

Performance Plan

Romania

Third Reference Period (2020-2024)

Status: Draft performance plan containing revised RP3
targets (Art. 3 of IR 2020/1627 & Art. 12 of IR
2019/317)
Date of issue: 04.08.2021

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** Only as per Article 15(6) of the Regulation*

Signatories

Performance plan details	
State name	Romania
Status of the Performance Plan	Draft performance plan containing revised RP3 targets (Art. 3 of IR 2020/1627 & Art. 12 of IR 2019/317)
Date of issue	04.08.2021
Date of adoption of Draft Performance Plan	
Date of adoption of Final Performance Plan	

We hereby confirm that the present performance plan is consistent with the scope of Regulation (EU) No 2019/317 pursuant to Article 1 of Regulation (EU) No 2019/317 and Article 7 of Regulation (EC) No 549/2004.

Name, title and signature of representative	
	Nicolae STOICA - Director General, Romanian Civil Aeronautical Authority

Additional comments	
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Document change record		
Version	Date	Reason for change

SECTION 1: INTRODUCTION

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1 - INTRODUCTION

1.1 - The situation

NSA(s) responsible for drawing up the Performance Plan	Romanian Civil Aeronautical Authority
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1.1.1 - List of ANSPs and geographical coverage and services

Number of ANSPs	1
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ANSP name	Services	Geographical scope
ROMATSA	<ul style="list-style-type: none">- ATS- AIS- CNS- MET- ATFM- ASM	<u>Airspace structure</u> The airspace within BUCUREȘTI FIR is divided by FL285 in Lower Airspace (below FL285) and Upper Airspace (between FL285 and FL660). <u>ATS airspace classification</u> Class A IFR flights only are permitted, all flights are subject to air traffic control service and are separated from each other. Airspace Class A comprises: TMA BUCUREȘTI. Class C IFR and VFR flights are permitted, all flights are subject to air traffic control service and IFR flights are separated from other IFR flights and from VFR flights. VFR flights are separated from IFR flights and receive traffic information in respect of other VFR flights. Airspace Class C comprises: <ul style="list-style-type: none">- all ATS routes in BUCUREȘTI FIR- all Aerodrome Control Zones (CTR): Arad, Bacau, Baia Mare, Baneasa, Otopeni, Cluj, Constanța, Craiova, Iasi, Oradea, Satu Mare, Sibiu, Suceava, Targu Mures, Timisoara, Tulcea- TMA NAPOC, TMA CONSTANTA, TMA ARAD- airspace in BUCUREȘTI FIR above FL105 Class G IFR and VFR flights are permitted and receive flight information service if requested. Airspace Class G comprises: <ul style="list-style-type: none">- all Control Zones of Aerial Work and Airfields of Sports Activity- all airspace in BUCUREȘTI FIR not designated with another class and Restricted Areas BUCUREȘTI FIR has no airspace designated with Class B, D, E, F.

Cross-border arrangements for the provision of ANS services

Number CB arrangements where ANSPs provide services in an other State	1
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ANSPs providing services in the FIR of another State	
ANSP Name	Description and scope of the cross-border arrangement
ROMATSA	Following the introduction of cross-border service provision, according to the current development within DANUBE FAB (Governing Council Decision no 42/10.06.2019), between 1 January 2020 and 31 December 2024 the cross-border sector in the airspace of the Republic of Bulgaria where ATS services will be provided by ROMATSA will be included in the Romanian charging zone. Alternatively, the cross-border sector in the airspace of Romania where ATS services will be provided by BULATSA will be included in the charging zone of the Republic of Bulgaria. ROMATSA provides ATS services in sector DF2 - the lateral limits of Sector DF2 are 434408N0283004E - 433855N0282535E – 440826N0270101E – then the national border between the Republic of Bulgaria and Romania to the point of origin

Number CB arrangements where ANSPs from another State provide services in the State	1
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ANSPs established in another Member State providing services in one or more of the State's FIRs	
ANSP Name	Description and scope of the cross-border arrangement

BULATSA	<p>Following the introduction of cross-border service provision, according to the current development within DANUBE FAB (Governing Council Decision no 42/10.06.2019), between 1 January 2020 and 31 December 2024 the cross-border sector in the airspace of the Republic of Bulgaria where ATS services will be provided by ROMATSA will be included in the Romanian charging zone. Alternatively, the cross-border sector in the airspace of Romania where ATS services will be provided by BULATSA will be included in the charging zone of the Republic of Bulgaria.</p> <p>BULATSA provides ATS services in sector DF1 - the lateral limits of Sector DF1 are 435213N0255833E - 435647N0254432E - 435846N0252818E - 435824N0250009E - 434153N0244148E – then the national border between the Republic of Bulgaria and Romania to the point of origin.</p>
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1.1.2 - Other entities in the scope of the Performance and Charging Regulation as per Article 1(2) last para.

Number of other entities	2	
Entity name	Domain of activity	Rationale for inclusion in the Performance Plan
Romanian Civil Aeronautical Authority (RCAA)	Competent authority	Determined costs incurred in relation to the provision of air navigation services in accordance with the article 22(1) of Commission implementing regulation (EU) 2019/317
EUROCONTROL	Competent authority	Determined costs incurred in relation to the provision of air navigation services in accordance with the article 22(1) of Commission implementing regulation (EU) 2019/317

1.1.3 - Charging zones (see also 1.4-List of Airports)

En-route	Number of en-route charging zones	1
En-route charging zone 1	Romania	
Terminal	Number of terminal charging zones	1
Terminal charging zone 1	Romania - TCZ	

1.1.4 - Other general information relevant to the plan

1. Economic outlook

The Romanian economy has experienced consistent growth in the past years, peaking at 7% annual GDP growth in 2017 and showing a strong 4.2% growth rate in 2019.

COVID19 impact has disrupted these positive evolutions in 2020, with GDP growth estimated at -3.9% in the European Commission's Spring Economic Forecast. However, a positive trend is forecast after this recession with GDP growth at 7.4% in 2021 and 4.9% in 2022. Nonetheless, OECD's Economic Outlook predicts that the pandemic will have a longer lasting impact on the economy, with already affected sectors such as transport continuing to be in a fragile situation.

Inflation declined in 2020 to 2.3% but is forecast to average 3.2% for 2021 due to an increase in energy prices (domestic retail electricity market liberalization and increase in international oil prices) as well as the recovery in aggregate demand, and 2.9% in 2022, as the impact of energy price increases starts to fade and the recovery in demand cools down.

Given the higher risks of poverty and social exclusion, recommendations for Romania and already active policies include a rise in spending for the healthcare, education and social welfare. Thus, budgetary resources and spending will be focused on key interventions in these areas with a low degree of possibility to subsidize the aviation sector, apart from providing loan guarantees. As such ROMATSA relies on loans and risk sharing mechanisms to ensure that liquidity is maintained.

Data sources: https://ec.europa.eu/economy_finance/forecasts/2021/spring/ecfin_forecast_spring_2021_ro_en.pdf

https://ec.europa.eu/economy_finance/forecasts/2021/summer/ecfin_forecast_summer_2021_ro_en.pdf

<http://www.oecd.org/coronavirus/en/#economic-outlook>

2. Performance planning drivers

The Romanian Performance Plan for the third period, updated following the approval of IR 2020/1627, has two main drivers of influence: the

impact stemming from the revision of the Romanian part of the DANUBE FAB Performance Plan for the second reference period (2015-2019), approved through EC Decision 2021/2018 and the operational and financial consequences of the COVID19 pandemic.

It is important to note that as part of the RP2 revision plan an increase ATCO recruitment for ACC Bucharest was consulted upon with stakeholders and subsequently approved by the EC. This need was driven by the high share (more than 50%) of ATCOs aged over 50 years, with an objective to safeguard ROMATSA from the expected wave of retirements. This strategy must be continued to ensure that ROMATSA can continue to provide air navigation services in a safely manner and with adequate capacity provision, taking into consideration the traffic forecasts that foresee a recovery of air traffic at pre-pandemic levels by the end of RP3.

Capital investment projects continue to be a priority for ROMATSA offering performance benefits in terms of capacity and environment and ensuring compliance with EU regulations. Some disruption was recorded during the COVID19 pandemic due to a combined impact of medical situation and restrictions and the financial resources available. Nonetheless, the new ATM system that has entered into operations in April 2019 will have its second phase implemented by the end of 2021, while an update of the fallback system has been finalised in early 2020 to include also Datalink capabilities. Datalink services are now provided above FL285 both for aircraft using ATN protocol or FANS. During RP3, further ATM system upgrades are planned, including a traffic load and complexity tool implementation in line with the Capacity Plan for 2019 – 2024 and with the dynamic of ROMATSA post-pandemic financial strength recovery, taking into the account the expected rhythm of traffic growth.

15 DME systems will be commissioned by the end of 2021 and airports within the scope of this Performance Plan will have either new or revised P-RNAV SID and STAR routes and instrument approach procedures, fully implementing Performance Based Navigation. ROMATSA is planning to implement AMAN (Arrival Manager) in BUCHAREST TMA (initially) by the end of RP3.

While the STATFOR Scenario 2 from the forecast published on the 21st of May has been used for the draft Performance Plan, traffic volatility remains one of the main concerns for the remaining of the RP3. The extent and impact of the vaccination campaign duration globally/at European level as well as the new COVID19 variants spread may still determine travel restrictions that will impact the speed of air traffic recovery. Additionally, even if airlines will financially reasonably recovered, limitations may still be encountered due to reluctance to travel or reduced financial power of the potential travellers (as a consequence of both medical and financial crisis effects), or due to local/ regional renewed outbreak phases. Additionally, the pandemic resulted, beyond the medical crisis, an unprecedented economic effect. This will significantly influence the traffic demand both in terms of traffic movements and fleet structure, directly correlated with service units' variations from

Relevant local circumstances with high significance for performance target setting and updated view on the impact of the COVID-19 crisis on the operational and financial situation of ANSPs covered in the performance plan

1) Traffic and operational aspects

The provision of air navigation services for en-route international traffic represents over 90% of the activities of the Romanian ANSP (ROMATSA). Consequently, the international context has a direct and decisive impact on the performance planning.

Since 2014, the geopolitical changes that have occurred in Eastern Europe and the Middle and Far East have had a significant impact on air traffic flows in the Romanian airspace.

These events have led to a continuous impact resulting in:

a. a major redistribution of east/west air traffic flying to/from Europe and the Middle and Far East by their shifting southwards through Iraq, Iran Turkey, Bulgaria and Romania

b. reorientation of north / south axis air traffic flows flying to / from the Russian Federation and Greece / Turkey, which affects other overflights within the northern part of the Black Sea Romanian airspace.

Furthermore, the opening of the new Istanbul Airport in 2019 has also influenced traffic flows in the Romanian airspace.

COVID19 has drastically changed the number of flights, type of aircraft and the corresponding service units, but it did not significantly alter the traffic patterns described above.

Additionally, we would like to draw attention to the fact that the international traffic flows (in particular Europe – Middle East and Europe – Asia/Pacific) have been affected significantly more than the intra-European traffic flow. Given the high proportion of international traffic normally served by ROMATSA, they have seen a higher drop in traffic than some other ANSPs, which serve a larger proportion of intra-European traffic.

It is a well-known fact that overflights flying on their cruising altitude have the best environmental performance. The structure of traffic flows (due to causes outside the control of the ANSP) will continue to negatively influence the horizontal flight efficiency indicator performance throughout RP3. Conflicts or uncertain situations in the Middle East (eg Syria) / Eastern Ukraine may determine airline operators to circumnavigate these areas and, as a result, to already travel on greater/atypical distances and trajectories before entering the Romanian airspace, with effects on environmental indicators, in spite of operational improvements already offered or planned by ROMATSA to the AUs. To be, also, noted that, in the context of COVID 19, Romania is part of the European ATM Network process of relaxing RAD restrictions due to reduced air traffic, but there are certain RADs which are still maintained in order to manage the traffic flows which plan the flights so as to avoid the Black Sea area, for eg. ROMATSA, together with BULATSA and HUNGAROCNTRONL, have continued to extend the free route airspace implementation by expanding SEEN FRA with Slovakia (South East European Night Free Route) starting from 6th of December 2018 and completing the SEE FRA project (South East

Europe Free Route Airspace) through the implementation of H24/7 cross border free route operations across the airspace of Bulgaria, Hungary and Romania as of 7th of November 2019. SEE FRA was further expanded by including the airspace of Slovakia starting with 28th of January 2021. As an enabler for improved FRA operations, ATS routes above FL105 have been removed within București FIR as from the 15th of July 2021 and an ongoing process of optimization and relaxation of RADs is considered, in order to offer airline operators the opportunity to take full advantage of FRA operations.

Planned implementations include also expansion of SEE FRA with Chisinau CTA and cross border operations between SEE FRA and BALTIC FRA, starting with the 24th of February 2022. This will provide further operational, environmental and cost benefits in a region of 1 million square kilometers large over Europe and High Seas. Moreover, for spring 2024 it is proposed to further expand SEE FRA towards Ukraine. This will allow additional flow options for the airspace users, further increase in capacity and reduced ATC workload in South-East and East Europe.

2) ATC staff age structure

As presented during the RP2 performance plan revision process and in the initial RP3 Plan, more than 50% of operational Bucharest ACC ATCOs are over 51 years of age and will approach either legal retirement age or are at risk of a transfer to training or administrative position due to loss of license by the end of RP3.

To manage this risk, ROMATSA has started a gradual ATCO recruitment process after the revision of the RP2 Performance Plan, to ensure an optimum number of staff over the course of RP3 and beyond, guaranteeing that safety targets are met and capacity can be delivered when traffic levels return at pre-COVID19 levels. The recruitment plan has been revised in light of the traffic downturn and financial situation, but the overlapping of ageing and newly selected personnel will persist over the course of RP3. This cannot be avoided, due to the period necessary for an ACC ATCO to be fully licensed for all sectors (3-5 years) as well as the role that the existing ATCOs play in the training of new recruits.

We expect the number of ATCOs to decrease dramatically during RP4, when those currently over 51 years old will reach their retirement age (26 en-route ACC ATCOs are expected to retire in RP3 and another 112 between 2025-2029). A 2016 study conducted by the National Research and Development Institute of Occupational Safety (INCDPM) - "Alexandru Darabont", concluded that "age-related cognitive and health status decline is relevant for ATCOs tasks such as analyzing identified priorities, situational awareness, multiple tasks (multitasking), planning, execution, perspective thinking, reasoning and time management - these being some of the most relevant cognitive functions for air traffic controllers in their daily tasks"(INCDPM 2016, p. 216-217).

After analyzing the occupational medicine examinations between 2013-2016, the study also found that "for personnel with over 20 years seniority, the incidence of eye diseases, arterial hypertension and cardiovascular diseases increases, which can be directly linked to the specificity of the activity and its requirements, with both occupational and biological wear" (INCDPM 2016, p. 216).

Apart from the medical conditions, the same INCDPM study revealed that for ATCOs with more than 25 years of activity the wear cannot be ignored, taking into consideration they had to "adapt progressively to the technical and technological changes, to the computerization of the activity" (INCDPM 2016, p. 212) as well as the fact that they were active during a time of geopolitical turmoil (Yugoslav wars, Iraqi wars, Crimean conflict), all of which having had a direct impact on air navigation.

Romanian legislation does not yet have special conditions for the retirement of ATCOs and the retirement age is the same as in all other sectors in Romania, 65 for male and 63 for women. However, ATCOs with more than 20 years working experience will benefit from a reduced retirement age for the period that their work was listed as "special labor conditions". This changed once a new legislation was adopted in the year 2000 (Law 19/2000). A legislative proposal to reduce ATCO pension age by up to 12 years, depending on the number of years worked, has been submitted by ROMATSA to the Ministry of Transport and Infrastructure and the Ministry of Labor and Social Protection to be integrated in the new Pension Law that is being drafted by the Government.

3) Economic situation of the ANSP

The sudden drop in traffic and the slow recovery forecasted, combined with a deferral of payments, has led to a negative cash flow position starting from 2020. This has been offset using the available liquidities and through a commercial loan of 466 million lei (approximately 96 million Euro). The Romanian Government approved on the 10th of September 2020 a Memorandum granting a state guarantee covering 80% of the loan value, with over 20% covered by ROMATSA's own guarantees. For the loan costs (interest rate and other fees), ROMATSA has submitted to the Ministry of Transport and Infrastructure a request to cover these from the state budget, but a decision in this regard has not been taken and as such, costs have been foreseen in the cost basis for the RP3.

