HELLENIC
SLOT
COORDINATION
AUTHORITY

2014

ANNUAL REPORT

Table of Contents

INTRODUCTION

The Hellenic National Slot Coordination Authority (aka **Hellenic Slot Coordination Authority**, HSCA) as a private non-profit entity that was established by the Hellenic Republic Law 4233/2014 and is appointed as the official Slot Coordinator for all Greek airports, in accordance to the European Regulation 95/1993 / EEC. HSCA replaced the Slot Coordination Authority (SCA) as established with the Hellenic Republic Law 3534/2007, which operated as a public entity and by a decision of the Hellenic Parliament was abolished.

The purpose of HSCA is the allocation of slots to air carriers at all the Greek airports, in accordance with relevant national and EU legislation, respecting the principles of transparency, non discrimination and fairness at all stages of the process.

RESPONSIBILITIES OF THE AUTHORITY

The Authority:

a) Performs the Slot Coordination process at all Greek airports.
b) Monitors the compliance of the actual operations in accordance with the allocated slots.
c) Represents Greece as the Hellenic Slot Coordinator at the European Union and at any other International Organization.
d) Cooperates with respective authorities, individuals, international organizations and the European Commission, on issues of relevant nature.
e) Collaborates with the European Commission and other Coordinators, within the European Union, to develop joint actions.
f) Collects, processes and evaluates information regarding its mission.

(The detailed tasks and responsibilities of HSCA are described in Article 2 of Hellenic Republic Law 4233/2014)

According to the EEC Regulation 95/93 as amended, allocation of slots at the twenty-three (23) 'coordinated' airports throughout the summer scheduling period and one airport (1) at the winter scheduling period, is contacted in accordance to the airport constrains as declared by the Hellenic Civil aviation Authority (HCAA) such as:

a) Runway movements,
b) Apron stands,
c) Passengers,
d) Airport Opening hours.

Following is a table including the coordinated Greek airports by coordination period and category, as shown in the website of IATA.

City (Airport)	Airport Code	SCR Level 3	SMA Level 2	Notes
Chania	CHQ	Yes		7
Chios	JKH	Yes		7
Corfu	CFU	Yes		7
Heraklion	HER	Yes		7
Kalamata	KLX	Yes		7
Karpathos	AOK	Yes		7
Kavala	KVA	Yes		7
Kefallinia	EFL	Yes		7
Kithira	KIT	Yes		7
Kos	KGS	Yes		7
Lemnos	LXS		Yes	summer only
Mikonos	JMK	Yes		7
Mytilene	MJT	Yes		7
Patras	GPA	Yes		7
Preveza	PVK	Yes		7
Rhodes	RHO	Yes		7
Samos	SMI	Yes		7
Siteia	JSH	Yes		7
Skiathos	JSI	Yes		7
Thessalonika	SKG	Yes		no note
Thira	JTR	Yes		7
Volos	VOL	Yes		7
Zakinthos	ZTH	Yes		7

Note 7   Summer season only, Level 1 for Winter season

The Chairman and the four members of the board were appointed by Ministerial Decision 23631/1521 (Government Gazette of the Hellenic Republic No 230/24 April 2014), for a three (3) years period.

ADMINISTRATIVE

Upon appointment of the Chairman and the Members of the BOD and taking into account the identified dysfunctions of the former Authority (ASP), the following immediate actions took place in order for HSCA to be able to carry on its duties:

a) The Drafting of the Regulation of Operations and Management,
b) The Commencement of the recruitment process for permanent staff,
c) The replacement of the existing HSCA Slot Coordination Software,
d) The full activation of the Authority's tasks and responsibilities,
e) The confirmation of the principles of transparency, non discrimination and efficiency at all stages of the slot coordination process and,
f) The ensuring of financial resources.

Following the above roadmap of actions and within the time frame set by the relevant law, an Operations and Management Regulation was drafted and published. The Regulation was scrutinized by both the supervising Ministry of Transport and the relevant European Authorities.

Since the establishment of the new Authority took place, the BOD   met 20 times during the last eight months, and took decisions on important operational and administrative issues.

PERSONNEL

With the appointment of the Chairman and the BOD Members of HSCA and immediately after the first BOD meeting, the writing of the Regulation of Operation and Management begun. With the publication of the Regulation, HSCA proceeded with the necessary actions, in order to initiate the required recruitment process.

