



GROUND-TO-AIR

MAY 2022 - ISSUE 12



CELEBRATING AFRICA MONTH

ATNS PARTICIPATES IN KZN FLOOD RELIEF

INTRODUCING ATA VIRTUAL COURSES

IN THIS ISSUE

The devastation, and subsequent loss of life, caused by severe flooding in KwaZulu-Natal (KZN) will go down in the annals of history as one of the worst national disasters to have ever befallen the beautiful province — and indeed South Africa.

Following the declaration of the national state of disaster, as well as a clarion call made by the South African President to assist in providing much-needed relief to affected communities, many citizens reacted positively. ATNS was no exception. We joined our shareholder, the Department of Transport and its entities, to deliver critical necessities to KZN. Many more measures of assistance are planned for the foreseeable future. For that, we would like to commend the Minister of Transport, Fikile Mbalula, his CEOs and MDs, for their outstanding leadership during this difficult time.

For the first time ever, we have two Avi Career Joint candidates. One is local and the other from SADC country. Both are Air Traffic Controllers (ATCs). They share stories about their triumphs, challenges, and success with us. We're delighted to share these stories and plan to feature South African, as well as international, ATCs going forward.

The ATNS Aviation Training Academy is rolling-out virtual training. A first of its kind. This is exciting news. Sibusiso Habile, ATA's Manager: Engineering Training says, "Due to lockdowns and restrictions on social contact we had to drive innovative solutions and seek alternate means by which to provide training and ensure continuity for our delegates. We initiated the conversion of identified initial training courses and adapted them for virtual presentation". This may yet result in a migration from in-person attendance of courses to virtual attendance. We hereby commend the ATA leadership for their innovation in this regard.

ATNS is excited to share that it has successfully set up, and now provides world-class Air Traffic Services at the Richards Bay airport. "The introduction of an aerodrome control service in Richards Bay was considered a new service from an ATNS perspective, which meant that we had an opportunity to start the project afresh (having a blank slate, if you will)", so says Nompumelelo Molefe.

This being Africa Month, we have a number of stories lined up. The first of which is a story about former members of the South African Air Force (SAAF), who achieved success whilst in the employ of the Air Force. These men are people of colour who, against all odds, achieved the unimaginable. We also have an eminent gentleman, a pilot by profession, and a passionate aviator. His name is Tshepo Peege (now retired). His story is one of inspiration, determination, and perseverance.

Each year, on 17 May, we join the international community to celebrate the World Telecommunication and Information Society Day. Lisa Tele, an ATNS engineer, tells us more about the day, its significance, the African Agenda, and the inclusion of women in the hierarchy and/or decision-making process of the Union. The International Communication Union, that is.

Lastly, the teacher among us, Matita Tshabalala, says, "It has consistently been shown that great management engages teams to achieve outstanding performance. Of course, not everybody has the skills, knowledge, and the disposition to achieve such a feat". As his most dependable students, let us make sure that we read his paper, so that we can better understand what he means by "outstanding performance."

The Editor.

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CEO's Message

NOZIPHO PORTIA MDAWE

“Aviation is a critical component of the economy, impacting on development and the welfare of the entire population – both as an enabler of economic wellbeing, and its beneficiary.”

Dear Valued Stakeholder,

On 6 May 2022, I was part of a broader Department of Transport delegation, led by the Minister of Transport, Fikile Mbalula, who visited the flood ravaged province of KwaZulu-Natal (KZN).

It is a matter of public record that South Africans, and the world-at-large, saw live footage and stills of the devastation that followed persistent rainfall in parts of KZN – leading to mudslides and the eventual loss of life and property.

Seeing the after-effects left me in disbelief!

Aviation is a critical component of the economy, impacting on development and the welfare of the entire population – both as an enabler of economic wellbeing, and its beneficiary. When transport systems are efficient, they provide economic and social opportunities, as well as benefits that impact throughout the economy.

ATNS' key mandate is to provide safe and orderly air traffic and associated services. As a world-

renowned organisation with an excellent safety record, ATNS contributes to the service delivery mandate of the State and prioritises its focus to ensure that all people in South Africa are, and feel, safe [in the aviation space]. As a provider of air traffic services, ATNS routinely ensures that air traffic management infrastructure in the country, and beyond its borders, is efficient and responsive.

One needs no imagination to gain a sense of the effect that this will have on the entire transport value chain if aviation, rail, roads, and maritime infrastructure were to be destroyed!

When the KZN disaster unfolded, our King Shaka International Airport (FALE) management team had the unenviable “minute-by-minute” task of making sure that none of our Air Traffic Services Units in the province were adversely affected. Collectively, we ensured that our staff were safe, and that their welfare (and that of their families) was in no way compromised. We are also grateful to the SAAF for assisting us in ensuring that there was continuity of service, with some of our infrastructure being affected.

When the call-to-action was made, ATNS resolved to work in a collaborative manner with its key stakeholders, to maintain inclusive and engaging relationships (knowing that they possess diverse experiences and expertise), and to achieve a mutually beneficial outcome. Commitments and pledges received in relation to the relief acquisition and distribution, were par excellence.

During this time of need, such as this current KZN disaster, community empowerment forms part of ATNS's goal towards the upliftment of communities in distress.

As we go about our daily tasks, running an errand for instance, let us spare a thought for those who are currently going through the unimaginable – both physically and mentally – in the beautiful South African province of KZN. Let us contribute to their wellbeing in any way possible. A prayer or other means of support will do.

I thank you.



CELEBRATING AFRICA MONTH SAAF



Black and Indian pilots are part and parcel of SAAF heritage.

Now retired air force colonel “Midnite” Mbhokota (left) with former CAF Carlo Gagiano (middle) and other Gripen pilots.

The SA Air Force Museum (SAAF) in its Heritage Month contribution notes that the first person of colour to have been awarded the prestigious Wings, was Koomaresen Eargambram.

Mr Eargambram, an Indian, was named the best student to have completed the Basic Military Training (BMT) at the Air Force Gymnasium – which at the time was situated opposite the AFB Swartkop. He completed his pupil pilot’s course 1/89, which began in 1987 and awarded Wings to successful candidates in late 1990.

The SAAF training facility relocated to Limpopo (due to concerns over a sinkhole at the Valhalla site), taking up residence adjacent to the AFB Hoedspruit.

Upon successful completion of his pilot training, Eargambram was posted to 84 Light Aircraft Flying School (then AFB Potchefstroom). Here he completed further training on the Cessna 185 and qualified with a helicopter flying license. The SAAF Museum writes that he subsequently joined the South African Airways (SAA), flying both domestic and international routes, and accepted an offer to a Chief Executive position of Blackbird Executive Aerospace.

Turning to black South Africans, the Museum further writes that the first “to undergo SAAF flying training was Monde Gxoyiya, on pupil pilot’s course 1/94 which began training at CFS (Central Flying School) Dunnottar in 1993 and received wings in late 1995” ... “This was the last course to train on the Harvard, completing the course after the unit relocated to Langebaanweg.” He subsequently joined SAA and as a senior first officer, was one of the aircrews that performed the two Airbus A340s in formation with the Silver Falcons flypast during the Presidential inauguration on 25 May 2019.

