

# FAB Performance Plan

## Baltic FAB

Second Reference Period (2015-2019)

## Signatories

Performance plan details	
FAB Name	Baltic FAB
Version number	CORRIGENDUM to the Baltic FAB PP (1 version, issued on 16 June 2014, adopted on 17 June 2014)
Date of issue	7 November 2014
Date of adoption	

Member State	Name, title and signature of representative
Lithuania	Mr Vilius Veitas Head of Civil Aviation Division Road Transport and Civil Aviation Policy Department Ministry of Transport and Communications
Poland	Mr Marcin Zimny Head of Air Transport Development Division Department of Aviation Ministry of Infrastructure and Development

Additional comments	<p>The corrigendum was prepared taking into consideration recommendations contained in PRB Assessment Report of Performance Plans for RP2 published on 8 OCT 2014. As requested, it has been prepared in a way to complement the adopted plan.</p> <p>INTRODUCTION (section 1.3 of the PP). The lists of entities invited to the consultation meetings on Polish navigation charges (14th May 2014) and Baltic FAB Performance Plan 2015-2019 (15th May 2014) were attached as Annex A.</p> <p>SAFETY</p> <p>3.1.(a).(i) – Safety KPI#1: Level of Effectiveness of Safety Management For this KPI both on states level and ANSPs level were adopted reference values for each year of the RP2 for the purpose of monitoring.</p> <p>3.1.(a).(ii) – Safety KPI#2: Application of the severity classification based on the Risk Analysis Tool (RAT) methodology. There were adopted targets for PANSAs for the categories of occurrences covered by this KPI for all years of RP2.</p> <p>3.1.(a).(iii) – Safety KPI#3: Just culture This KPI was supplemented by additional justification.</p> <p>CAPACITY</p> <p>3.1.(c).(ii) – Capacity KPI#1: En-route ATFM delay per flight It was adopted, according to PRB recommendation, as PANSAs input to EU-wide target value of 0,26 min ATFM delay per flight for 2015 and 0,23 min ATFM delay per flight for 2016-2019.</p> <p>3.1.(c).(ii) – Capacity KPI#2 Terminal and airport ANS ATFM arrival delay per flight. All the Polish airports where terminal ANS are provided by PANSAs were included into Baltic FAB Performance Plan. Polish national targets for terminal ATFM arrival delay were set.</p> <p>4.1 – INCENTIVE SCHEME Incentive scheme for Polish en-route ATFM delay was respectively amended and the principle of application of the FAB level incentive scheme described. Incentive schemes for Polish and Lithuanian terminal arrival ATFM delays.</p>
	<p>COST EFFICIENCY</p> <p>The changes of editorial nature in Polish data were input to en-route and terminal reporting tables of navigation charges (Annex C of PP). The changes have no impact neither to level performance targets nor to amounts of determined costs for 2015-2019.</p>



## 1.5 - List of airports for RP2

List of airports submitted to the Performance and Charging Regulations						
Number of airports	18					
ICAO code	Airport name	State	IFR air transport movements			
			2011	2012	2013	Average
EPBY	BYDGOSZCZ/SZWEREDOWO	Poland	4 298	4 903	5 027	4 743
EPGD	GDANSK/LECH WALESIA	Poland	30 922	37 276	32 947	33 715
EPKK	KRAKOW/BALICE	Poland	34 288	40 683	40 851	38 607
EPKT	KATOWICE/PYZOWICE	Poland	27 178	27 181	25 184	26 514
EPLB	LUBLIN	Poland	0	48	1 674	861
EPLL	LODZ/LUBLINEK	Poland	4 046	5 357	4 117	4 507
EPMO	WARSZAWA/MODLIN	Poland	0	6 721	2 753	4 737
EPPO	POZNAN/LAWICA	Poland	20 826	22 902	17 822	20 517
EPRA	RADOM	Poland	327	378	639	448
EPRZ	RZESZOW/JASIONKA	Poland	7 283	7 733	8 432	7 816
EPSC	SZCZECIN/GOLENIOW	Poland	4 280	6 046	4 441	4 922
EPWA	WARSAW CHOPIN AIRPORT	Poland	140 721	138 205	142 063	140 330
EPWR	WROCLAW/STRACHOWICE	Poland	23 845	26 482	23 733	24 687
EPZG	ZIELONA GORA/BABIMOST	Poland	655	842	937	811
EYKA	KAUNAS/INTERNATIONAL	Lithuania	8 767	8 242	6 852	7 954
EYPA	PALANGA/INTERNATIONAL	Lithuania	2 666	2 699	2 519	2 628
EYSA	SIAULIAI/INTERNATIONAL	Lithuania	1 350	1 474	1 962	1 595
EYVI	VILNIUS/INTERNATIONAL	Lithuania	27 107	29 488	31 994	29 530

