

Performance Plan

Slovakia

Third Reference Period (2020-2024)

Status: Draft performance plan containing revised RP3 targets (Art. 3 of IR 2020/1627 & Art. 12 of IR

Date of issue: 4,44E+04

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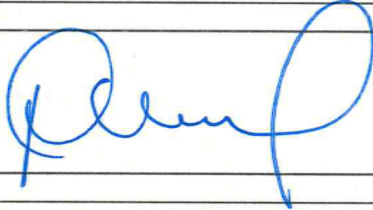
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** Only as per Article 15(6) of the Regulation*

Signatories

Performance plan details	
State name	Slovakia
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	22.9.2021
Date of adoption of Draft Performance Plan	07. 10. 2021
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	
Andrej Doležal Minister of Transport and Construction of the Slovak Republic	
Additional comments	

Document change record		
Version	Date	Reason for change
v1.0	23.7.2021	Draft for the stakeholder consultation
v2.0	1.10.2021	Draft submitted to the EC for evaluation
v3.0	17.11.2021	Draft submitted after verification of completeness
v4.0	15.12.2021	Draft submitted after change of Traffic forecast 2021

SECTION 1: INTRODUCTION

1.1 The situation

- 1.1.1 - List of ANSPs and geographical coverage of services
- 1.1.2 - Other entities in the scope of the Performance and Charging Regulation as per Article 1(2) last para.
- 1.1.3 - Charging zones (see also 1.4-List of Airports)
- 1.1.4 - Other general information relevant to the plan

1.2 - Traffic Forecasts

- 1.2.1 - En route
- 1.2.2 - Terminal

1.3 - Stakeholder consultation

- 1.3.1 - Overall outcome of the consultation of stakeholders on the performance plan
- 1.3.2 - Specific consultation requirements of ANSPs and airspace users on the performance plan
- 1.3.3 - Consultation of stakeholder groups on the performance plan

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- 1.4.1 - Airports as per Article 1(3) (IFR movements \geq 80 000)
- 1.4.2 - Other airports added on a voluntary basis as per Article 1(4)

1.5 - Services under market conditions

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

1.7 - Establishment and application of a simplified charging scheme

- 1.7.1 - Scope of the simplified charging scheme
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Annexes of relevance to this section

- ANNEX C. CONSULTATION
- ANNEX D. LOCAL TRAFFIC FORECASTS
- ANNEX L. JUSTIFICATION FOR SIMPLIFIED CHARGING SCHEME

1 - INTRODUCTION

1.1 - The situation

NSA(s) responsible for drawing up the Performance Plan	Transport Authority, Slovak Republic
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1.1.1 - List of ANSPs and geographical coverage and services

Number of ANSPs	2	
ANSP name	Services	Geographical scope
LPS SR	ASM, ATFM, ATC, FIS, Alerting Services, AIS, SAR, CNS	Letové prevádzkové služby Slovenskej republiky, štátny podnik (LPS SR) is responsible for the provision of en-route services to civil air traffic within FIR Bratislava and terminal services at the airports LZIB, LZKZ, LZTT, LZPP and LZLI.
SHMU	MET	The area of the Slovak Hydrometeorological Institute (SHMU) responsibility includes FIR Bratislava and airports LZIB, LZKZ, LZTT, LZPP and LZLI.

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
LPS SR	ATS within Kosice TMA 2 are provided by Kosice APP, as described in the AIP SR, ENR 2.

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
HungaroControl	ATS within RUTOL AREA are provided by Budapest ATCC, as described in the AIP SR, ENR 2. Search and rescue coordination and operations provided by appropriate authorities of the Slovak Republic.

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
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Entity name	Domain of activity	Rationale for inclusion in the Performance Plan
Transport Authority	National Supervisory Authority	Determined costs of this entity are included in the cost base chargeable to AUs. NSA is responsible for Performance plan development, target setting, oversight of ANSPs, other functions as required by applicable legislation.
EUROCONTROL	NM, CRCO	Determined costs of this entity are included in the cost base chargeable to AUs.

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

En-route	Number of en-route charging zones	1
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En-route charging zone 1	Slovakia
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Terminal	Number of terminal charging zones	0
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1.1.4 - Other general information relevant to the plan

There are no additional comments.

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
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In 2020, Slovakia experienced exceptional year-to-year en-route traffic drop of 64.2% of IFR movements (vs. 55.1% Europe (ECAC) and 58.9% Comparator Group C average) and 63.2% in terms of SUS (vs. 57.6% Europe (CRCO) and 58.4% Comparator Group C average). According to the latest STATFOR Forecast published in May 2021, air traffic volumes in Slovak airspace will not reach the level of 2019 in any of the years of RP3. In 2024, the traffic is still expected to be -15.3% below the 2019 volume, opposed to -4.4% at European level, which is the 2nd biggest gap after Bulgaria.

As a response to the situation in 2020, LPS SR has introduced outstanding cost cutting measures representing overall reduction of 27% in 2020 and 2021 combined as compared to the Draft performance plan for RP3 submitted in 2019. Almost 10% of staff has been laid off and substantial part of salaries of remaining employees has been decreased, resulting in 37% reduction in personal costs of LPS SR in 2020 and 2021. These overall savings represent the largest reduction of the costs in the SES area according to the unvalidated data from PRB.

On the other hand, it needs to be reminded that in 2019, the Bratislava ACC was mentioned in the European Network Operation Plan 2019-2024 as one of the 19 ACCs expected to generate delays at higher levels than the network capacity requirements. The ENOP foresaw that due to the unforeseen increase of traffic over the past years, particularly in summer 2018, structural lack of capacity might be anticipated for Bratislava ACC for the period of 2019-2024. The forecasted delay was between 0.71-0.80 min/flight in 2019-2020 (compared to the reference values of 0.10 min/flight in 2019 and 0.18 min/flight in 2020) and around 0.92-1.54 min/flight in 2021-2024 (compared to the reference values of 0.19-0.10 min/flight). Main reasons for the expected lack of capacity were continuous high traffic demand and lack of available ATCOs.

In the Draft performance plan for RP3 submitted in September 2019, intensified ATCO recruitment and training program was therefore included in order to demonstrate ability of LPS SR to close the capacity gap and cope with the expected growth of traffic at that time. However, the COVID-19 crisis brought a significant drop in traffic in European airspace, which on the other hand gave LPS SR an opportunity to close the capacity gap experienced in last years of RP2. LPS SR will therefore continue to adapt the recruitment and training process of ATCOs in order to not only meet capacity demands of the RP3, but to prepare for the presumable increase in the capacity demand in RP4. To also accommodate the cost-efficiency side of the services provided, the original ATCO training plan for RP3 has been revised to better reflect the post-COVID-19 situation but remains the main measure to secure the necessary capacity for RP3 and beyond.

Additional comments

There are no additional comments.

1.2 - Traffic Forecasts

1.2.1 - En route

En route Charging zone 1

Slovakia

En route traffic forecast

Local forecast

Local Forecast	2017A	2018A	2019A	2020A	2021	2022	2023	2024	CAGR 2019-2024
IFR movements (thousands)	515	567	562	201	259	351	422	486	-2,9%
IFR movements (yearly variation in %)		10,1%	-0,9%	-64,3%	29,0%	35,5%	20,2%	15,2%	
En route service units (thousands)	1 189	1 296	1 292	475	609	798	953	1 094	-3,3%
En route service units (yearly variation in %)		9,0%	-0,4%	-63,2%	28,1%	31,0%	19,4%	14,8%	

Specific local factors justifying not using the STATFOR base forecasts
(provide justification below or refer to Annex D for more detailed explanation)

Initially, STATFOR Base forecast May 2021 was used. After prompt contained in the letter from the PRB following the verification of completeness to consider applying STATFOR Base October 2021 forecast, Slovakia decided to use the STATFOR Base forecast October 2021 figure for the year 2021 and keep traffic STATFOR Base forecast May 2021 for the rest of the RP3 period. As the changes in this respect were initiated by the letter concerning the verification of completeness of the performance plan, further justification is contained in the updated Annex T, point 1.