Furthermore, a wide range of cost reduction measures have been applied both in 2020 and 2021 to adapt to the new environment, both economical and operational, as follows:

- ~~S~~taff costs: Temporary freezing of new recruitment and promotions , no salaries increase an no inflation adjustment of salaries, reduced pensions and health insurance contributions due to temporary freezing of recruitment and promotions, reduced additional benefits for employees;
- ~~O~~ther operating costs: cancellation/delay of training activities, reduced costs for third party services, reduced costs for transportation, spare parts and other materials;
- ~~D~~epreciation and cost of capital: cancellation/delay of investments. All investments have suffered delays in 2020 and 2021 due to the health situation and restrictions imposed at country level or in the countries of our contractors, but also as a precautionary measure to ensure the cash

Additional comments

ROMATSA plans to use the remainder of this reference period as a transition phase for improving the level of service provided to AUs and the capacity of Romanian airspace, all the while ensuring the safety of its operations. through:

- implementation of further upgrades to the new ATM system;
- making provisions for an ageing ATCO population;
- managing traffic within an area of geo-political sensitivity;
- expansion of SEE FRA for improved capacity and optimised environmental protection by contributing to reduced fuel consumption and emissions, while improving flight efficiency and
- optimisation of the airspace sectors to draw full benefit from free route airspace

ROMATSA, regardless of its will and actions, is involved in two legal actions set up at EUROCONTROL against Romania on the basis of a Decision of the International Arbitration Court of the International Center for Settlement of Investment Disputes from December 2013, a final enforceable decision that obliges Romania to pay compensation to the Micula brothers and companies and which also includes the calculation of penalties for delay in execution. The two legal actions have seen ROMATSA's payments for en-route air navigation services seized in EUROCONTROL both in 2015 and 2019.

The first garnishment was served to EUROCONTROL by Viorel Micula on September 9, 2015. Ioan Micula and the companies also intervened, in order to obtain the total amount of 85,066,428.42 euros, from the amounts collected by EUROCONTROL for the remuneration of air navigation services provided by ROMATSA. On the other hand beside ROMATSA, EUROCONTROL, the European Commission and the Romanian state intervened. The Court of First Instance of Brussels, in the French-speaking Chamber, decided to lift the seizure. The case is currently pending in the appeal phase at the Brussels Court of Appeal, French-speaking section, awaiting a response from the European Court of Justice; the timing of these responses is unknown, but it is very likely that before their issuance the European Court of Justice will summon all parties to hearings.

The second garnishment, also contested by ROMATSA, was set up at EUROCONTROL by Viorel Micula on August 16, 2019. Ioan Micula and the companies also intervened in this, in order to obtain the total amount of 394,963,733.82 euros with penalties, from the amounts collected by EUROCONTROL for the remuneration of the air navigation services provided by ROMATSA. After the payment by the Romanian state of the amount of 912.5 million lei in December 2019, the action was suspended.

Both these legal actions do not produce effects at this moment, but depending on the evolution of the case at the European Court of Justice between the European Commission and the the Micula brothers, in case of an unfavorable decision for the EC the pending cases of ROMATSA vs the Micula brothers may have a negative impact on the financial solidity of the ANSP.

1.2 - Traffic Forecasts

1.2.1 - En route

En route Charging zone 1	Romania								
En route traffic forecast	STATFOR Base forecast MAY 2021 (Flight Plan 2017-19, Actual Route 2020-2024)								
STATFOR Base forecast MAY 2021 (Flight Plan 2017-19, Actual Route 2020-2024)	2017A	2018A	2019A	2020A	2021	2022	2023	2024	CAGR 2019-2024
IFR movements (thousands)	673	738	747	320	332	493	593	684	-1.8%
IFR movements (yearly variation in %)		9.6%	1.2%	-57.2%	3.6%	48.8%	20.2%	15.3%	
En route service units (thousands)	4,757	5,101	5,117	2,246	2,159	3,234	3,842	4,410	-2.9%
En route service units (yearly variation in %)		7.2%	0.3%	-56.1%	-3.9%	49.8%	18.8%	14.8%	

* Please note that in 2021 for the first 6 months there are already 1.047.560 SUs and taking into consideration the latest European Network Operations Plan 2021 Rolling Seasonal Plan iterations for the summer season it is highly likely the Base forecast will be surpassed for the remaining years, including 2021.

NOTE: Section 1.3 (Stakeholder Consultation) should include details on the consultation with airspace users' representatives and ANSPs concerned on the impact of the proposed STATFOR Base forecast.

1.2.2 - Terminal

Terminal Charging zone 1	Romania - TCZ								
Terminal traffic forecast	STATFOR Base forecast MAY 2021								
STATFOR Base forecast MAY 2021	2017A	2018A	2019A	2020A	2021	2022	2023	2024	CAGR 2019-2024
IFR movements (thousands)	59.0	62.4	62.9	28.3	33.5	47.1	55.2	63.6	0.2%
IFR movements (yearly variation in %)		5.7%	0.8%	-55.0%	18.3%	40.7%	17.2%	15.2%	
Terminal service units (thousands)	67.5	72.2	73.7	31.4	38.0	56.0	65.7	75.4	0.5%
Terminal service units (yearly variation in %)		6.9%	2.1%	-57.4%	20.9%	47.5%	17.3%	14.7%	

* Please note that in 2021 for the first 6 months there are already 14.865 SUs and taking into consideration the latest European Network Operations Plan 2021 Rolling Seasonal Plan iterations for the summer season it is highly likely the Base forecast will be surpassed for the remaining years, including 2021.

1.3 - Stakeholder consultation

1.3.1 - Overall outcome of the consultation of stakeholders on the performance plan

Description of main points raised by stakeholders and explanation of how they were taken into account in developing the performance plan

1.3.2 - Specific consultation requirements of ANSPs and airspace users on the performance plan

Topic of consultation	Applicable	Results of consultation
Where applicable, decision to diverge from the STATFOR base forecast	Select	
Charging policy	Yes	
Maximum financial advantages and disadvantages for the mandatory incentive scheme on capacity	Yes	
Where applicable, decision to modulate performance targets for the purpose of pivot values to be used for the mandatory incentive scheme on capacity	Select	
Symmetric range ("dead band") for the purpose of the mandatory incentive scheme on capacity	Yes	
Establishment or modification of charging zones	Select	
Establishment of determined costs included in the cost base for charges	Yes	
Where applicable, values of the modulated parameters for the traffic risk sharing mechanism	Select	
Where applicable, decision to apply the simplified charging scheme	Select	
New and existing investments, and in particular new major investments, including their expected benefits	Yes	

1.3.3 - Consultation of stakeholder groups on the performance plan

#1 - ANSPs	
Stakeholder group composition	
Dates of main meetings / correspondence	
Main issues discussed	
Actions agreed upon	
Points of disagreement and reasons	
Final outcome of the consultation	

Additional comments

#2 - Airspace Users	
Stakeholder group composition	
Dates of main meetings / correspondence	
Main issues discussed	

Actions agreed upon	
Points of disagreement and reasons	
Final outcome of the consultation	

Additional comments

#3 - Professional staff representative bodies	
Stakeholder group composition	
Dates of main meetings / correspondence	
Main issues discussed	
Actions agreed upon	
Points of disagreement and reasons	
Final outcome of the consultation	

Additional comments

#4 - Airport operators	
Stakeholder group composition	
Dates of main meetings / correspondence	
Main issues discussed	
Actions agreed upon	
Points of disagreement and reasons	
Final outcome of the consultation	

Additional comments

#5 - Airport coordinator	
Stakeholder group composition	
Dates of main meetings / correspondence	
Main issues discussed	
Actions agreed upon	
Points of disagreement and reasons	
Final outcome of the consultation	

Additional comments

#6 - Other (specify)	
Stakeholder group composition	

Dates of main meetings / correspondence	
Main issues discussed	
Actions agreed upon	
Points of disagreement and reasons	
Final outcome of the consultation	

Additional comments

1.4 - List of airports subject to the performance and charging Regulation

1.4.1 - Airports as per Article 1(3) (IFR movements ≥ 80 000)

ICAO code	Airport name	Charging Zone	IFR air transport movements			
			2016	2017	2018	Average
LROP	Otopeni-Intl.	Romania - TCZ	107,710	116,254	122,586	115,517

1.4.2 Other airports added on a voluntary basis as per Article 1(4)

Number of airports	1		
ICAO code	Airport name	Charging Zone	Additional information
LRBS	Bucharest AUREL VLAICU	Romania - TCZ	

Additional comments

1.5 - Services under market conditions

Number of services under market conditions			Click to select	
Services	Charging zone	Geographical scope of the services	State decision and assessment report	Reference to the agreement of the European Commission
Additional comments				

1.6 - Process followed to develop and adopt a FAB Performance Plan

Description of the process
Not applicable

1.7 - Establishment and application of a simplified charging scheme

Is the State intending to establish and apply a simplified charging scheme for any charging zone/ANSP?	Click to select
--	-----------------

1.7.1 - Scope of the simplified charging scheme

Description of the application of the simplified charging scheme

Number of charging zones affected by the simplified charging scheme	Click to select
---	-----------------

Charging Zone	ANSP(s)
---------------	---------

1.7.2 - Conditions for the application of the simplified charging scheme

Specify how the conditions of Article 34(2) for the establishment of a simplified charging scheme are being met:

NOTE: Section 1.3 (Stakeholder Consultation) should include details on the consultation with airspace users' representatives and ANSPs on the intention to establish and apply a simplified charging scheme.

SECTION 2: INVESTMENTS

2.1 - Investments - ROMATSA

- 2.1.1 - Summary of investments
- 2.1.2 - Detail of new major investments
- 2.1.3 - Other new and existing investments

Annexes of relevance to this section
ANNEX E. INVESTMENTS

NOTE: The requirements as per Annex II, 2.2.(c) are addressed in item 4.1.2

2.1 - Investments - ROMATSA

2.1.1 - Summary of investments

Number of new major investments	1
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#	Name of new major investment (i.e. above 5 M€)	Total value of the asset (capex or contractual leasing value)	Value of the assets allocated to ANS in the scope of the PP	Determined costs of investment (i.e. depreciation, cost of capital and cost of leasing) (in national currency)					Lifecycle (Amortisation period in years)	Allocation (%)*		Planned date of entry into operation
				2020	2021	2022	2023	2024		Enroute	Terminal	
1	ATM System 2015+ Phase 2	7,403,912	7,403,912	5,544,260	7,040,712	12,710,179	18,066,042	18,224,923	12	100%	0%	
Sub-total of new major investments above (1)		7,403,912	7,403,912	5,544,260	7,040,712	12,710,179	18,066,042	18,224,923				
Sub-total other new investments (2)		49,631,964	43,428,480	15,343,361	8,161,741	15,205,809	25,423,137	33,013,817		79.58%	20.42%	
Sub-total existing investments (3)				69,841,727	70,840,080	62,097,743	47,955,579	39,593,693		77.10%	22.9%	
Total new and existing investments (1) + (2) + (3)		57,035,876	50,832,392	90,729,349	86,042,532	90,013,730	91,444,758	90,832,432				

* The total % enroute+terminal should be equal to 100%.

2.1.2 - Detail of new major investments

NOTE: Section 1.3 (Stakeholder Consultation) should include details on the consultation with airspace users' representatives on new major investments.

Name of new major investment 1	ATM System 2015+ Phase 2					Total value of the asset		7,403,912 €
Description of the asset	<p>The “ATM2015+ System” project addresses the flight data processing systems, surveillance data processing systems, human-machine interface systems and the introduction of CPDLC capability. The roadmap of the project includes the following stages of STEP 1 development: the baseline system - phase 1, operational as of the 8th April of 2019 and phase 2 that is planned to be operational by the end of 2021 and will include enhanced functionalities, such as:</p> <ul style="list-style-type: none">- ASM and Safety Nets enhanced functionalities to be implemented in phase 2: Near Term Conflict Alerts (NTCA); automated data exchanges with ASM tool for APW purposes (zones and timing); further Tactical Tool (TCT) improvements;- Extended AMAN enabled: The future version of the new ATM2015+ system - phase 2 will support extended AMAN via the exchange of AMA message. The system will have the capability of receiving AMA message from the downstream ATS units. When the extended AMAN requirements for neighboring airports will be clarified in the forthcoming period (mainly for Istanbul Airport - DE STERS), the modalities of AMA content presentation (TTG/TTL, Time over fixes or speed advisor) will be adapted.- Support Functions enhanced functionalities to be implemented in phase 2: CWP Interactive Playback with extended retention time for data analysis and replay (Network Attached Storage (NAS) infrastructure).- Interface of the ATM 2015+ system with the European AIS Database (EAD): the ATM2015+ system will be able to import data from EAD, based on AIXM version 5.1 data exchange model- Implementation of MET Data Display (Radar and Satellite Data)							
The investment is mandated by a SES Regulation (i.e. PCP/CP1/Interoperability)? Ref. to the Regulation and, if funded through Union assistance programmes, ref. to the relevant grant agreement.)	Yes	Family 1.1.1 - Arrival Manager extended to en-route airspace Family 3.1.1 ASM and A-FUA Family 3.1.2 Management of Predefined Airspace Configurations Family 3.2.2 Enhanced Free Route Airspace Operations Family 5.3.1 Aeronautical Information Exchange service						
	AF1	AF2	AF3	AF4	AF5	AF6	Interoperability	

Specify links to the PCP/CP1/Interoperability Regulations (add the sub-AF number(s) under each relevant box)	1.1.1 - Arrival Manager extended to en-route airspace		3.1.1 – ASM and A-FUA 3.1.2 – Management of Predefined Airspace Configurations 3.2.2 – Enhanced Free Route Airspace		5.3.1 – Aeronautical Information Exchange service			
Benefits for airspace users and results of the consultation of airspace users' representatives	<p>The operational transfer to the new ATM system took place on the 8th of April 2019. Phase 2 is to be transferred into operations by end 2021, bringing enhanced functionalities. The system supports a capacity increase when traffic resumes to pre-COVID19 growth.</p> <p>It will improve the civil-military coordination giving greater flexibility according to airspace users' needs.</p> <p>It will enable the dynamically adjusted airspace configuration in response to capacity and demand needs.</p> <p>Improved situational awareness and safety.</p> <p>Environmental benefits both in terms of emissions and noise (airspace users flying their preferred trajectory, CDO and CCO supported)</p>							
Joint investment / partnership	No							
Investment in ATM systems	Yes							
If investment in ATM system, type?	Overhaul of existing system							
If investment in ATM system, Reference to European ATM Master Plan / PCP	PCP	<p>Family 1.1.1 - Arrival Manager extended to en-route airspace</p> <p>Family 3.1.1 ASM and A-FUA</p> <p>Family 3.1.2 Management of Predefined Airspace Configurations</p> <p>Family 3.2.2 Enhanced Free Route Airspace Operations</p> <p>Family 5.3.1 Aeronautical Information Exchange service</p>						

2.1.3 - Other new and existing investments

2.1.3.1 - Overall description and justification of the costs nature and benefits of other new and existing investments in fixed assets planned over the reference period

ROMATSA has taken a conservative approach to the Investment Plan for RP3 to mitigate the risk of investments being delayed, as it was the case during RP2 due to insufficient human resources allocated as well as lengthy public procurement procedures.

ATM system implementation. Significant reductions have been applied in order to cope with the financial difficulties induced by the COVID19 pandemic.

In addition to the core ATM system, there is also the need to sustain the existing functions of the system, by replacing or upgrading end-of-life infrastructure. These upgrades look to help reduce running costs by streamlining existing functionalities

ROMATSA is committed to be a strong European partner in the network and has planned to meet the regulatory requirements during RP3. These include continuing to deploy those mandated by the SES framework regulation and Pilot Common Project/Common Project 1.

Safety and security remain paramount for ROMATSA, and it will continue to invest in new tools to ensure it is able to monitor and respond to emerging risks and threats. Cyber-security is an evolving area, and ROMATSA is committed to working in partnership to assure itself of appropriate proactive action.

Further details about the investment plan for RP3 can be found in Annex E.