“The second Black South African to complete the SAAF pupil pilot’s course was Musa ‘Midnite’ Mbhokota, who attested in January 1994 and underwent training on pupil pilot’s course 1/95 – the first to do so on the Pilatus PC-7 Mk 2 Astra at Central Flying School Langebaanweg. Qualifying as a fighter pilot on the Impala and as an instructor on the Hawk Mk 120, he was one of six pilots sent to Sweden for training on the SAAB Gripen. In 2011 he was appointed as the first black Officer Commanding of 2 Squadron and is a qualified test pilot. He retired from the SAAF and now serves in the Air Force Reserve as a pilot at TFDC (Test Flight and Development Centre).”

The first integrated pilots to be presented with the SAAF Wings were lieutenants Motlhokomedi Petso and Thabiso Tolo, both from the former Bophuthatswana Air Force, according to the SAAF Museum.

Both qualified as transport pilots and following completion of bridging training and ground school training at CFS Langebaanweg, were posted to [the] 42 Squadron for conversion training and received Wings in March 1995. Tolo subsequently joined SAA and then the SA Civil Aviation Authority (SACAA) as a Testing Standard Officer. He died in an aeroplane

crash near George, in January 2020, during calibration of the local airport’s navigation systems.

Brigadier General Petso went on to serve as Officer Commanding 41 Squadron in 2007 as a lieutenant colonel, Officer Commanding AFB Langebaanweg in 2010 as a colonel and finally as Officer Commanding AFB Waterkloof as a brigadier general in 2015. He died in June 2019.

Alongside them were other former TBVC¹ forces, MK,² and APLA³ soldiers who trained overseas. They include retired major general Tsoku Khumalo in the fighter line, former CAAF retired lieutenant general Fabian Msimang in the helicopter line, Major General Mzayifani Innocent Buthelezi, [as well as] retired major generals Gerald Malinga and Mandla Mangethe – all in the transport line.

“With Heritage Month in mind, and the SAAF celebrating its collective aviation heritage, we salute them,” writes the SAAF repository of its military aviation heritage.

Source: <https://www.defenceweb.co.za/military-history/black-and-indian-pilots-are-part-and-parcel-of-saaf-heritage/>



¹ Transkei, Bophuthatswana, Venda, and Ciskei

² Umkhonto we Sizwe (the armed wing of the African National Congress, founded by Nelson Mandela in the wake of the Sharpeville Massacre).

³ Azanian People’s Liberation Army (the military wing of the Pan Africanist Congress).



CELEBRATING AFRICA MONTH

Tshepo Peege

My career in aviation began in Dublin, Ireland, where I studied Aeronautical Engineering at Aer Lingus. This was followed by Avionics at the Aviation Maintenance Training School in Ethiopia. After completing the Avionics qualification, I attended the Flight Engineering Course with Ethiopian Airlines and qualified as Flight Engineer on the Boeing 727 having flown over 4,000 hours with Ethiopian Airlines. I am also in possession of various other qualifications such as Finance for Senior Executives (Harvard Business School), Airline Management Integration (International Air Transport Association (IATA), Montreal), and the Integrated Safety Management System (Singapore Aviation Academy).

I also have vast knowledge in Aircraft Accident Investigation having obtained a Diploma from the University of Southern California, United States. Additionally, I am in possession of a Master's Degree in Transport Policy and Management, obtained from the University of North London, United Kingdom. My professional qualifications also include the Civil Aviation Chief Executive Programme from the Singapore Civil Aviation Authority.

I have more than 40 years' experience in the aviation industry, having covered wide range of fields including Aircraft Engineering, Avionics, Flight Operations, Airport Management, Airport Operations, Aircraft Accident Investigation, Aviation Safety Programme Management, and Aviation Security – to mention just a few.

I have been a Flight Safety Manager as well as a Technical Safety Investigator, and later became Vice President of Corporate Safety Security and Environment at South African Airways (SAA). I was the Chief Executive Officer at Gateway International Airport (now Polokwane International Airport). I have also headed the Aviation and Maritime Regulation Unit as a Chief Director at the National Department of Transport. Furthermore, I was Head of the South African Search and Rescue Organisation (SASAR) as well as Head of the National Aviation Security Committee of South Africa (NASC).



At Regional and International levels, I served as the President of the African Civil Aviation Organisation (AFCAC) which is a specialised agency of the African Union on matters of civil aviation from 2004 to 2007. I was one of the founding members of the African Airlines Safety Council (AFRASCO).

Whilst Vice President at SAA, I was seconded by Government to the International Civil Aviation Organisation (ICAO), a specialised United Nations Agency on matters of civil aviation in 2003, to set up the South African mission. My deployment followed South Africa's re-admission to ICAO after years of isolation. I served as South Africa's Permanent Representative on the ICAO Council until my retirement in 2018. During my deployment at ICAO, I served in various portfolios including Second Vice President of the Council (2004), First Vice President (2008), Chairperson of ICAO Committees (such as the Air Transport Committee, the Unlawful Interference

Committee, the Technical Cooperation Committee, and the Human Resources Committee) to mention just a few.

I received various accolades and acknowledgements for my contribution in the civil aviation field, as well as for my outstanding leadership and service throughout my career.



Letters of Commendation

THE AVIATION & ALLIED BUSINESS LEADERSHIP CONFERENCE

July 5, 2004
 Ref: AAA-01-213

Mr. M. D. T. Pege
 The President
 African Civil Aviation Commission
 International Civil Aviation Authority
 Suite 203-209 University Street
 Montreal, Quebec
 Canada

Dear Mr. Pege:

APPRECIATION LETTER

We wish to express our profound appreciation for your participation as a distinguished speaker at the recent concluded 19th Aviation & Allied Business Leadership Conference, which held in Nairobi, Republic of Kenya from June 28 - 30, 2004. Indeed your participation at the conference speaks eloquently of your commitment to the growth of the African air transport industry and a proof of your resounding concernness.

Once again, thank you for your immense support of this initiative.

Yours faithfully,
AVIATION & ALLIED BUSINESS

MARTIN ARBELLEN (DML)
 Business Manager

CAPT. EDWARD BOYO
 Publisher

Department of Transport
 Republic of South Africa
 110 Waterlooville Road
 Midrand, 2009

18 October 2004

Mr. Tshapo Pege
 President
 African Civil Aviation Commission (AFAC)

Dear Mr. Pege:

It was a pleasure to meet you over breakfast at Montreal and I would like to express my deepest appreciation for AFAC's support for Singapore's member of the International Advisory Council (IAC) of the Singapore Aviation Authority (SAA).

I would also like to thank you for accepting my invitation to be a member of the IAC. The IAC will provide a forum for ideas on how to guide the SAA in its next phase of development. I am confident that your wealth of experience and insights will help the SAA enhance its contributions to international civil aviation human resource development.

My officials will get in touch with your office on the details of the inaugural meeting of the IAC, which would be held in early 2005. I look forward to meeting you in Singapore for the inaugural meeting.

With warmest regards,

Yours sincerely,
YEO CHEOW TONG
 YEO CHEOW TONG
 MINISTER FOR TRANSPORT
 REPUBLIC OF SINGAPORE

Representatives of the Federal Democratic Republic of Ethiopia on the Council of the International Civil Aviation Organization

18 October 2004

Mr. Tshapo Pege
 Representative of South Africa on the Council of ICAO

Dear Mr. Pege:

On behalf of the African Representatives on the Council of ICAO, I wish to congratulate you on your election as 2nd Vice President of the Council.

