

## **Annex 1: H LPG/7 Decisions and Recommendations**

### **Overall**

- Accepted the Feasibility Study Report, its conclusions and the proposed high level roadmap;
- Decided on the initiation of the follow-up of the FABEC programme, based on the Feasibility Study Report;
- Agreed to discharge the project structure and project members of the feasibility study phase and establish the new structures and to organise and allocate the necessary resources in an efficient way;
- Invited the States to take the necessary steps to develop the institutional and regulatory measures to enable the FABEC Roadmap;
- Invited the States to sign a Declaration of Intent by 18 November, as a first step towards a States' agreement;
- Invited the Air Navigation Service Providers (civil and military) to come to cooperation agreements necessary for the implementation of FABEC;
- Tasked the new project organisation with the development of the first benefits, and with implementation of the FABEC roadmap;
- Noted that there are a number of actions, jointly agreed by the CEOs that will be initiated in anticipation of the formal approval of the implementation plan by the HLIB.

### **Feasibility Study**

- H LPG concluded that FABEC is feasible and necessary

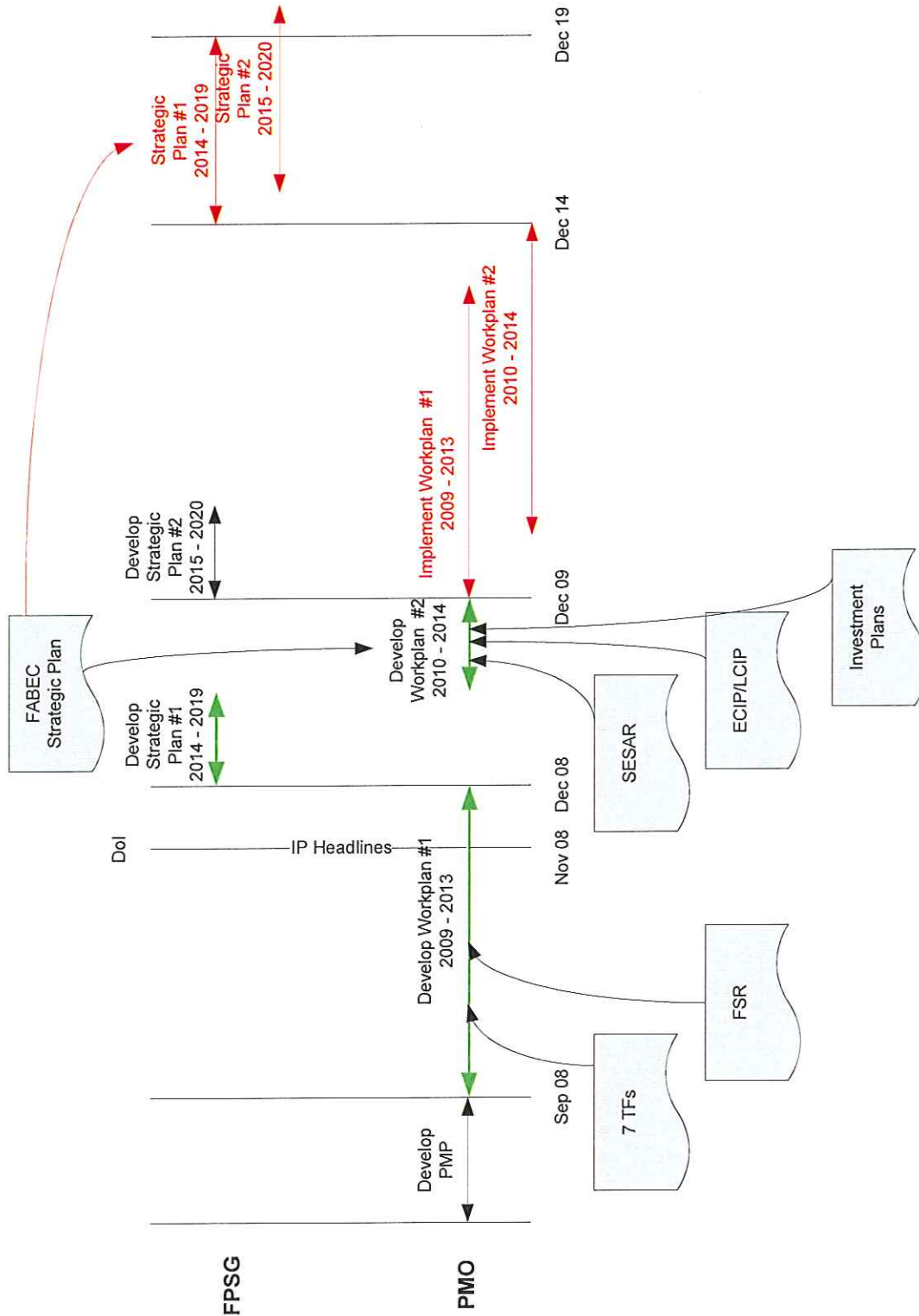
### **Roadmap, Short term Priorities and first Benefits**