NOTE: Section 1.3 (Stakeholder Consultation) should include details on the consultation with airspace users' representatives and ANSPs concerned on the rationale for not using the STATFOR base forecasts.

1.2.2 - Terminal

Not applicable.

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
<p>Airspace users welcomed transparent approach to Slovak Republic's consultation and the efforts to achieve performance targets in all areas despite more difficult starting point as compared to other countries with higher forecasted pace of air traffic recovery.</p> <p>Airspace users also welcomed considerable cost-cutting measures put in place in 2020 and 2021 in the Slovak Republic.</p> <p>Slovak Republic's approach toward meeting cost-efficiency targets was discussed. Airspace users pointed out that DUC trend remained the main assessment criterion in the area of cost efficiency, but acknowledged that it is up to the PRB and the European Commission to reflect local circumstance in the assessment process. As a result, it was promised to further reduce a determined costs for the remaining part of the RP3, which was complied with.</p> <p>Airspace users advised to change the capacity incentive scheme to an asymmetric one, which was complied with.</p> <p>Airspace users further requested to provide more detailed information on investments of LPS SR, which was complied with.</p> <p>Airspace users requested to re-assess parameters of the WACC rate, which was complied with.</p> <p>Airspace users welcomed the decision to return unspent capex from RP2 in RP3.</p> <p>There were no specific points raised by other stakeholders.</p> <p>Additional information can be found in Annex C Consultation.</p>

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	No	Not applicable. IATA supported the use of the STATFOR Base traffic forecast.
Charging policy	Yes	No disagreements.
Maximum financial advantages and disadvantages for the mandatory incentive scheme on capacity	Yes	IATA proposed to introduce an asymmetric incentive scheme (higher penalty than bonus), which was complied with.
Where applicable, decision to modulate performance targets for the purpose of pivot values to be used for the mandatory incentive scheme on capacity	Yes	No disagreements.
Symmetric range ("dead band") for the purpose of the mandatory incentive scheme on capacity	Yes	No disagreements.
Establishment or modification of charging zones	No	Not applicable.
Establishment of determined costs included in the cost base for charges	Yes	<p>IATA welcomed exceptional cost-cutting measures introduced by the Slovak Republic in 2020 and 2021.</p> <p>IATA requested to further reduce determined costs for the remaining part of the RP3.</p> <p>IATA requested to re-assess parameters of the WACC rate, which was complied with.</p> <p>As a result of the consultation, the Slovak Republic complied with all the requests and provided all the data.</p> <p>Additional information can be found in Annex C Consultation.</p>
Where applicable, values of the modulated parameters for the traffic risk sharing mechanism	No	Not applicable.
Where applicable, decision to apply the simplified charging scheme	No	Not applicable.

New and existing investments, and in particular new major investments, including their expected benefits	Yes	<p>IATA welcomed the Slovak Republic's decision to reimburse unspent capital expenditure of RP2 to airspace users in RP3.</p> <p>IATA requested to provide more detailed information on planned investments.</p> <p>Additional information can be found in Annex C Consultation.</p>
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1.3.3 - Consultation of stakeholder groups on the performance plan

#1 - ANSPs	
Stakeholder group composition	LPS SR
Dates of main meetings / correspondence	27 May 2021
Main issues discussed	Agreement on schedule, roles and partial inputs of each provider to the Performance Plan for RP3. Validation of the draft inputs and its compliance with the EU wide targets and applicable legislations.
Actions agreed upon	No further actions.
Points of disagreement and reasons	No disagreements.
Final outcome of the consultation	The stakeholders agreed on all discussed topics.

Additional comments
There are no additional comments

#2 - Airspace Users	
Stakeholder group composition	IATA, Lufthansa Group, PRB Support, professional staff representative bodies
Dates of main meetings / correspondence	streda 11. august 2021
Main issues discussed	All issues, actions and comments can be found in Annex C Consultations.
Actions agreed upon	See above
Points of disagreement and reasons	See above
Final outcome of the consultation	See above

Additional comments
There are no additional comments

#3 - Professional staff representative bodies	
Stakeholder group composition	IATA, Lufthansa Group, PRB Support, professional staff representative bodies
Dates of main meetings / correspondence	streda 11. august 2021
Main issues discussed	All issues, actions and comments can be found in Annex C Consultations.
Actions agreed upon	See above
Points of disagreement and reasons	See above
Final outcome of the consultation	See above

Additional comments
There are no 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 \geq 80 000)

ICAO code	Airport name	Charging Zone	IFR air transport movements			
			2016	2017	2018	Average

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

Number of airports	0		
ICAO code	Airport name	Charging Zone	Additional information

Additional comments
Slovakia has no airport with at least 80.000 IFR movements per year where the Performance and Charging Regulation (Implementing Regulation 2019/317) applies to terminal ANS by default. In addition, Slovakia decided to not apply the provisions of the Regulation to terminal ANS at any airport within the country with fewer than 80.000 IFR movements per year.

1.5 - Services under market conditions

Number of services under market conditions	0
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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?	No
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SECTION 2: INVESTMENTS

2.1 - Investments - LPS SR

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

2.2 - Investments - SHMU

- 2.2.1 - Summary of investments
- 2.2.2 - Detail of new major investments
- 2.2.3 - 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 - LPS SR

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	Data Link Service Implementation	3 686	3 686	0	69	381	527	518	8	100%	0%	30.4.2022
Sub-total of new major investments above (1)		3 686	3 686	0	69	381	527	518				
Sub-total other new investments (2)		27 659	27 659	283	217	1 173	2 650	3 743		100%	0%	
Sub-total existing investments (3)		8 428	8 428	6 939	6 916	6 197	5 777	5 288		100%	0%	
Total new and existing investments (1) + (2) + (3)		39 774	39 774	7 223	7 202	7 752	8 953	9 549				

* 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	Data Link Service Implementation						Total value of the asset	3 686 €
Description of the asset	Data Link Service Implementation in the ATM system.							
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	The investment is mandated by the Commission Regulation (EC) No 29/2009 laying down requirements on data link services for the single European sky.						
Specify links to the PCP/CP1/Interoperability Regulations (add the sub-AF number(s) under each relevant box)	AF1 No link	AF2 No link	AF3 No link	AF4 No link	AF5 No link	AF6 No link	Interoperability No link	
Benefits for airspace users and results of the consultation of airspace users' representatives	Slovak Republic is behind with implementation of datalink services (DLS) for various reasons, main of them being the necessity to upgrade hardware of the main ATM system before implementing DLS. The contract with supplier was signed in February 2021 and the implementation process was launched right after. DLS are an essential prerequisite for a number of future SESAR solutions, from which airspace users will further benefit.							
Joint investment / partnership	No							
Investment in ATM systems	Yes							
If investment in ATM system, type?	Replacement investment							
If investment in ATM system, Reference to European ATM Master Plan / PCP	Master Plan (non-PCP)							

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

Maintaining the high quality level of air navigation services during RP3 in terms of the European ATM Master Plan and requirements laid down by SES legislation will be supported by investment projects summarized below. From functional and operational point of view the RP3 projects further develop the ANS technology and systems introduced into service during RP2. Naturally, majority of these projects have been focused on improvement of performance targets, especially in areas of safety, capacity and environment.