This election demonstrates once more your dynamic leadership qualities and your efficient contribution to civil aviation and in particular the development of civil aviation in Africa.

I take this opportunity to express to you how much the African Group in the Council value your election as it confirms the important role the continent plays in the field of international civil aviation.

Wishing you success on your new responsibility, the African Group will be working in close cooperation with you especially in matters of interest for our continent.

Please accept, dear colleague the assurance of my highest consideration.

Sincerely yours,
Maheshwari M. M. M.
 Maheshwari M. M. M.
 Representative of Ethiopia on the Council of ICAO & Coordinator of the African Group

September 5, 2008
 Ref: AA-01/01367

Mr. Tshapo Pege
 Representative of South Africa
 International Civil Aviation Organization - ICAO
 999 University Street
 Montreal, Quebec
 Canada H3C 2H1

Dear Mr. Pege:

SPECIAL APPRECIATION LETTER

We wish to express our deep appreciation to you for your participation as the Chairman of the recently concluded 19th Aviation & Allied Business Leadership Conference, which held in Johannesburg, Republic of South Africa, August 28 - 30, 2008.

In view of your position, support and commitment to the Conference an efficient business of your presence for the growth of the air transport industry in Africa.

Your attendance and remarkable involvement remains invaluable in our continued efforts to transform aviation development in Africa and look forward to working with you on our future endeavours.

Once again, thank you for your support.

Sincerely yours
AVIATION & ALLIED BUSINESS

CAPT. EDWARD BOYO
 Publisher

PERMANENT MISSION OF THE SOUTHERN AFRICAN DEVELOPMENT COMMUNITY TO THE INTERNATIONAL CIVIL AVIATION ORGANIZATION

17 October 2008

The Representative of South Africa on the Council of ICAO
 999 University Street
 Montreal, Quebec
 Canada H3C 2H1

Dear Mr. Tshapo M. Pege

CONGRATULATIONS

On behalf of the Permanent Mission of the Southern African Development Community (SADC) at ICAO, I would like to add my congratulations to the many who will be receiving on your recent election as the Vice President of the Council on International Civil Aviation.

The community and I are delighted that the many years of service you have given to international civil aviation has, at least been rewarded in this way. We all join in sending you our best wishes for the future.

Please, accept the assurance of my highest consideration.

Bethel Tshapo M. Pege
 Bethel Tshapo M. Pege
 Representative of SADC ICAO

CONFIDENTIAL

Mr. Maheshwari Daniel Tshapo Pege
 CID
 Permanent Mission to ICAO,
 999 University Street, 10.20,
 Montreal, Quebec, Canada
 H3C2S1

REF: SP/19/02001
 ENQ: A Maheshwari
 TEL: 012 369 2001
 FAX: 012 369 3275

Dear Mr. Pege

RE-APPOINTMENT AS A PERMANENT REPRESENTATIVE OF SOUTH AFRICA TO THE INTERNATIONAL CIVIL AVIATION ORGANIZATION (ICAO)

In my capacity as Minister of Transport and on behalf of the South African Government, it is my pleasure to inform you of your re-appointment as Permanent Representative of South Africa to the International Civil Aviation Organization for a contract period of three (3) years, effective from 1 January 2008 until 31 December 2010 (ICAO) (Interim).

The re-appointment period will be under the same terms and conditions as set out in the original Agreement. It would be appreciated if you could sign the enclosed Agreement as well as the acknowledgement of receipt, should you agree with the contents thereof, and return it to the Sub-directorate: Human Resources Administration within 10 working days from the date of receipt.

May I take this opportunity to express my sincere appreciation for the invaluable contribution made by yourself to the affairs of the Council and on behalf of the South African Government over the years, and in congratulating you, wishing you continued success in your endeavours.

Yours sincerely,
J. Radebe
 JEFF RADEBE, MP
 MINISTER OF TRANSPORT
 DATE: 5/1/08

Tshapo Pege - RE: END OF TERM OF THE GAAL BOARD MEMBER

From: "Maheshwari M. M. M." <maheshwari@icao.org>
 To: "Tshapo Pege" <pege@icao.gov.za>; "tshapo.pege@gmail.com" <tshapo.pege@gmail.com>
 Sent: 2010/09/10 10:11 AM
 Subject: RE: END OF TERM OF THE GAAL BOARD MEMBER
 CC: "Maheshwari M. M. M." <maheshwari@icao.org>; "Tshapo Pege" <tshapo.pege@gmail.com>

Good Day Tshapo,

On behalf of the GAAL board we wish to congratulate you on your re-appointment to serve on the International Civil Aviation Organization (ICAO), South Africa's representative. Your re-appointment to such a global strategic body on aviation, indicates the confidence that the Minister of Transport, and indeed your country, have in you.

The GAAL board benefitted from having you as a member, and your insightful contributions have made us the strongest entity that we have been. The fact remains that we left for the current board's term, well satisfied, by without your valuable contributions. We need our best wishes and warmest congratulations to you, on the dedication you are giving to our country.

Yours faithfully,
 GAAL Board Chairman

16 November 2011

Mr. Maheshwari Daniel Tshapo Pege
 Representative of South Africa on the Council of ICAO
 Suite 203-209

Dear Mr. Pege:

As your term comes to an end, I wish to take this opportunity to thank you most sincerely for your constant support and cooperation throughout the years.

During your term as representative of South Africa on the Council of the International Civil Aviation Organization (ICAO), you have served as Vice President of the Council and Chairman of the African Civil Aviation Commission (AFAC) and as a member of the African Civil Aviation Commission (AFAC) and the African Civil Aviation Commission (AFAC) and the African Civil Aviation Commission (AFAC).

Through your active participation in these bodies and involvement in ICAO Activities and high-level Air Transport and Air Navigation Conference, you have demonstrated your commitment and leadership in the development of civil aviation in Africa and your contribution to the growth of the air transport industry in Africa.

It was a great pleasure for me to work with you over the years and I wish you every success in all your future endeavours.

Yours sincerely,
Roberto Echazabal
 Roberto Echazabal
 Director
 Air Transport Bureau

26 September 2012

Mr. Tshapo Pege
 Head of Mission
 Department of Transport
 Forces Building,
 119 Sandown Street
 Pretoria, 0001

Dear Mr. Pege:

I have the pleasure to invite you as Head of Civil Aviation within the Department of Transport South Africa to deliver a presentation on the topic of Civil Aviation and Border Control, Security and Facilitation Agency at the Regional Seminar on ICAO/Member States/Travel Documents (MS/TS), Revenue and Security Standards. The Seminar will be held in Victoria Falls from 27 to 29 November 2012, and hosted by the Government of Zimbabwe.

Given your extensive experience within the African continent, and your firsthand experience of regional and global cooperation to provision border of the African Civil Aviation Commission (AFAC) and Member of the ICAO Council, I am confident that your participation will significantly contribute to a better understanding of this subject and overall success of the Regional Seminar in Southern Africa.

I look forward to working with you to coordinate your aviation experience within the context of ICAO/MS/TS, Revenue and Security Standards. Given the short time frame, it is likely required that you advise us of your availability to contribute to this Regional seminar at your earliest convenience.