List of airports exempted from the Performance and Charging Regulations

Additional comments

### 3 - PERFORMANCE TARGETS AT LOCAL LEVEL

#### 3.1 - Key Performance Areas

##### 3.1.(a) - Safety

##### 3.1.(a). (i) - Safety KPI #1: Level of Effectiveness of Safety Management

	2015 Target	2016 Target	2017 Target	2018 Target	2019 Target
Union-wide targets at State level	-	-	-	-	C

Union-wide targets	For Safety Culture MO	-	-	-	-	C
at ANSP level	For all other MOs	-	-	-	-	D

FAB level	Regulatory authorities	B	B	B	B	C
	Description of the consistency between local and Union-wide targets	NSAs targets are consistent with the Union-wide targets				
	Detailed justification in case of inconsistency					
	ANSPs (for Safety Culture MO)	C	C	C	C	C
	ANSPs (for all other Mos)	D	D	D	D	D
	Description of the consistency between local and Union-wide targets	ANSPs targets are consistent with the Union-wide targets				
	Detailed justification in case of inconsistency					

Select Number of States >>	2
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National level	Lithuania	B	B	B	B	C
	Poland	B	B	B	B	C

Select Number of ANSPs for Safety Culture MO >>	2
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National level	ORO NAVIGACIJA	C	C	C	C	C
	PANSA	C	C	C	C	C

Select Number of ANSPs for all other MOs >>	2
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National level	ORO NAVIGACIJA	D	D	D	D	D
	PANSA	D	D	D	D	D

Additional comments						



## 3.1.(a).III – Safety KPI #2: Application of the severity classification based on the Risk Analysis Tool (RAT) methodology

Ground Score		2015 Target	2016 Target	2017 Target	2018 Target	2019 Target
Union-wide targets	SMIs	-	-	>= 80%	-	100%
	RIs	-	-	>= 80%	-	100%
	ATM-S	-	-	>= 80%	-	100%

FAB level	SMIs	>=60%	>=70%	>=80%	>=80%	100,00%
	RIs	>=60%	>=70%	>=80%	>=80%	100,00%
	ATM-S	>=60%	>=70%	>=80%	>=80%	100,00%
Description of the consistency between local and Union-wide targets						
Detailed justification in case of inconsistency						

Select Number of ANSPs >> 2

National level	Oro Navigacija	SMIs	100,00%	100,00%	100,00%	100,00%	100,00%
		RIs	100,00%	100,00%	100,00%	100,00%	100,00%
		ATM-S	100,00%	100,00%	100,00%	100,00%	100,00%
	PANSA	SMIs	>=60%	>=70%	>=80%	>=80%	100,00%
		RIs	>=60%	>=70%	>=80%	>=80%	100,00%
		ATM-S	>=60%	>=70%	>=80%	>=80%	100,00%

Additional comments	

Overall Score		2015 Target	2016 Target	2017 Target	2018 Target	2019 Target
Union-wide targets	SMIs	-	-	>= 80%	>= 80%	>= 80%
	RIs	-	-	>= 80%	>= 80%	>= 80%
	ATM-S	-	-	>= 80%	-	100%

FAB level	SMIs	5,00%	10,00%	>=80%	>=80%	>=80%
	RIs	5,00%	10,00%	>=80%	>=80%	>=80%
	ATM-S	5,00%	10,00%	>=80%	>=80%	100,00%
Description of the consistency between local and Union-wide targets						
Detailed justification in case of inconsistency						