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

Number of new other investments	10
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#	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	
1	Complexity tool	423	423	0	0	10	113	111	Migration of the main ATM system to new hardware together with adaptation of new operational improvements, like processing and display of aircraft derived data, establishes technical potential for increase of the ATM system sectors. This is a basic element for enhancement of the free route airspace concept. The next steps are focused on air-ground datalink implementation. Complexity tool based on continuously updated air traffic forecast will support Executive Supervisors and FMP staff with better analysis of requirements for ATC capacity,
2	ATC simulator	858	858	0	12	83	136	133	After implementation of this upgrade, the existing ATC simulator shall be capable to provide the same functionalities as upgraded operational ATM system.
3	VoIP	1 104	1 104	0	9	32	88	133	The upgrade of voice communication systems, related recording systems and relevant network infrastructure have been prepared for incoming VoIP applications. Coordination and cooperation with the neighbouring ATS centres and other aeronautical partners is prerequisite of this project.

4	Surveillance	516	516	0	0	16	60	64	The reliable Mode S enhanced surveillance coverage was built up by appropriate Mode S stations during RP2 and these applications will be improved by the ADS-B / MLAT sensors technology in RP3. The sensor sites and their basic infrastructure have been refurbished also
5	Radio-com system	890	890	0	0	0	16	99	Enhancement of air-ground communications based on 8,33 kHz channel spacing was achieved by replacement of the obsolete radio equipment. It is also considered as a factor significantly affecting the increase of a number of potential ATC sectors
6	SACON	2 105	2 105	0	4	18	261	505	Requirements on the data distribution management and information technology are also reflected in gradual upgrade of the communication infrastructure enhancing certain applications, like VoIP or IPv6 protocol. The cooperation within the PENS working arrangement in
7	Information Systems	1 477	1 477	0	1	98	133	203	High level quality of services provided by the aeronautical information management has been developed, maintained and will be improved by the hardware and software development investments.
8	PBN new DME	3 587	3 587	44	142	410	464	493	
9	DVOR, DME refurbishment	2 421	2 421	4	11	73	150	278	The existing ground based navigation infrastructure had been revised and consequently its rationalization and the systems upgrade project resulted from this assessment. It is planned that during the period of following years in addition to the replacement of some existing equipment, for instance ILSs, PBN procedures will also be supported by DME-DME applications.
10	NAV Test platform	955	955	0	33	82	96	104	

2.2 - Investments - SHMU

2.2.1 - Summary of investments

Number of new major investments	0
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2.2.3 - Other new and existing investments

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

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2.2.3.2 - 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
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#	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					
		2020A	2020	2021	2022	2023	2024
		Actual	Target	Target	Target	Target	Target
LPS SR	Safety policy and objectives	B	B	B	B	C	C
	Safety risk management	D	C	C	C	C	D
	Safety assurance	C	B	B	C	C	C
	Safety promotion	B	B	C	C	C	C
	Safety culture	B	B	B	B	C	C
	Additional comments	The targets in 2024 have been set in accordance with the COMMISSION IMPLEMENTING DECISION (EU) 2019/903 of 29 May 2019.					

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

There is no inconsistency between local and Union-wide safety targets. Local safety performance targets respect the COMMISSION IMPLEMENTING DECISION (EU) 2019/903 of 29 May 2019.

** Refer to Annex O, if necessary.*

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

Slovakia has either met or exceeded the safety targets during RP2. At the end of the RP2 there was a significant change in the methodology of SMS maturity assessment. Difficulty to anticipate the score in each area led LPS to decision, to take conservative approach. At the first measurement according to the new methodology, published in safety supporting material to COMMISSION IMPLEMENTING REGULATION (EU) 2019/317, LPS met all the targets and exceeded the expectations in the area of safety assurance.

Based on the achievements in 2020, LPS developed an action plan with measures to improve the score in other areas in order to meet union wide targets by the end of RP3. It needs to be noted that a number of study areas contain only one (or just part of) question that needs to be improved, but according to the methodology, it degrades overall score of the whole component.

Improvements, according to action plan, has already started and the work is focused mainly on:

- Study Area 1 – ‘Development of a positive and proactive organisational culture’ including formalization of Just culture process and related training for employees and regular monitoring of safety culture (at least once every 5 years)
- Study Area 4 – ‘Coordination Emergency Response Plan’ covering harmonization, integration and further development of emergency response procedures and relevant exercises
- Study Area 5 – ‘SMS Documentation’ with development of compliance matrixes for relevant legislation
- Study Area 16 – ‘Training and education’ covering formal documentation of Safety/SMS training and its planning process in the organization.

Based on the results so far, we do not expect any delays or issues in achievement of union wide targets before 2024. Adherence to the plan is regularly monitored and evaluated.

** 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	2,22%	n/a	2,15%	2,13%	2,13%	2,13%
		2020	2021	2022	2023	2024
National targets		Target	Target	Target	Target	Target
		2,10%	2,15%	2,13%	2,13%	2,13%

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

There is no inconsistency between national targets and national reference values. The national target for 2020 was however not met by 0.12%.

It is necessary to note that in spite of 24-hour FRA operations implemented within FIR Bratislava there has not been observed a significant improvement of this parameter (from 2.18% in 2018 to 2.55% in 2019 and to 2.22% in 2020). With respect to the below described plans for further expansion of cross-border FRA within the RP3, LPS SR has very limited scope for additional significant improvement of the horizontal en route flight efficiency. This mostly depends on other factors outside of the ANSP's control. Based on the lessons learnt from current operations, the main reason is addressed to airspace users' decision making and lack of AUs' capability or willingness to use an effectiveness of FRA options within South East and Central European region. During the consultation with AUs in August 2019, it was also confirmed that that some of the flight planning tools are not taking into account all the FRA options and produce inefficient routings. The experience from RP2 also shows a strong correlation between the observed weather phenomena (especially CBs during summer period) and the actual trajectories flown, thus deviating significantly from the originally filed flight planned routes. Moreover, the impact of NM measures or geopolitical developments (such as in Belarus or Ukraine) and the resulting variety of traffic flows led to unfavourable trajectories.

The KEP indicator, although not RP2 and RP3 monitored, shows a continues improvement in Slovakia from 4.01% in 2016 to 3.55% in 2020. This doubtlessly proves the positive effect of permanent Airspace Design improvements like SEEN FRA and other regional initiatives, such as SECSI FRA, in the FAB CE region and beyond. For various reasons, this offer has not been adequately used by all airspace users. LPS SR will continue investing significant effort into improving its services and ensuring the airspace users can plan their preferred routes without any significant limitations.

* Refer to Annex P, if necessary.

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

Slovakia has been a part of the SEEN FRA area enabling the airspace users to plan their flights freely across the airspace of 4 states - Bulgaria, Hungary, Romania and Slovakia, from 6 December 2018. From April 2019, 24-hour FRA (BRAFRFA) has been implemented within Slovakian airspace, which is mentioned as one of the major improvement projects in the European Network Operations Plan 2019-2024 implemented during the Winter of 2018/19. As from February 2020, cross-border FRA operations with SEEN FRA partners had been extended to a 10 hour long period of day: 20:00-06:00 UTC (19:00-05:00UTC during summer). 28 January 2021 Slovakia joined 24-hour cross-border FRA environment of the South East Europe Free Route Airspace (SEEFRA), well ahead of original date planned (second half of 2022). New set of X-border DCTS across border Austria-Slovakia, planned for summer 2021, has been implemented on 8. July 2021.