Yours sincerely,
Roberto Echazabal
 Roberto Echazabal
 Director
 Air Transport Bureau

29 July 2013

Mr. M.D. Tshapo Pege
 Representative of South Africa
 Suite 203-209

Dear Mr. Pege:

It is my pleasure to inform you that you have been appointed as a member of the African Civil Aviation Commission (AFAC) for a term of three (3) years, effective from 1 January 2013 until 31 December 2015 (ICAO) (Interim).

The re-appointment period will be under the same terms and conditions as set out in the original Agreement. It would be appreciated if you could sign the enclosed Agreement as well as the acknowledgement of receipt, should you agree with the contents thereof, and return it to the Sub-directorate: Human Resources Administration within 10 working days from the date of receipt.

May I take this opportunity to express my sincere appreciation for the invaluable contribution made by yourself to the affairs of the Council and on behalf of the South African Government over the years, and in congratulating you, wishing you continued success in your endeavours.

Yours sincerely,
J. Radebe
 JEFF RADEBE, MP
 MINISTER OF TRANSPORT
 DATE: 29/7/13

2 March 2013

Mr. Maheshwari Daniel Tshapo Pege
 Representative of South Africa on the Council of ICAO
 Suite 203-209

Dear Mr. Pege:

I wish to welcome you to the 2013 ICAO Meeting on the Sustainable Development of Air Transport in Africa to be held in Abuja, Nigeria from 10 to 13 March 2013 and the 2013 ICAO Meeting on Air Cargo Security to be held in Addis Ababa, Ethiopia from 19 to 23 June 2013 and to express our warmest wishes and support for your participation in these meetings.

In Addis Ababa, your knowledge and insight of an important issue pertaining to development in aviation will be of benefit to the meeting participants and particularly your work in the continent of Africa and your country in your capacity as Vice President of the African Civil Aviation Commission (AFAC) and as a member of the Council of ICAO.

In Abuja, Nigeria, in addition to the on-going issues, it would be of benefit if you could avail yourself to work on the new African Commission Members to discuss the White Paper on Aviation Security and Facilitation.

The President of the Council of ICAO will attend these two events as well as address an aviation security and facilitation session.

Members of the Council, I would therefore be pleased if you would accept this invitation and join us in Addis Ababa and Abuja.

Yours faithfully,
Maheshwari M. M. M.
 Maheshwari M. M. M.
 Representative of Ethiopia on the Council of ICAO & Coordinator of the African Group

KWAZULU-NATAL FLOODS

RELIEF INTERVENTION

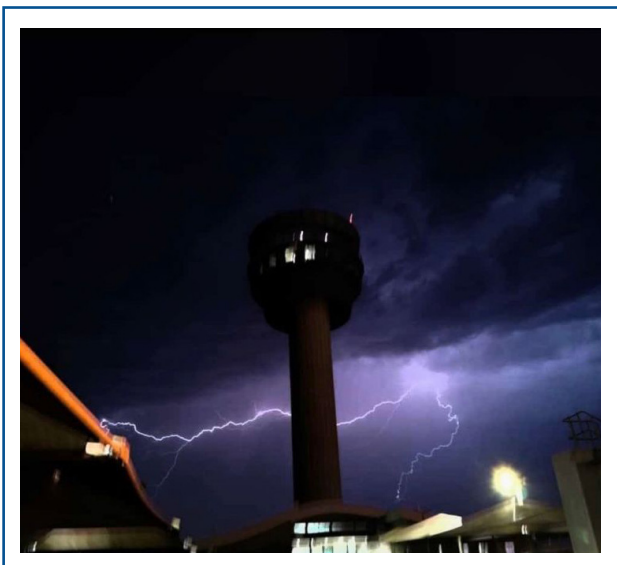
(eThekweni District Municipality)

6 May 2022

Following the declaration of the State of Disaster in the Province of KwaZulu-Natal on 19 April 2022, as well as the call made by His Excellency, President Cyril Ramaphosa, to government and all social partners for the provision of humanitarian assistance to flood victims, The Ministry of Transport, in conjunction with its Public Entities, identified communities in need of assistance. The Molweni Community relief intervention took place on 6 May 2022, with ATNS contributing towards this Relief Fund.

The ATNS Delegation included ATNS Board Members, General (Ret) Nhlanhla Ngema, Simphiwe Thobela (Chair), and Nozipho Mdawe (CEO).

Management at ATNS King Shaka International Airport worked diligently to make sure that flood-related challenges were overcome. For instance, there were a number of staff members who were adversely affected when their houses were damaged by flooding. Certain areas were left inaccessible due to road closures. They were afforded time off to attend to these crises.



Rosters were amended, and sectors combined to ensure that Air Traffic Services is adequately provided.

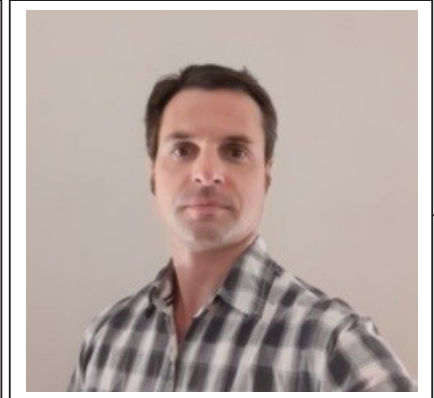


Water infrastructure at the airport was severely impacted, when the airport precinct water supply was depleted, which affected the well-being of ATNS staff. Approximately 2000 litres of bottled drinking water were procured.

Further aid will be provided to identified communities and all donations, as well as monetary contributions, will be coordinated by the National Department of Transport.

UMHLATHUZE MUNICIPALITY AWARDS ATNS ATS CONTRACT

by Nompumelelo Molefe



Richards Bay Airport (FARB) is critical for facilitating wider economic activities for the Northern KwaZulu Natal region. It is also a key infrastructure for air travel. To operate successfully, the airport requires Air Traffic Services.

"ATNS was awarded a contract by uMhlathuze Municipality in April 2021, for the provision of Air Traffic Services (ATS) at Richards Bay airport – with the expected start date of 01 June 2021. Due to the activities that needed to be conducted, the requisite regulatory compliance, as well as COVID-related travel restrictions, the provision of Air Traffic Services only commenced on 07 December 2021", says Thulile Ndelu, Manager, KSIA Air Traffic Services.

The introduction of an aerodrome control service in Richards Bay was considered a new service from an ATNS perspective, which meant that we had an opportunity to start the project afresh (having a blank slate, if you will). The core project team members were Winnie Lekabe (Manager: Business Development), Thulile Ndelu (Manager: Air Traffic Services), Krishnan Moodley (Manager: Technical Services), Zahid Sayed (Pool Manager: Approach), and Trevor Du Plessis (Pool Manager: Aerodrome and Approach). "Apart from ensuring that the unit was equipped with the relevant infrastructure to enable a provision of Air Traffic Services, the Air Traffic

Services team had to ensure that the unit possessed the necessary documentation as per regulatory prescripts. Safety assessments, Standard Operating Procedures, and Station Standing Instructions needed to be developed from scratch. The unit had to undergo a SACAA ATS audit in order to be issued with an approval to operate and provide Air Traffic Services, under the terms and conditions of CAR Part 172 and CAR Part 65, as applicable. There was an intense training programme to ensure that the appointed Air Traffic Controllers were proficient and appropriately licensed. FARB has four validated controllers and provides Air Traffic Services from Monday to Friday between 07:00 to 19:00 local time. Scheduled operations have not resumed and are expected to do so during the latter part of the year," states Ndelu.

