–
Webinar/Workshop to be organised in 2025

4.1.6 Promotion of profession (ATCO/ATSEP) – Professional Staff Organisation (PSOs) and Network Management Board (NMB) – on-going – 2 meetings per year

4.1.7 Well-Being Task Force (TF) and follow-up strategy – followed with high expertise and experience by Marc Baumgartner (SESAR Coordinator)

4.1.8 CEGHD – risks – followed with high expertise and experience by Eugenio Diotallevi

4.1.9 GNSS Interferences – followed with high expertise and experience by Philippe Domogala

4.1.10 EASA Runway Safety Task Force – followed with high expertise and experience by Tom Pilgard

4.1.11 Civil-Military Stakeholder Committee – followed with high expertise and experience by Tom Pilgard

5. CONCLUSION

5.1 Over the past year, the role of EVP EUR has been marked by both challenges and achievements. The European Regional Meeting (ERM2024) in Skopje was a major success, demonstrating the value of in-person collaboration and structured discussions on key aviation topics. Looking ahead, preparations for ERM2025 in Bologna are well underway, with high expectations for another impactful event, particularly as it will host the election for the next EVP EUR.

5.2 Collaboration with key industry stakeholders, including EUROCONTROL, EASA, IFALPA, and ECA, has strengthened IFATCA's position in European air traffic management discussions. However, financial constraints have limited IFATCA's ability to engage fully in some initiatives, prompting a reassessment of participation strategies. The SESAR projects, particularly CODA and AWARE, remain critical areas where IFATCA must maintain leadership to shape the future ATCO work environment.

5.3 The SES discussions shall continue to evolve, with IFATCA actively advocating for a more effective Single European Sky framework that prioritizes safety, stability, and efficiency. Positive engagements with airlines and policymakers suggest growing recognition of IFATCA's expertise and credibility in shaping aviation policy.

5.4 Finally, the dedication of IFATCA's volunteers and members remains the foundation of its success. Their efforts, along with strong teamwork and collaboration, ensure that the Federation continues to have a meaningful impact on the profession and the industry. As this term and my involvement near their conclusions, the focus

remains on ensuring a smooth transition and continuing to build on the progress achieved, considering the political dimension of IFATCA involvement.

6. RECOMMENDATIONS

6.1 This report shall be received as information.

7. REFERENCES

- 7.1. Below a list of some of the references mentioned in the report, including their respective internet links:
- 7.2. EUROCONTROL Maastricht Upper Area Control Centre (MUAC) – An international non-profit air navigation service provider operated by EUROCONTROL, managing upper airspace over Belgium, Germany, Luxembourg, and the Netherlands. Link: <https://www.eurocontrol.int/muac>
- 7.3. Single European Sky (SES) – A European Commission initiative aimed at improving air traffic management efficiency across Europe. Link: https://transport.ec.europa.eu/transport-themes/aviation/single-european-sky_en
- 7.4. SESAR (Single European Sky ATM Research) – The technological and operational framework supporting SES, modernizing air traffic management in Europe. Link: <https://www.sesarju.eu>
- 7.5. International Federation of Air Traffic Controllers' Associations (IFATCA) – A global organization representing air traffic controllers, advocating for safety and professional standards. Link: <https://www.ifatca.org>
- 7.6. IFATCA Annual Conference – A major event where air traffic controllers discuss best practices, emerging technologies, and industry developments. The 2025 conference will be held in Abu Dhabi. Link: <https://www.ifatca2025.com>
- 7.7. These references provide authoritative sources on air traffic control and aviation management, supporting the report's discussion on improving efficiency and safety in airspace management.

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