The next plans are as follow:

-As from 24 February 2022 there is a plan to implement cross-border FRA between Poland and Slovakia resulting in full cross-border FRA availability in European area as large as 1mil sqkm.

On FAB CE level, enhanced sectorisation is planned to be implemented in accordance with the FAB CE Airspace Plan. Particularly, LPS SR experts and the NM are involved in a FAB CE airspace redesign task force, which has been set up to address the Central/South East Europe airspace restructuring project which is expected to impact both capacity and environment.

It must be emphasized that LPS SR applies a customer-oriented approach searching for most efficient trajectories, discussing options and accepting proposals of airspace users. There is also a webpage dedicated for AUs' proposals, experience and wishes regarding airspace design.

* Refer to Annex P, if necessary.

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	0,05	0,07	0,08	0,07
		2020	2021	2022	2023	2024
		Target	Target	Target	Target	Target
National targets		0,60	0,05	0,07	0,08	0,07

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

There is no inconsistency between National reference values and National targets.

* Refer to Annex Q, if necessary.

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

According to the latest STATFOR Forecast published in May 2021, air traffic volumes in Slovak airspace will not reach the level of 2019 in any of the years of RP3. In 2024, the traffic is still expected to reach only approximately 85% of the 2019 volume as opposed to the 95% on the European level. However, it needs to be reminded that in 2019, the Bratislava ACC was mentioned in the European Network Operation Plan 2019-2024 as one of the 19 ACCs expected to generate delays at higher levels than the network capacity requirements. The ENOP foresaw that due to the unforeseen increase of traffic over the past years, particularly in summer 2018, structural lack of capacity might be anticipated for Bratislava ACC for the period of 2019-2024. The forecasted delay was between 0.71-0.80 min/flight in 2019-2020 (compared to the reference values of 0.10 min/flight in 2019 and 0.18 min/flight in 2020) and around 0.92-1.54 min/flight in 2021-2024 (compared to the reference values of 0.19-0.10 min/flight). Main reasons for the expected lack of capacity were continuous high traffic demand and lack of available ATCOs.

In the Draft performance plan for RP3 submitted in September 2019, intensified ATCO recruitment and training program was therefore included in order to demonstrate ability of LPS SR to close the capacity gap and cope with the expected growth of traffic at that time. However, the COVID-19 crisis brought a significant drop in traffic in European airspace, which on the other hand gave LPS SR an opportunity to close the capacity gap experienced in last years of RP2. LPS SR will therefore continue to adapt the recruitment and training process of ATCOs in order to not only meet capacity demands of the RP3, but to prepare for the presumable increase in the capacity demand in RP4. To also accommodate the cost-efficiency side of the services provided, the original ATCO training plan for RP3 has been revised to better reflect the post-COVID-19 situation but remains the main measure to secure the necessary capacity for RP3 and beyond.

Other than ATCO staff-related capacity building measures (further described in section d) ATCO planning) include the following:

- ATM system hardware upgrade finalized in 2021;
- Following the ATM system hardware upgrade, Air/Ground DataLink (AGDL) functionality will become fully operational in RP3. Following the AGDL implementation outcome and experience gained from another ANSPs, further reevaluation and increase of physical sector capacity is expected;
- In the beginning of 2021 Slovakia joined the SEE FRA project (South East Europe Free Route Airspace) and, in cooperation with other partners, seeks to further enhance the cross-border FRA arrangements;
- Through FAB CE Airspace Task Force, LPS SR actively participates in the Network Manager's airspace reconfiguration EAAS initiative aiming at optimisation of sectors' boundaries;
- LPS SR has also been investing significant effort in optimisation of sectors opening times so that increased capacity can be provided in a more flexible manner respecting the current needs reassessed on a weekly basis. More sectors can then be opened at certain times to better handle peak periods and expected demand;
- Horizontal East/West sector configuration is ready to be implemented should there be a need to accommodate any change in flight patterns and divide the busiest sector in 2017, 2018 and 2019. However, with respect to latest STATFOR forecasts, it is not expected to happen in RP3;
- LPS SR will continue implementing improved ATFCM techniques, including STAM throughout the RP3. DAM/STAM project has been concluded in cooperation with FAB CE partners in 2019.

In addition to the measures above, LPS SR will remain engaged in every initiative, be it on national, regional or European level that would meaningfully contribute to providing sufficient capacity to its customers.

* Refer to Annex Q, if necessary.

d) ATCO planning

Bratislava (LZBB ACC)	Actual			Planning			
	2018	2019	2020	2021	2022	2023	2024
Number of additional ATCOs in OPS planned to start working in the OPS room (FTEs)		-	1,4	3,0	3,0	3,0	3,0
Number of ATCOs in OPS planned to stop working in the OPS room (FTEs)		0,7	-		1,0	1,0	2,0

Number of ATCOs in OPS planned to be operational at year-end (FTEs)	54,3	53,6	55,0	58,0	60,0	62,0	63,0
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Additional comments

There were 53,6 ATCOs in OPS (FTEs) in 2019 and 54,3 in 2018 during one of the most demanding summer seasons of all times. LPS SR was however able to cope with the surge in traffic mainly at the cost of high overtimes, though increase in delays at that time cannot be denied.

According to the Draft performance plan for RP3 submitted in September 2019, by 2024, the goal number of ATCOs with ACS qualification category at ACC Bratislava was 76.2 ATCOs in OPS (FTE) (taking into account the natural loss of employees due to retirement). However, the expected traffic at the time of preparation of the Draft performance plan was supposed to reach almost 700k IFR movements per year in 2024. In the table above, it can be observed that the target number of ATCOs in OPS in 2024 was revised and adjusted due to the COVID-19 situation and ca. 486k IFR movements forecasted for 2024. The number of ATCOs is now expected to reach 63 in 2024, thus is less demanding in terms of human resources and more cost-efficient. On the other hand, this is still considerably higher than in 2018 or 2019, while traffic in the end of RP3 is expected to reach ca. 85% of the 2019 level. However, by reaching the optimal number of ATCO staff, LPS SR will address revealed insufficiency and capacity gap in the pre-COVID-19 years and will also reduce the volume of ATCO overtimes in future (which increased in average from 49 hrs/ATCO in 2015 to 137 hrs/ATCO in 2018).

In order to reach the target number of ATCOs in OPS, there have been a number of proposed changes in the recruitment and training process:

- Changes to the ATCO selection and training process were already initiated in 2017/2018 and are continually adjusted. The whole training was slightly reduced timewise, while approach to the selection process and methodology was changed. The selection process consists of 7 qualitative and selective stages, instead of 5 in the past. Due to these changes, the selection process for ATCO training success rate is now at 1% (compared to 11% before), but less ATCO students are now expected to drop out in the later stages of the training compared to the past. The changes to the selection process are accompanied with continuous recruitment, publicly advertised in the media, bringing 4 times more applicants than before.
- The assessment of the practical exercises changed as well with the purpose to increase the success rate. The system is newly set up so that the students complete a block of unrated exercises during which the instructor teaches them and leads to the achievement of the set goals. Each block of unrated exercises is followed by a summary evaluation during which the evaluator evaluates whether the individual student achieves the desired goals. Until this change came into effect, the system was set up so that every one of the exercises that the students completed were assessed by the instructor through the so-called "Formative assessment".
- The change also occurred in on-site training, where the various phases of training (pre-OJT and OJT) were integrated to speed up the training process and streamline performance objectives in training.
- In addition, LPS SR actively participates in dedicated working groups within ICAO and EU that deal with the issue of "Next Generation of Aviation Professionals". This is bringing new knowledge and best practices from other partners and experts in the field and allows a continuous improvement of both recruitment and training processes.