More specifically and in cooperation with the Ministry of Transport, the necessary approval of a special committee was required as imposed by the relevant law. The committee's approval was granted on 18th of December, 2014 and approved the recruitment of a total of fifteen (15) employees plus one (1) Legal Advisor. Three (3) of the aforementioned employees should be transferred from the Public Sector. However, due to the Parliament elections of January 25, 2015 the necessary actions for the recruitment process were suspended.

It has to be pointed out that HSCA throughout the whole year, operated with no permanent staff and the slot coordination process was executed either by employees with a short-term contract, or with external partners, mostly retired staff from ex Olympic Airways, with extensive experience in slot coordination and flight scheduling. It is therefore well understood that with no permanent working relationship, the coordinators were not obliged to be presented continuously at the Authority's premises, as a result of this the relevant EEC Reg 95/93 / Article 4 Para. 5 requirements for allocating slots during of working hours were not able to be met.

The Ministry of Transport, understanding the understaffing issue of HSCA, in September 2014, approved the transfer of one of its employees at HSCA.

As far as the staffing of HSCA is concerned, most of the bureaucratic procedure milestones were met, however the objective of the completion of staff recruiting within 2014 was not achieved, and the chance to train the new personnel in the new software and gain experience from the external partners was lost. It has to be mentioned also that during 2014 HSCA operated with no administrative staff.

From the above it is presumed that as far as the staffing of HSCA is concerned, serious problems were faced both in quantity and in the quality. It is expected that this issue will be worse in the future, since the completion of the recruitment process is further delayed and until the necessary work experience is gained by any new staff.

The fact that HSCA carried out its function successfully is attributed to the exceptional professionalism of its external partners and the continuous efforts of the BOD to help in the best possible way to reduce negative effects of the constantly immersing issues.

FINANCE

As far as the financial obligations of the former Authority (ASP), the following should be pointed out:

a) The budget for the year of 2014 was not submitted.
b) Most of the Slot Coordination Fees (Slot Fees) under of the Greek Law 3933/11 (Article 29), for the years 2010-2013 were not collected. The uncollectible amount is approximately 1.640.000,00€. The aforementioned slot fees should have been collected in previous years from former ASP in cooperation with HCAA
c) The balance of HSCA's Bank Account, at the National Bank of Greece as of May 2014, was **428.644,87** €

A contract with an Accounting firm signed by HSCA, so that the invoices for the years 2010-2013 to be issued. The collection of the evidence - billing information was completed in December 2014 and the sending of 348 invoices for the period 2010-2013 was scheduled for the end of January 2015.

For the Slot Fees for the year of 2014, 387 invoices were issued by HSCA and sent partially to the relative companies, starting from September 2014 .The collection process was monitored by HSCA and until 31 December 2014, almost the 31.8% of the slot fee invoices for year 2014 was collected. At the end of the year 2014 the balance of HSCA's account was **384.389.98 €**.

It has to ne noted that the non-issuance of the Slot Fee Collection Invoices during previous years resulted in that the air carriers assumed that they were not obliged to pay for their Slot Fees and react upon receiving their Invoices. For the reversion of the bad impression, a large increase of the collection work was required , which exhausted any available administrative staff capacity.

For a more detailed perspective for the HSCA's balance, it has to be mentioned that Athens International Airport debt balance of 54.493,20 Euros, is counterbalanced with the rental of HSCA's offices, while HCAA has not paid the slot fee of 346.920 Euros for the three first quarters of 2014.

SOFTWARE - EQUIPMENT

HSCA taking into consideration both the comments of the Coordinators as well as the comments of the International organizations like (EUACA, IATA, and Eurocontrol), with regards to the capabilities of the existing "V-Slot" slot coordination software, decided to investigate its replacement immediately, after the end of the 2014 summer scheduling period.

HSCA's BOD, taking into consideration the very limited time period due to the non-flexible deadlines set by IATA, requested to be informed on the available Slot Coordination Software at the aviation market, which could fulfill the ASP 's requirements as they had been stated in the past. The Slot Coordination Software of PDC company named «Score», was selected with a direct assignment, as the most appropriate for HSCA, and a contract for a four (4) months period starting from September 2014 ending on December 2014 was signed. BOD's intention for an International Tender within the year of 2014 could not be achieved, mainly due to lack of permanent staff and the increased workload.