2.1.3.2 - Details of the main other new investments in fixed assets planned over the reference period

Number of new other investments	Click to select number of new other investments
---------------------------------	---

#	Name of investment	Total value of the asset (capex or contractual leasing value)	Value of the assets allocated to ANS in the scope of the PP	Determined costs of investment (i.e. depreciation, cost of capital and cost of leasing) (in national currency)					Description
				2020	2021	2022	2023	2024	

SECTION 3: PERFORMANCE TARGETS AND MEASURES FOR THEIR ACHIEVEMENT

3.1 - Safety targets

3.1.1 - Safety KPI #1: Level of Effectiveness of Safety Management achieved by ANSPs

3.2 - Environment targets

3.2.1 - Environment KPI #1: Horizontal en route flight efficiency (KEA)

3.3 - Capacity targets

3.3.1 - Capacity KPI #1: En route ATFM delay per flight

3.3.2 - Capacity KPI #2: Terminal and airport ANS ATFM arrival delay per flight

3.4 - Cost efficiency targets

3.4.1 - Cost efficiency KPI #1: Determined unit cost (DUC) for en route ANS

En Route Charging Zone #x

3.4.2 - Cost efficiency KPI #2: Determined unit cost (DUC) for terminal ANS

Terminal Charging Zone #x

3.4.3 - Pension assumptions

3.4.4 - Interest rate assumptions for loans financing the provision of air navigation services

3.4.5 - Restructuring costs

3.4.6 - Additional determined costs related to measures necessary to achieve the en route capacity targets

3.5 - Additional KPIs / Targets

3.6 - Description of KPAs interdependencies and trade-offs including the assumptions used to assess those trade-offs

3.6.1 - Interdependencies and trade-offs between safety and other KPAs

3.6.2 - Interdependencies and trade-offs between capacity and environment

3.6.3 - Interdependencies and trade-offs between cost-efficiency and capacity

3.6.4 - Other interdependencies and trade-offs

Annexes of relevance to this section

ANNEX A. REPORTING TABLES & ADDITIONAL INFORMATION (EN-ROUTE)

ANNEX B. REPORTING TABLES & ADDITIONAL INFORMATION (TERMINAL)

ANNEX F. BASELINE VALUES (COST-EFFICIENCY)

ANNEX H. RESTRUCTURING MEASURES AND COSTS

ANNEX M. COST ALLOCATION

ANNEX J. OPTIONAL KPIs AND TARGETS

ANNEX O. JUSTIFICATIONS FOR THE LOCAL SAFETY TARGETS

ANNEX P. JUSTIFICATIONS FOR THE LOCAL ENVIRONMENT TARGETS

ANNEX Q. JUSTIFICATIONS FOR THE LOCAL CAPACITY TARGETS

ANNEX R. JUSTIFICATIONS FOR THE LOCAL COST-EFFICIENCY TARGETS

ANNEX U. VERIFICATION BY THE NSA OF THE COMPLIANCE OF THE COST BASE

SECTION 3.1: SAFETY KPA

3.1 - Safety targets

- 3.1.1 - Safety KPI #1: Level of Effectiveness of Safety Management achieved by ANSPs
 - a) Safety national performance targets
 - b) Detailed justifications in case of inconsistency between local and Union-wide safety targets
 - c) Main measures put in place to achieve the safety performance targets

Annexes of relevance to this section

ANNEX O. JUSTIFICATIONS FOR THE LOCAL SAFETY TARGETS

3 - PERFORMANCE TARGETS AT LOCAL LEVEL

3.1 - Safety targets

3.1.1 - Safety KPI #1: Level of Effectiveness of Safety Management achieved by ANSPs

a) Safety performance targets

Number of Air Traffic Service Providers		1					
ROMATSA		2020A	2020	2021	2022	2023	2024
		Actual	Target	Target	Target	Target	Target
	Safety policy and objectives	D	C	C	C	C	C
	Safety risk management	D	C	C	C	C	D
	Safety assurance	D	C	C	C	C	C
	Safety promotion	D	C	C	C	C	C
	Safety culture	D	C	C	C	C	C
	Additional comments						

b) Detailed justifications in case of inconsistency between local and Union-wide safety targets

ROMATSA has already achieved level D in all safety management objectives and we intend to maintain the current safety level. For consistency with Union-wide safety revised targets, ROMATSA has chosen to adopt these as described in Article 1 of the COMMISSION IMPLEMENTING DECISION (EU) 2021/891 setting revised Union-wide performance targets for the air traffic management network for the third reference period (2020-2024) and repealing Implementing Decision (EU) 2019/903.

** Refer to Annex O, if necessary.*

c) Main measures put in place to achieve the safety performance targets

The measures put in place to achieve the Safety Performance Targets are concentrated on the use, on year to year base, of the results of the previous years for the EUROCONTROL CANSO Standard of Excellence in Safety Management Systems (SoE in SMS) questionnaire results. The yearly Report of the EUROCONTROL CANSO Standard of Excellence in Safety Management Systems (SoE in SMS) outlines progress made by the organisation towards meeting the requirements of the CANSO SoE in SMS, particularly with respect to the extent that the organisation is aligned with the International Civil Aviation Organisation’s (ICAO’s) Annex on Safety Management (Annex 19).

Consistently, ROMATSA continued to improve its EoSM, reaching the maturity level D on all five Management Objectives which is over the performance targets for 2020 obtaining a good score (98,21% effectiveness score) - please see the Romanian answers to the EoSM questionnaire for 2020 for the Safety KPA sent to the EASA by the Romanian NSA.

The overall reporting level of occurrences and the quality of the data included in the occurrence reports that falls under the reporting mechanism and under the performance scheme has constantly improved, showing the maturity of the system. All the occurrences were analysed with RAT Methodology (eTOKAI) and are reported under ECR.

No. of RI with safety impact for LROP/LRBS (under the scope of the performance scheme) is equal to 0;

No. of SMI with safety impact (Severity category C) is equal to 3 which falls under the minimum acceptable safety level defined in the SMS of ROMATSA.

In 2020 ROMATSA has achieved Level D in all areas. The Report confirms the level of maturity of the Safety Management System in ROMATSA, and taking into consideration that ROMATSA already met or surpassed targets in RP1 and RP2, no problems are expected in achieving the RP3 Safety Performance Targets. It is the intention of ROMATSA to continue to implement all the required measures to maintain Level D across all areas.

During the 2020 survey, the impact of COVID-19 on an ANSP’s ability to maintain their SMS was discussed. ROMATSA is permanently adapting to the pandemic context and the level of services has been maintained all throughout the crisis with no facilities having been shut down. Thus, the organisation is prepared for returning to normal operations. Current processes and procedures will ensure safe transition to normal operations when needed.

ROMATSA’s safety objective is "the improvement of its safety level so that the number of accidents, serious or risk bearing incidents induced by air navigation services provided by ROMATSA do not increase and, whenever possible, decreases."

ROMATSA considers the safety KPA as having priority over other KPAs, with this approach being formalised in the DANUBE FAB Safety Policy: “Safety has priority over commercial, operational, environmental and social pressures”. In this respect, safety is paramount and the other KPAs must be managed in a way not to reduce the level of safety.

ROMATSA will take all the necessary actions in order to achieve the Safety Performance Targets established above in letter a).

Romanian NSA performs continuous oversight activities and safety performance monitoring under the related (EU) Regulations, national and internal procedures. Also, ROMATSA has its monitoring process in place based on internal procedure “General Procedure for Safety Monitoring in ATM/ANS”.

** Refer to Annex O, if necessary.*

SECTION 3.2: ENVIRONMENT KPA

3.2 - Environment targets

3.2.1 - Environment KPI #1: Horizontal en route flight efficiency (KEA)

- a) Environment national performance targets
- b) Detailed justifications in case of inconsistency between national targets and national reference values
- c) Main measures put in place to achieve the environment performance targets

Annexes of relevance to this section

ANNEX P. JUSTIFICATIONS FOR THE LOCAL ENVIRONMENT TARGETS

3.2 - Environment targets

3.2.1 - Environment KPI #1: Horizontal en route flight efficiency (KEA)

a) National environment performance targets

	2020A	2020	2021	2022	2023	2024
National reference values	2.17%	n/a	2.10%	2.05%	2.05%	2.05%
		2020	2021	2022	2023	2024
		Target	Target	Target	Target	Target
National targets		1.55%	2.10%	2.05%	2.05%	2.05%

b) Detailed justifications in case of inconsistency between national targets and national reference values

The values have been extracted from ERNIP and can be achieved under ideal/normal conditions. However, if the regional, geo-political situation currently faced does not foresee any improvement over RP3 and, the optimum trajectories will continue to be bypassed in Romania, the target values are unlikely to be achieved despite measures taken by ROMATSA to allow airspace users to take the most direct route. In this respect, in April 2021, a DANUBE FAB common letter was sent to the PRB to explain our particularities and our views in relation to KEA, as reaction to the PRB Monitoring Report on the Financial and Operational impact of COVID-19 on the SES, underlying that the ENV performance is influenced by factors beyond our control or that of the ANSPs. PRB, in it’s response acknowledged the weaknesses and strengths of the current KPIs and the need to improve it, PRB also mentioning the highly appreciation for the completion of the SEE FRA in improving the ENV performance.

** Refer to Annex P, if necessary.*

c) Main measures put in place to achieve the environment performance targets

EN-ROUTE:

In RP2 traffic in the region has gone through several significant, politically induced, shifts. Most importantly, airline operators have been avoiding the Black Sea, Eastern Ukraine, Crimean Areas, resulting in a change of traffic patterns in the Romanian airspace. In spite of the significant traffic reduction during 2020 and 2021 (as compared to 2019), due to the COVID 19 pandemic, the areas avoided by airline operators have not changed. Similarly, the related (RAD) restrictions and the applicable traffic bans (between Ukraine and Russia) remain in place in the area, affecting traffic flows. All the above continuously result in an artificial increase in distance travelled, even for a numerically smaller number of flights, with visible effects on the KEA indicator. This fact proves once again that the methodology for the calculation of KEA should be reviewed so as to eliminate to the maximum extent possible the influence of external factors, which are outside of ROMATSA’s control.

In the context of factors which are not under the control or influence of ROMATSA, it should also be noted that the flown distance is also a result of the preference of the airline operators. This is related to the willingness to cross safe and politically stable areas from a geopolitical point of view, making use of cost-efficient airspace, taking into account winds/weather occurrences and factoring in internal company policies and planning procedures, even if it results in flying longer trajectories than those optimum from an environmental perspective.

Looking forward to the remaining years of RP3 and beyond, conflicts and/or tensions in the Middle East (eg Syria) / Eastern Ukraine are likely to continue to cause airline operators to circumnavigate these areas and, as a result, to travel on greater/atypical distances and trajectories before entering the Romanian airspace. Such behaviour will inevitably have effects on environmental indicators, in spite of operational improvements already offered or planned by ROMATSA to the AUs. It should also be noted that, in the context of COVID 19, Romania is part of the European ATM Network process of relaxing RAD restrictions due to reduced air traffic, but there are certain RADs which are still maintained to manage the traffic flows which plan the flights so as to avoid the Black Sea area, for example.

In terms of operational improvements aimed at enhancing environmental performance, ROMATSA plans to gradually optimise the current sectorisation to improve the utilisation of the Romanian airspace in the context of both already implemented and planned FRA expansion projects. Maintaining a close collaboration with the NM will ensure traffic flows are managed as efficiently as possible and potential saturation of airspace volumes to be efficiently addressed, as gradual traffic recovery is expected until the end of RP3. As an enabler for improved FRA operations, ATS routes above FL105 have been removed from Bucureşti FIR as of the 15th of July 2021 and an on-going process of optimisation and relaxation of RADs is considered, to offer airline operators the opportunity to take full advantage of FRA operations.

ROMATSA aims to continuously improve FRA operations. Trilateral (BULATSA, ROMATSA and HUNGAROCNTRL) night FRA (SEEN FRA) implemented on the 30th of March 2017 has been expanded with Bratislava CTA on the 6th of December 2018. Following the trilateral (BULATSA, ROMATSA and HUNGAROCNTRL) FRA H24 (SEE FRA), implemented on 7th of November 2019, the FRA airspace has been further expanded to include also Bratislava CTA starting from the 28th of January 2021.

SEE FRA expansion with Chişinău CTA together with cross border operations between SEE FRA and BALTIC FRA, is planned to be implemented from the 24th of February 2022, will represent a further step in optimizing flight operations by expanding to H24 the cross-border FRA operations in the airspaces of Bratislava CTA, Bucureşti CTA, Budapest CTA, Chisinau CTA and Sofia CTA and Vilnius CTA and Warszawa CTA, respectively. This will provide further operational, environmental protection by contributing to reduced fuel consumption and emissions, while improving flight efficiency and cost benefits in a region of 1 million square kilometres large over Europe and High Seas. The estimated SEE FRA daily benefits will be 168,7 less minutes of flight, 7324,3 kg of fuel savings and reduced CO2 emissions by 23140,9 kg and 101,1 kg less NOx. Moreover, for spring 2024 it is proposed to further expand SEE FRA towards Ukraine. This will allow additional flow options for the airspace users, further increase in capacity and reduce fuel consumption and emissions in South-East and East Europe.

The national regulation related to FUA implementation in Romania is a common document developed and signed by the Ministry of Transportation and Ministry of National Defence. Romania is one of the first nations applying for Eurocontrol's airspace management support tool - LARA (Local And sub-Regional Airspace Management support system) - and Romania has the largest LARA network configuration, with all military airbases connected to the central database server located in ROMATSA premises.

ROMATSA reports annually to the EC on the KPIs for Airspace Management Efficiency. Given the civil-military coordination in FUA implementation and evolution is already effective, ROMATSA foresees no significant challenges in this area for RP3. However, ROMATSA plans to implement new airspace architecture that will take into account operational requirements for the new military fighters generation. This requires extended airspace and flexibility, through modularity.

ROMATSA also plans to enhance the application of FUA through better flight planning and airspace release processes, and through the implementation of advanced FUA (depending on SESAR progresses). This will contribute positively to ROMATSA's capacity provision.

Given the aforementioned reasons, from ROMATSA side, every effort is made to meet the environment targets.

TERMINAL AIRSPACE:

All instrument flight procedures are the result of co-operation between designer, air operators, ATC, aerodrome operators, MIL and are taking into account all requirements concerning flight efficiency, reduction of fuel consumption, gas emission reduction and noise reduction over cities, as long as safety and design criteria are met.

All existing conventional SID/STAR routes and Instrument Approach Procedures were designed taking into account the optimum vertical descent/climb profiles and shortest possible routes, based on the available ground NAVAIDS infrastructure.

RNAV1 SID/STARs are published for BUCURESTI TMA, NAPOC TMA and ARAD TMA. New RNAV1 SID/STARs will be implemented for CONSTANTA TMA in 2022-2023 period.

- The existing RNAV1 SID and STAR routes were designed with an optimized vertical profile on shorter routes, as long as speed and altitude restrictions were not imposed by potential conflict points, or limitations given by restricted areas and cities avoidance.
- Starting mid-autumn 2019, ROMATSA has begun the revision process of all existing conventional and RNAV1 SID/STAR routes and instrument approach procedures and the implementation of new RNP APCH procedures for all airports as part of PBN concept implementation. After completion by end-2021, the instrument flight procedures are expected to facilitate shorter and more direct tracks.
- ROMATSA is planning to implement AMAN (Arrival Manager) in BUCUREŞTI TMA (initially) with the technical specification for the system finalised, but with implementation postponed due to difficult financial situation caused by the COVID19 pandemic.
- Resumption of AIP Romania amendment process, chap. 2.21 Noise abatement procedures with the following specific provisions for aircraft operating at Otopeni Airport:

"In order to reduce aircraft noise and emissions, ATC gives clearances allowing continuous descent (CD) traffic situation permitting. Continuous descent can be planned based on track distance information of the STAR or, when vectored, on estimated track distance provided by ATC. "

ROMATSA is committed to reducing the amount of fuel burn and resulting emissions impact, as best as possible through its services (through implementing projects such as FRA, as described above).