Select Number of States >> 2

National level	Lithuania	SMIs	5,00%	10,00%	>=80%	>=80%	>=80%
		RIs	5,00%	10,00%	>=80%	>=80%	>=80%
		ATM-S	5,00%	10,00%	>=80%	>=80%	100,00%
	Poland	SMIs			>=80%	>=80%	>=80%
		RIs			>=80%	>=80%	>=80%
		ATM-S			>=80%	>=80%	100,00%

Additional comments	
Lithuania in 2015 and 2016 will use the RAT methodology for testing and process validation. Lithuanian CAA applies different ATM -Overall values than ANSP ATM-Ground due to constrained CAA resources and realistic capabilities of applying RAT tool methodology by 2015 and 2016. It is planned for gradual introduction of the RAT methodology for the classification of at least 80% of the annually reported SMIs, RIs and ATM-S at the end of 2017 in accordance with EC regulation.	

### 3.1.(a). (iii) - Safety KPI #3: Just Culture

		2019 Target
FAB level	Regulatory authorities	Have you established a common FAB approach in certain areas for Just Culture improvements?
		Click here to select YES or NO
	ANSPs	If YES, please specify details and level of presence. If NO, please specify any impediments, intent for common FAB approach.

Number of States	2
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		What actions have you undertaken to optimise Just Culture?
National level	Lithuania	
	Poland	President of Polish CAA closely cooperate with General Prosecutor concerning. No date set for implementation. PANSA has plans of activities leading to implementation of JC but there is no date of implementation defined.

Number of ANSPs	2
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		What actions have you undertaken to optimise Just Culture?
National level	Oro Navigacija	
	PANSA	

Additional comments
Both ANSPs have implemented just culture principles. Baltic FAB Safety Committee will take part in coordination of activities in the field of further implementation of Just culture principles taking into account the measures laid down in PANSA and Oro Navigacija safety culture improvement plans, especially emphasizing CISM programme implementation at FAB level.
Continue efforts to develop a safety culture in organization, in particular just culture. In order to implement the above plans commitment and allocation of adequate resources will be required, modernization of the tools used for the reporting and investigating occurrences affecting the safety in the operational and technical and risk management areas, and also safety surveys and promotion. In terms of safety culture PANSA will continue to develop cooperation with the local units by the Local Safety Managers (LSM) and cooperation within the Baltic FAB.
Maintaining a high level of competence of personal and monitoring of new developments in safety management and ATM/CNS area, will be implemented through participation in training courses, scientific and technical conferences, national and international projects and exchange of experiences between researchers and practitioners to their implementation at the level of PANSA whether in the Baltic FAB. Continue of cooperation and exchange of best practices with other ANSPs and industry organizations such as CANSO, EUROCONTROL, EASA, and ICAO and also national organizations such as the Civil Aviation Authority, the Air Force, airports and carriers and academic and R&D organizations.



### 3.1.(c) - Capacity

#### 3.1.(c).(i) - Capacity KPI #1: En route ATFM delay per flight

	2015 Value	2016 Value	2017 Value	2018 Value	2019 Target
Union-wide targets	0,50	0,50	0,50	0,50	0,50

FAB reference values					
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<b>FAB level</b>					
Description of the consistency between FAB targets and FAB reference values					
Detailed justification in case of inconsistency					

Select Number of ANSPs >>	2
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National level	<b>Oro Navigacija</b>					
	ANSP contribution to FAB targets					
	<b>PANSA</b>	0,26	0,23	0,23	0,23	0,23
	ANSP contribution to FAB targets					

Additional comments						

## 3.1.(c).(ii) - Capacity KPI #2: Terminal and airport ANS ATFM arrival delay per flight

Number of States	2
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<b>Lithuania</b>	2015 Value	2016 Value	2017 Value	2018 Value	2019 Target
National level	0	0	0	0	0
Contribution to the improvement of the European ATM network performance					