Ndelu further states that the FARB project was a great developmental opportunity, as she had never before started a new service. "We take it for granted when one is transferred from one unit to another, and we don't appreciate the work that has been contributed to ensure that the unit is fully functional. Starting a new service has to be one of the most challenging and fulfilling accomplishments in my career. The project pushed me outside of my comfort zone."

UMHLATHUZE MUNICIPALITY AWARDS ATNS ATS CONTRACT (CONTINUED)

by Nompumelelo Molefe

The research that was undertaken, the development of safety assessment and transition plans that needed SACAA approval, engagements with stakeholders, and meeting customer expectations was a stressful (yet rewarding) process.

Oftentimes there are judgements made about departments operating in SILOS, however, with the FARB project, the collaboration and engagements between Business Development, Air Traffic

Services, and Operations Technology was commendable.

"Please join me in acknowledging OJTIs Yolanda Mbete, Anthony Sherwin and Didier Quevauvilliers (L-R: images to the left), for their selfless dedication and tenacious commitment to making this project a resounding success", concludes Ndelu.



UPCOMING EVENTS



France Air Expo
09 to 11 June 2022
Lyon Bron Airport

**SACAA International Flight
Inspection Symposium**
20 to 24 June 2022
ICC Convention Centre Durban

World ATM Congress 2022
21 to 23 June 2022
IFEMA Feria de Madrid, Madrid,
Spain

CELEBRATING WORLD TELECOMMUNICATION AND INFORMATION SOCIETY DAY



By Lisa Cokisa Tele

Can you explain the mandate of the International Telecommunication Union (ITU) and its work since launching?

ITU is an agency of the United Nations, and it was established 53 years ago with headquarters in Geneva Switzerland. The mandate is to review and revise the global Radio Regulations, the international treaty governing the use of the radio-Frequency Spectrum and the geostationary satellite orbits.

What is the purpose of observing World Telecommunication and Information Society Day?

World Telecommunication and Information Society Day (WTISD) has been celebrated annually on 17 May since 1969, to mark the founding of ITU and the signing of the first International Telegraph Convention in 1865.

ITU has held [general] meetings, as well as Working Party study meetings, virtually since the start of COVID-19. Recently meetings are slowly becoming physical or hybrid (some members attending in person, with others attending virtually).

The studies on radio communication Frequency Spectrum are on-going at the ITU Working Party groups as per the resolutions taken at WRC-19.

Has ITU ever entered into significant, life-changing agreements and/or resolutions facing states, especially Africa?

Resolutions that were taken during WRC-19 are being implemented in all the states including the African continent. These resolutions will bring positive change to the socio-economic development of the states. i.e., spectrum allocation for Broadband, Telecommunication, Internet Connectivity, Digital TV, RPAS links, etc.

CELEBRATING WORLD TELECOMMUNICATION AND INFORMATION SOCIETY DAY (CONTINUED)

What significant milestones have been achieved in the past five years?

Post the WRC-15:

- spectrum was allocated for the ADS-B.
- resolution was taken at ITU to protect the Fixed Satellite Services spectrum used for Aeronautical V-SAT networks in Africa.

Post the WRC-19:

- spectrum was allocated for the Global Flight Tracking, ADS-B technology was identified as a key element for being used in the Global Aviation Distress Safety System.
- C Band was allocated for studies of C2 links in the controlling of RPAS beyond visual line of sight.

What does the future hold? In particular within developing countries?

Implementation of digital technologies due to availability of Frequency Spectrum, which leads to growth in businesses and in the economy of the developing countries.

Is there a (greater) representation of women in the ITU? If not, are there any programmes available/accessible to women?

During the WRC-19, ITU initiated a programme for the networking and mentoring of women. This led to an adoption of a resolution on gender equality and parity within the ITU and all the structures related to the world radio communication conference.

What is the role of ITU in the aviation sector?

ITU is responsible for the allocation of Frequency Spectrum globally and for all the industries including the Aviation Sector. The services that are needed for Aeronautical make use of Spectrum.

Is the aviation industry a key player in the global allocation of spectrum? Please explain in detail.

Yes, the Aviation industry relies on the scarce resource of Frequency Spectrum for its survival.

Aircrafts are designed and built with technological systems allowing them to navigate and communicate with infrastructure on the ground. These systems are useful for Pilot-to-ATC communication, as well as aircraft navigation to its destination. These systems (CNS) can only operate with radio frequency spectrum.

Air Navigation Service Providers also make use of technological systems to provide service to the aircrafts. These systems (CNS) can only operate with the allocated radio frequency spectrum.

The aviation industry provides Safety-of-Life services using ground and satellite communication, navigation and surveillance infrastructure. Therefore, it is crucial to protect the Aviation spectrum for current and future technologies.

CELEBRATING WORLD TELECOMMUNICATION AND INFORMATION SOCIETY DAY (CONTINUED)

There is now a lot of rapid growth in other industries such as telecommunication, and their systems require large amounts of frequency bands, which may affect the services provided by Aviation. Therefore, this necessitates Aviation to be a key player in the global studies and global allocation of spectrum.

Is there an ITU African agenda? If so, please explain further.

The African continent follows the same agenda items as the other regions for the preparation and studies towards the next WRC. However, there are agenda items that affect Africa directly, such as the spectrum for the Aeronautical V-SAT networks. ITU has allocated the spectrum used for the Aeronautical V-SAT networks in the Fixed Satellite Services C-band. This is the band used by telecommunication 5G networks. Other continents do not have a need for the Aeronautical V-SAT in the C- band, hence it becomes important for Africa to protect this spectrum.

Please share details of the next ITU Meeting.

The next ITU Working Party meeting will be held in July 2022. This is the preparation towards the World Radiocommunication conference, which is scheduled for November 2023.

About Lisa Cokisa Tele

Lisa Cokisa Tele has over 25 years' experience in both the public and private sector. Currently working for Air Traffic Navigation Services (ATNS) in South Africa, as Director (Acting) Portfolio Programmes Management. Lisa has been

involved in multi-disciplinary engineering fields such as Radio Communication and Television broadcasting (SENTECH), Energy transmission (ESKOM) and Aviation (ATNS).

She holds a BSc (Hons) degree in Technology Management from the University of Pretoria, a Bachelor's degree (Electronic Engineering) from the University of Johannesburg, and an Advanced Project Management (UNISA School of Business Leadership) qualification.

Lisa is actively involved in global forums such as the International Civil Aviation Organisation (ICAO) for the development of Aviation Communication, Navigation and Surveillance (CNS) systems. In 2015, she was appointed as a South African panel member to the ICAO Frequency Spectrum Management Panel. She is also actively involved in the Frequency Spectrum Management work at the International Telecommunication Union (ITU) and World Radiocommunication Conference (WRC) as SADC and African continent rapporteur. She was appointed in 2020 as Chairperson of ITU Aeronautical Working Party 5B-2, and appointed in 2021 as co-Chairperson of ATU Aeronautical Working Group.

Lisa strongly believes in the empowerment of the previously disadvantaged individuals and the inclusion of youth and women in the mainstream economy.