ROMATSA also has a certified ISO 14001 environmental management system and monitors its own carbon footprint on a yearly basis. ROMATSA

SECTION 3.3: CAPACITY KPA

3.3 - Capacity targets

3.3.1 - Capacity KPI #1: En route ATFM delay per flight

- a) Capacity national performance targets
- b) Detailed justifications in case of inconsistency between national targets and national reference values
- c) Main measures put in place to achieve the target for en-route ATFM delay per flight
- d) ATCO planning

3.3.2 - Capacity KPI #2: Terminal and airport ANS ATFM arrival delay per flight

- a) Capacity national performance targets
- b) Contribution to the improvement of the European ATM network performance
- c) Main measures put in place to achieve the target for terminal and airport ANS ATFM arrival delay per flight

Annexes of relevance to this section

ANNEX Q. JUSTIFICATIONS FOR THE LOCAL CAPACITY TARGETS

3.3 - Capacity targets

3.3.1 - Capacity KPI #1: En route ATFM delay per flight

a) National capacity performance targets

	2020A	2020	2021	2022	2023	2024
National reference values	0.00	n/a	0.02	0.04	0.04	0.04

	2020	2021	2022	2023	2024
	Target	Target	Target	Target	Target
National targets	0.14	0.02	0.04	0.04	0.04

b) Detailed justifications in case of inconsistency between national targets and national reference values

N/A ROMATSA has chosen to adopt the national reference values. Actual values for 2020 is 0,00, taking also into account the reduced traffic in the pandemic context
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** Refer to Annex Q, if necessary.*

c) Main measures put in place to achieve the target for en-route ATFM delay per flight

<p>1. NEW ATM SYSTEM</p> <p>A new ATM system entered into operations on 08.04.2019. The new system meets a number of the requirements put forward in the PCP and DP 2018:DP 2018 3.1.4 (Management of Dynamic Airspace Configuration), and DataLink Implementation DP 2018 3.2.1 (Upgrade of ATM systems to support DCT and FRA, Dynamic Area Proximity Warning). Phase 2 of the ATM system is currently in the final stages before transfer into operations which is expected by the end of 2021, with System Acceptance Tests successfully completed at the beginning of June 2021.</p> <p>An upgrade of the old operational system has been also completed in 2020 to manage increasing traffic and implement DataLink capabilities, as it will remain the fallback system.</p> <p>Starting with 17th of July 2020, ROMATSA provides DataLink services using ATN protocol and from the 18th of November for FANS equipped aircraft also.</p> <p>During RP3, further ATM system upgrades are planned, including a traffic load and complexity tool implementation in line with the Capacity Plan for 2019 – 2024 and with the dynamic of ROMATSA post-pandemic financial strength recovery, taking into account the actual pattern of traffic growth.</p> <p>2. AIRSPACE CONFIGURATION</p> <p>ROMATSA plans to gradually optimise the current sectorisation in order to improve the utilisation of the Romanian airspace in the context of both already implemented and planned FRA expansion projects. Maintaining a close collaboration with the NM will ensure traffic flows are managed as efficiently as possible and potential saturation of airspace volumes to be efficiently addressed, as gradual traffic recovery is expected until the end of RP3. As an enabler for improved FRA operations, ATS routes above FL105 have been removed within București FIR as from the 15th of July 2021 and an on-going process of optimisation and relaxation of RADs is considered, in order to offer airline operators the opportunity to take full advantage of FRA operations.</p> <p>Following the implementation of the trilateral FRA H24 (BULATSA, ROMATSA and HUNGAROCNTRON) which took place on the 7th of November 2019, it been extended for the entire SEE FRA airspace to include also Bratislava CTA starting from the 28th of January 2021. SEE FRA expansion together with cross border operations between SEE FRA and BALTIC FRA, are planned to be implemented from the 24th of February 2022, and will represent a further step in optimizing flight operations by expanding to H24 the cross-border FRA operations in the airspaces of Bratislava CTA, București CTA, Budapest CTA, Chisinau CTA and Sofia CTA and Vilnius CTA and Warszawa CTA, respectively. This will provide further operational, environmental and cost benefits in a region of 1 million square kilometres large over Europe and High Seas. Moreover, for spring 2024 it is proposed to further expand SEE FRA towards Ukraine. This will allow additional flow options for the airspace users, further increase in capacity and reduced ATC workload in South-East and East Europe.ROMATSA is also working closely under NM coordination on the Operational Excellence program where it has been designated Champion within:</p> <p>WST 02: Application of A-FUA</p> <p>02.01 Planning of military exercises</p> <p>02.02 Application of FUA at Level 1, 2 and 3</p> <p>WST05: Enhancing sectors throughput, including occupancies Champion</p> <p>05.01 Achievement of higher sector throughputs</p> <p>05.02 OLDI exchanges of limited trajectory data</p> <p>05.03 What-If probing tool for traffic complexity and MTCD</p> <p>05.04 Harmonised implementation of Dynamic Airspace Configurations</p> <p>WST 07: ANSP/ANSP and ANSP/NM system connectivity and interoperability</p> <p>07.01 Wider utilization of OLDI transfer and dialogue messages ROMATSA</p> <p>07.03 TWR/APP/ACC flight data exchanges for notification and coordination purposes - OLDI or legacy ones</p> <p>3. HUMAN RESOURCES POLICY</p> <p>As presented during the RP2 Romania Performance Plan revision process and in the initial RP3 performance planning, ROMATSA faces a challenge related to the ageing ATCO personnel. This is especially true in ACC Bucharest, with 140 operational ACC ATCOs being aged over 51 years old. For RP3 26 en-route ACC ATCOs have already or are about to retire and another 112 between 2025-2029.As it takes between 3 to 5 years to fully train and authorize an ATCO for ACC, a recruitment process was started in 2017, and planned to continue until the end of RP3, to guarantee proper staffing levels to ensure safety and adequate capacity. The COVID19 pandemic and its impact on the operational and financial situation has forced ROMATSA to freeze the recruitment process during 2020 and until the end of 2021. However, the problems generated by the ageing ATCO population are</p>

* Refer to Annex Q, if necessary.

d) ATCO planning

	Actual			Planning			
Bucharest (LRBB ACC)	2018	2019	2020	2021	2022	2023	2024
Number of additional ATCOs in OPS planned to start working in the OPS room (FTEs)	25	0	0	12	12	12	24
Number of ATCOs in OPS planned to stop working in the OPS room (FTEs)	1	4	8	2	4	6	6
Number of ATCOs in OPS planned to be operational at year-end (FTEs)	237	233	225	235	243	249	267

Additional comments
<p>The legal retirement age in Romania for ATCOs is currently 65 years old for men and 63 years old for women. However there are many of the ATCOs aged between 40-60 years old that had been appointed under special labour conditions (a law applicable to all ATCOs in operations until the year 2001) and now can benefit from a reduced pension age (1-12 years earlier than the standard age). This varies depending on how many years the ATCO worked under special conditions. Moreover, a new pension law issued in July 2019 granted more derogations from the standard retirement age. A legislative proposal to reduce ATCO pension age by up to 13 years, depending on the number of years worked, has been submitted by ROMATSA to the Ministry of Transport and Infrastructure and the Ministry of Labour and Social Protection to be integrated in the new Pension Law that is being drafted by the Government. However, the recruitment process has not taken this proposal into consideration, only the current retirement scheme and the safety critical abilities that tend to degenerate ATCOs over 50 years and in particular over 55 years. These generate Loss of Licenses and illnesses, offering ATCOs the option to move to training and administrative positions.</p> <p>Our current forecast is that during RP4 (2025-2029) 112 ATCOs from ACC Bucharest will retire (6 in 2025, 18 in 2026, 26 in 2027, 38 in 2028 and 24 in 2029). If the new proposal for the Pension Law will entry into force during RP3, this will cause the above mentioned figures to be advanced to the end of RP3. We have taken into consideration the average time needed to train and authorize an ATCO and also that these activities are done in-house and there is a limit to the maximum number per year. Thus, the recruitment process is a gradual one with the advantage also that when these new ATCOs reach the retirement age there will not be again a massive exit compressed in a short period of time.</p> <p>For the intake of ATCOs the FTE takes into consideration 1 FTE for ATCOs that have all sectors authorization, 1 FTE for those that are in the first 12 months after taking their first sector authorisation and are not allowed to start training for a new one and 0.5 FTE for those that have a one sector authorisation and are in training for a new sector.</p>

3.3.2 - Capacity KPI #2: Terminal and airport ANS ATFM arrival delay per flight

a) National capacity performance targets

	2020A	2020	2021	2022	2023	2024
	Actual	Target	Target	Target	Target	Target
National targets	0.00	0.50	0.5	0.39	0.39	0.39
Additional comments	Targets have been set taken into consideration actual performance over RP2 and Otopeni airport strategic development planning that foresees starting from 2022 rehabilitation of taxiways M, N, O, P, V, W and C and extension of the aircraft parking platform no.2. Arrival delays targets include only aerodrome causes as ATC capacity will be at an optimum level.					

Airport level	LROP-Otopeni-Intl.	0.00	0.51	0.51	0.40	0.40	0.40
	Airport contribution to national targets						
	LRBS-Bucharest AUREL VLAICU	0.00	0.00	0.00	0.00	0.00	0.00
	Airport contribution to national targets						

b) Contribution to the improvement of the European ATM network performance

Both ROMATSA and Bucharest Airports National Company (encompassing LROP and LRBS) have understood the need to work together to ensure optimum capacity level at terminal level as this impacts the entire network. As such , ROMATSA has implemented a system at Otopeni TWR, consisting of 2 A-SMGCS components: surveillance and electronic flight strips, which is interfaced via OLDI with the Indra system that covers Bucureşti ACC, 4 TMAs and 15 TWRs. Both systems have been transferred into operations at the same time. - Also a recruitment process has been started by the end of RP2 in order to replace ageing ATCOs and ensure the optimum number of staff for the growing traffic. Bucharest Airports National Company has started an expansion and modernization program through which it will provide an increased number of aircraft parking positions and taxiways and also reopen Baneasa airport for commercial flights easing the pressure on Otopeni. Thus, Bucharest Airports National Company will consolidate over the course of RP3 its position as a reliable aviation hub for the European network in terms of safety, capacity and environment.

* Refer to Annex Q, if necessary.

c) Main measures put in place to achieve the target for terminal and airport ANS ATFM arrival delay per flight

ROMATSA is not expected to generate over the course of RP3, as in RP2, any arrival delays for Bucharest airports due to ATC. This will be achieved thorough adequate technological improvements as presented above, optimum number of staff and updated flight procedures to implement Performance Based Navigation by the end of 2021. ROMATSA is a partner in the project SPICE-Synchronised PBN Implementation Cohesion Europe, co-financed by the European Union through the Connecting Europe Facility, that includes the design of PBN flight procedures and DME systems procurement. From 2020 ROMATSA started the revision process of the existing P-RNAV SID and STAR routes and all instrument approach procedures. After the revision, the routes will facilitate shorter and more direct tracks and will allow the use of CDO whenever the traffic permits. ROMATSA is planning to implement AMAN (Arrival Manager) in BUCUREŞTI TMA by the end of RP3.

* Refer to Annex Q, if necessary.

SECTION 3.4: COST-EFFICIENCY KPA

3.4 - Cost efficiency targets

3.4.1 - Cost efficiency KPI #1: Determined unit cost (DUC) for en route ANS

En Route Charging Zone #x

- a) RP3 revised cost-efficiency performance targets (IR 2020/1627)
- b) Information on the baseline values for the determined costs and the determined unit costs
- c) Detailed justifications for the adjustments to the baseline values
- d) Where a deviation from the Union-wide performance targets is observed, please indicate if the NSA considers those deviations to be necessary and proportionate
- e) Main measures put in place to achieve the targets for determined unit cost (DUC) for en route ANS
- f) Findings of the verification by the NSA (under Art. 22(7) of IR 2019/317) of the compliance of the cost base for charges with the requirements of Article 15(2) of Reg. 550/2004 and Article 22 of IR 2019/317, and where applicable identification of

3.4.2 - Cost efficiency KPI #2: Determined unit cost (DUC) for terminal ANS

Terminal Charging Zone #x

- a) RP3 revised cost-efficiency performance targets (IR 2020/1627)
- b) Information on the baseline values for the determined costs and the determined unit costs
- c) Detailed justifications for the adjustments to the baseline values
- d) Main measures put in place to achieve the targets for determined unit cost (DUC) for terminal ANS
- e) Findings of the verification by the NSA (under Art. 22(7) of IR 2019/317) of the compliance of the cost base for charges with the requirements of Article 15(2) of Reg. 550/2004 and Article 22 of IR 2019/317, and where applicable identification of

3.4.3 - Pension assumptions

3.4.3.1 Total pension costs

3.4.3.2 Assumptions for the "State" pension scheme

3.4.3.3 Assumptions for the occupational "Defined contributions" pension scheme

3.4.3.4 Assumptions for the occupational "Defined benefits" pension scheme

3.4.4 - Interest rate assumptions for loans financing the provision of air navigation services

3.4.5 - Restructuring costs

3.4.5.1 Restructuring costs from previous reference periods to be recovered in RP3

3.4.5.2 Restructuring costs planned for RP3

3.4.6 - Additional determined costs related to measures necessary to achieve the en route capacity targets

- a) Overall description of the measures necessary to achieve the en-route capacity targets for RP3, which induce additional costs
- b) Detailed information on the additional costs of measures necessary to achieve the capacity targets for RP3
- c) Detailed information on the additional costs of measures necessary to achieve the capacity targets for RP3 by nature by ANSP
- d) Demonstration that the deviation from the Union-wide targets is exclusively due to the additional determined costs related to measures necessary to achieve the performance targets in capacity

Annexes of relevance to this section

ANNEX A. REPORTING TABLES & ADDITIONAL INFORMATION (EN-ROUTE)

ANNEX B. REPORTING TABLES & ADDITIONAL INFORMATION (TERMINAL)

ANNEX F. BASELINE VALUES (COST-EFFICIENCY)

ANNEX H. RESTRUCTURING MEASURES AND COSTS

ANNEX M. COST ALLOCATION

ANNEX R. JUSTIFICATIONS FOR THE LOCAL COST-EFFICIENCY TARGETS

ANNEX U. VERIFICATION BY THE NSA OF THE COMPLIANCE OF THE COST BASE

NOTE: The following requirements as per Annex II, 3.3 are addressed in the Annexes A and B:

Point 3.3 (d) on cost-allocation;

Point 3.3 (e) on the return on equity and cost of capital;

Point 3.3 (f) on assumptions for pension costs and interest on debt for other entities, inflation forecast and adjustments beyond IFRS;

Point 3.3 (g) on adjustments to the unit rates carried over from previous reference periods;

Point 3.3 (h) on costs exempt from cost-sharing;

Point 3.3 (k) reporting tables and additional informations.

3.4 - Cost efficiency targets

3.4.1 - Cost efficiency KPI #1: Determined unit cost (DUC) for en route ANS

En Route Charging Zone #1 - Romania

a) RP3 revised cost-efficiency performance targets (IR 2020/1627)

En route charging zone Name of the CZ	Baseline 2014	Baseline 2019	RP3 revised cost-efficiency targets (determined 2020-2024)				2024 D vs. 2014 B	2024 D vs. 2019 B
	2014 B	2019 B	2020/2021 D	2022 D	2023 D	2024 D		
Total en route costs in nominal terms (in national currency)	691,574,731	849,545,633	1,697,459,538	945,384,839	1,012,553,314	1,088,064,945	57.3%	28.1%
Total en route costs in real terms (in national currency at 2017 prices)	689,310,166	794,377,327	1,542,446,480	834,540,949	874,478,375	918,408,884	33.2%	15.6%
Total en route costs in real terms (in EUR2017) ¹	150,956,283	173,965,588	337,789,864	182,761,268	191,507,411	201,128,024	33.2%	15.6%
YoY variation			94.2%	-45.9%	4.8%	5.0%		
Total en route Service Units (TSU)	4,181,845	5,117,438	4,404,622	3,234,000	3,842,000	4,410,000	5.5%	-13.8%
YoY variation			-13.9%	-26.6%	18.8%	14.8%		
Real en route unit costs (in national currency at 2017 prices)	164.83	155.23	350.19	258.05	227.61	208.26	26.3%	34.2%
Real en route unit costs (in EUR2017) ¹	36.10	33.99	76.69	56.51	49.85	45.61	26.3%	34.2%
YoY variation			125.6%	-26.3%	-11.8%	-8.5%		

National currency	RON
¹ Average exchange rate 2017 (1 EUR=)	4.57

b) Information on the baseline values for the determined costs and the determined unit costs

En route charging zone Name of the CZ	Baseline 2014	Baseline 2019	Actuals 2014	Actuals 2019	2014 Baseline adjustments	2019 Baseline adjustments
	2014 B	2019 B	2014 A	2019 A		
Total en route costs in nominal terms (in national currency)	691,574,731	849,545,633	691,574,731	849,545,633	0	0
Total en route costs in real terms (in national currency at 2017 prices)	689,310,166	794,377,327	689,310,166	794,377,327	0	0
Total en route costs in real terms (in EUR2017) ¹	150,956,283	173,965,588	150,956,283	173,965,588	0	0
Total en route Service Units (TSU)	4,181,845	5,117,438	4,181,845	5,117,438	0	0

c) Detailed justifications for the adjustments to the baseline values

c.1) Adjustments to the 2014 baseline value for the determined costs	Number of adjustments	0
c.2) Adjustments to the 2014 service units		
Impact of transition to actual route flown	Coefficient M2/M3	Source
	-0.10%	CRCO correction factor May 2019 (on 12 months)
Other adjustment to the 2014 service units	No	
Total adjustments to the 2014 service units		-
c.3) Adjustments to the 2019 baseline value for the determined costs	Number of adjustments	0

c.4) Adjustments to the 2019 service units

Impact of transition to actual route flown	Coefficient M2/M3	Source	Service units
	-0.10%	CRCO correction factor May 2019 (on 12 months)	
Other adjustment to the 2019 service units	No		
Total adjustments to the 2019 service units			-

d) Description and justification of the consistency between local and Union-wide cost-efficiency targets

* Refer to Annex R, if necessary.

e) Where a deviation from the Union-wide performance targets is observed, please indicate if the NSA considers those deviations to be necessary and proportionate under:

Additional costs of measures necessary to achieve the capacity targets for RP3	Yes	Detailed in part 3.4.6 of the performance plan
Restructuring costs planned for RP3	No	

f) Main measures put in place to achieve the targets for determined unit cost (DUC) for en route ANS

A wide range of cost reduction measures have been applied both in 2020 and 2021 to adapt to the new environment, both economical and operational, as follows:

- Staff costs: Temporary freezing of new recruitment and promotions , no salaries increase an no inflation adjustment of salaries, reduced pensions and health insurance contributions due to temporary freezing of recruitment and promotions, reduced additional benefits for employees;
- Other operating costs: cancellation/delay of training activities, reduced costs for third party services, reduced costs for transportation, spare parts and other materials;
- Depreciation and cost of capital: cancellation/delay of investments.