Number of airports	4
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Airport level	EYKA (KAUNAS/INTERNATIONAL)				
	Airport contribution to national targets				
	EYPA (PALANGA/INTERNATIONAL)				
	Airport contribution to national targets				
	EYSA (SIAULIAI/INTERNATIONAL)				
	Airport contribution to national targets				
	EYVI (VILNIUS/INTERNATIONAL)				
	Airport contribution to national targets				

Additional comments
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<b>Poland</b>	2015 Value	2016 Value	2017 Value	2018 Value	2019 Target
National level	0,04	0,04	0,04	0,04	0,04
Contribution to the improvement of the European ATM network performance					

Number of airports	14
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Airport level	EPBY (BYDGOSZCZ/SZWEREDOWO)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPGD (GDANSK/LECH WALESA)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPKK (KRAKOW/BALICE)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPKT (KATOWICE/PYRZOWICE)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPLB (LUBLIN)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPLL (LODZ/LUBLINEK)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPMO (WARSZAWA/MODLIN)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPPO (POZNAN/LAWICA)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPRA (RADOM)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPRZ (RZESZOW/IASIONKA)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPSC (SZCZECIN/GOLENIOW)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPWA (WARSAW CHOPIN AIRPORT)	0,08	0,08	0,08	0,08	0,08
	Airport contribution to national targets	There is a risk of delays mainly due to weather conditions and airport capacity				
	EPWR (WROCLAW/STRACHOWICE)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				
	EPZG (ZIELONA GORA/BABIMOST)	0	0	0	0	0
	Airport contribution to national targets	No risk of the occurrence of delays neither identified nor predicted for RP2				

Additional comments
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All Polish airports included into Baltic FAB performance plan will have enough capacity to avoid the arrival ATFM delays caused by ATC.

Record	Year	Tot. Apt. ATFM arr. delay [min.]	Number of arrivals	Cap./Staffing	ATC other	Aerodrome capacity	Weather	Other	Apt. ATFM arr. delay [min/arr.]
Frederic Chopin Airport, Warsaw EPWA	2012	1 096	69102	18%		21%	61%		0,02
	2013	11 318	71031	23%	9%	42%	27%		0,16
	I-IX 2014	18 622	52023	15%		61%	23%	1%	0,36
Krakow/Balice EPKK	2012	275	20341	14%		15%	41%	30%	0,01
	2013	1 525	20425		34%		66%		0,07
	I-IX 2014	356	15408		9%	29%	62%	1%	0,02
Katowice/Pyrzowice EPKT	2012	0	13590						0
	2013	188	12592					100%	0,01
	I-IX 2014	0	9909						0
Poznań-Ławica EPPO	2012	0	11451						0
	2013	0	8911						0
	I-IX 2014	0	7051						0
Gdansk-Rebiechowo EPGD	2012	0	18638						0
	2013	0	16473						0
	I-IX 2014	0	13866						0
Wrocław-Strachowice EPWR	2012	0	13241						0
	2013	0	11866						0
	I-IX 2014	0	9060						0
Bydgoszcz-Szwederowo EPBY	2012	0	2451						0
	2013	0	2513						0
	I-IX 2014	0	1405						0
Lublin EPLB	2012	0	24						0
	2013	0	837						0
	I-IX 2014	0	827						0
Łódź-Lublinek EPLL	2012	0	2678						0
	2013	0	2058						0
	I-IX 2014	0	1485						0
Warszawa-Modlin EPMO	2012	0	3360						0
	2013	0	1376						0
	I-IX 2014	0	4279						0
Radom-Sadków EPRA	2012	0	189						0
	2013	0	319						0
	I-IX 2014	–	–						0
Rzeszów-Jasionka EPRZ	2012	0	3866						0
	2013	0	4216						0
	I-IX 2014	0	3368						0
Zielona Góra-Babimost EPZG	2012	0	421						0
	2013	0	468						0
	I-IX 2014	0	319						0
Szczecin-Goleniów EPSC	2012	0	3023						0
	2013	0	2220						0
	I-IX 2014	0	1499						0

