

EUROCONTROL GUILD OF AIR TRAFFIC SERVICES



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COLOPHON:

Editor:

BOB van der FLIER

Co-editors:

GEOFF GILLETT
ANDY BARNBY

Artwork:

MARTIN GERMANS

Staff writer:

PHILIPPE DOMOGALA

Lay-out:

PAUL DEMELINNE

Word processing:

JOSETTE NOELMANS

All correspondence to be
addressed to:

The Editor

'INPUT'

Postbus 47

6190 AA BEEK (The Netherlands)

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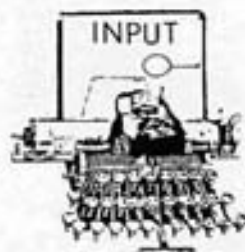
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EDITORIAL

by Bob van der Flier



Recently I had the opportunity to visit the Reims Air Traffic Control Centre in the north of France. It is really amazing to see how a centre really can look, when it is constructed with the idea in mind that there are human beings, people, who are supposed to work (and live) there. I sincerely hope, that the planners that look into our future centre, will also take a look at Reims Centre, so as to get the right idea and the right inspiration from what they see!!!

Also recently I've read in a newspaper that "Brussels will not allow men and women to take a shower together". Interested by the title I read the article to find out that the EEC-regulations will be such by 1993, that they will safeguard the human environmental working conditions. Amongst others, air-conditioning shall not cause draughts and there should be sufficient day-light at working positions. I wonder what will happen to our operations room by then?

By the time you receive this issue of INPUT, it will be Christmas. That is always a time to stand still and think of life. When I do so and look around me, I have the feeling that we sometimes forget that we are all human beings. People with feelings, emotions and memories. Sometimes these memories tend to activate emotions so that we get certain feelings. Feelings which make it difficult to forget what happened in the past, especially the bad things. And then, then it will be hard to communicate and have normal relations in the way we should. It is Christmas, now I think, let there be peace and let's try to realise that problems in the relationship with people around us are human

problems. Therefore, they can be overcome by human beings. Forget and forgive!

To all, my Christmas greetings and have a good start to the new year, in health and happiness!

Bob van der Flier*



FROM THE



BOARD

EXECUTIVE

From the Secretary:

The A.G.M. 1990 will be held in the Altea Hotel, Maastricht Airport on Friday 23 March 1990.

Please note it down now!

Furthermore,

There should be more input and assistance from the members.

There are too many tasks left to the Executive Board.

The E.B. should run the day to day routine.

The other tasks should be delegated.

There should be a division of tasks, whereby special attention is drawn to special matters, such as IFATCA, Technical, Policy, Professional (job related), etc...

There should be more feedback from the members, e.g. by establishing a council of members who will meet regularly and advise the E.B., especially in policy matters.

There should be workshops of small working groups, dealing with specific problems at specific times.

There should be a change of attitude in the A.G.M., not only.

"What did we do?", but also "What do we want to do?"

There should be discussion and proposals about these matters for the coming A.G.M.

From the Treasurer:

Those members, who have no automatic bank transfer, please remember, membership fees have to be paid before the 1st of March 1990. The same applies for the years to come, always before the 1st of March! Payment preferably by bank transfer. NO CASH! (except for Lippe members).

Professional members pay Dgl 125,-- (EGATS & IFATCA).

Ordinary members pay Dgl 100,--.

Flight Data Assistants who are also a member of INTERATCA pay Dgl 125,--.

Lippe staff are ordinary members and pay Dgl 100,--, which will be collected by Mr. Langhinrichs (cash or cheque).

Please note that in case of change of bank, you also have to change your standing order. The system applied is: YOU have instructed YOUR bank to transfer money!



**don't
forget**

(WRITE IT DOWN!)

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21 FEBRUARY 1990



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ACCIDENT AND INCIDENT INVESTIGATION

At the 1987 IFATCA Conference, the Directors accepted the following as the Federations's Policy on the Investigation of Accidents and Incidents. We reprint here for guidance and information:

- * When an accident or incident is alleged to have occurred where the actions of an air traffic controller may have had a bearing, the controller is to be immediately removed from control duties pending the results of a preliminary investigation. The removal is mandatory without prejudice, and is non-disciplinary.
- * Written controller statements are to be used only to assist in the investigation, and are not to be used for disciplinary purposes.
- * An Investigative Board is convened, normally within seven days of the occurrence. The proceedings of the Board should be comprised of individuals who have operational experience in air traffic control.
- * The controller has the right to be accompanied by a representative of his choice at any hearing, inquiry, or investigation into any air traffic control incident or accident.
- * The controller and his representative have the right, prior to appearing before any Investigative Board, to review all relevant video and audio recordings and computer read-outs of air traffic control operations where available. In addition, the controller and his representative shall be provided with copies of transcripts of all relevant audio recordings prior to appearing before any Investigative Board.
- * The circumstances prompting the investigation and the perceived operational situation immediately prior to the alleged incident/accident shall be made available to the controller and his representative prior to any questions being put to the controller.
- * The controller and his representative have the right to make representations and direct questions to the official in charge of the investigation.
- * No controller involved in an incident or accident enquiry shall suffer loss of pay during all aspects of an investigation.
- * Audio and/or visual recordings and transcripts of air traffic control communications are intended to provide a record of such communications for use in the monitoring of air traffic control operations, and the investigation of incidents and accidents. Such recordings are not to be used to provide direct evidence as such in disciplinary cases, or be used to determine controller incompetency.
- * Reports regarding air traffic control incidents or accidents issued by any Investigative Board shall not determine or apportion any blame or liability.
- * The controller and his representative shall be provided with the opportunity to review and comment on the Report. If the controller disagrees with any portion of the Board's Report, he can request in writing that a review be conducted. This review should be conducted by a Senior Air Traffic Control official who was not a member of the Investigative Board.
- * Any air traffic controller involved in an air traffic control incident or accident shall receive full psychological counselling services, if the controller so chooses.

ACCIDENT AND INCIDENT INVESTIGATION

SUBTLE INCAPACITATION



When the Captain's flying skills seem to lose their sharpness ... When does another crew member take action?

courtesy 'Op den Bok' (VNV)

Contrary to rules.

I was the First Officer on a trip to Los Angeles. The Captain was a man I had known for 28 years. We had flown together many times, and I suppose we had logged more than a thousand hours together. I considered him to be the finest pilot I had ever seen and one of the finest human beings I had ever worked with. My confidence in him and his ability was unshakeable.

Our trip was cleared to proceed direct to Santa Monica VOR and to cross Bayst Intersection at 10,000 feet. Center announced that we were overtaking the airplane in front of us and requested that we make a 180-degree turn to the right for a delaying vector. Several minutes later, we were cleared to make a 180-degree turn to the right and proceed direct to Santa Monica VOR and cross Bayst at 10,000 feet. After reading back the clearance, I noted a bank angle of 60 degrees and a rate of sink of 6,000 feet per minute. I sang out, "Watch

your bank angle". The Captain acknowledged, "OK", but allowed the attitude of the airplane to remain as it was.

On at least two previous occasions, I had observed airline captains execute 60-degree-bank turns. It was unpleasant, unnecessary and contrary to rules, but not unheard of. I could not understand why he had found it necessary to make such a radical turn. I concluded that he was angry with the delay vector and that it was the intemperate act of an angry man. I had never seen this man behave like this before, but perhaps he was under personal stress I was unaware of.

The remainder of the approach was normal, and the touchdown as smooth. Passenger reaction was bad - several complained of circus flying and said so. I was embarrassed. The Captain made no comment. The remaining five legs of the trip were flown without incident.

3,000 feet.

One week later, I was flying from Los Angeles to San Francisco with the same captain at the controls. He held the airplane on course heading, even though we encountered a strong west wind, which should have been countered with at least 10 degrees of drift correction. I mentioned several times that we were off course and made many comments about the strong west wind. He acknowledged all of my comments but

made no corrections. Three times Center called and gave us vectors to get back on course.

San Francisco was VFR, and we were cleared for a visual approach to Runway 28, cross Dumbarton Bridge at 4,000 feet or above. The bridge was several miles in front of us. When I noted our altitude of 3,800 feet, I said, "we are cleared to cross the bridge at 4,000", and he acknowledged, but the airplane continued to descend. When the airplane reached 3,600 feet, I said loudly that our altitude was 3,600 and we were supposed to cross the bridge at 4,000 feet. He levelled off, and we crossed the bridge at 3,600 feet.