Overall cost reductions to ROMATSA's costs for 2020-2024 amount to approximately 1.000.000 thousand lei or 19% compared with the initial 2019 submission.

In order to minimise the impact of the recruitment process for ATCOs in the increase of costs, several other measures have been put in place to reduce other costs:

- the number of support staff will remain relatively constant over the course of RP3 with new entries to cover retirements only (for crucial positions such as engineers, MET and FIS) with the administrative personnel decreasing;
- the Investment Plan has been reduced to cover mainly capacity enhancers, regulatory requirements, replacement of end-of-life equipment and safety critical areas.

* Refer to Annex R, if necessary.

g) Findings of the verification by the NSA (under Art. 22(7) of IR 2019/317) of the compliance of the cost base for charges with the requirements of Article 15(2) of Reg. 550/2004 and Article 22 of IR 2019/317, and where applicable identification of corrections applied to the cost base as a result of this verification

The NSA conducts regular document verifications, audits/inspections at the air navigation service provider, including on its accounting policies and financial statements. ROMATSA applies IFRS and complies with transparency of accounts principles.

For the revised cost base, the NSA has verified ROMATSA’s cost allocation methodology, the actual costs for 2020 together with the Financial Statements and the determined costs for 2021-2024. ROMATSA costs comply with the requirements of Article 15(2) of Reg. 550/2004 and Article 22 of IR 2019/317.

* Refer to Annex U, if necessary.

3.4.2 - Cost efficiency KPI #2: Determined unit cost (DUC) for terminal ANS

Terminal Charging Zone #1 - Romania - TCZ

a) RP3 revised cost-efficiency performance targets (IR 2020/1627)

Terminal charging zone Name of the CZ	Baseline 2019	RP3 revised cost-efficiency targets (determined 2020-2024)				2024 D vs. 2019 B
	2019 B	2020/2021 D	2022 D	2023 D	2024 D	
Total terminal costs in nominal terms (in national currency)	78,798,162	164,730,384	90,833,128	100,001,127	107,346,602	36.2%
Total terminal costs in real terms (in national currency at 2017 prices)	73,519,661	148,802,170	79,396,179	85,195,333	89,254,400	21.4%
Total terminal costs in real terms (in EUR2017) ¹	16,100,524	32,587,105	17,387,459	18,657,451	19,546,371	21.4%
YoY variation		102.4%	-46.6%	7.3%	4.8%	
Total terminal Service Units (TNSU)	74,054	69,587	56,000	66,000	75,000	1.3%
YoY variation		-6.0%	-19.5%	17.9%	13.6%	
Real terminal unit costs (in national currency at 2017 prices)	992.79	2,138.36	1,417.79	1,290.84	1,190.06	19.9%
Real terminal unit costs (in EUR2017) ¹	217.42	468.29	310.49	282.69	260.62	19.9%
YoY variation		115.4%	-33.7%	-9.0%	-7.8%	

National currency	RON
¹ Average exchange rate 2017 (1 EUR=)	4.57

b) Information on the baseline values for the determined costs and the determined unit costs

Terminal charging zone Name of the CZ	Baseline 2019	Actuals 2019	2019 Baseline adjustments
	2019 B	2019 A	
Total terminal costs in nominal terms (in national currency)	78,798,162	78,798,162	0
Total terminal costs in real terms (in national currency at 2017 prices)	73,519,661	73,519,661	0
Total terminal costs in real terms (in EUR2017) ¹	16,100,524	16,100,524	0
Total terminal Service Units (TNSU)	74,054	74,054	0

c) Detailed justifications for the adjustments to the baseline values

c.1) Adjustments to the 2019 baseline value for the determined costs

Number of adjustments	0
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c.2) Adjustments to the 2019 service units

Adjustment to the 2014 service units	No
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d) Description and justification of the contribution of the the local targets to the performance of the European ATM network

ROMATSA has implemented technological improvements (detailed in section 3.3.2 b)) and has initiated a recruitment process to reach an optimum number of ATCOs in order to accommodate the needed capacity and comply with EU regulations. ROMATSA began the revision process of the existing P-RNAV SID and STAR routes and all instrument approach procedures through an EU-financed project due to be finalised in December 2021. AMAN is also due to be implemented by the end of RP3 in Bucuresti TMA. No-ATC caused delay is estimate for the remainder of RP3 at both Otopeni and Baneasa airports, consolidating their position as a safe and reliable aviation hub.

** Refer to Annex R, if necessary.*

e) Main measures put in place to achieve the targets for determined unit cost (DUC) for terminal ANS

A wide range of cost reduction measures have been applied both in 2020 and 2021 to adapt to the new environment, both economical and operational. Overall cost reductions to ROMATSA's costs for 2020-2024 amount to approximately 85.000.000 or 15.6% compared with the initial 2019 submission. The main measures in this regard have been:

- Staff costs: Temporary freezing of new recruitment and promotions , no salaries increase an no inflation adjustment of salaries, reduced pensions and health insurance contributions due to temporary freezing of recruitment and promotions, reduced additional benefits for employees;
- Other operating costs: cancellation/delay of training activities, reduced costs for third party services, reduced costs for transportation, spare parts and other materials;
- Depreciation and cost of capital: cancellation/delay of investments.

Overall cost reductions to ROMATSA's costs for 2020-2024 amount to approximately 66.000 thousand lei or 15% compared with the initial 2019 submission.

** Refer to Annex R, if necessary.*

f) Findings of the verification by the NSA (under Art. 22(7) of IR 2019/317) of the compliance of the cost base for charges with the requirements of Article 15(2) of Reg. 550/2004 and Article 22 of IR 2019/317, and where applicable identification of corrections applied to the cost base as a result of this verification

The NSA conducts regular document verifications, audits/inspections at the air navigation service provider, including on its accounting policies and financial statements. ROMATSA applies IFRS and complies with transparency of accounts principles.

For the revised cost base, the NSA has verified ROMATSA's cost allocation methodology, the actual costs for 2020 together with the Financial Statements and the determined costs for 2021-2024. ROMATSA costs comply with the requirements of Article 15(2) of Reg. 550/2004 and Article 22 of IR 2019/317.

** Refer to Annex U, if necessary.*

3.4.3 - Pension assumptions

ROMATSA

3.4.3.1 Total pension costs (in nominal terms in '000 national currency)

Pension costs	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total pension costs	48,832	40,991	89,823	47,339	60,253	74,929
En-route activity	44,673	37,620	82,293	43,170	54,988	68,489
Terminal activity	4,159	3,371	7,530	4,169	5,265	6,440
Other activities			-			

3.4.3.2 Assumptions for the "State" pension scheme (in nominal terms in '000 national currency)

Are there different contribution rates for different staff categories? If yes, how many?	No
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<Staff category name>	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total pensionable payroll to which this scheme applies	0	0	-	0	0	0
Employer % contribution rate to this scheme	0	0		0	0	0
Total pension costs in respect of this scheme	0	0	-	0	0	0
Number of employees the employer contributes for in this scheme	N/A	N/A		N/A	N/A	N/A

Description on the relevant national pension regulations and pension accounting regulations on which the assumptions are based, as well as information whether changes of those regulations are to be expected during RP3

The contribution to the state pension system ("Pay-As-You-Go") is compulsory according to the law.
The main law applicable for the calculation of the contributions is the Romanian Fiscal Act ("Codul Fiscal" – law 227/2015 with all subsequent amendments).
The contribution is based on the gross wages of the employees. The percentage applied to the contribution basis, for normal working conditions, is currently 25% due by the employee.

Description of the assumptions underlying the calculations of pension costs comprised in the determined costs
N/A

Describe the actions taken ex-ante to manage the cost-risk (cost increase) associated with this item, as well as the actions taken to limit the impact of the unforeseen change on the costs to be passed on to airspace users
The contribution and its methodology is set by law and although for now it has been transferred entirely to the employee, there might be future changes through which the contribution will be again split between employer and employee.

3.4.3.3 Assumptions for the occupational "Defined contributions" pension scheme (in nominal terms in '000 national currency)

Are there different contribution rates for different staff categories? If yes, how many?	No
--	----

ALL STAFF	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total pensionable payroll to which this scheme applies	574,488	598,866	1,173,354	644,390	700,906	769,605
Employer % contribution rate to this scheme	x	x		5.45%	5.45%	5.45%
Total pension costs in respect of this scheme	17,407	17,427	34,833	35,119	38,199	41,943
Number of employees the employer contributes for in this scheme	1,500	1,606		1,664	1,720	1,768

Description on the relevant national pension regulations and pension accounting regulations on which the assumptions are based, as well as information whether changes of those regulations are to be expected during RP3

ROMATSA applies a defined contribution scheme, in accordance with the legal provisions regarding the voluntary contributions to pension funds (called "Pillar III" of the pension system).
In accordance with this system each employee chooses a pension fund to which the employee contributes to. For 2020 and 2021, the contribution has been limited to the minimum deductible amount.

Description of the assumptions underlying the calculations of pension costs comprised in the determined costs
The employee pays a minimum amount, while the employer pays, according to the work agreement, 5,4% of the employee's gross wages. For 2020 and 2021, the contribution has been limited to the minimum deductible amount.

Describe the actions taken ex-ante to manage the cost-risk (cost increase) associated with this item, as well as the actions taken to limit the impact of the unforeseen change on the costs to be passed on to airspace users
N/A

3.4.3.4 Assumptions for the occupational "Defined benefits" pension scheme (in nominal terms in '000 national currency)

Does the ANSP assume liability for meeting future obligations for the occupational "Defined benefits" scheme?	Yes
Is the occupational "Defined benefits" pension scheme funded?	Yes

	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total pensionable payroll to which this scheme applies			-			
Total pension costs in respect of this scheme	31,425	23,565	54,990	12,220	22,054	32,985
- in respect of regular pension costs			-			
- in respect of non-recurring deficit repair			-			
- reported as staff costs (in reporting tables)	31,425	23,565	54,990	12,220	22,054	32,985
- not reported as staff costs (in reporting tables): please use comment box			-			
Actuarial assumptions						
% discount rate						
% projected increase in benefits						
% annual increase in salaries	0.00%	0.00%		2.10%	3.92%	3.91%
% expected return on plan assets						
Net funding surplus / deficit	31,425	23,565	54,990	12,220	22,054	32,985
Number of employees the employer contributes for in this scheme	1,637	1,602		1,664	1,720	1,768

Description on the relevant national pension regulations and pension accounting regulations on which the assumptions are based, as well as information whether changes of those regulations are to be expected during RP3
The work agreement of ROMATSA foresees defined benefits (linked to the basic salary) payable to the employees at the time of retirement (one time payment). The amounts are differentiated between employees by staff category and/or the number of years employed in the organisation. In accordance with IFRS (IAS 19) a provision was created for these future payable amounts.

Description of the assumptions underlying the calculations of pension costs comprised in the determined costs
The actuarial calculation takes into account the entries for the ATCO recruitment process, retirements for age limit and, where applicable, special working conditions. An increase in salaries was foreseen starting from 2022 taking into consideration inflation rate (IMF forecast April 2021) and compensation for the net loss of income in 2020-2021 due to higher than projected inflation rates and no salaries increase.

Where, in the Reporting Tables, some occupational "defined benefits" costs (e.g. interest expense related to pensions) are reported in other cost item(s) than staff costs, the cost item(s) should be indicated here below along with corresponding explanations.
N/A

Describe the actions taken ex-ante to manage the cost-risk (cost increase) associated with this item, as well as the actions taken to limit the impact of the unforeseen change on the costs to be passed on to airspace users
N/A

3.4.4 - Interest rate assumptions for loans financing the provision of air navigation services

ROMATSA

Select number of loans	1
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Interest rate assumptions for loans financing the provision of air navigation services (Amounts in nominal terms in '000 national currency)						
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Loan #1	2020D	2021D	2020/2021D	2022D	2023D	2024D
Description	Non-revolving commercial loan facility. 21 months grace period, no later than 08.07.2022. Due date 31.12.2029.					
Remaining balance	132,100	394,270		408,000	350,000	292,000
Interest rate %	2.72%	2.40%		2.70%	3.20%	3.30%
Interest amount	289	13,075	13,364	12,320	12,205	10,673

Other loans	2020D	2021D	2020/2021D	2022D	2023D	2024D
Description						
Remaining balance						
Average weighted interest rate %	-	-		-	-	-
Interest amount			-			

Total loans	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total remaining balance	132,100	394,270		408,000	350,000	292,000
Average weighted interest rate %	0.22%	3.32%		3.02%	3.49%	3.66%
Interest amount	289	13,075	13,364	12,320	12,205	10,673

3.4.5 - Restructuring costs

3.4.5.1 Restructuring costs from previous reference periods to be recovered in RP3

Restructuring costs from previous reference periods approved by the European Commission?	No
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3.4.5.2 Restructuring costs planned for RP3

Restructuring costs foreseen for RP3?	No
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Additional comments
<div></div>

3.4.6 - Additional determined costs related to measures necessary to achieve the en route capacity targets

Additional costs of measures necessary to achieve the capacity targets for RP3?	Yes
If yes, number of en route charging zones concerned	1

