

IFATCA APRM 2012, New Delhi, India

Activity Report

NEW ZEALAND (NZALPA)

Drug and Alcohol Policy

Airways (the ANSP) have recently introduced a Drug and Alcohol Policy. As there was no existing policy for Drugs and Alcohol, there was some consultation required with the NZALPA. This occurred over several months and the policy was implemented in approx August. The policy includes provision for random testing of employees for alcohol and/or drugs at the commencement of operational shifts. Random testing is yet to commence and NZALPA is still in discussions with Airways as to the practical application. The limit for alcohol is set at 100 microgrammes per litre of breath (legal limit to drive a car in New Zealand is 400 microgrammes/litre), and drug limits are published based on the type of drug. It is considered to be a 'zero tolerance' policy and NZALPA was supportive of the need for its introduction.

Recorded Data

NZALPA continues to have discussions with Airways about release of RADAR/Voice recorded data to third parties. NZALPA has a robust agreement in place that generally prescribes the use of recorded data is limited to investigation of safety incidents, and no individual controllers name should be attached to the data (de-identified). Some Airport operators and airlines have requested recorded information in the past, and NZALPA has found it has been used for punitive action against pilots and airport operations staff. We do not support the use of safety related data for this purpose, it is recorded to allow incidents and accidents to be properly investigated, and the use of the data for punitive purposes may compromise the reporting systems and works against the Just Culture model.

New CEO, Ed Sims

Airways recently replaced outgoing CEO, Ashley Smout, with Ed Sims (ex Air New Zealand). Ed has undertaken to transform Airways business by embarking on a project branded 'MANA' or 'Making a new Airways'. The focus seems to be on building the international business, to be renamed 'Airways Global Services'. Ed has publicly stated ambitious financial targets to be achieved over the next few years. He has actively engaged with NZALPA, and we are looking forward to a much closer relationship with the CEO than we have had in the past whilst this project rolls out. At this stage the impact on operational staff has been minimal, but this may change as the project gathers momentum. Airways sees its role in the domestic environment as a 'System Operator' rather than simply an ATC provider.

Technology

We are going through a relatively quiet period on this front, after some major changes in recent years. The installation of Frequentis Smart Strips and VCS was unsettling for the ATCO's as there were many issues to be solved. The rollout of PBN procedures is continuing to gather momentum; most facilities now have new approach and departure procedures which allow better use of

airspace. There is some feeling amongst the ATCO's that training in this area could be vastly improved as these new procedures continue to be implemented. There is talk of new towers being built in Auckland and Wellington, although these are both in early stages of discussions. The Wellington tower is likely to be moved to a new location and this move presents problems from an operational and technical perspective. If the Wellington tower is relocated, controllers will have a restricted view of the approach path due to terrain in the line of sight. This is not an issue in the present location.

Collective Employment Agreement

The ATC Collective Employment Agreement was successfully ratified and will remain in force through to 31st March 2015. NZALPA negotiated realistic remuneration increases without any significant changes to working conditions. Currently the salary ranges between \$51,088 and \$74,789 NZD per annum, prior to the addition of responsibility/qualification loadings and other shift allowances. The exact remuneration is calculated based on unit/sector worked and the applicable roster, and is dependent on years of service. The normal shift length remained at 7.5 hours per day, utilising a 4 on, 2 off shift pattern. The number of ATCO's remains constant at approx 350 nationwide; these are spread across 17 airports and 1 APP/ACC facility.

IFATCA Executive Board Meeting

New Zealand recently hosted the IFATCA Executive Board in Auckland. We were very pleased to see the EB working productively on behalf of all IFATCA members. It was a pleasure to host the EBM in our own country, and we encourage other MA's to host these types of meetings in the future, it is not a difficult task, but it is certainly appreciated by the members of the EB.

Closing Remarks

In closing I offer my sincere thanks to the ATC Guild (India) and the Organising Committee for their outstanding efforts in arranging this meeting. It has been a pleasure to visit your country for the first time and experience your warm hospitality – you have made my group feel very welcome and truly lived up to your reputation of 'Incredible India!' I shall return one day for a more relaxed experience!

I must personally acknowledge the efforts of your President Mr. D S Raghavan, and General Secretary Mr. D K Behera in making this meeting such a success.

Many Thanks,

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