Overly critical.

In the Boeing 737, we often encounter landing weight problems on short runways. Medford, Oregon, is a place where summer heat and restricted flap settings make landing a very precise operation. I had often marvelled at the way this man could put an airplane on the end of a runway so he had maximum runway for braking and stopping. I mention this because he now began a visual approach to Runway 28 below glideslope, and I assumed he was practising his low approach.

When we passed 500 feet AGI, I began to comment that we were low. I continued to talk about how low we were until we reached 200 feet, and I began to yell, "We are too low!" I noticed the rate of climb go to zero, and we held our altitude, but the airspeed began to decay. I began to sing out airspeeds, and then I yelled, "We are at reference speed!" He applied some power, but not enough; the airspeed continued to decay, and my callouts became frantic. The stick shaker began, and he instantly applied more power.

The airspeed increased, and the touchdown was smooth. I was shaken; I thought I was going crazy. The greatest pilot I had ever known was flying like a student, and he did not even seem concerned or upset about it. He was oblivious to our danger and even made several comments to the fact that I was becoming overly critical.

The Second Officer and I walked into the terminal, and he said "What

are we going to do about this?" I said, "I don't know what to do. This man has the finest record on the airline, and if we go into the office and tell them what happened, they will never believe us". He said "Thank goodness the next leg is yours".

Pre-stall burble.

The next day we departed Eugene, Oregon, for San Francisco with the Captain at the controls. He maintained an airspeed of 250 kt. through 10,000 feet and then allowed the airplane to accelerate to 280 kt. for the next few minutes. We were cleared to 33,000 feet.

After leaving 20,000 feet, we were IFR in the clouds and some light chop when I noticed the airspeed begin to decay. It is not unusual to trade a little airspeed for altitude, if you feel that an expedited climb will give a smoother ride, and I assumed that was what he was doing.

The airspeed continued to decay until it reached the point where I found it necessary to comment. Because of his remarks about my being overly critical, I had reverted to the old military system of hand signals to alert him to his oversights, and I began to point to the airspeed. He turned and looked at me and said, "What are you pointing at?" I said, "My airspeed." He said, "So what." I said, "That's much too low". He said, "Oh", and pushed forward slightly on the wheel, and the airspeed began to increase, but several minutes later, it was decaying again, and soon we could feel the air burbling under the wing, and we knew this to be the pre-stall burble.

By this time, the Second Officer and I were both looking at him, and he looked at us and, with a big smile on his face, said, "Whatever do you think

INPUT

magazine

that is?" We knew that he knew what it was. Any student pilot would have known. He then, laughingly put the autopilot on altitude hold, and the airplane began to accelerate, and the remainder of the trip was normal.

Hard to shake.

The Second Officer and I discussed the flight. He shared my fondness for this man, but something had to be done. We wondered if he was testing us in some way. He seemed so unconcerned and disinterested that it was obvious he was not aware of any problems. On the ground and in the air, his speech patterns were normal, and his pleasant, good humour was unchanged.

I knew one thing for sure, I could not fly with this man again. I was a nervous wreck. The Second Officer said, "What happens if we drop the trip, and he ends up with a couple of

less experienced crew members - it could be deadly".

We decided to tell our troubles to the flight office. The office requested medical examination, and my friend for 28 years was found to have a brain tumour.

In retrospect, with the whole series of events placed together, it is easy to diagnose illness as the cause, but when these incidents come one at a time, covered with a blanket of perfectly normal behaviour before and after each incident, it is very deceiving. Had I been flying with anyone else, I certainly would have been a great deal more aggressive in demanding correction. I should have taken the airplane on the low approach at 500 feet, but don't forget that this man had been my friend for 28 years - and confidence like that is very hard to shake*



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EGATS MINI FORUM



by Philippe Domogala

1st part: CAUTRA *Your future in ATC*

Abbreviations:

IFPS : Initial Flight Plan Processing System.

TMS : Traffic Management System.

COMM D/L : Communications Data Link.

RDPS : Radar Data Processing System.

FDPS : Flight Data Processing System.

PHIDIAS : New Console (controller position).

On 28 September 1989 EGATS invited two important speakers to make presentations on the future ATC systems. Mr. GAROT, Director of the French Research Centre for ATC (CENA) and Mr. KIRSTETTER, co-designer of the present MADAP

and currently Manager of the PHARE (Programme of Harmonisation of Air Traffic Control Research in Eurocontrol) in Headquarters in Brussels.

We will separate the 2 presentations in 2 consecutive issues of INPUT. Today we will see what Mr. GAROT explained:

CAUTRA 5 is the natural follower of CAUTRA 4, the current ATC system in use in France's 5 ACC's and all APP's of major airports. The goal of CAUTRA 5 is to allow French controllers to control twice the number of aircraft of today in full safety, while dividing by 10 the current penalizations to aircraft due to ATC (the uneconomical routes, FL, flight profiles, etc...).

Without being too technical the plan will look as follows. CAUTRA 5 will of course be implemented in phases over the years until 2005. The general philosophy is that computers and controllers will share the work but the controller still makes decisions and remains in the loop.

The 4 implementation phases are as follows:

1. (1991-1992) :

- Replace ATC computers with CAUTRA 4 software (HOST

technique) - (contract awarded to Data General).

- Install 19 monopulse radars Mode S compatible (contract awarded to Thomson CSF).

2. (1993-1994):

- New consoles using SONY 2000 x 2000 lines screens (Phidias consoles).
- New training simulators programmed in ADA language with pilots replaced by voice recognition technique (contract awarded to Thomson CSF).

3. (1995-2000) :

- 19 Monopulse radars are upgraded to Mode S.
- Data links air/ground are implemented.
- New software for flight plan processing.

4. (2000-2005) :

- Complete new software in ADA with new computer architecture (see illustration).
- Computer-aided decision tools for controllers (still under study).

All this should be "European compatible" and France is actively participating in the PHARE and Common Medium Term Plan (CMTP) of Eurocontrol and is following the ICAO Future European ATS Concept (FEATS) work.

After the presentation, a lively question - and - answers session allowed the audience to either ask for clarifications or voice - their worries about the future.

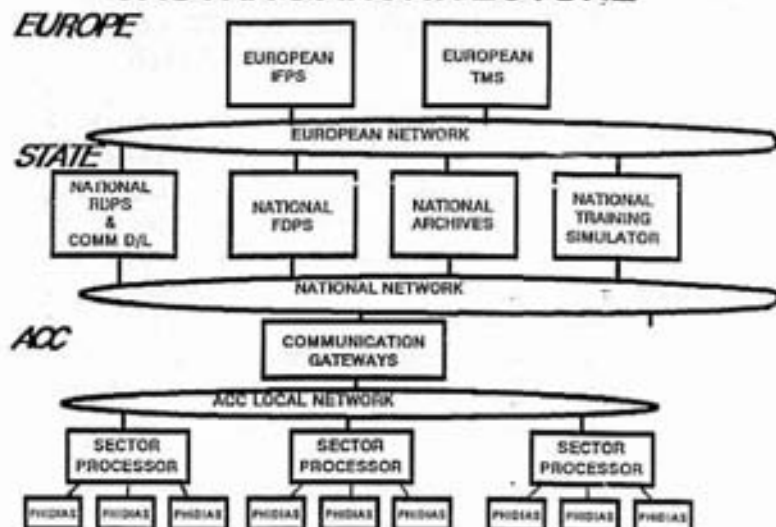
Some extracts of the debate in the form of remarks or statements:

1. "Flow Management is not the most important issue of the future, ATC is".
2. "Human Factors are as important to the future as the technical developments".
3. "Planning Control: the goal will be not to arrange in advance conflict-free trajectories but to manage the traffic in such a way that it will be manageable by the radar controller ...".
4. "Nobody has the guts to develop a truly unique European ATC system ...".
5. "Upgrading a new ATC system is like rebuilding a bridge but having to let the traffic through the bridge while rebuilding ...".



After the session the audience and the speakers joined together for a well deserved beer in the bar of the Lippe Officers' Mess, where discussions continued in an informal manner.