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	N/A	N/A	N/A	N/A	N/A	N/A
Additional comments	National capacity performance targets are not applicable in case of Slovakia, which has no airport with at least 80.000 IFR movements per year where the Performance and Charging Regulation (Implementing Regulation 2019/317) applies to terminal ANS by default. In addition, Slovakia decided to not apply the provisions of the Regulation to terminal ANS at any airport within the country with fewer than 80.000 IFR movements per year.					

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

Not applicable.

* 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

Not applicable.

* 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 - Slovakia

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)	59 508 868	63 734 085	92 545 382	59 383 508	62 056 434	63 498 702	6,7%	-0,4%
Total en route costs in real terms (in national currency at 2017 prices)	59 768 483	61 105 586	87 274 495	54 676 787	56 317 420	56 771 300	-5,0%	-7,1%
Total en route costs in real terms (in EUR2017) ¹	59 768 483	61 105 586	87 274 495	54 676 787	56 317 420	56 771 300	-5,0%	-7,1%
YoY variation			42,8%	-37,4%	3,0%	0,8%		
Total en route Service Units (TSU)	1 047 163	1 295 094	1 084 000	798 052	952 668	1 094 249	4,5%	-15,5%
YoY variation			-16,3%	-26,4%	19,4%	14,9%		
Real en route unit costs (in national currency at 2017 prices)	57,08	47,18	80,51	68,51	59,12	51,88	-9,1%	10,0%
Real en route unit costs (in EUR2017) ¹	57,08	47,18	80,51	68,51	59,12	51,88	-9,1%	10,0%
YoY variation			70,6%	-14,9%	-13,7%	-12,2%		

National currency	EUR
¹ Average exchange rate 2017 (1 EUR=)	1,00

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)	59 508 868	63 734 085	59 508 868	63 734 085	0	0
Total en route costs in real terms (in national currency at 2017 prices)	59 768 483	61 105 586	59 768 483	61 105 586	0	0
Total en route costs in real terms (in EUR2017) ¹	59 768 483	61 105 586	59 768 483	61 105 586	0	0
Total en route Service Units (TSU)	1 047 163	1 295 094	1 044 343	1 291 606	2 820	3 487

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	Click to select
-----------------------	-----------------

c.2) Adjustments to the 2014 service units

Impact of transition to actual route flown	Coefficient M2/M3	Source	Service units
	0,27%	CRCO correction factor May 2019 (on 12 months)	

Other adjustment to the 2014 service units	Click to select
--	-----------------

Total adjustments to the 2014 service units	-
--	---

c.3) Adjustments to the 2019 baseline value for the determined costs

Number of adjustments	Click to select
-----------------------	-----------------

c.4) Adjustments to the 2019 service units

Impact of transition to actual route flown	Coefficient M2/M3	Source	Service units
	0,27%	CRCO correction factor May 2019 (on 12 months)	
Other adjustment to the 2019 service units	Click to select		
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	Click to select	
Restructuring costs planned for RP3	Click to select	

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

** 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

** Refer to Annex U, if necessary.*

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

3.4.3 - Pension assumptions

LPS SR

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	3 951	4 259	8 210	5 702	5 872	6 020
En-route activity			-			
Terminal activity			-			
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
--	----

<Staff category name>	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total pensionable payroll to which this scheme applies	17 279	20 037	37 316	26 308	26 919	27 419
Employer % contribution rate to this scheme	17%	17%		17%	17%	17%
Total pension costs in respect of this scheme	2 834	3 019	5 853	3 869	4 002	4 120
Number of employees the employer contributes for in this scheme	418	410		420	420	420

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

This item includes pension contributions related to the so-called I. and II. Pension Pillars which are compulsory for employees by law. They are regulated by §128 to §147 of the Act No. 461/2003 Coll. on Social Insurance. Contributions are paid by employer at certain percentage on top of gross wage subject to maximum contribution base defined as a given number (currently 7) of average wages in Slovak Republic for two preceding years as published by the Statistical Office. Determined pension costs were calculated per each employee (existing or assumed position) and per each month based on assumed wage and using legislation valid at the time of elaboration of this Performance plan. An annual social insurance settlement is to be introduced from 2022, but its impact cannot be quantified yet.

Description of the assumptions underlying the calculations of pension costs comprised in the determined costs

The method of calculation and the amount of contributions are given by legislation. Planned amounts are based on the staff number plan and their planned salary assessment.

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 method of calculation and the amount of contributions are given by legislation. From this perspective, the associated costs are beyond the control of the ANSP. Planned amounts are based on the staff number plan and their planned salary assessment. With regard to these parameters actual figures may differ from the plan, while the ANSP's influence remains limited.

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
--	----

<Staff category name>	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total pensionable payroll to which this scheme applies	17 279	20 037	37 316	26 308	26 919	27 419
Employer % contribution rate to this scheme	6%	6%		6%	6%	6%
Total pension costs in respect of this scheme	999	1 201	2 200	1 577	1 614	1 644
Number of employees the employer contributes for in this scheme	418	410		420	420	420

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

This item includes pension contributions related to the so-called III. Pension Pillar which are optional except for employees in the 3rd risk group (ATCO), whose participation is mandatory. Contributions are regulated by the Act No. 650/2004 Coll. on Supplementary Pension Savings. There are four asset management companies in Slovakia and employees can voluntarily choose one of them. This option is used by all employees.

Description of the assumptions underlying the calculations of pension costs comprised in the determined costs

The method of calculation is given by legislation. The amount of contribution is set by collective agreement at a rate of 6% of employee's gross wage. Planned amounts are based on the staff number plan and their planned salary assessment.

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 method of calculation and the amount of contributions are given both by legislation and collective agreement. From this perspective, the associated costs are controllable by the ANSP only in part. Planned amounts are based on the staff number plan and their planned salary assessment. With regard to these parameters actual figures may differ from the plan, while the ANSP's influence remains limited.

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?	No

	2020D	2021D	2020/2021D	2022D	2023D	2024D
Total pensionable payroll to which this scheme applies			-			
Employer % contribution rate to this scheme						
Total pension costs in respect of this scheme	118	38	156	256	256	256
Number of employees the employer contributes for in this scheme						

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

This item includes both short-term and long-term retirement provision, which is paid to employees as a single payment on their retirement. Related costs are partly determined by legislation (Act. No. 311/2001 Coll. Labour Code) and partly by the collective agreement.

Description of the assumptions underlying the calculations of pension costs comprised in the determined costs

The method of calculation is given by legislation. The amount of contribution is set both by the legislation and collective agreement. Planned costs are based on the staff number plan, their planned salary assessment and specific social and economic parameters (e.g. average life expectancy, inflation).

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.

Not applicable.

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 method of calculation and the amount of contributions are given both by legislation and collective agreement. From this perspective, the associated costs are controllable by the ANSP only in part. Planned amounts are based on the staff number plan, their planned salary assessment and specific social and economic parameters expected at the time of assessment. With regard to these parameters actual figures may differ from the plan, while the ANSP's influence remains limited.

