

INPUT



EUROCONTROL
GUILD OF
AIR
TRAFFIC
CONTROLLERS
MAASTRICHT

LUCHTHAVEN ZUID LIMBURG
POSTBUS 47
BEEK - L
HOLLAND

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The views of articles printed in this magazine do not necessarily correspond to the views of the Editorial Staff.

It had to happen!

"... for further restrictions contact Rhein on 134.95"

Pilot: "Hey, Nav. What's got an I.Q. of 144?"

Navigator: "Dunno?"

Pilot: "A gross of Navigators!"

Navigator: "What's a gross?"

E D I T O R I A L

"STOP THE CLOCKS" - that phrase has echoed round many a training room. A chance to examine the situation before it gets completely out of hand and to consolidate on the action already taken. Perhaps, today, it is analagous with MADAP. As we are all too well aware October 1st. is MADAP A-1.

Not so many days hence. Are we prepared for it?

For all the staff in the Operations Room it has been another long and busy summer (which is not yet over). Our task this year has had additional stresses brought about by disputes in adjacent centres and many "break" periods have been given over to MADAP lectures and training. We are about to tackle the second great transition in under two years. We have new equipment and new techniques with which to familiarise ourselves.

However, there are a few questions which still need answers. Do we, individually, feel confident about MADAP? Is each member of the team aware of his new tasks and responsibilities? Has an effective Flow-Control plan with adequate Level Restrictions been formulated and distributed? Do you really understand the difference between MINFAP and MADAP?

There is no denying that everyone concerned with MADAP has been working very hard to attain the target date and that MADAP is a good system provided that it is worked correctly.

As Air Traffic Control Staff our prime objective to aircraft is SAFETY. When adjusting to a new and complex system in which continuous adaptation is taking place we require some safeguard to eliminate the risk of overloading. Before attempting to operate such a complex system all staff should be thoroughly conversant with the procedures relating to their specific tasks.

There still appears to be a lot to be done and the sands are running out.

C.A. Enright.

WHAT'S GOING ON IN GERMANY ?

No doubt everyone is aware of the fact that something is happening there, but how many of us are aware of the causes of the German Controllers' dissatisfaction.

The trouble started in 1962 when the German Controllers, after a 36 hour strike, were taken over by a Government Department and made Government Officials - the same as Post Office and Railway Clerks.

The immediate negative effects were:-

- 1) Government Officials are not allowed to strike
- 2) Government Officials have no legal right to promotion after obtaining certain professional qualifications or in accordance with responsibility.
- 3) Downgrading of the profession by a lower salary scale (existing staff received compensation so as not to lose money. New staff earned less + 400 D.M. per month).

Unsuccessful attempts to change this situation and also a lot of other unbearable grievances (about 30% shortage of staff; deficient planning by the authorities; insufficient co-ordination at management level of civil and military air traffic; etc.) resulted in "slow-go action during 1968 and 1969.

These, however, were always called off after the Government made certain promises. The non-fulfilment of these promises led to a further "slow-go" in 1971 after which the story goes as follows:-

- 7.6.71. The Minister of Transport ordered a commission of experts to verify the Controllers' claims. This action was approved by the Bundeskanzler. The findings of the commission would be recognized by the Minister and the appropriate action taken.
- 18.10.71. The commission completed it's work to the Controllers' satisfaction (at a cost of about 70.000 D.M.) The recommendations were as follows:-
- 1) Reduction in working hours to 36 per week.
 - 2) Pensionable age reduced to 55.
 - 3) Regular medical cures every 5 years.
 - 4) A Bruto salary (fully qualified controller, married without children) of 2,218.82 DM rising to 3,530.03 DM after 26 years. (Present salary 1,648.86 DM to 2,826.10 DM).
- 11.2.72. The results of the commission were passed on to the Government by the Minister of Transport.
- IT WAS NOT APPROVED.
- The Government promised an allowance of 125-200 DM per month.
- 14.6.72. The Government, having taken no action on the above mentioned promise, formed an internal working group to formulate proposals for a return to the 1962 situation and to define suitable transitional arrangements.
- SATISFACTION WAS GUARANTEED.
- 5.7.72 The Olympic Games were approaching and nothing had been achieved, so the Government re-emphasized it's intention to find a solution satisfactory to the Controllers. Since such a solution would take some time to formulate it was assured that the agreement would be retroactive to July 1972.
- THE OLYMPIC GAMES WERE SAVED.
- 26.9.72. The result of the working group was announced verbally;
- 1) No change in status.
 - 2) Allowances of 125-200 DM per month.
- 4.10.72 The Minister announced on TV that the Controllers would receive an allowance of 250 DM per month.

- 16.3.73 The Government announced - as a transitional payment - an allowance of 200 DM per month.
- 11.7.73 A court granted a Government request and forbade the Controllers to indulge in strike action.
- 3.8.73. Chancellor Brandt personally intervenes. He announced that legal action is to be taken against the Controllers.

Well, what has been achieved?