ROMATSA

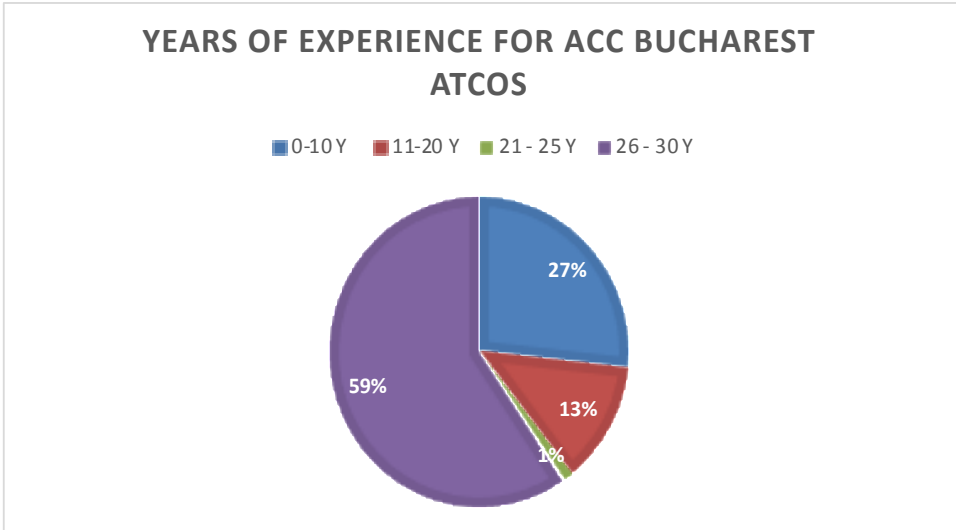
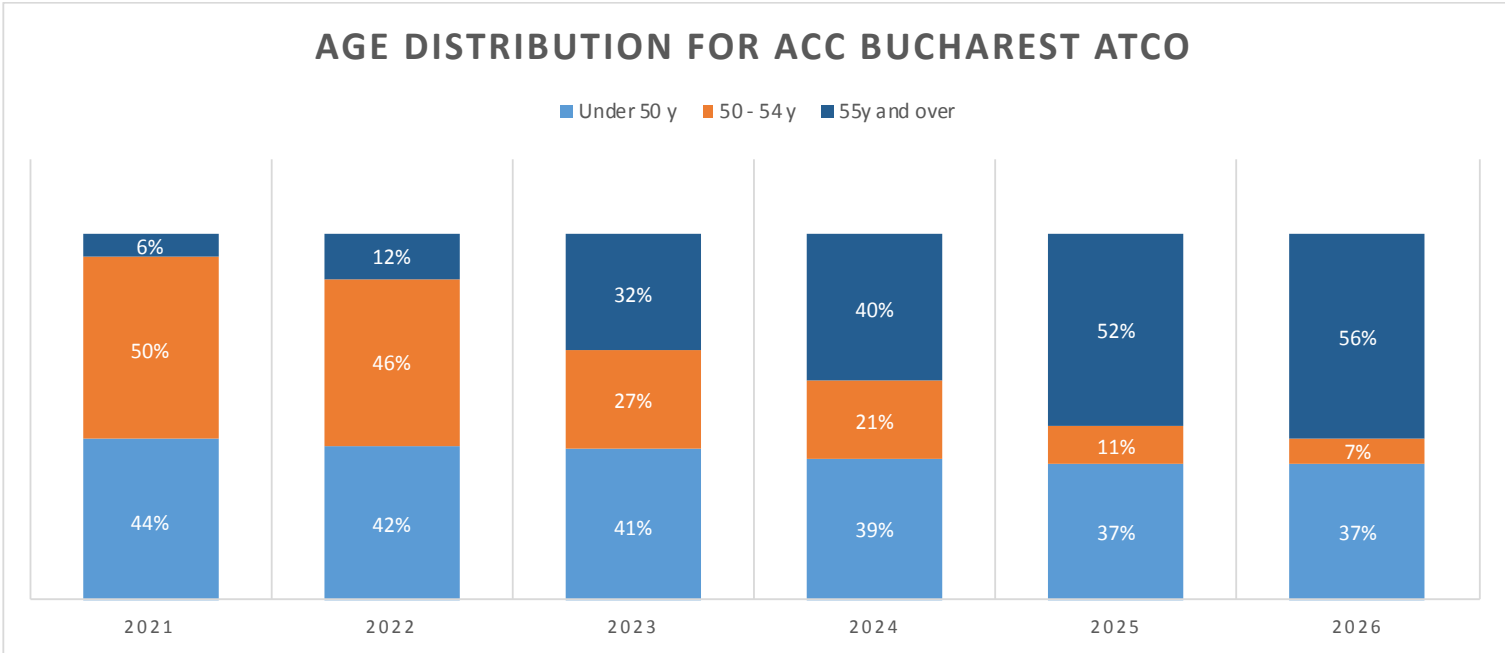
a) Overall description of the measures necessary to achieve the en-route capacity targets for RP3, which induce additional costs

Costs reported under this section are meant to guarantee for ROMATSA the same capacity without any safety risks and in compliance with EU regulations regarding Datalink, Performance Based Navigation and the Pilot Common Project/Common Project 1.

The new ATM system, its upgrades and new functionalities that will be added during RP3 allow:

- trajectory-based approach in which the user agrees to fly a trajectory, facilitated by the ANSP, ensuring that changes to the trajectories are kept to a minimum to achieve the best outcome for all users.
- flexible and dynamic airspace sectorisation - improves the capacity adjustment and the economic use of resources.
- increased system flexibility, improving performance by keeping down flight delays.

The ATCO age structure has been extensively presented during the RP3 revision and it continues to represent a problem unless actions to gradually recruit new ATCOs are resumed. The revised Human Resource Policy takes into account the financial and operational changes due to COVID19 while at the same time ensuring the needed intake of ATCOs to replace those aged 55 and over, starting at the end of RP3.



b) Detailed information on the additional costs of measures necessary to achieve the capacity targets for RP3

Number of capacity measures, which induce additional costs	2
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Measure #1	2020D	2021D	2020/2021D	2022D	2023D	2024D
Associated additional costs (nominal terms in '000 national currency)	8,970	15,701	24,671	26,629	31,985	32,861
Description and justification of the additional determined costs of the measure						

A new ATM system entered into operations on 08.04.2019. The new system meets a number of the requirements put forward in the PCP and DP 2018:DP 2018 3.1.4 (Management of Dynamic Airspace Configuration), and DataLink Implementation DP 2018 3.2.1 (Upgrade of ATM systems to support DCT and FRA, Dynamic Area Proximity Warning). Phase 2 of the ATM system is currently in the final stages before transfer into operations which is expected by the end of 2021, with System Acceptance Tests successfully completed at the beginning of June 2021.

An upgrade of the old operational system has been also completed in 2020 to manage increasing traffic and implement DataLink capabilities, as it will remain the fallback system.

Starting with 17th of July 2020, ROMATSA provides DataLink services using ATN protocol and from the 18th of November for FANS equipped aircraft also.

During RP3, further ATM system upgrades are planned, including a traffic load and complexity tool implementation in line with the Capacity Plan for 2019 – 2024 and with the dynamic of ROMATSA post-pandemic financial strength recovery, taking into account the actual pattern of traffic growth.

All costs are in '000 RON

Measure #2	2020D	2021D	2020/2021D	2022D	2023D	2024D
Associated additional costs (nominal terms in '000 national currency)	25,634	44,991	70,625	59,069	82,388	109,573

Description and justification of the additional determined costs of the measure

As presented during the RP2 Romania Performance Plan revision process and in the initial RP3 performance planning, ROMATSA faces a challenge related to the ageing ATCO personnel. This is especially true in ACC Bucharest, with 140 operational ACC ATCOs being aged over 51 years old. For RP3 26 en-route ACC ATCOs have already or are about to retire and another 112 between 2025-2029. As it takes between 3 to 5 years to fully train and authorize an ATCO for ACC, a recruitment process was started in 2017, and planned to continue until the end of RP3, to guarantee proper staffing levels to ensure safety and adequate capacity. The COVID19 pandemic and its impact on the operational and financial situation has forced ROMATSA to freeze the recruitment process during 2020 and until the end of 2021. However, the problems generated by the ageing ATCO population are aggravating with an increase of the number of ATCOs at risk of lose their licences or request an early retirement. Thus, it is necessary to restart the recruitment process so that when air traffic recovers at pre-pandemic levels, ROMATSA can provide safe air navigation services at the required capacity levels.

All costs are in '000 RON

	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total additional costs of measures ('000 national currency)	34,604	60,692	95,296	85,698	114,373	142,434

c) Detailed information on the additional costs of measures necessary to achieve the capacity targets for RP3 by nature by ANSP

Additional costs of measures necessary to achieve the capacity targets for RP3 (nominal terms in '000 national currency)						
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Romania	2020D	2021D	2020/2021D	2022D	2023D	2024D
Staff	17,098	36,455	53,554	50,534	73,853	101,037
of which, pension costs			-			
Other operating costs	8,536	10,343	18,879	9,872	9,872	9,872
Depreciation	3,426	6,852	10,279	15,075	15,574	16,291
Cost of capital	5,544	7,041	12,585	10,218	15,075	15,234
Exceptional items			-			
Total additional costs of measures	34,604	60,692	95,296	85,698	114,373	142,434
Total additional costs of measures ('000 national currency)	34,604	60,692	95,296	85,698	114,373	142,434

Additional comments

Costs taken into consideration include:

- ATCO recruitment and training for en-route activity with training costs part of other costs
- ATM system phase 1 put into operations in April 2019 with depreciation costs starting from 2020 and phase 2 about to be transferred into operations by end 2021 with depreciation costs starting from 2022
- traffic complexity and assesment tool due to be implemented in 2024
- Datalink service contract with CSPs

All costs are in '000 RON

d) Demonstration that the deviation from the Union-wide targets is exclusively due to the additional determined costs related to measures necessary to achieve the performance targets in capacity

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SECTION 3.5: ADDITIONAL KPIS / TARGETS

3.5 Additional KPIs / Targets

Annexes of relevance to this section

ANNEX J. OPTIONAL KPIS AND TARGETS

SECTION 3.6: DESCRIPTION OF KPAS INTERDEPENDENCIES AND TRADE-OFFS INCLUDING THE ASSUMPTIONS USED TO ASSESS THOSE TRADE-OFFS

3.6 - Description of KPAs interdependencies and trade-offs including the assumptions used to assess those trade-offs

- 3.6.1 - Interdependencies and trade-offs between safety and other KPAs
- 3.6.2 - Interdependencies and trade-offs between capacity and environment
- 3.6.3 - Interdependencies and trade-offs between cost-efficiency and capacity
- 3.6.4 - Other interdependencies and trade-offs

3.6 - Description of KPAs interdependencies and trade-offs including the assumptions used to assess those trade-offs

3.6.1 - Interdependencies and trade-offs between safety and other KPAs

a) Do the measures to reach the targets in the different KPAs require changes in the ANSP functional system that have safety implications? If yes, which mitigation measures are put in place?

There are no planned major changes in the ANSP functional system that would have safety implications due to measures that need to be implemented in order to reach the Performance Plan KPAs. From 09 April 2019 ROMATSA started the operations of the new ATM 2015+ System that creates the premises to accommodate the required capacity.

During RP3 ROMATSA plans the implementation of new functionalities to this ATM system, including a traffic load and complexity assessment tool. These new functionalities will allow to accommodate more capacity demand and to improve the safety of operations, but these upgrades are not directly linked with other KPAs. The pandemic crisis did not lead to any change in ROMATSA's functional system. All operational and technical

b) What are the main assumptions used to assess the interdependencies between safety and other KPAs?

ATM/ANS provision in the Romanian Airspace is and will remain safe because the regulatory framework applicable, the safety oversight, and the Safety Management, in Romania is sufficient and appropriate to enable safe ATM/ANS provision. All performance KPAs develop interdependencies, but ROMATSA considers the safety KPAs as priority over other KPAs. This approach has been formalised in the DANUBE FAB Safety Policy that states the following: "Safety has priority over commercial, operational, environmental and social pressures". In this respect, safety is paramount and the other KPAs must be assessed in order not to jeopardise safety.

c) What metrics, other than those indicators described in the Regulation, are you monitoring during RP3 to ensure targets in the KPAs of capacity, environment, and cost-efficiency are not degrading safety?

As stated in the Safety Management Manual, ROMATSA uses and shall continue to use the EUROCONTROL eTOKAI Risk Analysis Tool (RAT) for the assessment of at least the following three types of safety events: minima infringement, runway incursion, and ATM specific events.

ROMATSA also monitors on a permanent basis the risks of occurrence of aircraft incidents for the ATM/ANS ROMATSA system considered as a whole:

1. the risk of producing an accident with direct or indirect contribution of the ATM/ANS ROMATSA system,
2. the risk of occurrence of a serious, a major, or a significant incident with direct or indirect contribution of the ANS / ATM ROMATSA system, and

3. the risk of occurrence of an event with direct or indirect contribution to the ATM/ANS ROMATSA system, ROMATSA also monitors the risks of occurrence of specific ATM events for the ATM/ANS ROMATSA system considered as a whole:

1. the risk of occurrence of total incapacity to provide safe air navigation services,

d) Do targets allow trade-offs in operational decision making to managing resource shortfalls in order to preserve safety performance? Do targets restrict the release of staff for safety activities, such as training?

The safety performance within ROMATSA will be preserved during the entire RP3 and ROMATSA does not foresee any resource shortfalls that will need decisions with operational impact, given RP3 staffing projection is approved and followed. However, as stated before, ROMATSA considers the safety KPAs as having priority over all other KPAs, and there will be no compromise decision regarding safety, in order to allow trade-offs in

e) Has the State reviewed the ANSP financial and personnel resources that are needed to support safe ATC service provision through safety promotion, safety improvement, safety assurance and safety risk management after changes introduced to achieve targets in other KPAs? Please, explain.

The Romanian Civil Aeronautical Authority and the Ministry of Transport and Infrastructure fully supported and endorsed ROMATSA's Staff Policy and financial projections, included in the pandemic crisis. That will be continued in the same trend in RP3. The Staff Policy included in the Performance Plan for RP3 and the financial projections developed to fundament this policy will create the premises to support both the sustainable development of the Romanian ANSP while at the same time maintain the provision of services in Romania at the same level of safety that has always been in line with the Union Wide level of safety.

Romanian Civil Aeronautical Authority performs the oversight of ROMATSA as per applicable regulations,

3.6.2 - Interdependencies and trade-offs between capacity and environment

As operating costs of each flight execution may be affected by emission charges, the airlines' efforts towards a more environmentally friendly policy may lead to increased use of a number of preferred trajectories for the same city-pairs. This aspect may prove to be challenging in the context of the ANSP efforts of accommodating an increased number of flights within some preferred airspace volumes, while maintaining available capacity in others. This situation will lead to an increased number of simultaneously open sectors and, consequently necessary adjustment allocated to human resources.

On the other hand, in the context of the resulted hotspots, some horizontal (vectoring) or vertical (FL change) manoeuvres may be required for safety reasons, detrimental to environment KPIs. This aspect might be even more stressed whenever weather conditions require avoiding measures.

Also, technological gains leading to higher maximum capacity are not always fast enough to keep up with the increase of traffic. Within the RP3 timeframe it is envisaged that ANSPs won't be able to entirely expand and decrease their capacity at will, because of hiring and training complex process and also because of limited accuracy of the traffic predictions, including due to geopolitical evolution.

Reference: <https://www.sesarju.eu/projects/vista>, D5.2 Final Assessment Report, H2020-SESAR-2015-1 , SESAR-05-2015 Economics and Legal Change in ATM. Consortium coordinator: University of Westminster. Edition date:

3.6.3 - Interdependencies and trade-offs between cost-efficiency and capacity

Despite the cost cutting measures taken to adapt to the financial constraints and operational impact of the COVID19, ROMATSA's costs see an increase over the course of RP3. This is predominantly driven by the ATCO recruitment and training program agreed and approved during the the RP2 revision process, aimed at replacing ageing ATCOs to guarantee proper staffing resources for the traffic growth and complexity foreseen at that time. The recruitment program has been frozen for 2020 and 2021, but with the current age structure and the foreseen return of traffic growth by the end of RP3 needs to be restarted in to ensure sufficient staffing is available in RP4. The recruitment process cannot be further delayed, as the expected retirements will not be delayed, and it takes between 3-5 years to fully train and authorize a new ATCO.

The newly selected ATCOs will reach their full potential by the end of RP3 having the necessary skills and abilities to use technological advances and cope with the increasing traffic growth and complexity. Until then the assistance of aged and experienced ATCOs will guarantee that ROMATSA maintains its position as a safe and reliable air navigation service provider.

RP3 costs also include depreciation costs related to the new ATM system, which entered into operations in 2019. New functionalities added over the course of RP3 to comply with EU regulations (Datalink and CP1). Without these cost increases ROMATSA's only solution would be to reduce capacity to the minimum levels for which safety standards can be guaranteed, which would likely be lower than in the past, given the ageing

3.6.4 - Other interdependencies and trade-offs

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SECTION 4: CROSS-BORDER INITIATIVES AND SESAR IMPLEMENTATION

4.1 - Cross-border initiatives and synergies

4.1.1 - Planned or implemented cross-border initiatives at the level of ANSPs

4.1.2 - Investment synergies achieved at FAB level or through other cross-border initiatives

4.2 - Deployment of SESAR Common Projects

4.3 - Change management

Annexes of relevance to this section

ANNEX N. CROSS-BORDER INITIATIVES

4.1 - Cross-border initiatives and synergies

4.1.1 - Planned or implemented cross-border initiatives at the level of ANSPs

Number of cross-border initiatives	2
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Initiative #1	
Name	Cross Border Sectors
Description	The Republic of Bulgaria and Romania maintain two cross border sectors above FL245 between the Bucharest and Sofia FIRs. Established in December 2014 these sectors have been operational 24 hours a day, providing distance reduction for en-route overflights. Charging mechanisms have been established such that the revenue from each sector is collected by the authority providing the air traffic control. Operations of these cross-border sectors, under the described charging arrangement, will continue for the period covered by RP3.
Expected performance benefits	Improved capacity and environment benefits

Initiative #2	
Name	SEE FRA
Description	The 24/7 South-East Europe Free Route Airspace (SEE FRA) concept builds on the night FRA implementation in the airspaces of Budapest, Bucureşti and Sofia CTAs (SEEN FRA) and it was fully implemented on 7th November 2019. On 28th January 2021 Slovakia joined SEE FRA. Following discussions held with Republic of Moldova towards the expansion of SEE FRA, a project implementation roadmap was agreed, with the deadline set for 24th February 2022. In addition, cross border operations between SEE FRA and BALTIC FRA are planned to be implemented by the same deadline. Moreover, for spring 2024 it is proposed to further expand SEE FRA towards Ukraine. This will allow additional flow options for the airspace users, further increase in capacity and reduced ATC workload in South East and East Europe.
Expected performance benefits	Improved capacity and environment benefits. The estimated SEE FRA daily benefits are 168,7 less minutes of flight, 7324,3 kg of fuel savings and reduced CO2 emissions by 23140,9 kg and 101,1 kg less NOx.