CAUTRA 5 ARCHITECTURE

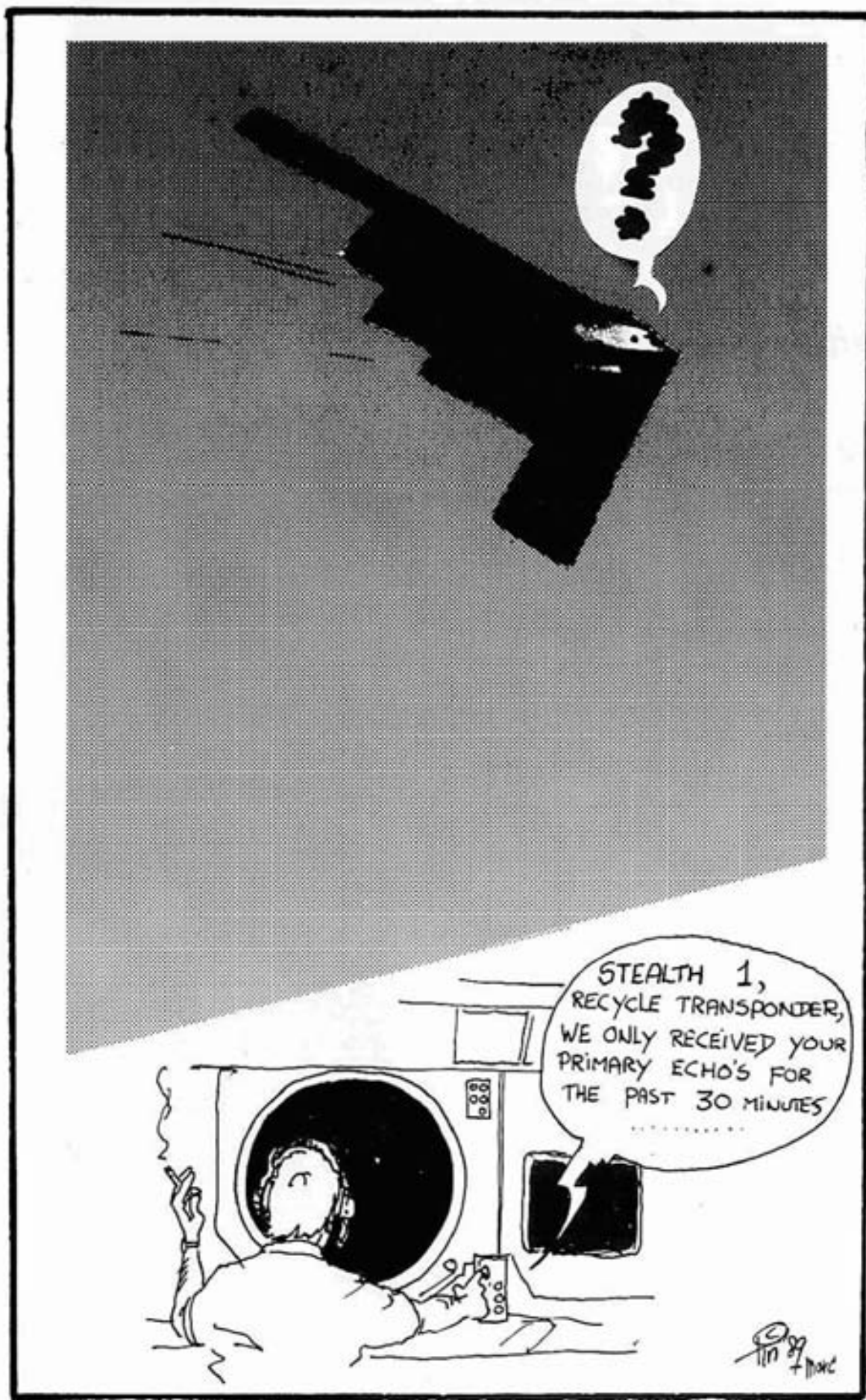


NEXT ISSUE:

'What can we expect in the next 10 years in Maastricht?'

by:

Mr. Kirstetter





CONVEX 89

Uniting Europe's Skies - A positive Approach

by Geoff Gillett

In this article, the author provides a glimpse of the biennial conference and technical exhibition of the U.K. Guild (GATCO) which was held this year in Newcastle-Upon-Tyne on 19 and 20 November.

"Located in the north-east of the United Kingdom, the area round Newcastle encompasses some beautiful countryside and coastline".

So says the descriptive brochure but, as is usual at nearly all of these conferences, all I saw of the area was the passenger terminal, a taxi ride of 6 miles and the interior of the Holiday Inn conference hotel.

However, the area also contains much industry and commerce which is well served by Newcastle International Airport which opened as long ago as 1935, as a grass field planted with seed from Russia - perhaps a reflection on the kind of winters sometimes experienced in these parts.

Travelling from Amsterdam on controller-friendly Air U.K. status standby, I was put "in the hold" at the gate whilst the other passengers were boarded. This gave me an opportunity to study closely the work of the five staff assigned to hand baggage scanning and passenger body-search. One business man was requested to open up and demonstrate his portable computer, to prove that it was not a security risk. Such is the high level of security checking currently performed at Schiphol which, though sometimes annoying and time-consuming,

is most welcome if it can prevent a recurrence of the Lockerbie Pan-Am disaster.

Rather than try to cover, even briefly, the eighteen papers presented to approximately 200 participants, I



The author handles some of the dangerous 'hardware' removed from passengers by the security personnel at Newcastle Intern. Airport. Left: Insp. Jeff Hepworth

offer some quotations from the 2 day event:

"Uniting Europe's Skies - A Positive Approach is certainly a very appropriate theme for CONVEX '89. It could well be the motto for Eurocontrol".

K.R. Mack, Director General Eurocontrol (in his foreword to the programme).

"We must work as quickly as possible towards a European air traffic control system, in which the boundaries between national authorities become transparent to the users". Mr. Patrick McLoughlin, U.K. Minister of Aviation and Shipping. (In his opening address to CONVEX '89).

It was good to observe that an increased European awareness is evolving in Britain. The U.K. Guild paper even quoted Paul Henri Spaak: "The best Europeans are not those with the most beautiful, generous ideas who become discouraged when they fail to materialise. The good Europeans are those who know where the difficulties lie, who try to solve them and who never allow themselves to become discouraged".

"It is the view of the Guild of Air Traffic Control Officers that only one organisation meets the criteria - EUROCONTROL". What would ATC be like today if the 1960 Eurocontrol Convention had been fully supported?"

"It is now 3 years since a (U.K.) CAA member (of staff) has been seconded to EUROCONTROL and this includes vacancies for the CFMU - is the attitude one of a pro-European partner?"

U.K. Guild

The airlines were also represented at CONVEX, among them someone's Favourite Airline: "A European leader, coordinator, 'conductor' must be chosen - e.g. EUROCONTROL".

"A motivated work force of controllers, involved with systems planning, familiar with automation and provided with strong management support is essential".

Colin Hume, Manager Air Traffic Services, British Airways.

The Association of European Airlines, also represented at the conference had commissioned a study. "Towards a single system for ATC in Europe". Their session centred on an excellent audio-visual presentation making a very convincing case for a single system.

"We have to present Europe's decision makers with concrete proposals which cannot be ignored. To do nothing in the face of overwhelming evidence in our report makes no sense. If the proposals are rejected by the countries concerned, then they must present alternative solutions. Our members have had the vision to look to the future. Now we're asking the politicians to do the same".

Karl-Heinz Neumeister, Secretary General, Association of European Airlines.

"Another aspect of legal liability we will have to address is that of system liability. In case of system error, failure or mishap, etc... being directly or indirectly the cause of an accident (or incident) who will be responsible?"

"Belgium has a holding pattern right over the major air lanes in Europe. That's like having a car park in the middle of the M25 (London's Orbital Motorway)".

Mr. Philippe Domogala (representing IFATCA).

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"A single, fully-integrated European ATC system operated under the auspices of EUROCONTROL or by some other entity should be possible well before the turn of the century".

Mr. Wolfgang Philipp, Director Operations, EUROCONTROL.

In conclusion.

Anyone participating in CONVEX '89 could not fail to detect a new sense of "European Teamwork" emerging, as we approach the end of the '80s. Even more important for EUROCONTROL personnel was a definite indication of growing support for a single European ATC system and that the only realistic means of attaining it is the further

exploitation of EUROCONTROL.

It should not be overlooked that it is the professional controllers' associations, such as the U.K. Guild and EGATS, that have provided platforms for the many involved organisations to come together to get their voices heard.