Taking advantage of the capabilities of the PDC's Software, HSCA entered a new era, with the activation of SLOT MONITORING process , which is one of the slot coordinators key responsibilities, and the ability of the partially automated allocation of slots, using the "On line Coordination System" (OCS), where the principle of transparency compliance is reconfirmed.

Since it was realized that both HSCA's hardware and software were outdated and it was difficult to support the increased requirements of the new Slot Coordination Software, HSCA decided the upgrade of the hardware equipment, so that the new software could be successfully supported and HSCA's participation in the IATA conferences could be secured.

Also in order the slot monitoring process to be enhanced a contract with "Eurocontrol" was signed and the CHMI & NMIR software for aircraft movement data was acquired.

Taking into consideration the requirement for the slot coordination of 23 airports (24% of the total European coordinated airports), with peculiarities which are not found often in other European airports, the increased air traffic, the integration of the new software, the lack of any permanent staff and the lack of any administration support, HSCA managed to carry out its functions successfully, as imposed by the relevant law,

However, the following functions are not yet covered by HSCA effectively :

- The Slot Coordination process for the summer 2014 scheduling period was completed using the V-Slot software. The effectiveness of the Slot Coordinators covered successfully any weaknesses of the software.
- The transition from the existing slot coordination software to the most advanced "SCORE" software was done in a record time and during the time period where the coordination process for the summer 2015 scheduling period was at its peak. The training of the external partners was elementary and just for the immediate and basic operation of the system. The successful transition of the software and its successful operation for the slot coordination of the summer 2015 scheduling period was entirely credited to the Slot Coordinators and to Mr. Scott Owen from PDC.

HSCA using the new software and after the integration / amendments of the slot data maintained in the old database of the V-Slot, met the basic requirements, so that the Summer 2014 historical data (Slot Historic List) to be issued with reliability.

Also HSCA completed the preparation and participated successfully at the IATA Slot Conference in Prague

The first steps in order the "On Line Slot Coordination System (OCS) to be fully implemented were made by HSCA . When OCS will come to its fully activation, a further improvement of the services provided by HSCA is expected, covering also the slot allocation process during outside working hours.
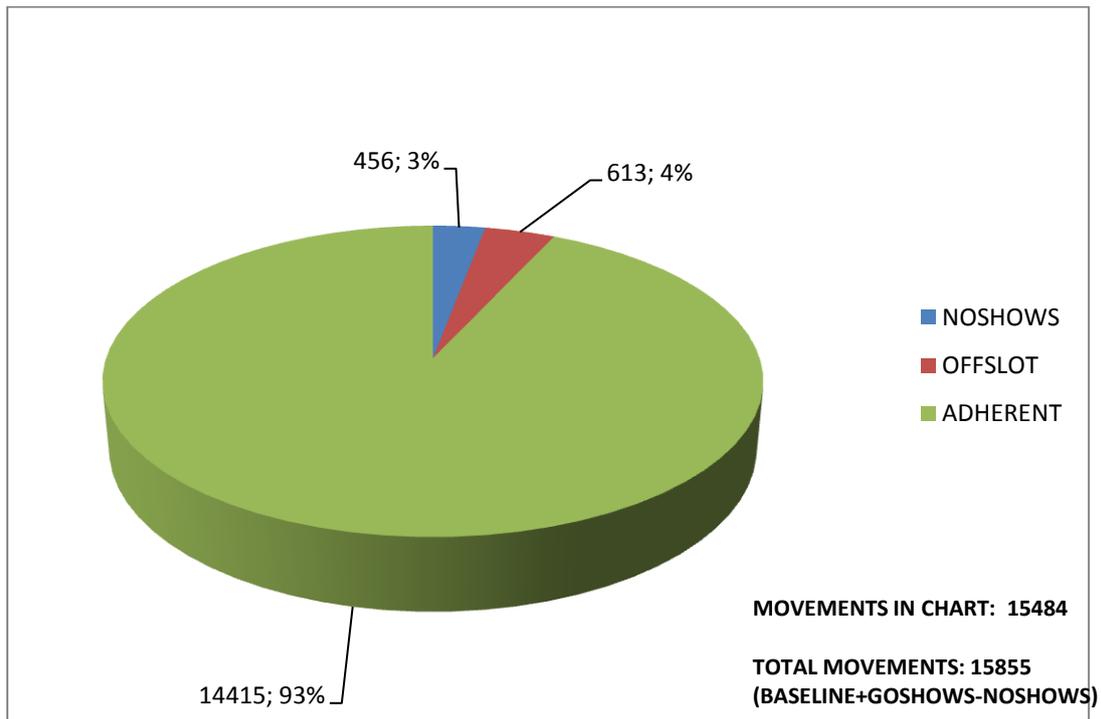
HSCA has also made the first steps in order the slot monitoring function to be implemented. In this context, during the summer of 2014 scheduling period , HSCA identified 6.199 violations while during winter 2014/2015 1.904 violations were identified. Warnings to the involved aircraft operators were sent by HSCA.