Additional comments

4.1.2 - Investment synergies achieved at FAB level or through other cross-border initiatives

Details of synergies in terms of common infrastructure and common procurement
N/A

4.2 - Deployment of SESAR Common Projects

4.2.1 - Common Project One (CP1)

CP1 ATM Functionality (CP1-AF) / Sub functionality (CP1-s-AF)	Recent and expected progress
CP1-AF1 - Extended AMAN and Integrated AMAN/DMAN in High-Density TMAs	
CP1-s-AF1.1 AMAN extended to en-route airspace	1.1.1. Arrival Management extended to en-route airspace. Outside geographical scope. Romania is not within the applicability area MPL3 Objective Link: ATC15.2 – Arrival Management Extended to En-route Airspace
CP1-s-AF1.2 AMAN/DMAN Integration	1.2.1 AMAN/DMAN Integration. Outside geographical scope. Romania is not within the applicability area MPL3 Objective Link: ATC19 - Enhanced AMAN-DMAN integration (Not Applicable)
<p>Note: Romania is not within the applicability area for AF1 except for extended AMAN as the feeding sector for some PCP airports.</p> <p>However, according to EATM Master Plan – Implementation Plan 2020, Romania is in the applicability area of the following implementation (ESSIP) objective:</p> <p>ATC15.2 – Arrival Management Extended to En-route Airspace</p> <p>The future version of the ATM system (new ATM2015+ system - Indra phase 2) will support the extended AMAN via the exchange of AMA message. The system will have the capability of receiving AMA message from the downstream ATS units. When the extended AMAN requirements for neighboring airports will be clarified in the forthcoming period, the modalities of AMA content presentation (TTG/TTL, Time over fixes or speed advisor) will be adapted.</p>	
CP1-AF2 - Airport Integration and Throughput	
CP1-s-AF2.1 DMAN synchronised with predeparture sequencing	2.1.1 Departure Management Synchronised. Outside geographical scope. Romania is not within the applicability area No MPL3 Objective Link
CP1-s-AF2.2.1 Initial airport operations plan (iAOP)	2.2.1 Initial AOP. Outside geographical scope. Romania is not within the applicability area MPL3 Objective Link: AOP11 - Initial Airport Operations Plan (Ongoing, airport authority in charge)
CP1-s-AF2.2.2 Airport operations plan (AOP)	2.2.2. Extended AOP. Outside geographical scope. Romania is not within the applicability area A new MP Level 3 Objective for extended AOP will be added in the next update of the SJU Master Plan.
CP1-s-AF2.3 Airport safety nets	2.3.1 Airport Safety Nets. Outside geographical scope. Romania is not within the applicability area MPL3 Objective Links: <ul style="list-style-type: none"> • AOP04.1 — Advanced Surface Movement Guidance and Control System A-SMGCS Surveillance (former Level 1) - Romania is in the applicability area • AOP04.2 — Advanced Surface Movement Guidance and Control System (A-SMGCS) Runway Monitoring and Conflict Alerting (RMCA) (former Level 2) - Romania is in the applicability area <p>The electronic strips component installed at TWR Otopeni interfaces with the ATM 2015+ (Indra) system. A-SMGCS components are deployed at Otopeni airport as a separate system and the interface with ATM2015+ is via OLDI data exchanges.</p> <ul style="list-style-type: none"> • AOP12 — Improve Runway and Airfield Safety with Conflicting ATC Clearances (CATC) Detection and Conformance Monitoring Alerts for Controllers (CMAC) (Not Applicable) • AOP13 — Automated Assistance to Controller for Surface Movement Planning and Routing (Not Applicable) • AOP15 - Airport safety nets for vehicle drivers (Not Applicable)
CP1-AF3 - Flexible Airspace Management and Free Route Airspace	
CP1-s-AF3.1 Airspace management and advanced flexible use of airspace	3.1.1 ASM and A-FUA: CIAM is still used. LARA is not yet integrated with NM systems via B2B; ROMATSA is using pre-operational B2B certificate. Connecting LARA to the ATM 2015+ System is planned. MPL3 Objective Links: <ul style="list-style-type: none"> • AOM19.1 -ASM Support Tools to Support Advanced FUA (AFUA) (ongoing) • AOM19.2- ASM Management of Real-Time Airspace Data (ongoing) • AOM19.3- Full Rolling ASM/ATFCM Process and ASM Information Sharing (completed) <p>3.1.2 Management of Predefined Airspace Configurations - Predefined airspace configurations based on pre-defined airspace structures and sectorisation planning are implemented at the network level and at the level of all Operational Stakeholders</p> <p>MPL3 Objective Links: AOM19.4 - Management of Pre-defined Airspace Configurations (completed)</p>

CP1-s-AF3.2 Free route airspace	<p>3.2.1 Initial FRA - Fully implemented</p> <p>MPL3 Objective Links:</p> <p>AOM21.2 - Free Route Airspace (completed)</p> <p>ATC02.8 - Ground-Based Safety Nets (completed)</p> <p>ATC12.1 - Automated Support for Conflict Detection, Resolution Support Information and Conformance Monitoring (completed)</p> <p>ATC17 - Electronic Dialogue as Automated Assistance to Controller during Coordination and Transfer (completed)</p> <p>3.2.2 Enhanced Free Route Airspace Operations - Fully Implemented</p> <p>The new objective AOM21.3 will be added in the next update of the SJU Master Plan.</p>
CP1-AF4 - Network Collaborative Management	
CP1-s-AF4.1 Enhanced short-term ATFCM measures	<p>4.1.1. Enhanced Short Term ATFCM Measures - Planned</p> <p>MPL3 Objective Link: FCM04.2 - Short Term ATFCM Measures (STAM) - Phase 2 (Planned)</p>
CP1-s-AF4.2 Collaborative NOP	<p>4.2.1. Interactive Rolling NOP - Planned</p> <p>4.2.2 Initial AOP/NOP Information Sharing - Outside geographical scope. Romania is not within the applicability area</p> <p>MPL3 Objective Link: FCM05 -Interactive Rolling NOP (Planned)</p>
CP1-s-AF4.3 Automated support for traffic complexity assessment	<p>4.3.1 Automated Support for Traffic Complexity Assessment and Flight Planning Interfaces - Planned .</p> <p>The implementation of this objective has been re-evaluated and postponed in the context of significant financial constraints generated by COVID-19 pandemic and traffic volatility. The objective might still be subject of re-evaluation of implementation deadline taking into consideration further pandemic situation and economic outlook.</p> <p>MPL3 Objective Links:</p> <ul style="list-style-type: none"> • FCM06 - Traffic Complexity Assessment (Planned) • FCM03 - Collaborative Flight Planning (Completed)
CP1-s-AF4.4 AOP/NOP integration	<p>4.4.1 AOP/NOP Integration. Outside geographical scope. Romania is not within the applicability area</p> <p>MPL3 Objective Link: FCM05 - Interactive Rolling NOP (Planned, awaiting for further development of NOP Portal)</p>
CP1-AF5 - SWIM	
CP1-s-AF5.1 Common infrastructure components	<p>5.1.1. Common SWIM PKI and cyber security .ROMATSA is a partner in the „SWIM Common PKI and policies & procedures for establishing a Trust framework” project, co-financed through 2017 CEF Transport Call. A coherent planning on the implementation of the technological and operational elements associated with the project will be taken into account.</p> <p>MPL3 Objective Link: INF08.1 — Information Exchanges using the SWIM Yellow TI Profile (not yet planned)</p>
CP1-s-AF5.2 SWIM yellow profile technical infrastructure and specifications	<p>5.2.1 Stakeholders SWIM PKI and cyber security .ROMATSA is a partner in the „SWIM Common PKI and policies & procedures for establishing a Trust framework” project, co-financed through 2017 CEF Transport Call. A coherent planning on the implementation of the technological and operational elements associated with the project will be taken into account.</p> <p>MPL3 Objective Link: INF08.1 — Information Exchanges using the SWIM Yellow TI Profile not yet planned)</p>
CP1-s-AF5.3 Aeronautical information exchange	<p>5.3.1 Aeronautical Information Exchange</p> <p>ARES domain- currently are processed at local level through LARA-the ASM tool provided by EUROCONTROL. Further integration of relevant ASM information at European level and implementation of aeronautical information exchange support service are under consideration, pending on the development of the specifications and technical requirements for the necessary interfaces.</p> <p>Aeronautical Information Feature - a contract was signed for the development and implementation of the integrated Aeronautical Information Management System in order to ensure compliance with ADQ requirements, including aeronautical data exchange using the direct electronic connection and digital NOTAM . Aerodromes Map information - not planned</p> <p>MPL3 Objective Links:</p> <ul style="list-style-type: none"> • INF08.1 — Information Exchanges using the SWIM Yellow TI Profile (not yet planned) • INF09.1 - Digital Integrated briefing (objective not active in MP L3 2020) • AOM19.2 - ASM Management of Real-time Airspace Data (ongoing)

CP1-s-AF5.4 Meteorological information exchange	<p>5.4.1 Meteorological Information Exchange -in progress. METAR/SPECI, TAF and SIGMET exchange in IWXXM format already implemented. Services not yet planned</p> <p>Note: Meteorological systems were upgraded and MET info exchange in IWXXM format is in place. Web services (OGC) for the provision of meteorological data are procured (not yet fully compliant to SWIM specifications).</p> <p>MPL3 Objective Links:</p> <ul style="list-style-type: none"> • INF08.1 — Information Exchanges using the SWIM Yellow TI Profile (not yet planned) • INF09.1 - Digital Integrated briefing (objective not active in MP L3 2020)
CP1-s-AF5.5 Cooperative network information exchange	<p>5.5.1 Cooperative Network Information Exchange. Not yet planned</p> <p>MPL3 Objective Link:</p> <ul style="list-style-type: none"> • INF08.1 Information Exchanges using the SWIM Yellow TI Profile
CP1-s-AF5.6 Flight information exchange (yellow profile)	<p>5.6.1 Flight Information Exchange. Not yet planned</p> <p>MPL3 Objective Links:</p> <ul style="list-style-type: none"> • INF08.1 Information Exchanges using the SWIM Yellow TI Profile (not yet planned) • ATC15.2 - Arrival Management Extended to En-route Airspace (ongoing)
CP1-AF6 - Initial Trajectory Information Sharing	
CP1-s-AF6.1 Initial air-ground trajectory information sharing	<p>6.1.1 Initial Air-Ground Trajectory Information Sharing (Airborne Domain) - N/A</p> <p>6.1.2. Initial Air-Ground Trajectory Information Sharing (Ground Domain).</p> <p>The ATM2015+ system is fully capable to support the AGDL requirement (ATN and FANS). All AGDL service and messages are implemented. The system is capable to uplink the AGDL messages from the track label sensitive fields and/or context popup menus. The AGDL important data are contained in the flight hook info window (extended track label) and CPDLC message window. The CPDLC message in/out data is contained in a single CPDLC message window.</p> <p>The CPDLC message recording is covered through the ATM2015+ recording capabilities and they are available off-line. It might consider that a portion of these recorded data could be used by the on-line environment and displayed within the CPDLC history window.</p>
CP1-s-AF6.2 Network Manager trajectory information enhancement	6.2.1 Network Manager Trajectory Information Enhancement. Not applicable
CP1-s-AF6.3 Initial trajectory information sharing ground distribution	6.3.1 Initial trajectory Information Sharing ground distribution. Pending confirmation after the industrialisation target date

4.3 - Change management

Change management practices and transition plans for the entry into service of major airspace changes or for ATM system improvements, aimed at minimising any negative impact on the network performance
<p>Change management is a constituent part of ROMATSA’s Safety Management Manual, having established regarding this topic the following Procedures:</p> <ul style="list-style-type: none">• Procedure PIN 1220 “General Procedure Regarding Change Management in ATM/ANS”• Procedure PIN 1221 “General Procedure Regarding Software Safety Assurance in ATM/ANS” <p>Changes are put (released) into service only after they were safety assessed/ support safety assessed by the Romanian NSA according to the national procedure PIAC-ATM/ANS “Supervision of ATM/ANS service providers”, Part IV: “Safety Oversight of Changes in ATM/ANS”, ed. 1/ 2019 and mitigation means implemented in respect with safety procedures.</p> <p>Changes are monitored after entering into service and results are compared to what was designed. Should additional risk controls be established then measures are taken.</p> <p>Change management processes cover the whole lifecycle of change, including implementation and operation.</p> <p>Change management processes impose that affected stakeholders are to be involved from the very beginning in the change management.</p> <p>As mentioned in Chapter 3.6 - Description of KPAs interdependencies and trade-offs including the assumptions used to assess those trade-offs, there are no planned major changes in the ANSP functional system, and we do not expect any negative impact on the network performance. From 09 April 2019 ROMATSA started the operations of the new ATM 2015+ System that creates the premises to accommodate the requested increase in capacity as forecasted for RP3. During RP3 ROMATSA will implement new tools and functionalities for the ATM system in order to accommodate the traffic growth and complexity and to improve the safety of operations, and analyses the implementation of a new re-sectorisation of FIR Bucharest, but all these changes will be evaluated as per internal Procedures stated above.</p>

SECTION 5: TRAFFIC RISK SHARING ARRANGEMENTS AND INCENTIVE SCHEMES

5.1 - Traffic risk sharing parameters

- 5.1.1 Traffic risk sharing - En route charging zones
- 5.1.2 Traffic risk sharing - Terminal charging zones

5.2 - Capacity incentive schemes

- 5.2.1 - Capacity incentive scheme - Enroute
 - 5.2.1.1 Parameters for the calculation of financial advantages or disadvantages - Enroute
 - 5.2.1.2 Rationale and justification - Enroute
- 5.2.2 - Capacity incentive scheme - Terminal
 - 5.2.2.1 Parameters for the calculation of financial advantages or disadvantages - Terminal
 - 5.2.2.2 Rationale and justification - Terminal

5.3 - Optional incentives

Annexes of relevance to this section

- ANNEX G. PARAMETERS FOR THE TRAFFIC RISK SHARING
- ANNEX I. PARAMETERS FOR THE MANDATORY CAPACITY INCENTIVES
- ANNEX K. OPTIONAL INCENTIVE SCHEMES

5.1 - Traffic risk sharing

5.1.1 Traffic risk sharing - En route charging zones

Romania			Traffic risk-sharing parameters adapted?		no	
			Service units lower than plan		Service units higher than plan	
	Dead band	Risk sharing band	% loss to be recovered	Max. charged if SUs 10% < plan	% additional revenue returned	Min. returned if SUs 10% > plan
Standard parameters	±2.00%	±10.0%	70.0%	5.6%	70.0%	5.6%

5.1.2 Traffic risk sharing - Terminal charging zones

Romania - TCZ			Traffic risk-sharing parameters adapted?		no	
			Service units lower than plan		Service units higher than plan	
	Dead band	Risk sharing band	% loss to be recovered	Max. charged if SUs 10% < plan	% additional revenue returned	Min. returned if SUs 10% > plan
Standard parameters	±2.00%	±10.0%	70.0%	5.6%	70.0%	5.6%