IT IS ALL ABOUT ENGAGING YOUR WORKFORCE

By Matita Tshabalala

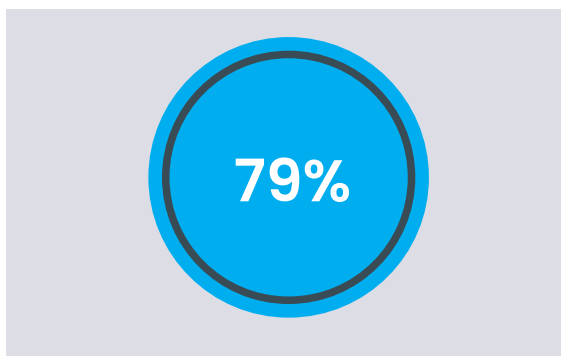
Well, the jury is out. According to research by Gallup, managers account for 70% of variance in Employee Engagement. We have heard, on many occasions, that people do not leave organisations but rather that they leave bad managers. This is obviously concerning and demands attention. For many years organisations have been grappling with the concept (or challenge) of retaining employees. Some organisations have designed and developed programmes in order to address and prevent this challenging phenomenon. Others have resorted to trial-and-error methods, just like throwing a fish hook blindly into a dam hoping to catch something. Well, the first point of call is to seriously look at the concept of employee engagement and come up

with a well-planned and researched programme to improve engagement within the organisation.

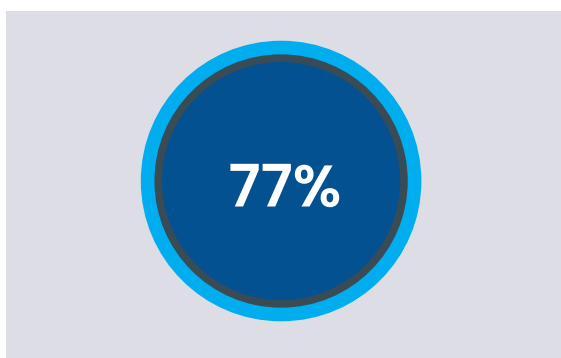
It has consistently been shown that great management engages teams to achieve outstanding performance. Of course, not everybody has the skills, knowledge, and disposition to achieve such a feat. Great leadership creates an environment that sees employees taking responsibility for their own – and their team's – engagement and builds workplaces that are engines of productivity and profitability. In such environments, only half the job is done – meaning that what a leader needs to then focus on is the overall strategy of the team, and how to move things forward.

IT IS ALL ABOUT ENGAGING YOUR WORKFORCE (CONTINUED)

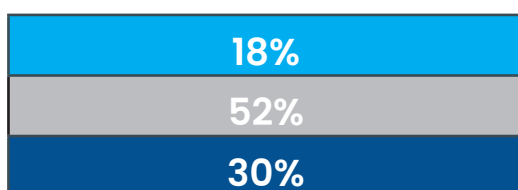
Before we move on, let us look at some facts and numbers about employee engagement:



79% of CEOs believe they have a significant retention and engagement problem. (Deloitte)



77% of CEOs feel they don't have the right systems to address the issue. (Deloitte)



Only 30% of employees are engaged. 52% are not engaged. 18% are actively disengaged. (Forrester 2012)

These numbers do not instil any level of confidence in organisations insofar as employee engagement is being managed. As managers, what can we do to assist? First, let us look at five different types of disengaged employees and how to support as well as re-engage them – as articulated by Derek Irvine (2014).

1. The Uninspired Employee

Symptoms: doesn't see meaning in their job (or how they fit into the mission of the company). They often lack motivation and drive.

To fully engage, day after day, employees need inspiration. That inspiration comes subtly from the environment in which people operate. If the environment is toxic, then you are guaranteed to lose some of your employees. If you have a good and trusting relationship with your staff, it will be much easier to identify such individuals, and address whatever challenges they may be experiencing. Your interpersonal relationship with your staff will be very beneficial in this instance.

2. The Checked-Out Employee

Symptoms: can't wait to run out the door when 5pm hits, or is going through the motions, being content to rack up years of service without any meaningful motivation.

It is noted that 81% of companies celebrate milestone anniversary awards by means of a Years of Service or Long Service programme. Yet, only 15% of employees in these programmes say receiving such an award helped them be more engaged. Indeed, 51% say a service award changed nothing. Why is this? 73% of employees say recognition is far more meaningful when it includes feedback from others – peers and colleagues – as well as their managers. That's why a much more modern approach to service anniversaries intentionally involves others in the celebration moment. Continuous feedback, and not feedback that only occurs once or twice a year during performance evaluations, should be provided to our subordinates so that we may address issues as and when they arise.

IT IS ALL ABOUT ENGAGING YOUR WORKFORCE (CONTINUED)

3. The Negative Employee

Symptoms: can be a real Debbie Downer – bringing down the happiness levels of those around them when their influence is allowed to grow and spread.

Employee happiness may impact a number of factors, such as employee engagement, work satisfaction, physical health, and family relations (amongst others) – this is well documented. Being recognised at work for demonstrating core values is a key contributor to perceptions of personal happiness – at work and at home. The negative employees are individuals who have been, rightfully or wrongfully, mistreated by the organisation or their line manager. Their negativity creates a toxic work environment and steers other employees in the wrong direction. Again, you will need to foster positive interpersonal relationships with your staff, armed also with assertiveness and problem-solving skills.

4. The Fortune Teller Employee

Symptoms: Dreads performance reviews due to poor structure and lack of peer input. They know the drill and what's going to happen (the same as last year).

Well, because people know what is going to happen, no effort is put in their work. Just meeting the minimum requirements, and doing only what needs to be done is typical behaviour from this type of employee. Employees (51%) and managers (45%) alike see the traditional performance review as a failed mechanism, giving an inaccurate appraisal of employee performance. As managers we have to provide meaningful feedback (positive or negative) in order to assist employees to perform at their best.

5. The Under-Appreciated Team

Symptoms: Knows the only recognition they might receive will be at the annual awards event, so why work hard the other 11 months of the year when their efforts won't be remembered?

While 78% of employees say they'd work harder if their efforts were recognised, only 15% of employees have been recognised in the past month. Saying "thank you" in a very specific and critically-timed manner is easy to do and delivers tremendous results – results many organisations are lacking. InterContinental Hotels Group (IHG), for example, found: "Appreciation is one of the most effective motivators in building long-term employee engagement, and at the end of the day, saying 'Thank you' is just part of showing you care."

The Way Forward

Having your finger on the pulse of your company is no longer a nice to have, but rather a required activity that must be conducted on a regular basis. This does not require a budget, but rather a willingness and drive to make the working environment a conducive place in which everyone is able to perform to the best of their ability. To make sure this happens, you will need to set aside time and resources.

Reference

<https://news.gallup.com/businessjournal/182792/managers-account-variance-employee-engagement.aspx#:~:text=That's%20why%20managers%20account%20for,severely%20low%20worldwide%20employee%20engagement.>

Irvine, D. (2014). <https://www.linkedin.com/pulse/20140626212007-6052860-5-types-of-fatigued-employees-how-to-help-them-re-engage/>

NEW ATNS ATA VIRTUAL COURSES

BY SIBUSISO HABILE, ATNS ATA MANAGER: ENGINEERING TRAINING

Air Traffic Safety Electronics Personnel (ATSEP) Training is categorised in four phases, as per the International Civil Aviation Organisation Doc. 10057. These are Initial Training; Unit Training; Continuation Training; and Development Training. ATNS Aviation Training Academy (ATA) offers training products across all these phases.