It is to be hoped, for the sake of the Air Transport Industry, the European Air Traffic Controllers and the travelling public, that the politicians will have the ears to hear and the wisdom to pursue, the concept of a single European Air Traffic Control System to be achieved in the next decade*

VISIT TO



&

KLM

ANOTHER E G A T S ACTIVITY

A visit to the FOKKER factory and KLM OPERATIONS at Schiphol Est has been arranged for Thursday, 15th Febr. 1990, travelling by bus. Numbers will be limited - departure from the Maastricht UAC at 07.30 L. Costs will probably be approx. f 50,-- per person. Further info will be available on the EGATS Notice Board w.e.f. 25th January 1990.

15 FEBR 1990

EGATS TECHNICAL COMMITTEE

— by Henk van Hoogdalem —

At the end of the year it's a common habit to look back and to summarise what happened or didn't happen. For the Technical Committee of EGATS it is rather difficult to prove its existence because the TC is often just a little link in the long chain between an idea and the final implementation of a new program, procedure or piece of equipment. The TC tries mainly to overcome shortcomings of the actual working environment, to improve or adjust procedures and flights for more influence in future plans. This goal is very hard to achieve because of the fact that many important decisions are already taken before the TC is informed about new developments.

Let's summarise the items of the last year whereby the TC was mainly or partly involved.

- Presentation of the PLN symbol on the SDD now 2 min. before the boundary or at the boundary 2 min. before the flight is expected to be there.
- Implementation of Leerdaam weather radar.
- In field 15, the presentation in the FDM of route segments or points

outside the MADAP area.

- A soon expected new standby frequency for the Brussels Sectors.

- Based on pilot reports, upper winds may be revised to overcome incorrect upper wind information.

- New task for the Sector Input Operator to pass estimates to Düsseldorf.

- The presentation of the CANAC letter to airlines and aviation organisations which created non-expected reactions and discussions to highlight the operational impact of the CANAC plans.

Members TC:

Hannover Sectors :

Christian Macé, Jack Snijders

Amsterdam Sector :

Ernst Vreede

Brussels Sectors :

Jan Van Eck, Henk van Hoogdalem
(Chairman)

Flight Data Group :

Harry Delahaye, Paul Hooper

Systems Implementation Liaison :

Hermann Mertz



HAPPINESS IS A HEALTHY HEART — THINK BEFORE YOU EAT

by Elaine Meighen
courtesy 'The Controller'

Elaine Meighen is the Health and Lifestyle Counsellor for the Air Traffic Controllers' Occupational Health program (ATCOH) in Transport Canada's Western Region. She is a registered nurse and fitness appraiser and has a keen interest in health and fitness through the adoption of healthy lifestyles. (Editor).

Certain foods - notably saturated fats and cholesterol - can affect your levels of blood 'fats' and your heart's health. An understanding of how this happens can help you modify your diet to help create and keep a healthy heart.

What is cholesterol?

Cholesterol is 'fatty' substance that travels through everyone's bloodstream - bound to and carried by proteins. Your body needs some cholesterol and your liver makes enough to satisfy those needs. High blood cholesterol causes the progression of arteriosclerosis, increasing the chances for heart attack or stroke.

Lipids - Blood 'fats'.

When the fat levels in your blood are excessive, you are at risk for developing coronary artery disease. Two kinds of fat that are closely watched are cholesterol and triglycerides. Cholesterol and triglycerides are found in the blood in a complex substance known as lipoproteins. Lipoprotein means fat, so lipoprotein is a combination of fat and protein.

'Good' and 'bad' cholesterol.

Lipoproteins that have small

amounts of cholesterol and other fats and large amounts of protein are called High Density Lipoproteins or HDL. Studies have shown that HDL, the 'good' cholesterol, actually removes cholesterol from arterial walls.

Lipoproteins that contain large amounts of cholesterol and other fats and a small amount of protein are called Low Density Lipoproteins or LDL. LDL, the 'bad' cholesterol, causes fatty deposits called plaque on arterial walls, and this results in decreased blood flow (and oxygen) to the heart.

Triglycerides.

A high level of triglycerides indicates a possible build-up of these fats in the blood vessels. Although the relationship between high triglyceride levels and heart disease is not as strong as with cholesterol, a high triglyceride level may be a warning of future increases in cholesterol.

Saturated fats.

Saturated fats are found primarily in animal foods such as meats, butter, cream, lard, whole milk and cheese. Completely hydrogenated fats such as block margarine are saturated. A few



saturated fats are of plant origin such as coconut and palm oils. Saturated fats raises the level of cholesterol in blood.

Monosaturated fats.

Monosaturated fats are found in peanut, olive, canola and avocado oils. Monosaturated fats have been found to lower blood cholesterol.

Polyunsaturated fats.

Polyunsaturated fats are usually liquid oils of plant origin - oils such as safflower, sun flower, soy bean and corn are high in polyunsaturated fats. Some margarines are good sources - choose ones that indicate 50 % or more polyunsaturated fat on the label. Most nuts and seeds are good sources as well. These fats help lower blood cholesterol.

Cholesterol : Know that number!

Measurement of the total amount of cholesterol in your blood can be useful as a screening test to determine your likelihood of developing coronary artery disease. But measurement of three quantities cholesterol/HDL ratio/HDL level is a more reliable indicator of the risk for heart attack.



So, take the steps towards prevention.

Eat less fat in your diet - Eat no more than 30 % of your total calories from fat. No more than 10 % should be saturated fat.

- Roast, bake, broil or simmer meats whenever possible;
- Trim fat off meat and remove skin from poultry before cooking;
- Eat less fried food, 'fast food' and commercially baked goods;
- Season vegetables with herbs, spices or lemon juice instead of butter, margarine, sour cream.

Choose:

- skim or 1 % low-fat milk only;
- frozen yogurt, ice-milk, sherbet or sorbet instead of ice cream;

- low fat cheese, skim or partially skimmed milk;
- soft tub margarine (at least 40 % polyunsaturated fat);
- soluble fibre found in oats, barley, fruits and legumes, e.g. oat bran, oatmeal, blackeyed peas, beans (kidney, navy, lima and pinto), carrots, green peas, corn, prunes, sweet potatoes, zucchini and broccoli have some soluble fibre, as do bananas, apples, pears and oranges;
- foods which have been shown to lower cholesterol levels are, e.g. certain fish (contain omega-3 fatty acids), oat bran and corn bran.



In addition to eating well, follow these good health practices: Don't smoke, exercise regularly, keep weight and blood pressure normal, and have regular physical exams.

And remember, the chance of developing coronary artery disease rises steadily as your cholesterol level exceeds 200 milligrams per deciliter (mg/dl of serum)*



LETTER TO THE OPS ROOM



Photo by Jan De Vries, Gorredijk,
Nederland.

Published with his kind permission
and our special thanks!!

For many years we have a 'fan' living in the north of Holland. Regularly he is in contact with out Amsterdam Sector controllers and he listens to their frequency. Recently he sent us the following letter

Terband, 20 November 1989

To the Operations room: The Amsterdam Upper Sector of Maastricht UAC EUROCONTROL, Horsterweg 11, 6191 RX BEEK, Limburg.

Dear ATC - Friends of the Amsterdam Upper Sector,

Included in this letter you will find a photograph from the "Leeuwarder Courant" of Wednesday 15 November made by the LC-photographer Jan de Vries on Monday 13 November 1989. It was indeed that day a very nice day to observe many contrails and again I was impressed to see how you managed a good ATC-work. And just for me because I know where and how that work has to be done! (In a certain way of course). Because the photographer knows my address and my interests in ATC business and because he would not make wrong comments in the paper he rang me and asked from which aircraft these contrails came and ... of course I had listened out on 135.450 Mc and 134.375 Mc (still "without ground station ...!! no Eelde transmitter!) I could tell de Vries the callsigns and the levels of those aircraft. The time of the picture should be about half past four local time. The left contrail is from the JL 405 to Paris, returning in the evening as the 406, passing here (GRONY) at FL 310 or FL 390 (not for you!) on his way to PER. The callsign of the LH I don't remember. FL 350?