In accordance with the decision taken by the National Coordination Committee, HSCA modified the automated daily routine of sending the weekly slot coordination data to the airport managers so that the relevant departments of HCAA to have a true picture of the allocated slots, updated daily and for the remaining scheduling period.

The following table presents the slot violations (Go Shows, No Shows and Off Slot operations) for the winter 2014/5 (Thessaloniki airport) in relation to the warnings sent. Note that normally the warnings are sent for more than one violation and intend to warn for the repeated and intentional slot violations.
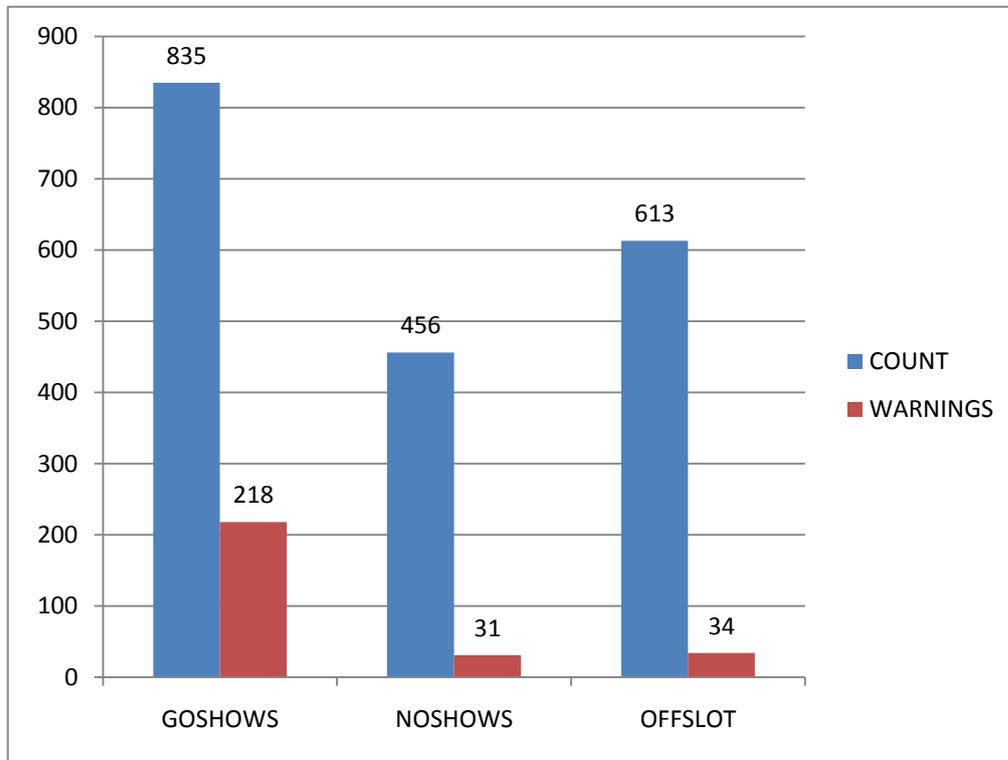
The table below shows the slot violations in correspondence to the flights operated in accordance to their confirmed slots, for Thessaloniki airport during winter 2014/5 scheduling period.