Just before the outbreak of COVID-19, we were providing the initial phase training programme to delegates from Namibia Civil Aviation Authority (CAA) and were finalising another internal programme to support ATNS Enterprise Supplier Development (ESD) project. Due to lockdowns and restrictions on social contact, we had to drive innovative solutions and seek alternate means by which to provide training and ensure continuity for our delegates. We initiated the conversion of identified initial training courses and adapted them for virtual presentation (Microsoft Teams).

The first virtual course presented (ATSEP Surveillance System: PSR) took place in September 2020, for Namibia CAA. Thereafter we presented a number of these courses to our internal (ATNS) ATSEP and ESD recipient delegates.

Courses on the list below are grouped under the Initial training phase for ATSEP. As per ICAO definition, ATSEP are personnel who have proven competence in the installation, operation, and maintenance of Communication, Navigation, and

Surveillance/Air Traffic Management (CNS/ATM) systems. The minimum requirements to begin an ATSEP career in South Africa is a Diploma or Degree in Electrical, Electronics, and Computer Systems Engineering. These academic qualifications enable delegates to begin this type of dedicated training.

These courses may also be provided to the general aviation community, provided that the requirements (as stated above) are met.

General Supportive courses

1. ATSEP Basic Training
2. System Maintenance Management for ATSEP
3. Satellite communication for ATSEP

Communication courses

4. ATSEP Communication Systems: Voice

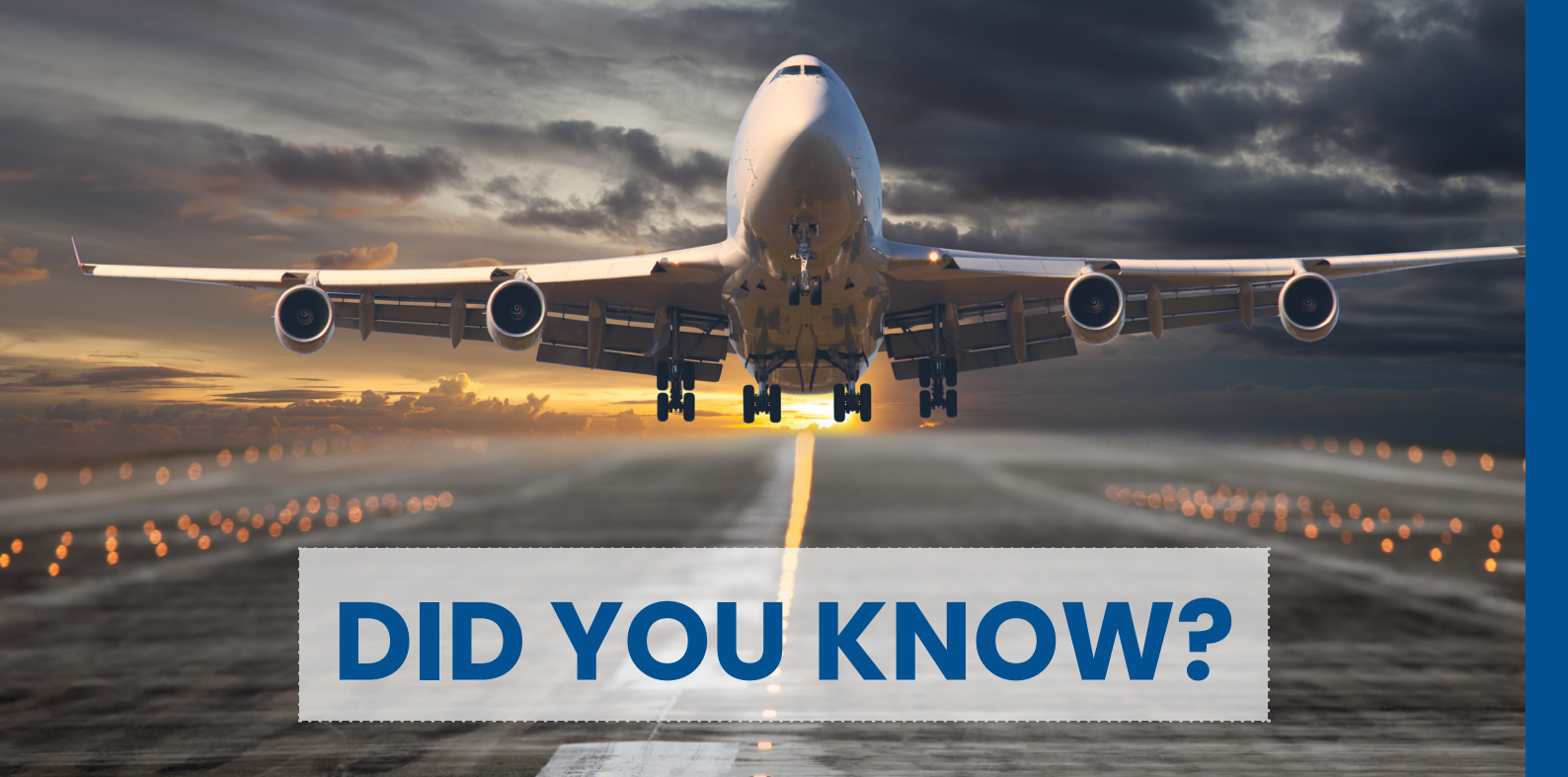
Surveillance courses

5. ATSEP Surveillance Systems: Non-radar
6. ATSEP Surveillance Systems: SSR and MSSR
7. ATSEP Surveillance Systems: Data Processing
8. ATSEP Surveillance Systems: PSR

Navigation courses

9. ATSEP Navigation Systems: ILS

For more information, please visit www.atns.co.za



DID YOU KNOW?

Best Airline in Africa

Kenya Airways, a member of the Sky Team Alliance, is a leading African airline flying to 42 destinations worldwide – 35 of which are in Africa and carries over four million passengers annually. **In 2020, KQ was named Africa’s Leading Airline by the World Travel Awards.** It continues to modernise its fleet with its 32 aircrafts being some of the youngest in Africa.

Kenya Airways celebrated 45 years of operation in January 2022.

Source: <https://www.worldtravelawards.com/award-africas-leading-airline-2021>

Leading In-Flight Magazine in Africa

Índico (LAM - Mozambique Airlines) was created in 1988 and is the oldest trade magazine in Mozambique. With a focus on staying current and following the trends and dynamics of the civil aviation industry, in tandem with standing out in differentiating factors, it invests in innovative editorial projects. The magazine is currently in its fourth series and is now produced by Executive Mozambique.

Source: <https://www.worldtravelawards.com/award-africas-leading-inflight-magazine-2021>

Best Airport in the World

Hamad International Airport is the international airport for Doha, the capital city of Qatar. The airport has been described as the most architecturally significant terminal complex in the world, as well as being the most luxurious. It is the hub airport for Qatar Airways.

The World’s Top 10 Airports of 2021 was voted for by airport customers from across the world during the 2020-2021 World Airport Survey.

Source: <https://www.worldairportawards.com/the-worlds-top-10-airports-of-2021/>

The Best Aviation University in Africa

University of Cape Town is the leading Aviation University in Africa. Globally, it ranks #321.

The ranking is based on research performance in Aviation.

A graph of 1.16K citations received by 301 academic papers made by 10 universities in Africa was used to calculate publications’ ratings, which then were adjusted for release dates and added to final scores.