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

LPS SR

Select number of loans 1

**Interest rate assumptions for loans financing the provision of air navigation services
(Amounts in nominal terms in '000 national currency)**

Loan #1	2020D	2021D	2020/2021D	2022D	2023D	2024D
Description	Commercial loan for mid-term financing of air navigations services. The interest loan consists of 3M EURIBOR (if negative then 0%) + 0,045 % margin					
Remaining balance		13 500		10 500	7 500	4 500
Interest rate %	0,00%	0,05%		0,05%	0,05%	0,05%
Interest amount	0	6	6	5	3	2
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	-	13 500		10 500	7 500	4 500
Average weighted interest rate %	-	0,05%		0,05%	0,05%	0,05%
Interest amount	-	6	6	5	3	2

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
Not applicable.

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?	No
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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?

The planned changes to reach the targets in the different KPAs do not require changes of the functional system that would have any negative safety implications. LPS SR has developed robust procedures for assessing the impact of any change on safety and will consistently apply these processes, as well as maintain and further develop them in accordance with the latest requirements.

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

Safety KPA is the key element and has the highest priority. Slovakia is fully aware that safety shall not be by any circumstance compromised.

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?

The SMS in LPS SR includes continuous monitoring of trends in occurrences, monitoring of safety performance of every unit (monitoring criteria), monitoring via safety surveys and safety audits. Any degradation of safety performance would be highlighted on regular safety board meetings.

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 trade-offs in operational decision making are sometimes necessary; however, the safety KPA is the key element and has always the highest priority. Therefore, the staff training for safety activities is never part of organisational restrictions.

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 Competent authority inspectors regularly supervise and review the ANSP financial and personnel resources in accordance with relevant regulatory requirements (Reg. (EU) 2017/373). The Slovak Republic is also regularly supervised by EASA inspectors within their standardisation inspections. In addition, the CA conducts the NSA HR assessment every second year as a common FAB CE NSAs HR Assessment.

3.6.2 - Interdependencies and trade-offs between capacity and environment

The shifts of traffic flows in Eastern Europe, caused by the Ukrainian/Syrian crisis or recent situation in Belarus clearly reveal that actual trajectories flown do not always follow the required optimized great circle routings, as foreseen for the KPI. There is a strong, unswayable effect, where actually flown trajectories distort the required KEA indicator. Following the capacity shortfalls in Western Europe (e.g. Karlsruhe), traffic flows were also shifted to avoid these congested areas to minimize delays, creating new bottlenecks as a consequence and impacting the KEA indicator.

In addition, the developments strongly depend on the eNM measures and other possible changes might stem also from the application of recommendations from European Airspace Architecture Study, especially, from the Airspace Structural Bottlenecks project led by NM (Central-South East Europe airspace - Project 3). The improvements proposed by NM are expected to follow a stepped implementation process over RP3 or slightly beyond converging towards the target concept and reflecting current situation in capacity in Europe. Slovakia is a part of FAB CE which has established the FAB CE Airspace Task Force working alongside NM on proposing the most optimum airspace structure for the FAB CE region, contributing to the NM's Central-South East Europe Airspace project.

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

ATCO shortage was one of the main factors affecting ability to offer a required capacity to cope with the demand and experienced capacity gap in the Slovak airspace before decrease of traffic brought by the COVID-19 crisis. In the RP3, LPS SR will take all the steps necessary to reach optimal number of ATCO staff – addressing revealed insufficiency as well as training additional ATCO personnel in order to meet the expected demand for capacity by the end of RP3 and beyond when the traffic volumes reach the pre-COVID-19 levels. This will also lead to a minimalization of the ATCO overtimes in future (which increased in average from 49 hrs/ATCO in 2015 to 137 hrs/ATCO in 2018). Overtimes have a significant impact on staff costs and it is expected that significantly less overtime hours will be required after the implementation of proposed changes in the recruitment and training process, followed by expected reduction of the capacity gap.

3.6.4 - Other interdependencies and trade-offs

There is also a strong correlation between the observed weather phenomena (especially CBs during summer period) and the actual trajectories flown, thus deviating significantly from the originally filed flight planned routes and impacting the KEA indicator. Additionally, it was confirmed by the NM that there is about 24% of traffic not following the shortest routes available.

Other factors with the possible impact on performance are currently unclear requirements of the military element due, among others, to the following:

- Acquisition of new long-range artillery howitzers: these systems are expected to be used in the busiest airspace areas over the SR.
- Acquisition of new F-16 fighter jets arriving in 2023: dramatic increase in requirements for airspace utilization above FL245 is expected.

If the Slovak Republic decides to prefer the military requirements above FL245, or without the limits of real time utilization / planning, it is necessary to expect a negative impact on the throughput of the Slovak airspace.

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
------------------------------------	---

Initiative #1	
Name	South East Europe Night Free Route Airspace (SEEN FRA)
Description	<p>On 30 March 2017, the DANUBE FAB (Romania and Bulgaria) and Hungary introduced SEEN FRA by bridging the airspace between the two Functional Airspace Blocks of the DANUBE FAB and FAB CE during the time period 2300-0500 (2200 - 0400) UTC. At the end of 2018, the initiative was expanded by the airspace of Slovakia. From 6 December 2018, aircraft operators are thus able to plan their flights freely across the airspace of four States covering parts of two FABs without having to take into account the limitations imposed by geographical borders. The new flight planning rules significantly optimize flight trajectories to provide the shortest possible connections and the most effective routings when changes to the flight plan – to avoid adverse weather, for example – are required.</p> <p>Further improvements to Central and South-Eastern European airspace configurations took place in 2019. From April 2019, 24-hour FRA was implemented within Slovak airspace and from February 2020, cross-border FRA operations with SEEN FRA partners had been extended to a 10 hour long period of day. From 28 January 2021 cross-border FRA operations within FIR Bratislava has extended to H24.</p> <p>From 7 November 2019 the three countries initiating the SEEN FRA programme (Bulgaria, Hungary and Romania) extended the availability of cross-border FRA operations across the entire day with the introduction of the South East Europe Free Route Airspace (SEE FRA) project. Slovakia is expected to join the 24-hour cross-border FRA environment in 2021/2022, which is however subject to evaluation of the experience gained from SEEN FRA.</p>
Expected performance benefits	The SEEN FRA simulations of the airspace change the synergistic effect of all improvements could reduce trajectories by a daily average of 3.200 NM, which equates to 15 tonnes of fuel and 49 tonnes of CO2 emissions. Slovakia's participation in the initiative will significantly contribute to delivering these expected benefits.

Initiative #2	
Name	FAB CE
Description	Functional Airspace Block Central Europe
Expected performance benefits	Capacity, flight efficiency, cost-efficiency

Additional comments
<p>Slovakia is a member of FAB CE. FAB CE fully adheres to the requirements for a functional airspace block defined in the Article 2(25) of the Regulation (EC) No 549/2004. The provision of air navigation services and related functions in FAB CE is performance-driven and as a priority, the FAB invests a significant effort into coordination of airspace planning and network development activities, in accordance with the requirements under the Article 9a(1) and (2)(b) of the Regulation (EC) No 550/2004. FAB CE focuses on enhanced cooperation among air navigation service providers and activities that bring added value as required by the Article 9a of the Regulation (EC) No 550/2004 and the Article 2(25) of the Regulation (EC) No 549/2004. The activities are driven by the FAB CE Strategy which latest update for years 2020-2030 was published in February 2020 (available at https://www.fab-ce.eu/news-media/publications-and-documents).</p> <p>One of the most important activities focusing on network benefits to users is related to the recommendations from European Airspace Architecture Study, especially, from the Airspace Structural Bottlenecks project led by NM (Central-South East Europe airspace - Project 3). The improvements proposed by NM are expected to follow a stepped implementation process over RP3 or slightly beyond converging towards the target concept and reflecting current situation in capacity in Europe. FAB CE has established the FAB CE Airspace Task Force working alongside NM on proposing the most optimum airspace structure for the FAB CE region, contributing to the NM's Central-South East Europe Airspace project.</p>

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

Slovakia is a member of FAB CE and there are a number of activities at the FAB CE level that positively impact on synergies in the region. The activities are driven by the FAB CE Strategy endorsed in February 2020. Transition to a real airspace alliance is based on meeting high-priority FAB CE Strategic Objective (FSOs), which are, amongst others, a new, jointly-developed and implemented FAB CE airspace structure (in cooperation with NM under the umbrella of FAB CE Airspace Task Force), compliant with ANSP requirements and the EAAS vision; joint planning of FAB CE communications/navigation/surveillance (CNS) infrastructure; new framework agreements enabling more extensive use of cross-border services in FAB CE and others.