I think it would be good thing to pin-up this photograph and this letter on your Info-Board, just to show that also your work is observed by just "ordinary" people here in Friesland! However, he is not working at your position: Where is Eddy van der Heuvel? I hear him so very seldom on the Coastal or the Ruhr Sector. May be on the East? And how I regret the



missing of the voice of Kees Scholts or Verwilt. Friends of mine living near Amsterdam ring me up to say: well now Kees or Pieter van Grieken or "Goede moge" is on the 134.375! But I hear sometimes the other Kees (Gilvert?) ... "We have radar contact ..." or a very friendly voice of a young lady! In the beginning she said some times: Stand by, I call you back. Discussing with the mentor? You see this station is always listening out! And naturally I know the voice of Martin Germans and then I take that fantastic book of Martin looking at the very fine drawings, laughing and listening at the same time, sometimes with some guests in my little house here in the "deserts" of Friesland. By the way Martin, can you send me 4 copies of your book? I think this book may be an excellent present for some of my best ATC "lovers" among my friends. And send me also the nota so I can pay the costs to you. By the way: "I had once contact by phone with Copenhagen ACC because I had one day "the ground" of the 126.05 Mc West Sector! The name of the controller was Bax. Please give him my greetings and tell him that he should send me a videotape of the Copenhagen ACC.

My dear friends, I wish you all the best and I hope to see you again once and also the greetings of my pupil on school: Mathilde Speerstra who also visited you in June this year. Pieter would that remember I suppose! "See you on the ground" and also my best wishes to my friend Henk van Hoogdalem*

Yours Peter E. Haack.

By the way: again my English is terrible but you will understand it.



A CHRISTMAS STORY

by Philippe Domogala

The problem with celebrating Christmas when you are south of the equator is that it falls in the middle of the Summer, well not exactly in the middle, but when you live there it's warm enough. Since all expatriates living there are exploiting every possibility to call for parties, Christmas is not missed whatever the weather. What was interesting in our

place was the mix of all nationalities bringing their children to the airport on 24 December for the helicopter arrival of Father Christmas, or as it was re-baptised by the Nordic Group "late arrival of Santa Klaus". They only told their children that Santa Klaus came from Spain on a horse, but after visiting Holland and Scandinavia, rode his horse until our border, then took a helicopter to arrive in our place. As far as the children were concerned he could have come from

Australia, as long as he brought the presents.

The helicopter arrival was a tradition. In Africa all VIPs arrived by helicopter. So Santa Klaus was no exception. The helicopter was "loaned" from the French Support Company that was servicing the off-shore oil-rigs and Santa Himself was generally provided by the local school. This year the 80 or so children, with some of their parents all holding beer cans in their hands were waiting on the tarmac under the African sun delivering its daily 40 degrees C.

The helicopter company had just recruited a new local boss in the form of a 28 years old polytechnician. He arrived a few weeks earlier, equipped with all options including gold rimmed glasses, Christian Dior ties and pre-conceived ideas. He was sent there to replace the 60 years old boss who had been in Africa for 35 years and due to retire next year. The new boss, looking at statistics, rationalisation and legal liabilities had already decided that this "loan" of helicopters would cease in the future and that this year was to be the LAST TIME.

In fact, on the tarmac that day, everybody was talking about poor old Nick and his new boss... But suddenly the typical helicopter noise filled the air. The children all started to cheer in their high-pitched voices. Their cheers increased in volume when they discovered not one but 3 helicopters coming towards them. They stopped in front of the crowd and while one stayed hovering above the tarmac the two others remained above the children. One threw overboard lots of confetti while the second one was bouncing from right to left using the powerful search and rescue loudspeaker and someone shouted "DING-DONG, DING-DONG ..." Thiz eze ze bells ... with a strong French accent. The children below were half terrified half amused by the noise of the engines and the down drafts of the blades. Dust came up, empty beer cans and childrens' hats flew away. Finally the two helicopters went away, one still shouting DING-DONG, with a French accent ... The 3rd helicopter then slowly descended to land in front of the children and out came a massive

fixture, all dressed in red with a long white beard. The children all yelled and ran towards him ... The parents stayed behind, smiled at the scene and opened another beer can. The emotion of the two other helicopters had passed, now the routine. But bursts of laughter came from the children. Santa had disappeared below them, then came up. Suddenly someone shouted among the children. "It is not Santa Klaus, it's Uncle Nick!" followed immediately by a low deep drunken voice: "Shut-up you idiot, I am ze real Santa Klaus .. hip! ..." To which the children all shouted back in chorus: "It's Uncle Nick! It's Uncle Nick! ..."

Nick was known to most children in town because of his old "chocolate trick". His house was nearby an empty building site that was frequently used by the children and he had difficulty with the noise they made during the African sacro-sanct "SIESTA", or afternoon nap between 2 and 4 p.m. He had tried everything to keep them away, threats, running after them (they all loved it), throwing stones at them (he got them back in his windows) and finally he found the trick: chocolate bars. Initially intended to bribe the children away, the trick had the desired effect but not as he expected: chocolate has the unfortunate tendency to melt at about 35 degrees C or so, to stick to fingers and to be extremely difficult to remove from clothes. Under the African sun the chocolate bars lasted 10 seconds, so when the children got back home with their chocolate stained clothes, their parents made sure to keep their offspring away from Nick's house on hot afternoons. But for some children the temptation for sweets was too great and they found their way around 1500 hrs. (the worst time to disrupt a siesta ...) blackmailing old Nick: "Noise or chocolate?" This finally became a ritual and old Nick enjoyed the company as well.