- H LPG agreed with the proposed definition of First Benefits.
- H LPG agreed with the list of First Benefits.
- H LPG agreed with the needed (States and ANSPs) enablers to support the implementation of the identified First Benefits.
- H LPG agreed that these First Benefits initiatives are managed through the FABEC Project Organisation and are used as reference to develop the Project Management Plan.

### **Project Organisation**

- Taking into account the amendments, H LPG endorsed the structure as proposed.
- This document will be used as reference when developing the Project Charter for the FABEC Implementation Phase.

## Annex 2: Planning Cycle of the Strategic Plan and the Work Plan



## **Annex 3: Social Dialogue**

### **1. Framework and guidelines for social dialogue**

The following principles will be followed for FABEC social dialogue:

#### **Information**

A proper, transparent and information of equal quality will have to be delivered to the social partners at all levels.

#### **Early involvement of social partners**

Social partners will be early involved in FABEC implementation works and decisions. This early involvement will increase their understanding of the decision taken by the States and will have a positive effect as regards their acceptance of the States' decision.

#### **Respect for current social dialogue processes**

In all FABEC ANSPs social partners and bodies are organised on a national level. They play an important role in all issues relating to working conditions.

ANSPs' social dialogue mechanisms, roles and structures are linked to national boundaries and therefore a significant number of differences exist between ANSPs. Each social partner throughout the different ANSPs has also its proper well identified authorities and powers, leading to important differences in the level of involvement.

All ANSPs will also have to comply with their proper obligations (national laws, national regulations, ANSPs' related practices) regarding social dialogue and involvement of employee representatives.

This diversity needs to be taken into account when defining the social dialogue process for FABEC implementation.

#### **Representation and organisation**

Social dialogue will only be efficient and structured if the number of participating social partners is limited.

Therefore the numerous ANSP's social partners existing in FABEC countries will have to organise themselves and identify the employee representations that are properly mandated to represent the interests of the ANSPs' employees.

#### **Levels of involvement**

The levels of involvement of the social partners will depend on the chosen cooperation model.

Harmonisation of the levels of involvement between the different ANSPs will be sought as far as realistically possible. This will "simplify" the FABEC social dialogue process and also make it more clear and structured for both the social partners and the ANSPs.

### **Facilities and resources**

Social partners request facilities and resources from the FABEC implementation project including travel costs for employee representatives.

The rules and regulations regarding the need for facilities and resources of the different FABEC States will be looked into and harmonised to the extent possible in order to minimise differences between the employee organisations.

## **2. Cooperation models and social dialogue**

Three FABEC cooperation models were identified during the feasibility study: the contractual cooperation, the integration (Alliance) and the consolidation model (single ANSP).

The definition of a social dialogue process for FABEC implementation is strongly linked to the cooperation model chosen. The contractual cooperation model will require few adjustments to present social dialogue processes. On the other hand, integration and consolidation models are expected to bring deep changes.

Only a step by step approach will ensure successful preparation and implementation of an appropriate and common social dialogue process within the chosen FABEC cooperation model (especially for integration and consolidation models). Therefore, during a transition phase, it is expected to work with coexisting social dialogue processes.

Regardless of the chosen cooperation model, FABEC ANSPs will provide for a common communication approach in order to deliver a coordinated and clear message to all social partners across the FABEC. This approach will avoid confusion and misuse of information.

## **3. Step by step approach**

In the initial step of the implementation phase, the processes applied during the feasibility study phase will be continued with the aim to reinforce the involvement of the social partners and increase the quality of this dialogue. The staff representative bodies considered at FABEC level in this initial step are IFATCA, IFATSEA, ETF and ATCEUC.