5.2 - Capacity incentive schemes

5.2.1 - Capacity incentive scheme - Enroute

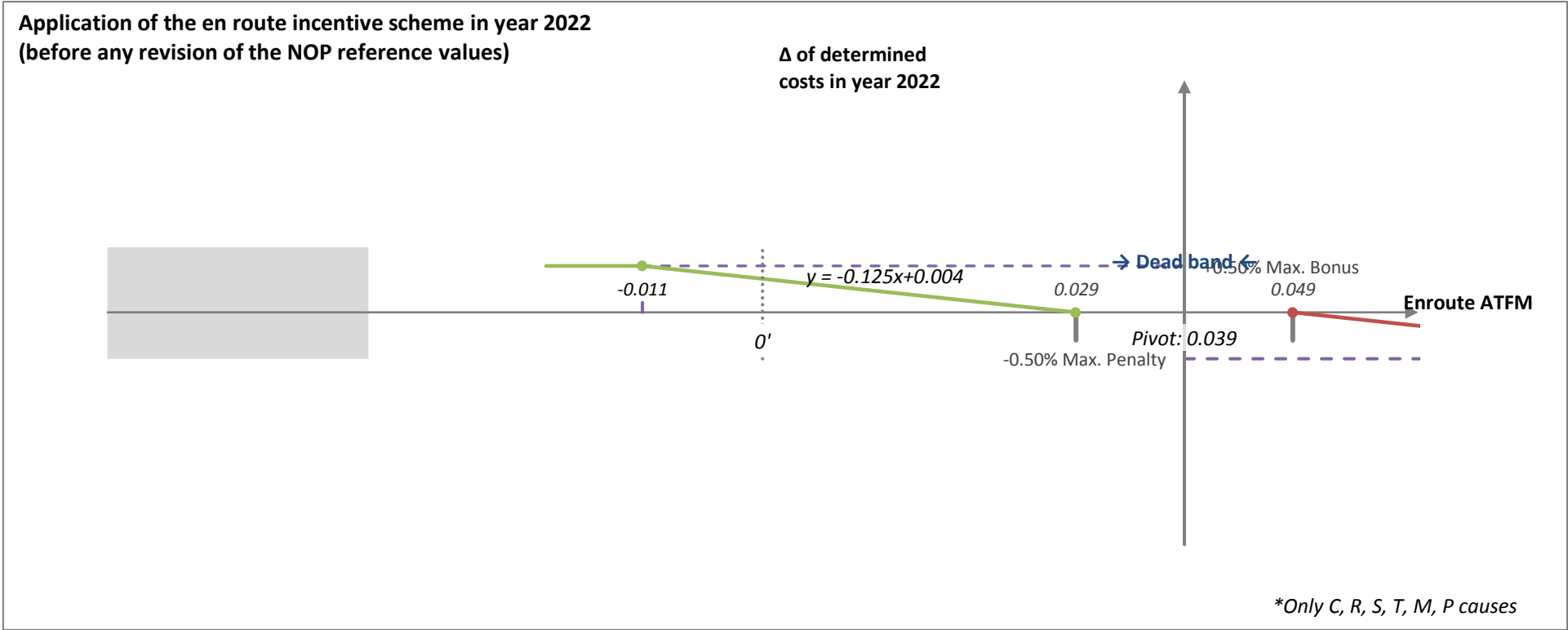
5.2.1.1 Parameters for the calculation of financial advantages or disadvantages - Enroute

Enroute	Expressed in	Value
Dead band Δ	fraction of min	±0.010 min
Max bonus (≤2%)	% of DC	0.50%
Max penalty (≥ Max bonus)	% of DC	0.50%
The pivot values for RP3 are	modulated	

ROMATSA

	2020	2021	2022	2023	2024
NOP reference values (mins of ATFM delay per flight)			0.04	0.04	0.04
Alert threshold (Δ Ref. value in fraction of min)			±0.050	±0.050	±0.050
Performance Plan targets (mins of ATFM delay per flight)			0.04	0.04	0.04
Pivot values for RP3 (mins of ATFM delay per flight)*			0.04	0.02	0.02
Financial advantages / disadvantages	Dead band range		[0.029-0.049]	[0.012-0.032]	[0.012-0.032]
	Bonus sliding range		[0-0.029]	[0-0.012]	[0-0.012]
	Penalty sliding range		[0.049-0.089]	[0.032-0.072]	[0.032-0.072]

* When modulation applies, these figures are only indicative as they will be updated annually on the basis of the November n-1 NOP and the methodology described in 5.2.1.2.a2 below. The pivot values for year n have to be notified to the EC by 1 January n.



5.2.1.2 Rationale and justification - Enroute

Indicate which of the principles below will be applied for the modulation of the pivot values for the whole RP3:	
a) In order to enable significant and unforeseen changes in traffic to be taken into account:	
a.1) The pivot value for year n IS the reference value from the November release of year n-1 of the NOP.	Yes
a.2) The pivot value for year n is informed by the November release of the year n-1 of the NOP and calculated according to the following principles and formulas:**	No
Not applicable. The pivot value for year n is the reference value from the November release of year n-1 of the NOP.	
b) The scope of the incentives is limited to delay causes related to ATC capacity, ATC routing, ATC staffing, ATC equipment, airspace management and special events with the codes C, R, S, T, M and P of the ATFCM user manual. If yes, provide below a justification for this decision and an explanation of how the pivot values are calculated.	
Romania proposes a scheme in which it would not be penalised for effects beyond its control. Romania will only apply the C, R, S, T, M, P codes in the incentive scheme. The pivot values above will be amended for the calculation by the weight representing the proportion of delay caused due to C, R, S, T, M, P causes on total delay experienced in the previous three years. According to data on ANS performance dashboard (https://ansperformance.eu/data/), this proportion was 55.6% in the period of 2018-2019.	

** Refer to Annex I, if necessary.

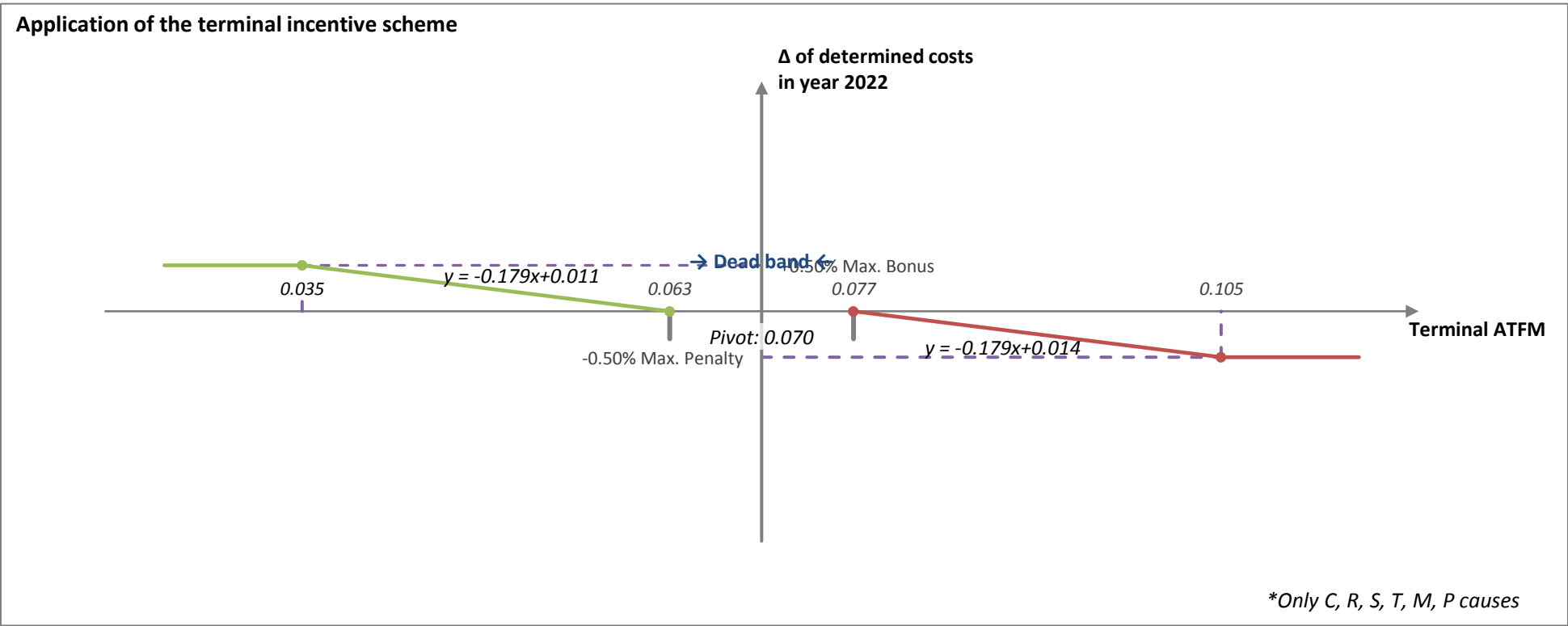
5.2.2 - Capacity incentive scheme - Terminal

5.2.2.1 Parameters for the calculation of financial advantages or disadvantages - Terminal

Terminal	Expressed in	Value
Dead band Δ	%	±10.0%
Bonus/penalty range (% of pivot value)	%	±50%
Max bonus	% of DC	0.50%
Max penalty	% of DC	0.50%
The pivot values for RP3 are	modulated	

	2020	2021	2022	2023	2024
Performance Plan targets (mins of ATFM delay per flight)			0.39	0.39	0.39
Bonus/penalty range Δ (in fraction of min)			±0.035	±0.020	±0.010
Pivot values for RP3 (mins of ATFM delay per flight)*			0.07	0.04	0.02
Financial advantages / disadvantages	Dead band range		[0.063-0.077]	[0.036-0.044]	[0.018-0.022]
	Bonus sliding range		[0.035-0.063]	[0.02-0.036]	[0.01-0.018]
	Penalty sliding range		[0.077-0.105]	[0.044-0.06]	[0.022-0.03]

* When modulation applies, these figures are only indicative as they will be updated annually on the basis of the methodology described in 5.2.1.2.a below. The pivot values for year n have to be notified to the EC by 1 January n.



5.2.2.2 Rationale and justification - Terminal

Explain how the bonus and penalties are going to be apportioned between the different terminal charging zones and ANSPs providing services in each of them**
Not applicable.

** Refer to Annex I, if necessary.

Indicate which of the principles below will be applied for the modulation of the pivot values for the whole RP3:	
a) The pivot value for year n is modulated in order to enable significant and unforeseen changes in traffic to be taken into account and is based on the principles explained below:**	No
Not applicable.	
b) The scope of the incentives is limited to delay causes related to ATC capacity, ATC routing, ATC staffing, ATC equipment, airspace management and special events with the codes C, R, S, T, M and P of the ATFCM user manual. If yes, provide below a justification for this decision and an explanation of how the pivot values are calculated.	Yes
Romania proposes a scheme in which it would not be penalised for effects beyond its control. Romania will only apply the C, R, S, T, M, P codes in the incentive scheme. The pivot values above are only indicative and will be amended for the calculation by the weight representing the proportion of delay caused due to C, R, S, T, M, P causes on total delay experienced in the previous three years. According to data on ANS performance dashboard (https://ansperformance.eu/data/), this proportion was 13.3% in the period of 2018-2019.	

** Refer to Annex I, if necessary.

SECTION 6: IMPLEMENTATION OF THE PERFORMANCE PLAN

6.1 Monitoring of the implementation plan

6.2 Non-compliance with targets during the reference period

6 - IMPLEMENTATION OF THE PERFORMANCE PLAN

6.1 Monitoring of the implementation plan

Description of the processes put in place by the NSA to monitor the implementation of the Performance Plan including the yearly monitoring of all KPIs and PIs defined in Annex I of the Regulation and a description of the data sources

The Romanian Civil Aeronautical Authority, acting as Romanian National Supervisory Authority (RO NSA), for all matters, including security (in accordance with Government Decision no. 645/ 2013 and MoT Order no. 1547/ 2013) is the authority responsible for monitoring the performance targets at national and European level, covered by the present Performance Plan.

The process has been established for the oversight of all KPAs within the scope of the Performance plan for RP3. The following processes are covered by: • Data collection; • Data assessment; • Data validation; • Documents verification; • Audits and Inspections, according with the national procedures PIAC-ATM/ANS “Supervision of ATM/ANS service providers”; • Data reporting according to (EU) related legislation; • Other activities.

The oversight process is done at national level, but not limited to mainly Reg. (EU) 2017/373 (AMC & GM), or relevant in the Performance Plan context, Reg. (EU) 2019/317 (including AMC & GM for SKPI), together with the related Reg. (EU) 2020/1627 on exceptional measures. They are implemented under national procedures PIAC-ATM/ANS “Supervision of ATM/ANS service providers”:

Part I: “Certification and oversight of ATM/ANS service providers”, ed. 1/ 2019;

Part II: “Audit and inspection Methodology”, ed. 1/ 2019, which is the framework procedure.

Also, e.g. related to the Cost Bases, national procedure PIAC-BC “the issuance and assessment of the Cost Bases” or related to the Safety performance PI-NS-MPS “Monitoring of Safety Performance”; national regulation RACR-REAC – “Civil Aviation Occurrence Reporting”, approved by OMT no. 600/ 20.07.2016; the analysis and managing of occurrence reports are realized according to the internal procedure PI-SG-GRE “Managing the safety occurrence reporting in civil aviation”. In line with Romanian SSP (3rd ed.) approved by OMT no. 1182/ 2016, a National Plan for Aviation Safety (pNSAC) is issued for 2020 – 2024 containing a part of the safety performance objectives in line with the performance scheme (e.g. reducing the risk of RI, SMI, AI, SESAR solutions implementation, SMS assessment).

The monitoring of progress in achieving the performance targets set in Reg. (EU) 2019/317, Reg. (EU) 2020/1627 and new (UE) Decision 2021/891 is performed by dedicated NSA inspectors, using specific methods according to the internal procedures developed at national level mentioned above, using the best practices from the previous reference periods.

Based on all the data gathered from all the related sources (ROMATSA, internal RO NSA, PRB, COM dedicated platforms, EUROCONTROL/NM, EASA, etc.), RO NSA prepares Annual monitoring reports submitted to the EC in respect to the performance legislation.

6.2 Non-compliance with targets during the reference period

Description of the processes put in place and measures to be applied by the NSA to address the situation where targets are not reached during the reference period

In case that any of the target values is not met at national level, the RO NSA initiate actions to identify potential underlying issues, coordinates with ANSP, performs audits or inspections, issue non-conformities and request corrective measures designed by the ANSP to rectify the situation, subsequently informs the EC in accordance with Art. 37, Reg. (EU) 2019/317, if it will be the case.

All the related information and the achieved performance could be found in Annual monitoring reports prepared by the RO NSA and submitted to the European Commission in respect to the performance legislation.

7 - ANNEXES

ANNEX A. REPORTING TABLES & ADDITIONAL INFORMATION (EN-ROUTE)

ANNEX A.x - En route Charging Zone #x

ANNEX B. REPORTING TABLES & ADDITIONAL INFORMATION (TERMINAL)

ANNEX B.x - Terminal Charging Zone #x

ANNEX C. CONSULTATION

ANNEX D. LOCAL TRAFFIC FORECASTS

ANNEX E. INVESTMENTS

ANNEX F. BASELINE VALUES (COST-EFFICIENCY)

ANNEX G. PARAMETERS FOR THE TRAFFIC RISK SHARING

ANNEX H. RESTRUCTURING MEASURES AND COSTS

ANNEX I. PARAMETERS FOR THE MANDATORY CAPACITY INCENTIVES

ANNEX J. OPTIONAL KPIs AND TARGETS

ANNEX K. OPTIONAL INCENTIVE SCHEMES

ANNEX L. JUSTIFICATION FOR SIMPLIFIED CHARGING SCHEME

ANNEX M. COST ALLOCATION

ANNEX N. CROSS-BORDER INITIATIVES

ANNEX O. JUSTIFICATIONS FOR THE LOCAL SAFETY TARGETS

ANNEX P. JUSTIFICATIONS FOR THE LOCAL ENVIRONMENT TARGETS

ANNEX Q. JUSTIFICATIONS FOR THE LOCAL CAPACITY TARGETS

ANNEX R. JUSTIFICATIONS FOR THE LOCAL COST-EFFICIENCY TARGETS

ANNEX S. INTERDEPENDENCIES

ANNEX T. OTHER MATERIAL

ANNEX U. VERIFICATION BY THE NSA OF THE COMPLIANCE OF THE COST BASE

ANNEX Z. CORRECTIVE MEASURES*

** Only as per Article 15(6) of the Regulation*

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