FAB CE coordinate their planning with respect to implementation of PCP and Deployment Programme. Other recent and ongoing projects include the following activities:

FAB CE ANSPs recently coordinated their activities in ADS-B deployment, datalink and SSR frequency monitoring, which were organised as dedicated projects.

FAB CE ANSPs have made a significant progress in terms of developing processes for planning and operations of the surveillance and navigation infrastructure. The Surveillance infrastructure optimisation project has been successfully completed in 2018 and the Navigation infrastructure optimization project finished in June 2020. The processes for surveillance and navigation infrastructure planning, maintenance planning, maintenance of SUR and NAV database and sharing the specifications were developed and are now fully implemented. These processes are leading to a proactive consultation and a FAB CE-wide information exchange regarding SUR and NAV systems to improve cost-effectiveness within the region, reducing duplication and unnecessary complexity. As part of the projects, SUR and NAVAID infrastructure and coverage of neighbouring countries were analysed, leading to identification of a space for improvement, including operational inter-dependencies and requirements. The process for CNS infrastructure planning is in place and the FAB CE ANSPs coordinate their plans annually.

Building on the successful completion of the Surveillance optimisation project and NAVAID optimisation projects in 2018 and 2020, a Common CNS planning project was initiated in 2020 focusing on identification of opportunities for smart procurement of CNS infrastructure and developing a joint CNS investment plan to be used as an input into updating/optimizing of the national CNS investment plans. The project established and deployed a continuous process for common CNS infrastructure planning, building on the processes developed under SUR and NAVOPT projects. FABCE Aviation Services, a joint FAB CE venture, has been a leader of these activities to ensure the planning is common, coordinated and takes a FAB CE-wide perspective, there are no double investments in the cross-border areas, the FAB CE ANSPs share common system resources where and when possible and optimise CNS infrastructure across the region.

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	Due to the geographical proximity of Vienna Schwechat airport LPS SR had been involved in a CEF-co-funded project AMAN LOWW initial (2015_234_AF1_B) in cooperation with implementing partners Austro Control, HungaroControl and ANS CR. Activity was coordinated via ongoing local 'some-in' FAB CE project led by Austro Control. Software upgrade related to AMAN LOWW in the ATM system of LPS SR was completed and became operational in 2018.
CP1-s-AF1.2 AMAN/DMAN Integration	Not applicable.
CP1-AF2 - Airport Integration and Throughput	
CP1-s-AF2.1 DMAN synchronised with predeparture sequencing	Not applicable.
CP1-s-AF2.2.1 Initial airport operations plan (iAOP)	Not applicable.
CP1-s-AF2.2.2 Airport operations plan (AOP)	Not applicable.
CP1-s-AF2.3 Airport safety nets	Not applicable.
CP1-AF3 - Flexible Airspace Management and Free Route Airspace	
CP1-s-AF3.1 Airspace management and advanced flexible use of airspace	Most of the functionalities have already been implemented through use of NM B2B and LARA tool. Management of Dynamic Airspace Configurations is expected to be fully implemented by 31 December 2022. Implementation of the Dynamic Sectorisation and Management of pre-defined Airspace Configuration is in progress. The functionality is partially covered by a CEF-co-funded project FAB CE-wide Study of Dynamic Airspace Management (DAM) and STAM (2016_075_AF3_B).
CP1-s-AF3.2 Free route airspace	Upgrade of ATM systems to support DCT and FRA is on-going. Full implementation of MTCD, TCT as well as Transfer Dialogue is expected during RP3 as a part of a planned ATM system upgrade. Implementation of published DCTs and FRA has already been fully implemented.
CP1-AF4 - Network Collaborative Management	
CP1-s-AF4.1 Enhanced short-term ATFCM measures	STAM Phase 1 has been fully implemented. STAM Phase 2 is going to be implemented during RP3. Initial actions started as a part of the CEF-co-funded project FAB CE-wide Study of Dynamic Airspace Management (DAM) and STAM (2016_075_AF3_B).
CP1-s-AF4.2 Collaborative NOP	4.2.2 Interactive Rolling NOP is planned. Functionality is planned for complete implementation by 31 December 2021 through upgrade of the automated ASM support system with the capability of AIXM 5.1 B2B data exchange with the NM and Perform an integration of the automated ASM support systems with the Network. All these projects will be fulfilled in accordance with the NM support, the guidance and the relevant provisions of the NM B2B Reference Manuals. ATFM procedures and staff training will be done when NM platform (N-Connect) is available. 4.2.3 Interface ATM systems to NM systems is planned. Implementation is planned by 31 December 2021, only implementation of the sub-functionality Deliver flight plan message processing in ADEXP format is not planned. Related upgrade of the local ATM system has been initiated.
CP1-s-AF4.3 Automated support for traffic complexity assessment	4.3.2 Reconciled target times for ATFCM and arrival sequencing is not planned - not relevant CEF project. Functionality considered not applicable to LPS SR given operational and geographical reasons.
CP1-s-AF4.4 AOP/NOP integration	Not applicable.

CP1-AF5 - SWIM	
CP1-s-AF5.1 Common infrastructure components	Connectivity to NewPENS has been completed. LPS SR now actively cooperates in the pan-European activities related to the Common SWIM Infrastructure Components.
CP1-s-AF5.2 SWIM yellow profile technical infrastructure and specifications	Implementation project is ongoing, various use cases are under study. Cooperation on state-level as well as regional level has been initiated and both LPS SR and SHMU collaborate with their partners in different international or cross-border activities. Final deadline for yellow SWIM profile in 2025 will be targeted.
CP1-s-AF5.3 Aeronautical information exchange	Implementation of AIXM 5.1 is planned in close coordination with EAD and other relevant stakeholders. Number of system will be extended with functionalities relevant for this activity. Dealine was set beyond the RP3 period.
CP1-s-AF5.4 Meteorological information exchange	SHMÚ and LPS SR already started analysing available iWXXM and related specifications and various use cases. Initial implementation steps will start in the course of RP3.
CP1-s-AF5.5 Cooperative network information exchange	A gateway for NM B2B is in operation already. Individual functionalities related to specific information will be implemented on a case by case basis as part of standard system/application development, expected to be finished by 1. 1. 2025.
CP1-s-AF5.6 Flight information exchange (yellow profile)	LPS SR has already implemented some functionalities as part of integrated briefing project. Further activities are subject to availability of mature version of FIXM. Final deadline for yellow SWIM profile in 2025 will be targeted.
CP1-AF6 - Initial Trajectory Information Sharing	
CP1-s-AF6.1 Initial air-ground trajectory information sharing	LPS SR is late with implementation of DLS, but the project is ongoing and initial capability is planned to be achieved during 2022.
CP1-s-AF6.2 Network Manager trajectory information enhancement	Not applicable.
CP1-s-AF6.3 Initial trajectory information sharing ground distribution	No implementation is expected during RP3. LPS SR will coordinate its activities in this area with FAB CE and other partners.