## 4.1 - Incentive schemes for the capacity targets

Number of incentive schemes	2
Entity being incentivised	PANSA, ANSP provider
KPI description	En route ATFM delay
Type of incentive	Financial
Formula	Bonuses or penalties shall be 0,1% of revenue from en route air navigation services
Justification	COMMISSION IMPLEMENTING REGULATIONS (EU) No 390/2013 and No 391/2013 of 3 May 2013
Description of performance variation levels and the applicable level of bonuses and penalties	<i>The maximum amount of aggregate bonus and the maximum amount of aggregate penalties shall not exceed 0,1% of the revenue from en-route air navigation services in year n (the year n means the year which is subject of assessment).</i>
Additional comments	Value of delay and related level of incentive for PANSA.

### Incentive scheme for en-route ATFM delay 2015 year

	BONUS			0,26	PENALTY		
Delay value min/flight	< 0,05	< 0,10	< 0,15		>0,4	> 0,45	> 0,5
Level of bonus or penalty (% of revenue)	0,1	0,05	0,025	DEAD BAND	0,025	0,05	0,1 Constant level of penalty, corrective actions plan required

### Incentive scheme for en-route ATFM delay 2016-2019 years

#### Incentive scheme for en-route ATFM delay 2016-2019

	BONUS			0,23	PENALTY		
Delay value min/flight	< 0,05	< 0,10	< 0,15		>0,3	> 0,4	> 0,5
Level of bonus or penalty (% of revenue)	0,1	0,05	0,025	DEAD BAND	0,025	0,05	0,1 Constant level of penalty, corrective actions plan required



#### 4.1 - Incentive schemes for the capacity targets

Number of incentive schemes	2
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<b>Incentive Scheme -Capacity - ATFM delay attributable to terminal and airport ANS</b>	
Entity being incentivised	Oro Navigacija
KPI description	Arrival ATFM delay
Type of incentive	Financial
Formula	Bonuses or penalties shall be 0,1 / 0,2% of revenue from terminal air navigation services
Justification	Compliance with IR 390/2013 and 391/2013.
Description of performance variation levels and the applicable level of bonuses and penalties	Bonuses for $x=0$ min. of delay shall be 0,1% of revenue from terminal air navigation services. With a dead band for range $0,0 < x \leq 0,1$ min. of delay for no bonuses, no penalties. Penalties for range $0,1 < x \leq 0,2$ min. of delay shall be 0,1% of revenue from terminal air navigation services. Penalties for $x > 0,2$ min. of delay shall be 0,2% of revenue from terminal air navigation services.
Additional comments	Statistics on average of IFR flights in 2011-2013: EYVI - 29 530; EYKA - 7954; EYPA - 2628; EYSA- 1598. Considering local conditions, the incentive scheme will be applied to the aggregated delay values per all airports due to: low historic traffic, ATFM arrival capacity capabilities at all airports in RP2 to cope with growing traffic. The main KPA target is to ensure 0 delay annual capacity reference value as a sum of all delays at all international airports. Monitoring will be established accordingly.

<b>Incentive Scheme - Capacity - FAB level</b>	
Entity being incentivised	Oro Navigacija and PANSА
KPI description	ATFM en route delay at FAB level
Type of incentive	Financial and applicable considering actual input per provider in order to achieve FAB level capacity targets.
Formula	See national level.
Justification	Achievement at FAB level will be considered in delay allocation to ON and PANSА on the basis of actual delay per constituent member.
Description of performance variation levels and the applicable level of bonuses and penalties	See national level.
Additional comments	Bonuses and penalties shall be paid out in line to actual performance of constituent member.