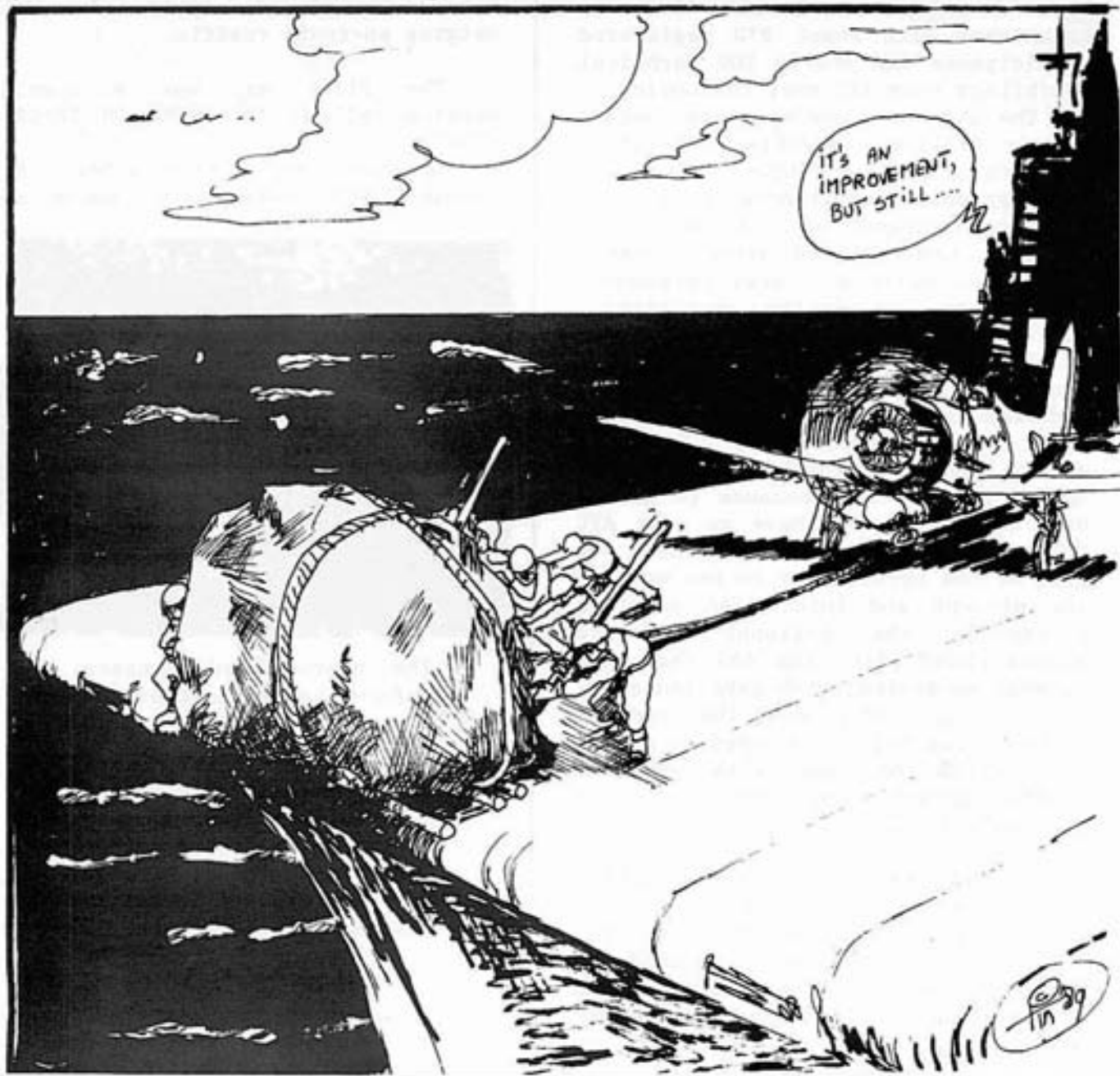
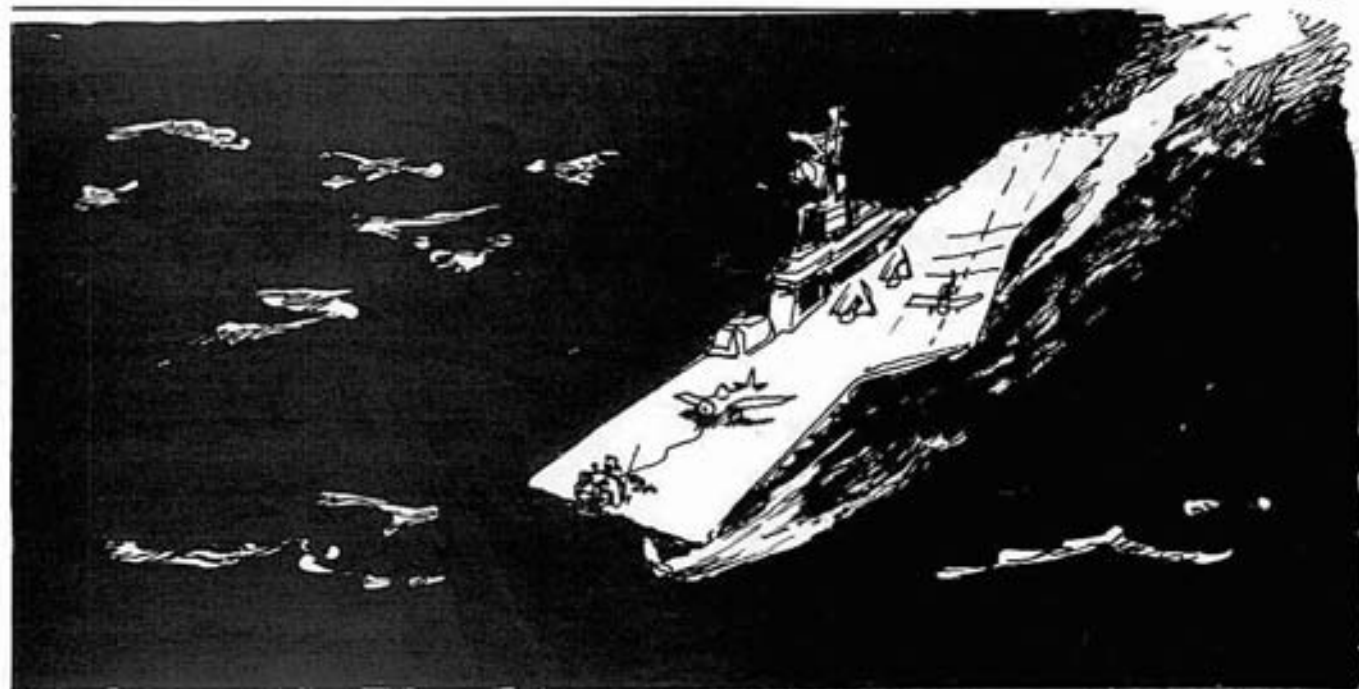
Back to the tarmac where our drunken Santa Klaus is now trying to explain to hilarious children that what they see is not uncle Nick but someone looking like him called Santa ... Then the children shouted: "The Nick Trick! ... Please do the Nick trick again! ..." After minutes of

Arabian-like negotiations, Nick finally agree that Santa Klaus would perform the Nick trick once more ... "YEAH! ..." was the spontaneous reply from the children ... He then went back to the helicopter, pushed away the African co-pilot who was protesting vehemently, but Nick managed to take the controls, start up the engines and take off, he went a few hundred yards away and came back doing "his trick". This is also known as "crazy flying" that is, putting the helicopter in all sorts of attitudes very close to the ground. This appears to the spectator as if the aircraft is in big trouble and is going to crash any moment, but in fact it is a very skilled flying exercise. This was known to everyone as it is a very "Nick's trick" because one day ATC refused to let him land at the airport because the airfield was closed to all traffic due to the imminent departure of the President of the Republic. Nick declared he was in emergency and proceeded to land since the controller did not believe him and was still arguing on the frequency. Nick played his "trick" in front of the control tower and in front of the 100 or so ceremonial guards all in line waiting

to present arms to the departing President. They ran away in all directions believing the helicopter was about to crash on them ... Nick could land, but was jailed for 10 days. This won him fame and the title of "celebrity" in the aviation circles that side of the equator. And Nick was performing again today in front of our children as a Christmas present. When he landed, he was surrounded by the children, applauded by their parents and Nick had a wonderful time. Santa lost his beard in the struggle and opened a can of beer. The party was later abruptly stopped with the arrival of the new boss. We heard the next day that Nick had been put in "early retirement" from the company. A few years later we heard he was backing flying the presidential helicopter for the Head of a neighbouring African state. Children grew up and left Africa. But everytime around Christmas they all, at one time or another, remember Nick's Christmas.

The new boss became a very big boss, in fact he owns the company now I am told. Nobody remembers his name and I wonder what he tells his children about Christmas*





The 34th Air Traffic Control Association 1989 Fall Conference Washington D.C., U.S.A.



by Patrice Behier

This year the ATCA conference has been a tremendous success for the organisers with about 870 registered participants and nearly 100 technical exhibitors from all over the world.

The attendees and speakers included air traffic controllers, military personnel, representatives of system user groups, maintenance personnel, air carrier executives, administration leaders, industry and avionics manufacturers, human resources personnel, politicians, university specialists, etc...

It is a four days event where high ranking specialists address the audience and discussions take place after their presentations. There is also a technical exhibition which is unique in the world because it is the only opportunity to have so many ATC related demonstrations at once. It gave me the opportunity to see most of the present and future FAA programs concerning the National Airspace System (NAS) plan, the AAS (Advanced Automation System) with AERA (Automated En-Route ATC) and the various technologies being developed to enable the system to cope with expected traffic growth. Among others, I was particularly impressed by a new ATC simulator, using artificial intelligence and voice recognition, which permits personnel to train without a coach (the dream?) and without pilots. This system has been invented by Doctor A. Gerstenfeld and his team and is experiencing great success. Another interesting recent system is the so called: "GHOSTING CONCEPT" for aircraft staggering, primarily intended

for approaches to converging runways, but it may also be applied for converging en-route traffic.

The first day was a special session called: "TRAINING IN TRANSITION".

Speakers were, among others: Sir Thomas STONOR, NATS group director and



The international speakers before their presentations.

From left to right(back row):
Wulf Bodenstein(Eurocontrol),
Ben Demps(FAA), Sir Stonor(UK),
Yves Lambert(France)...
(front row): Trevor Paine(Canada),
Omar Barayan(Saudi Arabia),
Li Chun (Rep. of China) and
Lawrence Culhane(Mitre, USA).

controller U.K.; R. BARTANOWICZ, FAA academy superintendent; Lt.Col. W. FEELEY, Chief Human Resources USAF ...

Most speakers mentioned the main

problems of today's ATC training, during this transition period, namely:

- How to reduce duration of training?
- How to recruit the best suited candidates?
- How to decrease the failure rate?
- How to adapt to the future technologies?

There are no ready made answers to these crucial questions, but it seems that, here also, evolving technologies will greatly help, e.g. : Computer Based Training (CBT) for initial and on-the-job training, new simulators with many new possibilities and decreasing prices, the use of artificial intelligence, new instructional technologies, etc...

The challenge being faced by many countries, is to provide a great number of controllers in the shortest period of time and maintain or improve the standards, whilst preparing them for the future technologies and working concepts.