These staff representative bodies will be:

- informed on the progress of the project by regular contacts between the ANSP WG supported by Taskforces leaders, and representatives from these bodies.
- given opportunity to actively bring suggestions to the table and influence the decision making during contacts between CEOs and their leaders.

In order to guarantee the required social partner consultation prior to implementation of project deliverables, a more formalized social dialogue is needed in the appropriate timeframe. The development of this social dialogue framework shall be conducted by the ANSP HR standing committee.

The principles of this structured social dialogue shall be developed taking into account the FABEC staff representative bodies which might be created.



## **Annex 4a: FABEC aspirational Goals (Annex 1 to Declaration of Intent)**

**Approved by Director Generals of  
Civil Aviation and Military Authorities of the six States**

To express their ambitions and to show their commitment towards the achievement of European goals for the ATM sector, the signatories formulated high level aspirational goals. The possibility to achieve these aspirational goals will be assessed and monitored on an annual basis. For this purpose performance targets will be developed. In addition, the signatories will work with their ANSPs to realize quick wins in the FABEC airspace.

### **Safety**

FABEC development shall take all efforts necessary to ensure an improved safety level. Despite the civil traffic growth the current absolute number of ANS induced accidents and risk bearing incidents shall not increase or will even decrease.

### **Capacity**

FABEC development should offer an airspace capacity allowing to satisfy the demand of increased civil air traffic in the range of 50% from 2005 to 2018 taking into account the currently agreed delay target of max 1 min per flight and taking into account the military needs.

### **Cost effectiveness**

Given expected levels of growth FABEC development and other European programmes should, over the next 10 years, enable an overall reduction of a quarter in real average unit costs. On the military side, a decrease in ATM cost shall be realised.

### **Flight efficiency**

FABEC development shall significantly contribute to improve the flight efficiency by improvements of routes, flight profiles and distances flown.

### **Environment**

FABEC development shall reduce considerably the impact per flight on environment through improvements of routes, flight profiles and distances flown, in line with broader European programmes.



### **Military mission effectiveness**

FABEC development should significantly contribute to improve military mission effectiveness by improvements of training capabilities and readiness postures as required by States. When the military missions need to be segregated, FABEC initiatives will allow them to be realized in suitable areas while keeping reasonable distances from airbases.

## **Annex 4b: Performance Targets (Feasibility Study Report)**

### **- Safety:**

The FAB EC development shall take all efforts necessary to ensure an improved safety level. This means that, despite the traffic growth the current absolute number of ANS induced accidents and risk bearing incidents shall not increase or will even decrease.

### **- Environment:**

The FAB EC development shall contribute to reduce the impact on environment by improvements of routes, flight profiles and distances flown.

### **- Capacity:**

Develop the airspace capacity so as to meet the demand of increased air traffic in the range of 50% for 2018 based on Eurocontrol STATFOR forecast<sup>1</sup>, taking into account the current agreed delay target of 1 minute per flight.

### **- Cost Effectiveness:**

Within FAB EC the expected 50% increase of traffic by 2018 shall not result in more than 25% increase of total cost based on current rules of cost recovery (leading to a 17% reduction of the real en route unit cost<sup>2</sup>).

### **- Flight Efficiency:**

The FAB EC development shall significantly contribute to improve the flight efficiency by improvements of routes, flight profiles and distances flown. The target will be a reduction in the FAB EC area in the average route extension per flight of two kilometers per annum until 2010<sup>3</sup>, increasing to an accumulated total of 10 Km by 2018.

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<sup>1</sup> EUROCONTROL STATFOR Medium Term Forecast 2007 - 2013

<sup>2</sup> Performance Review Report 2006, Chapter 8.2.1

<sup>3</sup> PC/07/27/3, Agenda Item 9 Report of the PRC: Agreement item e. on Flight-efficiency