456; 3%   613; 4%

■ NOSHOWS
■ OFFSLOT
■ ADHERENT

MOVEMENTS IN CHART: 15484

**TOTAL MOVEMENTS: 15855
(BASELINE+GOSHOWS-NOSHOWS)**

14415; 93%

The table below shows the total of 223.044 slots allocated in summer 2014 scheduling period at Greek Coordinated airports, in (ICAO) alphabetical order. The higher air traffic volume (over 30.000 slots) is at Heraklion, Rhodes, and Thessaloniki airports, while air traffic more than 15.000 slots is at Corfu, Chania and Kos airports.

Movements

■ Movements

Movements as of 31 Jan
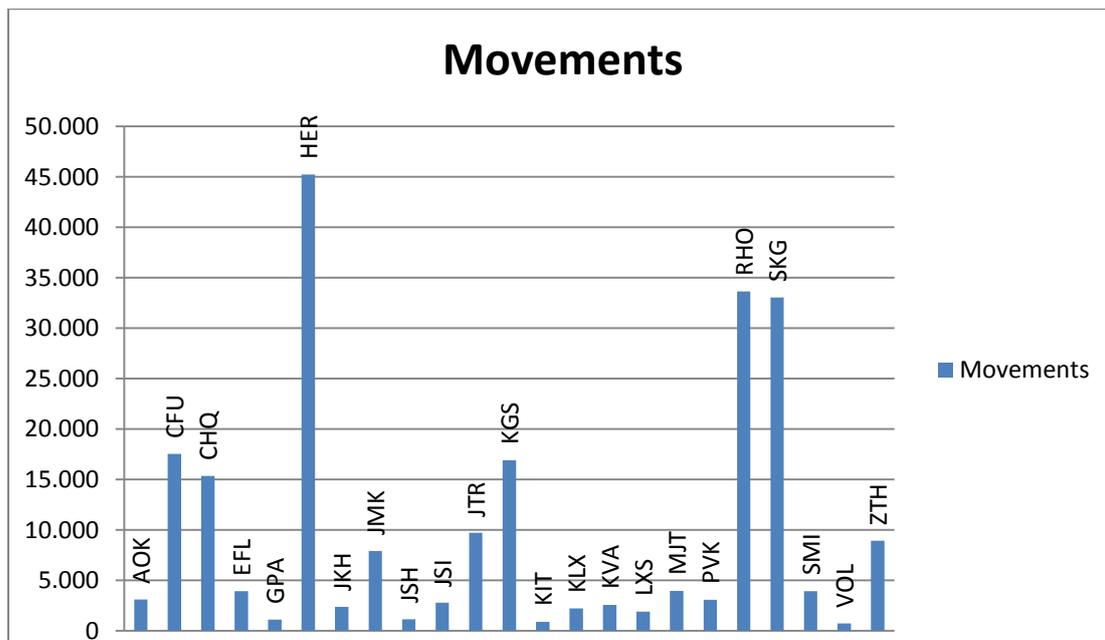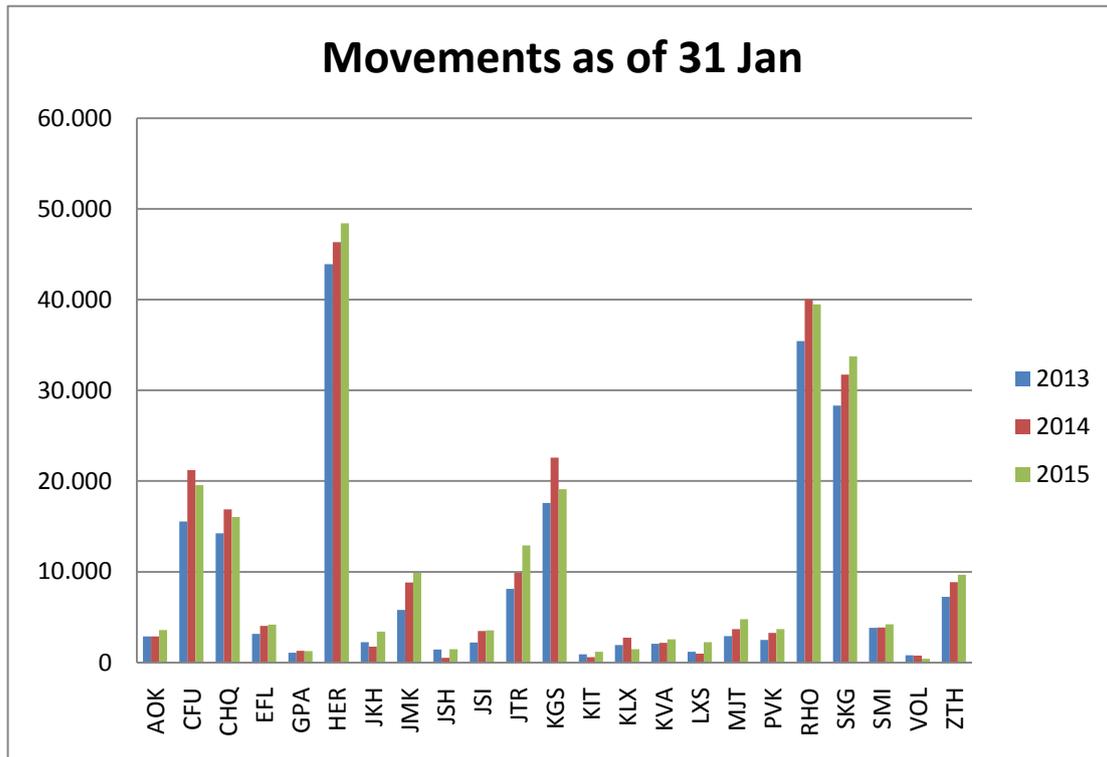
The above table "Movements as of 31 Jan" shows the comparison of the total slots held by the air carriers in "Use it or Lose It" deadline during summer 2013, 2014 and 2015 scheduling periods. Summer 2014 total air traffic was increased by 16%.

