

Portuguese National Report

ETF ATMC 14 June 2016

1. Social and industrial relations issues

a. **Collective Agreement (CLA).**

Our current CLA was signed last year and is valid until 2018. Although we had the expectation that issues related with the CLA would remain *stable* for the next years, new problems have arisen with the election of a new Government. The National Budget, approved in the beginning of the year, has some articles that might affect our CLA. The situation is still uncertain, and we are trying to clear it with the Government but, so far, our questions and letters remain unanswered.

Our CLA also includes an increase in the retirement age from 57 to 58, but this change still needs to be approved by the Portuguese Parliament. Almost one year has passed since the signing of the agreement, but we still do not know when is going to come into force. Were the new retirement age already in effect and the staffing problem mentioned in the next paragraph could have been reduced to some extent.

b. **Staffing**

Lisboa ACC staffing situation may become a problem if the traffic continues to increase. The unit was already slightly understaffed but things have worsened because several ATCOS are out on medical and parental leaves, and also due to an increase in traffic much above EUROCONTROL estimates. Until now the situation has been solved using a Bank of Hours, that is stipulated in our CLA, but those hours are estimated to end in the Summer, and big disruptions in the traffic might start by then. Despite our efforts to find a solution to this problem, neither the Government nor the Management seem to be worried about it.

c. **Relations with management**

Our Board of Administration should have been replaced by a new one in the first quarter of 2016. From the three elements that composed the Board, only the President remains in place. But even the President has already announced publicly that he will not continue and that he is discontent with the situation. All this puts our ANSP in a very fragile position as it is incapable of taking important decisions or define any kind of strategy. The situation is becoming very difficult to sustain, and with the coming of Summer it just can get worse.

d. **Any other issues (e.g. working environment, safety, FAB, legal, the general economic situation in the country, if relevant)**

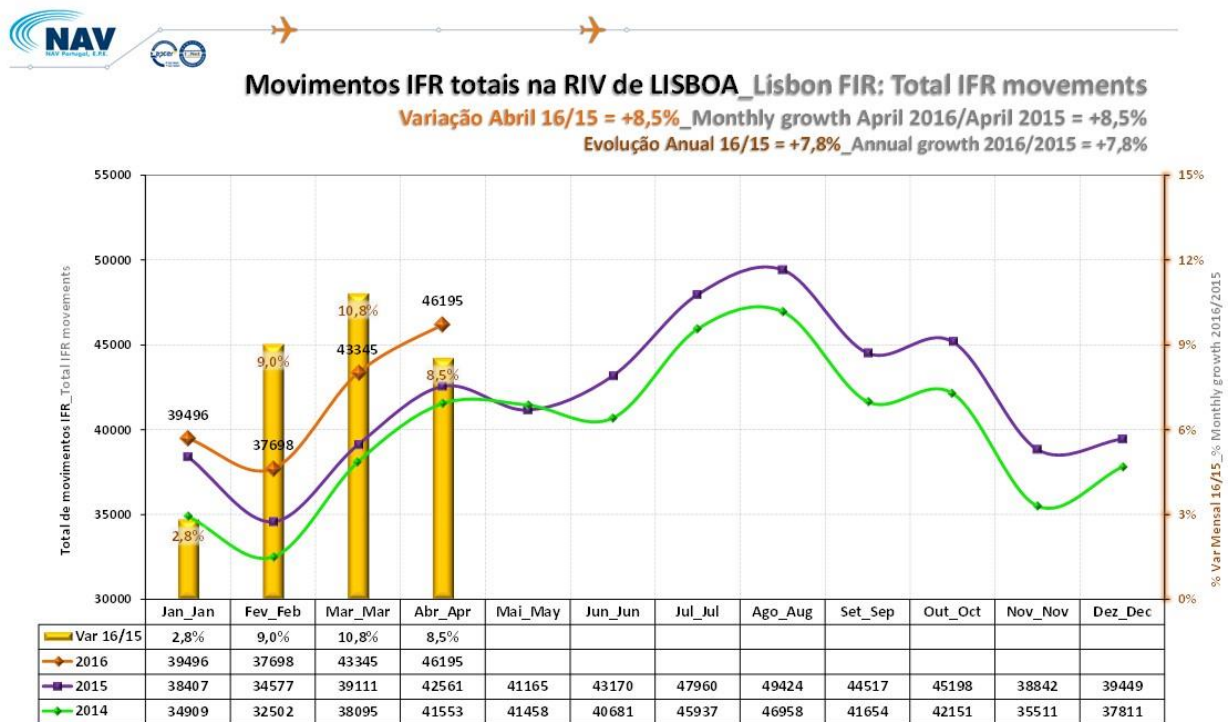
Social Dialogue in the SW FAB continues NOT to exist.

National Performance Plan has been fully approved by the European Commission.

2. ATS / ATFM statistics

a. Number of flights within Lisboa and Santa Maria FIRs and comparison with last year

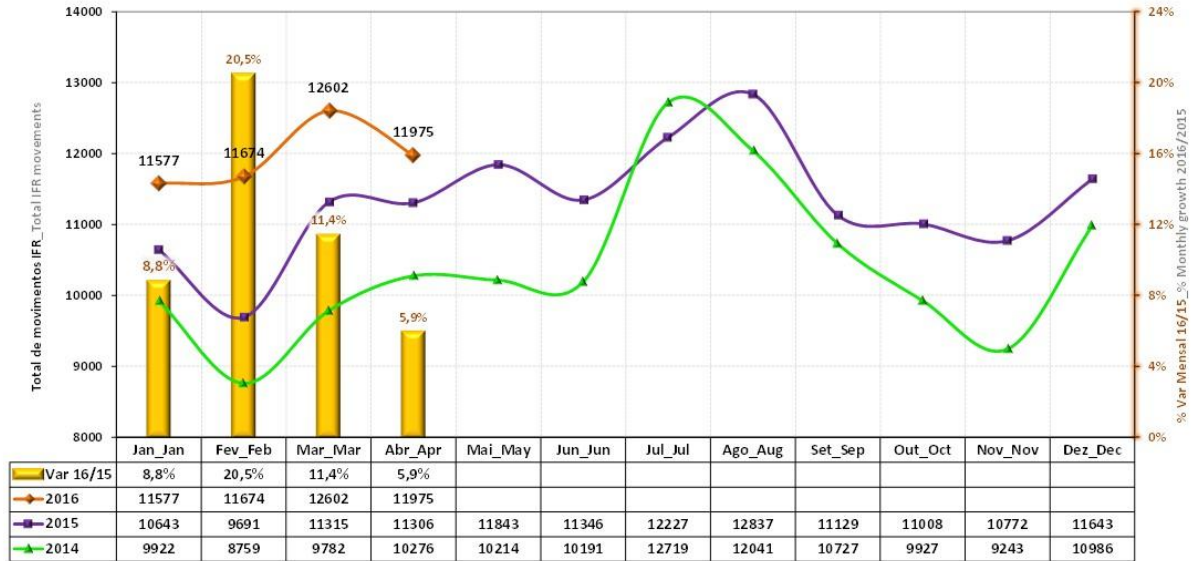
(source: NAV Portugal monthly summary – March 2016)



Movimentos IFR totais na RIV de SANTA MARIA_Santa Maria FIR: Total IFR movements

Variação Abril 16/15 = +5,9% Monthly growth April 2016/April 2015 = +5,9%

Evolução Anual 16/15 = +11,3% Annual growth 2016/2015 = +11,3%



3. Technical aspects

Minimum separation in Lisboa FIR has finally been reduced to 5 NM.