Session 1 : Public Policy Initiatives and Institutional reform to meet aviation challenges.

This technical session focused upon the ways in which various political and economic forces, affect the functioning of the USA air transport system, and whether structural reforms are necessary. The subjects treated included the proper structure and relationship between federal regulatory agencies such as DOT, FAA, NTSB, DOD, NASA and the department of commerce; the airport and airway trust fund; the effects of airline deregulation; privatisation of government functions, etc...

Among the various speakers was Mr. N.E. HALABY, former FAA administrator and now chairman of HALABY International Cap. and spokesman for the coalition of National Aviation Associations; he expressed quite firmly the FAA inefficiencies, e.g. the posting of managers on political criteria. He considers that the FAA is not yet reformed as it should be and was very critical about the way the Agency is managed. The FAA should be autonomous but he does not see it coming before long.



Session 2 : Increasing Airport Capacity.

The subjects examined during this session included funding mechanisms, (revolving loan funds, federal grants, local revenue sources, etc...); national air transport system computer modelling (NASPAC, SIMMOD) and operations research techniques; the new concept of WAYPORTS, advanced airport surface design; local political/environmental concerns such as aircraft noise and mechanisms for allocating scarce airport capacity such as slots, or differential and peak hour pricing.

Operations research techniques, which is a multidisciplinary approach to the decision making process through the analysis of operational problems, should be the tool which can help to identify new approaches to manage the current and future growth of air traffic in terms of safety, efficiency and capacity.

This concept concerns itself with the development of algorithms and models to provide senior management with mathematically derived solutions in response to specific problems.

It will enable the Agency to address and resolve "what if" questions, simulate real world conditions through computer modelling, test operational concepts and evaluate the benefits of new technology.

There was also an excellent presentation about "Ghosting" by Dr. A. Mundra from MITRE Corp. and one about increasing airport capacity by use of MLS with curved approaches.

Session 3 : The National Airspace System.

This session presented an update of the progress of the NAS plan. It was mentioned that the Department of Defence commitment to the NAS modernisation will be in the order of \$ 3 billion.

At the moment about 23 % of the NAS plan projects are complete and of the remaining ones, the AAS, long range radar (ASR-4) and Terminal Doppler Weather radar, are under contract.

The thrust of the NAS plan has moved from the acquisition to the implementation phase. The impact of technology on future ATC was also examined, e.g. Satellites, sensors, automation systems and how they will influence work into the 21st century and the need to change current thinking about how controllers will interface with automation equipment and that this thinking process must start now.

Session 4 : Research and Development for a changing FAA (R&D).

The question is, "How to apply ATC over the next 5, 10, 15 and 20 years? This session brought together expert views on this topic from congress, the newly formed R and D advisory committee, NAS users and operators, from related organisations, etc...

\$ 94 million will be spent for ATC research, there is a need for more effective training methods and errors screening must be conducted to improve safety. The congress just voted a



The author testing the
HUGHES Advanced Raster Scan Display

mandate for long term research with FAA and industry cooperation. Air travel is safer than ever despite the fact that the public has the impression of the opposite. Mr. Lynn Helms, former FAA administrator and recipient

of the Glen A. Gilbert Memorial Award, made a presentation about the new R and D advisory committee.

He said that there must be a new R&D culture to confirm a dramatic change in the Agency.

- R&D is law and is working;
- R&D advisory board is under way;
- There is a new experienced administrator;
- NAS plan is in progress but one must go beyond it.

The R&D board is only advisory and decisions are a prerogative of the FAA administrator. The major points to be considered for a proper result are as follows:

- From concept to final theory;
- Control of the product;
- Independence;
- Major improvements must be obtained.
- The board must be established within the FAA with help of any other organism.
- Extra-ordinary efforts must be made to obtain highly competent personnel.
- The technical centre at Atlantic City must be reinforced;
- There must be conceptual common work with controllers, pilots and engineers together;
- Time of implementation should be shortened.

The topic of ergonomics and human factors was addressed and the following points were to be noticed:

- People are fundamental;
- Innovations are necessary;
- There is a need to recognise how people function to decrease errors and to improve communications at all levels;
- Innovations need collaboration of all partners;
- Personnel mobility is necessary to ensure a continuous flow of ideas.

A major challenge at the moment is, how to determine the man-machine relationship which is very critical due to the rapid advances in technology.

The aviation industry deregulated, but the FAA was unable to change rapidly. R&D product must be changed into customers needs. The FAA must be much more productive and responsive,

every phase of the system must consider the human aspect and integrate it. Transition is a vulnerable time, we go into a system of the unknown, R&D must improve to reduce the risk.

Session 5 : An international perspective on the future of Air Traffic Control.

Aviation policy makers and experts from around the world discussed ATC and aviation innovations being developed and implemented. Cooperative efforts are underway in which the community of nations are pooling resources in order to resolve those aviation issues which are common to all.

Sir Thomas Stonor expressed the U.K. viewpoint: There must be a European "integration" rather than unification, which is a formidable challenge.

- European states should have a real On-Line Data Interchange;
- Common radar equipment;
- Common separations standards;
- Convergence in controllers work stations;
- Flexibility must be designed;

There should be a reorganisation of airspace where boundaries should be transparent. The shortage of capacity is the disease which has to be solved.

The French philosophy was explained thereafter by Mr. Y. Lambert; Directeur de la Navigation Aérienne. This concerned mainly the plans for the CAUTRA 5 system.

The objectives being:

- to double capacity;
- to halve conflict alerts.

The controller is fundamental in this system, and must not be under the rule of computers. This new system will comprise:

- a new architecture;
- computer aided decision tools;
- Mode S data link;
- new work stations (PHIDIAS);
- ADA language;
- voice recognition systems;
- 19 monopulse radars throughout the territory.

He then expressed the wish of a greater European participation through Eurocontrol.

Later on Mr. Wulf Bodenstein of the Operations Directorate, Eurocontrol Headquarters, gave a remarkable

presentation and explained to this mostly American audience, with the support of projected transparencies, in a very concise and clear manner, the problems encountered by European states in respect of ATC and notably those relating to the Eurocontrol Agency.

A "History" of the organisation was given including the situation as regards present and future member states and the major milestones which marked the progress of the Agency were highlighted. The political realities were presented with all their present and future implications and the communal achievements of the organisation demonstrated, together with the hopes for a brighter future when



Washington National Approach

European integration will become reality. The audience was quite impressed by this presentation as noted from the level of applause and the various comments received from the floor. This enabled everyone present to obtain a clear picture of what is happening in the European ATC scene. It is of course not easy for an American to understand the "logic" of the European ATC "mosaic" with 22 different systems and an airspace structure largely based on national boundaries. As, one of our American colleagues told me: "Tell your compatriot that I will never forget what Eurocontrol is and that it is a great concept, that you guys in Europe ought to bring forward quickly; do not let yourself be crushed by bureaucracy and nationalism, we suffer from the first

one, what would it be if we also had the second"!

Session 6 : National Air Transportation System Management.

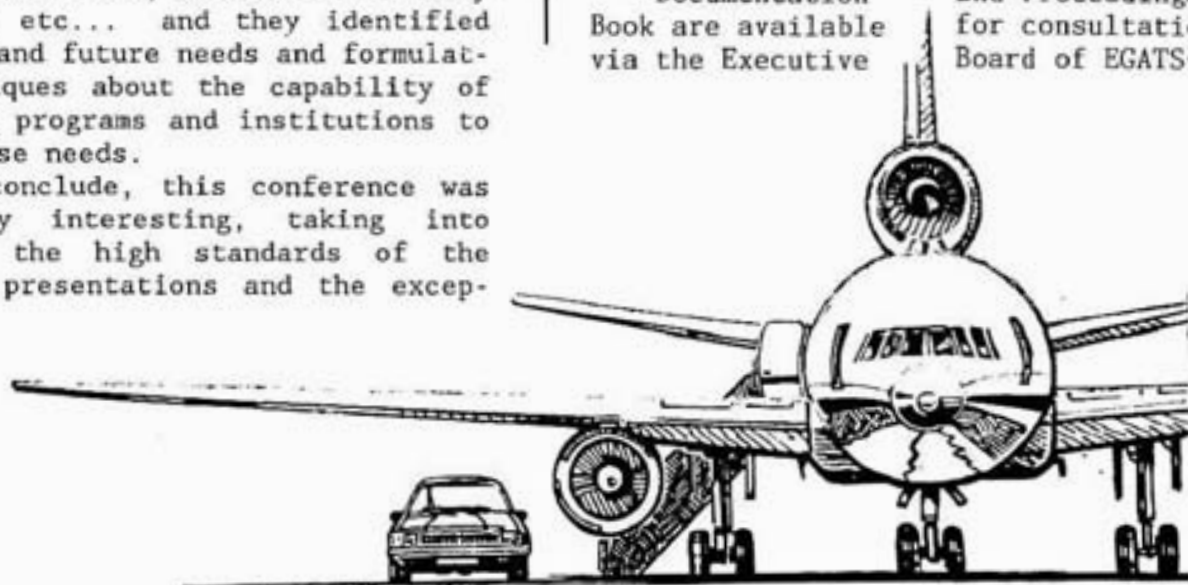
Panellists of this session were representing leading users of the national airspace, e.g.: The Chairman of Delta Airlines, President of Midway airlines etc... and they identified current and future needs and formulated critiques about the capability of existing programs and institutions to meet those needs.

