

**29<sup>th</sup> IFATCA ASIA PACIFIC REGIONAL MEETING**  
**New Delhi**  
**19<sup>th</sup>-22<sup>nd</sup> October 2012**

REPORT OF  
*(Japan Federation of Air Traffic Controllers)*

**1. Trend Toward Privatization**

**1.1. Background**

The subject "Privatization of ATC" has been under discussion for quite a long time in Japan. Japanese ATC is civil service and controllers are national governmental employees. It does not aim for an organizational reform which brings unified airspace management or an efficient air-transportation. Its only target is a reduction of the number of national governmental employees founded on the governmental policy "streamlining an administration" to win popularity for politicians, not statesmen.

**1.2. Privatization of ATC**

The department in charge of maintaining airport facilities and/or managing airport surface was changed from government to the private company at a couple of airports in Japan. This trend is only the tip of an iceberg of streamlining an administration. There is, furthermore, the intermittent political moving toward privatization of ATC.

The subject "Privatization" has been under discussion for quite a long time, especially in a decade. The special working group was settled by JCAB which aims to examine how to be the air traffic controllers and ATC service in Japan as well as an importance of development and implement of the element for the Seamless ATM concept. We heard that they have been analyzing the foreign ANSPs, which the privatization already being done, how to manage the financial matter as well as the way how to be the ATC and ATC service.

We pointed out at APRM2011 that concrete plan of JCAB would be shown to us in early autumn this year. But they decided to get back to where it was at the start because of change of the political situation.

**2. Working Conditions**

**2.1. Payment**

As Japanese air traffic controllers are national government employees, the amount of our salary is ruled by law. The national agency - "National Personnel Authority" which takes charge of the management of the pay level- advises Japanese Diet on appropriate salaries to national government employees every year, by investigating the private company's condition.

As a result of investigation in this year, it was concluded that the level of retirement allowance should be cut down by 10-15 %, and revised law of salary was accepted at the Diet.

In addition to that, an allowance of our monthly salary has been cut since next year as a legislation of specified duration to get enough budget for the restoration and reconstruction of severe earthquake happened last year. As a matter of course, we can agree and take it for granted that this correspondence is worth to do that at a point of view of humanism and morals, but ,at the same time, it also is true that it is not unacceptable for us to be treated as the method of getting their popularity for the politicians.

However, it is the fact that the governing party "Democratic Party of Japan" has manifested a sharp reduction of personnel expenses of government employees because of a stringency of national finance, these trend might be go on unless the political situation and/or public opinion toward the civil servant being changed.

## **2.2. Retirement Age**

As it was settled in the law that retirement age of a government official is rising at the rate of 1 every three years from 2013 until it reaches 65 in Japan, the examination or implementation of re-employment system has been become active in all kind of the fields, including private companies.

Since it comes to be known that personnel expenses of the reinstatement system is getting cheaper for the national finance rather than maintaining the normal retirement system of 65 ages, the government party changed their mind easily to decide their policy to institutionalize reinstatement system as a main street after all.

Regarded as a difficult type of job to rise its retirement age because of its specialty and difficulty, for the time being, the job "air traffic controller" is treated uniformly with the other types in Japan. But not a few of controllers over 60, at present, are working as a reinstatement for a couple of years. Many of them, however, retire in the middle of their term of contract because there is still a problem of their capability or physical conditions particularly at the busy facilities.

It is an urgent subject to create comfortable or/and suitable circumstances in which the controllers can have motivation to continue working not only for controllers on active list till our retirement age but also the colleagues over 60 till their term of contract.

## **3. Future Plans**

As you know, based on "ICAO Global ATM Operation Concept", Japanese Civil Aviation Bureau (JCAB) has schemed CARATS (Collaborative Actions for Renovation of Air Traffic Systems). This concept is aims to correspond to realize a seamless air traffic flow in Asia and Pacific region where an expanding demand of the air transportation is expected. In order to build the future system, this concept still needs an international compatibility coming from cooperation with countries in the area.

JCAB aims to shift to 4D trajectory based ATM operation by 2025. JCAB sufficiently investigating introduction of this system, actually the national financial difficulty prevents preparing equipment. The plans are totally behind schedule. Under the circumstances, even the possibility of materialization of

next-generation concept "CARATS" can fall into disuse. It is still doubtful whether JCAB reconsiders the original plan.

The severe earthquake happened last year cause a sharp cut in the budget for not only the Ministry of Land, Infrastructure, Transport and tourism but also whole Japan. As a matter of course, it means that JCAB cannot get enough finance to implement all kind of systems, equipment or anything like that, JFATC have been observed them closely whether they reconsiders their original plan of CARATS or not, to take proper steps to meet the situation .

In the meantime, a kind of working group named APSAPG (Asia Pacific Seamless ATM planning Group)/1 was held in Bangkok, Thailand from 31 JAN to 3 FEB this year, which aims to develop and avoid the misunderstanding all kind of elements regarding the future concept of the Asia/Pacific region.

According to the document, this meeting was opened by ICAO, and was attended by not only 17 countries/MAs but CANSO, IATA and IFATCA, and we have three things to be reported in this article.

One is that JCAB suggested that the APSAPG should review the need and readiness on each MTF (major Traffic Flow) toward Block0, then discuss the guidelines to achieve the implementation to be needed.

Second one is that the next meeting, APSAPG/2, was held in Tokyo, Japan from 6 to 10 AUG this year. APSAPG/3 would be in early 2013. But we could not get the document of APSAPG/2 yet.

Last one is that these 5 things below would be highlighted at next meeting as a main subject.

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| ① Seamless ATM Plan Outline    ② MTF (Major Traffic Flow) Study      |
| ③ Aerodrome Study    ④ Civil/Military Aspects    ⑤ Economics Aspects |

#### **4. Lack of air traffic controllers**

Nobody can deny that the remarkable lack of the air traffic controllers have been the one of common problem in the world, and situation in Japan is completely the same without exception. JCAB map out their policy to correspond to this subject, then to overcome it.

One of their plan is to unite the present terminal air space and reorganize it, and rearrange the controllers from not busy airport to the busy airport/sector, which means withdrawal of all of controllers from these not-busy airport/sector. Also a reorganization of the duty time and shift pattern is taken into account in their concrete plan as well.

JFATC take it for granted that, as a matter of course, these reorganization of the airspace and/or air route shall be in accordance with the concrete plan of seamless ATM concept, we have been fixing our eyes on their way not to cause a reinforcement of the lack of ATCs.