**Incentive scheme for arrival ATFM  
delay - Warsaw Airport - 1st basket**

<b>Fryderyk Chopin Airport, Warsaw</b>	<b>BONUS</b>	<b>DEAD BAND</b>	<b>PENALTY</b>
<b>Delay value min/arrival</b>	<b>0,0</b>	<b>0,0-0,08</b>	<b>&gt;0,16</b>
<b>Level of bonus or penalty (% of revenue)</b>	<b>0,1</b>		<b>0,1</b>

**2nd basket**

<b>KRAKOW/BALICE KATOWICE/PYRZOWICE POZNAN/LAWICA GDANSK/LECH WALESIA WROCLAW/STRACHOWICE</b>	<b>BONUS</b>	<b>DEAD BAND</b>	<b>PENALTY</b>
<b>Delay value min/arrival</b>	<b>0,0</b>	<b>0,0-0,04</b>	<b>&gt;0,04</b>
<b>Level of bonus or penalty (% of revenue)</b>	<b>0,1</b>		<b>0,1</b>

**The other airports included into  
performance plan have limited  
impact on network, so no incentive  
scheme will be applied.**



No.	LAST NAME	FIRST NAME	COUNTRY	PHONE NO., E-MAIL ADDRESS	REPRESENTED ORGANISATION/INSTITUTION/ ASSOCIATION/TRADE UNION	SIGNATURE
1	BARTOSIK	Bogusław	POLAND	boguslaw.bartosik@ibcol.pl	IBCOL Polska	
2	BIJOWSKI	Damian	POLAND	<i>dbijowski@gtl.com.pl</i>	Polish Regional Airports Association	
3	BONIECKI	Dominik	POLAND	+48600246410 dominik.boniecki@to70.com	To70 Aviation Consultants	
4	BROL	Stanisław	POLAND	+483927425 sbro@gtl.com.pl	Upper Silesian Aviation Group	
5	BUDINIENE	Gina	LITHUANIA	+37052739051 gina.budiniene@caa.lt	Civil Aviation Administration	
6	BYRT	Agnieszka	POLAND	a.byrt@pansa.pl	PANSA	
7	CHADASEVICIUS	Jonas	LITHUANIA	+37068714237 chadasevicius.j@ans.lt	SE Oro Navigacija	
8	CURRAN	Peter	SWITZERLAND	+41795982658 curranp@iata.org	IATA	
9	CZAPROWSKI	Jerzy	POLAND	+48225694454 jerzy.czaprowski@imgw.pl	IMGW PIB	
10	DABROWSKI	Artur	POLAND	a.dabrowski@pansa.pl	PANSA	
11	DE VROEY	Vincent	BELGIUM	vincent.de.vroey@aea.be	Association of European Airlines (AEA)	
12	GUSTYS	Mindaugas	LITHUANIA	gustys.m@ans.lt	SE Oro Navigacija	
13	HEESE	Magda	POLAND	magda.heese@ibcol.pl	IBCOL Polska	
14	ILGAUDAS	Rolandas	LITHUANIA		Lithuanian Air Traffic Control Association	
15	JABLONOWSKI	Michał	POLAND	+48609106374 m.jablonowski@lpr.com.pl	SP ZOZ Lotnicze Pogotowie Ratunkowe	
16	JANISZEWSKI	Janusz	POLAND	+48502612720 januszjaniszewski23@gmail.com	Związek Zawodowy Kontrolerów Ruchu Lotniczego	
17	JARCZEWSKI	Grzegorz	POLAND	+48226068454 g.jarczewski@lot.pl	LOT Polish Airlines S.A.	
18	KACZMARCZYK	Dariusz	POLAND	+48603989858 d.kaczmarczyk@lot.pl	LOT Polish Airlines S.A.	
19	KARCZ	Paweł	POLAND	+48603307303 p.karcz@airport.lodz.pl	Łódź Airport	
20	KĄDZIOLKA	Tomasz	POLAND	786 864 973 t.p.kadziolka@gmail.com	Szymany Airport	
21	KONDROSKA	Valdotas	LITHUANIA	+37068789307 kondroska.v@ans.lt	SE Oro Navigacija Baltic FAB MO	