To conclude, this conference was extremely interesting, taking into account the high standards of the various presentations and the excep-

tional technical exhibitions, it is also a unique opportunity to meet many worldwide ATC specialists of all kinds and altogether it makes it a very fruitful experience for the participants.

Documentation-
Book are available
via the Executive

and Proceedings
for consultation
Board of EGATS*



REIS- EN PASSAGEBUREAUX



GARANTIEFONDS
REISGELDEN

Nieuwstraat 19

6211 CR Maastricht

Telefoon 043-211451

Fax 043-252114

Hilde Taffner

Anita Germans



Stationsstraat 52 6221 BR MAASTRICHT

Telefoon 043 - 211515

Fax 043 - 212799

Til Maessen



IFATCA'S REGIONAL MEETING BARCELONA

by Olly Habel
and
Kees Scholts

As it seems that meetings like this are getting more and more expensive (why?) we tried to save on travel costs. One of us had a free ticket direct to Barcelona, the other one travelled via Palma de Mallorca, only to miss a connection due to delays and the non cooperative attitude of the ground staff and to find out that the expected free ticket between Palma and Barcelona v.v. was not available, making the detour expensive and the arrival unnecessarily late, 23.00 hours.

After all the standard procedures like accepting the minutes of the previous meeting and the presentation of the reports of the two Regional Vice Presidents, some discussion took place about the possible new structure of IFATCA, which will be further discussed on the next Annual Meeting.

In the member associations' reports the general impression was that everybody claims to be short of staff and it needs a lot of applications to find suitable trainees (result was 72 suitable trainees out of 2000 applicants, Sweden). The failure rate is also high (55%, U.K.). There was no news on the new member association USSR.

The representatives were not so happy with the on going flow measurements; the basic principle of flow control should not be forgotten: Flow should help ATC and not start its own life with its own problems. Flow is not increasing capacity. ATC should be upgraded. Flow should be temporary.



October 1989

Now that a central flow system will be developed and operational in a few years, the local flow cells could disappear, though the opinion of the French and German delegation was that the two flow cells in Frankfurt and Paris will continue to exist.

Next year's Regional Meeting will take place in Budapest towards the end of October. Should this not be possible for any reason, the Eurocontrol Guild offered to have the meeting in Maastricht*.

"A SUPERIOR CONTROLLER USES HIS OR HER SUPERIOR JUDGEMENT TO AVOID STRESSFUL SITUATIONS WHICH MIGHT CALL FOR THE USE OF HIS OR HER SUPERIOR SKILLS".

ANON.

Plessey Radar
ATCA '89.

EUROCONTROL AND GOLF

by Fred le Noble

On October 6 the Eurocontrol Golf Day took place at the Golf and Country-club Hoenshuys in Voerendaal, the Netherlands. Players from nearly all Eurocontrol establishments participated in this one-day event. The tournament, which was sponsored again, as last year, by Stienstra Real Estate from Heerlen and the Eurocontrol Staff Association was played under perfect meteorological conditions which should normally be a guarantee for good scores. This, however, was not the case for most of the participants. Only two players performed well. They were Miss Marleen Timmers from the Golf and Country Club Hoenshuys who was invited by Sandy Carruthers, (he knows who to invite) who played her 18 handicap and from Maastricht UAC Hannover Sectors, Eddy van den Heuvel. Our congratulations to the champions.

In addition to the Eurocontrol Championship an additional trophy was presented by the retired Gerry Wigglesworth who handed over the "Rabbit Trophy", for players with a handicap of 18 or higher to Miss Marleen Timmers. In total some 24 players participated this year. From what I have heard golf is developing in our centre so that we may have a

good many more next year. At this moment it is uncertain whether the championship will be organised again by Maastricht or that one of the other establishments, depending on sponsoring from their Staff Association branch, will organise it.

In the mean time we have established contact with controllers at LATCC. Until now we have played each other twice, 1988 Maastricht organised the meeting and won, this year London organised it and as you may have guessed, won. In 1990 it will be up to us again.. Through this I would like to invite all controllers or airline staff who read this and may be interested in participating in a true international golf meeting to make themselves known to:

Fred le Noble
Gerbergaplantsoen 5
6231 KL MEERSSEN
The Netherlands
Tel.: 043-643093



MALEV Hungarian Airlines is offering a special interline programme with weekend arrangements at Budapest. Details below (in Dutch).

WEEKENDS BUDAPEST

Zaterdag

Vertrek naar Budapest per MA661
Transfer of eigen gelegenheid naar het Atrium Hyatt Hotel.
Boerenbruiloft in Tok (diner met trouwfolklore en wijnproeven).

Zondag

Buffetontbijt in het hotel
Bezoek aan het Nationaal Museum en de Nationale Galerij
Lunch met maaltijdcoupons in het hotel*
Fakultatieve excursie naar het kunstenaarsdorpje Szentendre in de Donauknie (20 km noord van Budapest)
Diner met maaltijdcoupons in the Atrium Hyatt Hotel

Maandag

Buffetontbijt in het hotel
Halve dag stadstoer Budapest met lunch en route
Middag en avond vrij

Dinsdag

Vroeg buffetontbijt
Transfer op eigen gelegenheid naar Ferihegy 2 voor vertrek per MA660.
Einde interline programme

* maaltijdcoupons ontvangt men bij check-in hotel

Programmaprijs

Het weekendarrangement kost Hfl 460,-- p.p. op basis van verblijf in een gedeelte tweepersoonskamer. Toeslag éénpersoonskamer is Hfl 150,-- p.p. voor de 3 nachten. Verlenging per nacht met verplicht halfpension kost Hfl 105,-- p.p. in een gedeelte tweepersoonskamer en Hfl 155,-- p.p. in een éénpersoonskamer.

De fakultatieve excursie naar Szentendre kost Hfl 23,-- p.p. (min. deelname 20 personen).

Kortingen

Kinderen onder 14 jaar in de kamer van de ouders betalen Hfl 285,--.

Kinderen onder 6 jaar in de kamer

van de ouders betalen Hfl 110,--.
(maaltijden voor kinderen onder 6 jaar dienen ter plaatse betaald te worden).

Inlichtingen en reserveringen

Open to EGATS members, contact Kees Scholts, Amsterdam Sector team A.

Betaling d.m.v. eurocheque of girobetaalkaart insluiten.

WINTER '89 - '90

Reisdata

18-21 November 1989

25-28 November 1989

02-05 December 1989

09-12 December 1989

16-19 December 1989

23-26 December 1989

06-09 Januari 1990

13-16 Januari 1990

20-23 Januari 1990

27-30 Januari 1990

03-06 Februari 1990 **

10-13 Februari 1990

17-20 Februari 1990

24-27 Februari 1990

03-06 Maart 1990

10-13 Maart 1990

17-20 Maart 1990

24-27 Maart 1990

** Toeslag Hfl 90,-- verplicht.
Weekend omvat o.a. een zigeunerbal in het hotel.

Per week-end worden maximaal 20 personen op interline basis geaccepteerd. Deadline voor kostenloze annulering is 12 dagen voor vertrek.

Vluchtconfirmatie wordt slechts 2 weken voor vertrek gegeven.

VISUM VERPLICHT (Hfl 42,-- p.p.) en door de deelnemers zelf te verzorgen!



*Merry Christmas
and a
Happy New Year!*