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

Not applicable. There are no significant changes currently foreseen in LPS SR or SHMU.

Change management practises were significantly updated with implementation of Commission Implementing Regulation (EU) 2017/373 and its AMCs. Processes for change notification, safety assessment, safety support assessment, verification and monitoring were defined in accordance with ATM/ANS.AR.C.025-040 and ATM/ANS.OR.A.040-045 and ATM/ANS.OR.C.005 ATS.OR.205-210 of Commission Implementing Regulation (EU) 2017/373 for complete lifecycle of the change. Several meetings with competent authority (CA) and SHMU were held through development process resulting in agreed and approved change management and safety (support) assessment procedures in the beginning of 2020. Almost two years of experience and continuous oversight tested those procedures on changes of different size and complexity and allowed ongoing improvements on both CA and ANSPs sides. Automation of some processes (like notification of change to CA) allowed by the internal change management software provides efficient mean to fulfil the regulatory requirements.

Some examples of changes include projects like continuous enhancement of free route airspace (expanding SEEFRA, BALTIC FRA, etc.), Implementation of A/G datalink into ATM system, hardware upgrade of ATM system, several airspace changes, changes to training due to COVID etc.

In sum it constitutes more than 100 changes in 2020 and 2021. All changes are notified and assessed in accordance with approved change management procedures. Risks are identified and mitigated as far as reasonably practicable in close cooperation with all affected stakeholders. Residual risk is closely monitored and the whole process is under continual oversight by the CA.

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

Slovakia			Traffic risk-sharing parameters adapted?		no	
	Dead band	Risk sharing band	Service units lower than plan		Service units higher than plan	
			% 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

5.2 - Capacity incentive schemes

5.2.1 - Capacity incentive scheme - Enroute

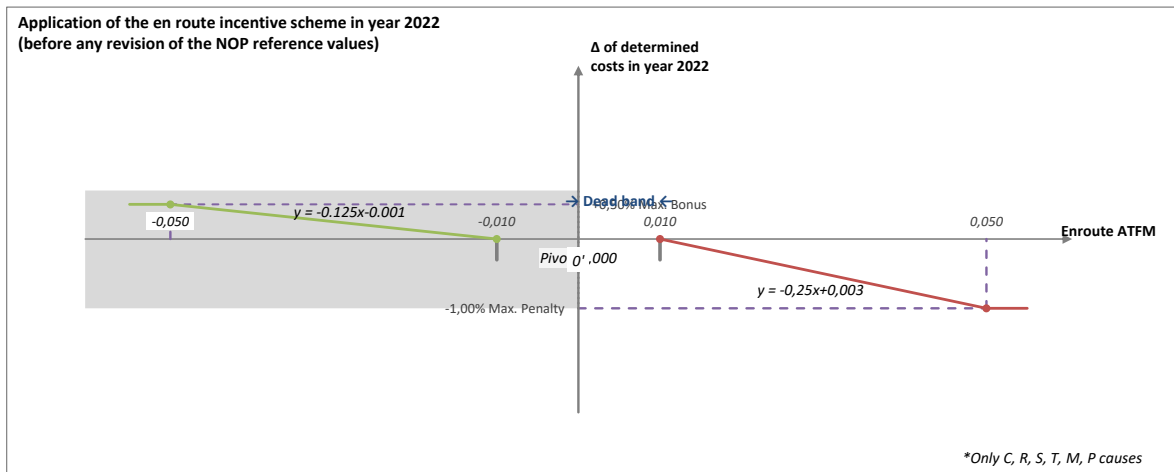
5.2.1.1 Parameters for the calculation of financial advantages or disadvantages - Enroute

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	1,00%
The pivot values for RP3 are	modulated	

LPS SR

	2020	2021	2022	2023	2024
NOP reference values (mins of ATFM delay per flight)			0,07	0,08	0,07
Alert threshold (Δ Ref. value in fraction of min)			±0,050	±0,050	±0,050
Performance Plan targets (mins of ATFM delay per flight)			0,07	0,08	0,07
Pivot values for RP3 (mins of ATFM delay per flight)*					
Financial advantages / disadvantages	Dead band range		[0-0.01]	[0-0.01]	[0-0.01]
	Bonus sliding range		n/a	n/a	n/a
	Penalty sliding range		[0.01-0.05]	[0.01-0.05]	[0.01-0.05]

* 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.	No
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.	
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
<p>A number of states in the Central-Eastern European region continued to face weather phenomena in the recent years (especially CB thunderstorms during the summer period) which resulted in high delays due to weather reasons. In Slovakia, over 40% of all delay caused between 2016 and 2020 was attributable to weather. NM acknowledged in the Network Operations Report 2018 that there was a higher impact of disturbances within the network (e.g. adverse weather) due to saturation of sector capacities compared to former years. Trajectory prediction decreased due to added traffic flows, deviations due to weather, intruding aircraft from adjacent ATC units due to weather/CBs. It can be expected that with climate changes the weather will become even more unpredictable.</p> <p>Slovakia therefore proposes a scheme in which it would not be penalised for effects beyond LPS SR's control. Slovakia 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 56.6% in the period of 2018-2020.</p>	

** 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	Select	N/A
Bonus/penalty range (% of pivot value)	%	$\pm 50\%$
Max bonus	% of DC	0,00%
Max penalty	% of DC	0,00%
The pivot values for RP3 are	Select	N/A

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**

Capacity incentive scheme for Terminal services is not applicable as no airport within the Slovak Republic is included in the RP3 Performance Plan and under the scope of the Performance and Charging Regulation (Implementing Regulation 2019/317).

** 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 Transport Authority, Slovak Republic is the authority responsible for the implementation of the Performance Plan including the yearly monitoring of all KPIs and PIs defined in Annex I of the Regulation.

The Transport Authority, Slovak Republic shall establish processes for continuous oversight of all areas within the scope of the Performance plan for RP3. These processes contain procedures for data collection, data assessment and data validation. The monitoring at national level includes ANSP's business and annual plans, uncontrollable costs, reaching of alert thresholds (in accordance with Article 18, Reg. (EU) 2019/317) and other obligatory requirements determined within Annex VI, Reg. (EU) 2019/317 and other relevant legislation (especially Reg. (EU) 2017/373).

The monitoring of progress in achieving performance targets set in Reg. (EU) 2019/317 shall be performed by dedicated NSA inspectors. The monitoring itself will be performed on regular basis, the mechanisms and procedures shall be established, some of them are partially based on monitoring procedures from RP2. The cooperation with FAB CE and neighbouring NSAs is already established and will be used accordingly if needed.

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

Annual monitoring report serves as a tool for monitoring the current situation and progress achieved. As inputs, following information are processed: SAF KPA (from NSAs), CEF KPA (from ANSP) and CAP and ENV KPA (in cooperation with Network Manager). The report is after its approval submitted via PRB to the European Commission until 1 June at latest.

In case that some target is not met, NSA identifies the problem, applies corrective measures to solve it and informs the European Commission, following Art. 37, Reg. (EU) 2019/317.

7 - ANNEXES

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

ANNEX A.1 - En Route Charging Zone #1

ANNEX A.2 - En Route Additional Information Reporting Tables

ANNEX C. CONSULTATION

ANNEX R. JUSTIFICATIONS FOR THE LOCAL COST-EFFICIENCY TARGETS

ANNEX T. Other material - Executive Summary

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

PRINT