HSCA also provided various state and private bodies, such as the National Bank of Greece and the Hellenic Tourism Enterprises Association (SETE), with slot coordination data.

TRANSPARENCY - NEUTRALITY

In the context of transparency, HSCA provided European Union Airport Coordinators Association (EUACA) with the updated airport slots data for the coordinated Greek airports (view only) to be used at the OCS and eAirportslot.aero. portals. In addition, HSCA modified the automated electronic submission of coordinating data from a weekly basis to a daily basis.

By selecting «SCORE / OCS» and taking into account their capabilities, air carriers can view the slot availability for each coordinated Greek airport in real time.

With the full activation and the continuous update of HSCA's website, all interested parties can monitor all HSCA's recent activities, procedures, or any other updates. All changes or updates in the HSCA's functioning are also communicated to all stakeholders (airlines, IATA, etc.).electronically .

HSCA set up meetings at its headquarters with the airlines and the international organizations (EUACA, IATA, Eurocontrol), in order to keep them updated   and also participated in all International conferences. More specifically, a separate presentation during IATA's Slot conference in Prague was organized by IATA, while during EUACA' s meeting in Malta representatives of the European Commission were briefed by HSCA.

As soon as the full activation of the On Line Coordination System (OCS) will take place, we believe that a higher level of transparency and neutrality will be achieved by HSCA.

CONCLUSION

Concluding it should be pointed out once more that HSCA, either under the name of HSCA or under the name of ASP, operated in the year 2014 **WITHOUT ANY PERMANENT STAFF**. However her basic obligations were successfully met, a point proven from the lack of any observations or suggestions from the National Slot Coordination Committee, during its meeting held at HCAA in accordance with the relevant European laws, and from the satisfaction, expressed by the air carriers, during several meetings and Conferences. Within very short time, HSCA succeeded to reverse the negative impression for its services of the past years.

The Slot coordinators, with their efforts, successfully achieved to coordinate the 23 Greek airports, airports with peculiarities as mentioned before that are not found in other European airports (at least in terms of quantity). Also the integration of the new software was achieved within a very short time while the coordinators worked well beyond the "call of duty". The efficiency and sense of responsibility of the Coordinators towards HSCA has been appreciated by all airlines in both verbally and written.

The delay of the recruitment of any permanent staff since 2007, when ASP was established, till now and possible even further more, acts as an obstacle to HSCA's effectiveness.

Theodoros Papadopoulos

Chairman HSCA