22	KUBIAK	Michał	POLAND	+48601392775 m.kubiak@airport.lodz.pl	Łódź Airport	
23	ŁOPAT	Waldemar	POLAND	waldemar.lopata@ibcol.pl	IBCOL Polska	
24	MALAWKO	Jan	POLAND		Polish Airports SE	
25	MALINAUSKAS	Remigijus	LITHUANIA	malinauskas.r@ans.lt	SE Oro Navigacija Trade Union	
26	MALIŃSKA	Magda	POLAND	+48225694411 magda.malinska@imgw.pl	IMGW	
27	MARCZEWSKI	Rafał	POLAND	r.marczewski@pansa.pl	PANSA	
28	MATUSZCZYK	Krzysztof	POLAND	+48609900638 krzysztof.matuszczyk@airport.lublin.pl	Lublin Airport	
29	OLEINIKOVA	Vera	LITHUANIA	oleinikova.v@ans.lt	SE Oro Navigacija	
30	PAWLUCZUK	Ewa	POLAND	e.pawluczuk@pansa.pl	PANSA	
31	RODAK	Maciej	POLAND	m.rodak@pansa.pl	PANSA	
32	ROSOŁEK	Dorota	POLAND	+48225694412 dorota.rosolek@imgw.pl	IMGW PIB	
33	RODMAŃSKI	Piotr	POLAND	p.rotmanski@bzg.aero	Bydgoszcz Airport	
34	RÓŻAŃSKA	Eligia	POLAND	meteo@ibcol.pl	IBCOL Polska	
35	RUKSNAITIENE	Diana	LITHUANIA		Lithuanian Air Traffic Control Association	
36	SCHEEL	Wolfgang	GERMANY	+49696963514 wolfgang.scheel@dlh.de	Lufthansa German Airlines	
37	SŁOJEWSKI	Michał	POLAND	+48600418454 m.slojewski@pansa.pl	Związek Zawodowy Służby Informacji Powietrznej FIS	
38	STRAKSYS	Vidas	LITHUANIA	straksys.v@ans.lt	SE Oro Navigacija Trade Union	
39	SZNAJDER	Jakub	POLAND	+48662157273 jakub.sznaider@wp.pl	Legal Advisor Office Agnieszka Sznaider	



40	TAMASAUSKAS	Tomas	LITHUANIA	tamasauskas.t@ans.lt	SE Oro Navigacija Trade Union	
41	TUMELIS	Grzegorz	POLAND	+48223464400 g.tumelis@modlinairport.pl	Modlin Airport	
42	TUSZYŃSKI	Grzegorz	POLAND	692 582 737	Radom Airport	
43	VAIGAUSKAITE	Ruta	LITHUANIA	+37052739047 ruta.vaigauskaite@caa.lt	Civil Aviation Administration	
44	VERIKAITE	Jolanta	LITHUANIA	verikaite.j@ans.lt	SE Oro Navigacija	
45	WAECHTERSCHAEUSER	Andrea	SWITZERLAND	+41797351112 waechtersa@iata.org	IATA	
46	WOJNAROWSKI	Piotr	POLAND	p.wojnarowski@pansa.pl	PANSA	
47	TRZOSKA	JAROSLAW	POLAND	j. trzoska @ airport. gdansk.pl	GDANSK AIRPORT	
48	CHABERSKI	LUKASZ		lukasz.chaberski @ mwr, gov.pl	MIR	
49	KUBIAK	BARTOSZ	POLAND	brubig@airport-poznan.com.pl +48 61 848 354	Poznan Airport	
50	BUSS	TONY	SA / UK	TONY.BUSS @ BA.COM	BRITISH AIRWAYS	

List of invitees to the consultation meeting #2<sup>1</sup>:

- Airlines for America (A4A)
- Association of European Airlines (AEA)
- European Business Aviation Association (EBAA)
- European Low Fares Airline Association (ELFAA)
- European Regions Airline Association (ERA)
- International Air Carrier Association (IACA)
- International Aircraft Owners and Pilots Association (IAOPA)
- International Air Transport Association (IATA)
- Polskie Linie Lotnicze LOT SA
- Sprintair SA
- Lufthansa
- British Airways
- KLM Royal Dutch Airlines
- SAS
- Air France
- Board of Airlines Representatives in Poland (BARIP)

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<sup>1</sup> Polish consultation on ANS costs and charges. Consultation meeting referred to in article 9 of the *Commission Implementing Regulation (EU) No 391/2013 of 3 May 2013 laying down a common charging scheme for air navigation services*.