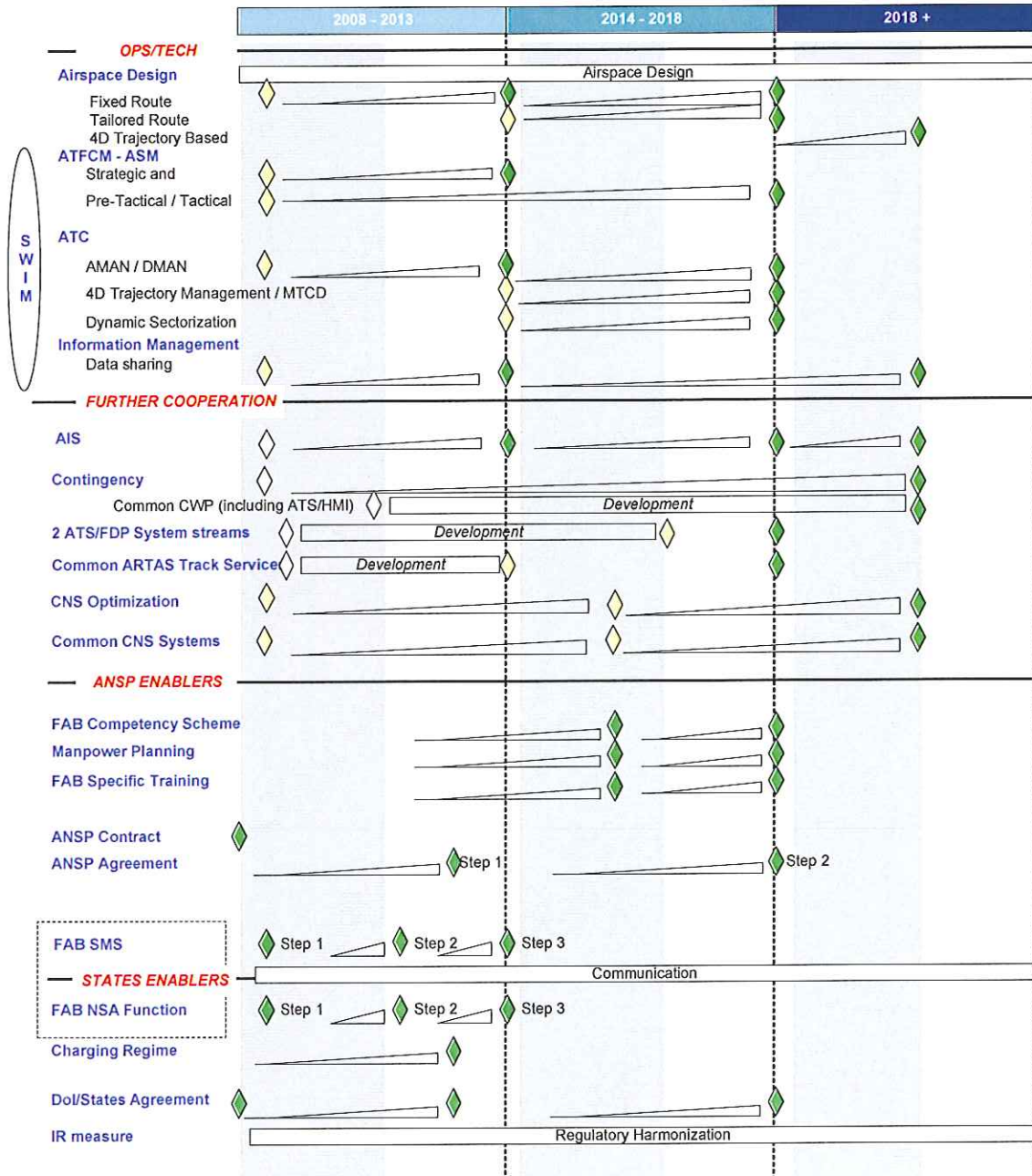
## **Annex 5: Reference Material**

1. States Declaration of Intent (DoI)
2. States FABEC aspirational goals, Annex to DoI
3. High Level Policy Group/7, Decisions and Recommendations
4. Feasibility Study Report V 2.0 and related Deliverables of Working Groups
5. FABEC – the 6 States strategic Objectives, FABEC Development until 2020 V 3.0
6. A FABEC View on strategic Directions, 7 ANSP Position Paper V 5.3
7. Project Organisation FABEC Implementation Phase V 5.1
8. Roadmap, Short term Priorities and first Benefits V 3.0
9. SES documents relevant to FABs
10. SESAR Documents and Implementation Packages
11. Eurocontrol Documents related to FAB i.a. PRC FAB Report



## Annex 6: FABEC Roadmap

- ◇ Implemented by 1 or more FAB EC partners
- ◇ Decision milestone
- ◇ Implemented by all FAB EC partners



## Annex 7: FABEC Structure – Implementation Phase