Just one of the many promises has been realized - regular medical cures every 5 years (Before becoming Government Officials the Controllers could take advantage of such cures every 2 years as part of their insurance covering their pension scheme).

This history of broken promises resulted in the German Controllers' latest action. During the past few months the Government has tried to solve the problem the hard way by:-

- 1) Disciplinary action, including in two cases, reduction of salary.
- 2) Blocking of leave and holiday allowances.
- 3) Discrimination against Controllers who had been reported sick by doctors.
- 4) Attempting to influence doctors.
- 5) Cancellation of the procedures serving the safety of air traffic.
- 6) Deliberately misinforming the public of the true situation which led to
 - a) criminal charges against Controllers by passengers and operating companies.
 - b) damage to private property.
 - c) kidnapping threats made to Controllers' families.
 - d) the Press advised acts of violence against Controllers.
- 7) Criminal action by the Government against the V.D.F.-this the Government has lost.

The German Controllers did not give in to this pressure but defended themselves, at great expense, in the courts and in the Press.

The Government has changed it's tactics. The Minister visited A.T.C. units and talked to the operational staff. He has reached the conclusion that:-

- 1) A.T.C. installations must be improved.
- 2) A.T.C. is understaffed.
- 3) The status of A.T.C. staff has to be improved.

A possible method of doing this was announced on 17.7.73. when it was suggested that Eurocontrol take over all Civil A.T.C. in Germany. The next day, however, this possibility was disregarded as for the moment being impractical.

The Government has now agreed to start talks with the V.D.F. providing that the Controllers start normal working again. This the Controllers are, understanderably, reluctant to do.

Report compiled by Mr. Guild and Mr. Buckchewski.

21.8.73.

STATION CALLING MAASTRICHT TURN LEFT 10 DEGREES

The subject matter of this article may be obsolete when ICAO has woken up to its responsibility to revise and modernise, amongst other things, R/T phraseology. That this revision will be realistic and comprehensive we can hope. But in the meantime we must try to avoid, our generally speaking bland, misuse of one of the most important tools of our trade.

A section of last month's edition of this magazine exaggeratedly pointed out a few of the classic and world wide mistakes. However in the Maastricht UAC the problem is not so easily pinpointed and has more to do with a reluctance to use standard R/T because of a false idea that its need has been reduced by the modern, if overrated equipment at our disposal. In particular I point to the alarming reduction of ident request to aircraft on o.r.c.a.m. codes, and also to the increasing committance of a level clearance. The latter particularly dangerous where crossing, enroute and climbing or descending aircraft are concerned.

That this has come about is the result of a number of things. Firstly, there are many controllers from different sources and training methods who brought habits which are hard, though not impossible to change. Secondly, there is the seeming reluctance and delay by our administration to respond officially to our needs. It took quite some time before we had an intersector and inter-controller phraseology, with the result that it is still not completely standardized. ICAO standard phraseology is not something to be reserved for use in check-outs but rather an instrument with a specific and important function in our work. Through it we not only communicate our instructions to the pilots, but also our level of competence and professionalism.

So fellow controllers, this is a call to you all to use the R/T as it should be used, and not as it suits you to use it.

In particular there is need for:

1. more frequent checks on altitude transponders
2. correct and complete use of callsigns, i.e. company and trip number
3. a rebirth of that old-fashioned word "identified"

I hope you have read this message "strengths" and that noticeable improvements will begin as soon as you've looked up your ops. manual.

over and out

Tony Weymes

Team C

The Editor,
"INPUT"

Dear Sir,

May I congratulate the Eurocontrol Guild of Air Traffic Control in finding a method of giving us some information. I also wish to congratulate the staff of INPUT in presenting us with a very good magazine.

Through your media may I now voice some questions and opinions which may be of concern to the Air Traffic Control Staff at Maastricht.

1) Watch Roster.

Many rumours circulate through the Centre, so much so, that the staff are thoroughly fed-up with not knowing what to expect from the Management, especially as the half hinted promises made before the move from Brussels have never materialised. We had a referendum and almost 100% of the staff want a 5 watch system. What is the Guild doing about it?

2) Conditioned Hours.

Many other countries are getting or have been promised reduced working hours. Has the Vice-President looked into this in his study of Human and Environmental studies or is this being conveniently overlooked?

3) Career Incentives.

What is being done? Does the Guild consider that the present "Dead End" career structure is satisfactory for Operational Staff? If not, have they taken steps to bring this concern to the Management?

4) Fatigue, Stress and Morale.

The first two continue to increase and the last to fall. What are the Guild doing to remedy this situation?

Many other problems concern the staff but to get these particular areas dealt with will at least help.

"HYDRA"

FROM THE BOARD

During their meeting on 15-8-1973 the Executive Body of the Guild stated:

1) The Guild is following the Roster problem with great interest and will endeavour to defend any justified initiatives of the operational staff.

2) Persons asking for a familiarisation- or holiday flight, through the Guild, will be checked whether they are members and/or have paid their fees.

An amount of hfl. 10 will be charged in advance (for administration- and telephone costs).

There is a possibility that the administration costs will be reduced in the light of experience.

The Secretary.