Source: <https://edurank.org/engineering/aviation/af/>



BEST AVIATION QUOTE

"We strongly believe that working together as a collective has immeasurable benefits, especially working from the basic premise that the safety of our airspace is of paramount importance, not only to the flying public, but to the growth of our continental economy."

Welcome Note by Mr. Jeffrey Matshoba, ATNS Executive: ATM/Cns and A: CATS, at the AFI Region AIXMe AIP Implementation Workshop held 23 August 2018.

THE AVI-CAREER JOINT



STUDYING AT THE ATNS AVIATION TRAINING ACADEMY: EXPERIENCES AND SO MUCH MORE.

An interview with Hidipo Katewa

Tell us about Hidipo Katewa? When and how did you join the aviation industry and become an ATC? How long have you been an ATC?

I am Hamutenya Hidipo Katewa (HP). I was born, bred, and buttered in the beautiful developing small town of Rundu, in the Kavango region, northeast part of Namibia. I'm a Namibian Air Traffic Controller, Drone Pilot, and Voice Over

Artist. I joined the Aviation industry through a bursary program, which the Namibia Civil Aviation Authority advertised in 2019, and underwent the process of psychometric tests, background checks, medicals, and interviews. I then went on to study at ATNS the same year, completing courses such as Abinitio (referred to as Core Content Course), Flight Information Service Rating Course, and finally the Aerodrome Control Rating Course – graduating as a certified Aerodrome Controller. I have been an Air Traffic Controller for two years now, having begun training and working at one of the busiest airports in Namibia, Eros airport (FYWE).

Growing up, was this a profession to which you aspired, or was it a field that you discovered during your youth?

During my toddler days my father bought me toys, and I loved the planes more than other toys – even favouring them above cars. Upon matriculating, I wanted to become a pilot. I began my pilot course, but later abandoned this as I was already enrolled at a university. Upon my graduation, I held strong a desire to specialise in air transportation, and when the opportunity to become an ATC presented itself, I felt that the timing was right for my journey in the air transportation industry to begin. In addition, I felt a deep desire to be mentally challenged in my field of work and air traffic control absolutely fulfills this need.

THE AVI-CAREER JOINT (CONTINUED)

What are the top three attributes that you enjoy most about your job?

1. Creativity – not in the sense of being an artist, rather in that no two days are ever the same. It requires the ability to conceive creative solutions to whatever situation you're presented with.
2. A can-do attitude – unlike a video game, there is no pause button in air traffic control. This means that no matter what you're faced with, you need to secure a positive outcome with the help of your friends and colleagues.
3. A team player – this might seem odd, but air traffic control is all about working in a team together with your fellow controllers, pilots, ground crews, and engineers. Aircrafts pass from controller to controller, much like a baton in a relay race, and you will always want to pass over the best possible traffic situation to your colleagues.

Describe a modern ATC

The most exciting part of being an ATC is that each day is different. Knowing that planes have safely taken off and landed, gives me a smile in my heart. We are the eyes and the bosses in the skies. We also carry a massive responsibility, insofar as one mistake could equate to the loss of lives.

What further training have you undergone at the ATNS ATA?

I studied a Flight Information Service Course, an Aerodrome Control Rating Course, as well as Practical Radio Telephony and Competencies Courses.

How can you best describe the facilities (and instructors) at the ATNS ATA?

I refer to the ATNS ATA as my home away from home. I met many people from different countries with different cultures and backgrounds, who made me realise the importance of networking and working with different people in a team to achieve a common goal. I'd say that ATNS is a great place that offers a positive environment, and that it is full of good people. Being able to wake up each day to the sight of big planes taking off, landing, taxiing, and being parked on the bay, was of the best experiences during my training.

How do these ATNS ATA courses benefit you and your employer?

In today's rapidly changing air transport environment the industry requires access to advanced and comprehensive knowledge, coupled with an in-depth understanding of its needs

What other qualifications do you hold, whether aviation-related or academic?

I have a mark in Transportation Management, obtained from the Polytechnic of Namibia (now known as Namibian University of Science and Technology). In addition, I have two National Certificates – one in Communications and the other in Events Management. I have also completed short courses such as Industrial Fire Fighting in Aviation and Customer Service (among others). I am currently studying Safety and Accident Investigation (Air Transport), and look forward to completing my Master's Degree in Air Safety Management.

THE AVI-CAREER JOINT (CONTINUED)

What are the three top-most concerns or challenges that the COVID-19 pandemic brought to your attention that are now lessons, regarding your workplace or the aviation industry?

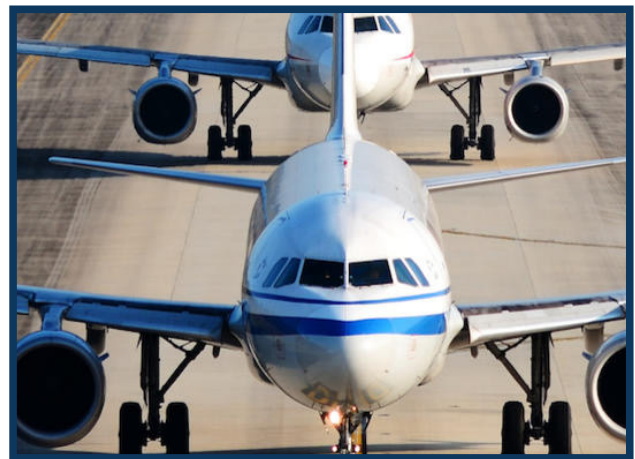
The onset of the pandemic presented a nerve-wrecking time for me, as I thought I wasn't going to validate and obtain my Aerodrome licence. Traffic volumes were extremely low, and I had concerns about losing my job.

Our training and validation for various ratings was limited due to minimal availability of instructors and a high number of COVID-positive cases reported within our organisation. This maximised workload, and at a time we were required to work long hours that led to fatigue.

COVID-19 severely impacted the aviation industry, and little to no income was generated. COVID-19 taught me the importance of following instructions and adhering to them (e.g., wearing of masks, sanitising of hands, and maintaining a safe social distance). This was of the utmost importance, as non-adherence to such instruction would result in an unfavourable outcome.

Whilst not related to your profession, we would like to know what, in your opinion, would make the world a better place for all to enjoy?

I have learnt to go the extra mile and really push myself. Once you work on your competence, some of the negative stereotypes fall away. My focus is to continually improve at what I do, and to continue pushing through. I encourage the future generation to boldly take up the gauntlet, look ahead, and focus on their chosen goal. Remember this: Whenever you feel like quitting, just remind yourself that if someone else can do it – so too can I.



THE AVI CAREER JOINT



Norah Mahlangu

How were you first introduced to aviation and ATNS?

I was introduced to ATNS by luck, I would say. However, I've always had a passion for aviation. I initially wanted to be a pilot. In 2012 whilst busy with a pilot cadet application at an airline, I came across an advert by ATNS offering ATC bursaries. I clicked the link and that was the beginning of my fruitful career with ATNS.

Kindly share your external career experience before joining ATNS.

ATNS is my first employer, I joined the company straight from university. Before ATNS, I was studying towards a BComm Economics.

What is your current designation and what does it entail?

I am an Aerodrome Controller (ATCO1), stationed at FAOR control tower. My daily duties include air traffic management, by providing air traffic services to aircraft on the ground and within the FAOR CTR, as well as provision of advisory services to aircraft in uncontrolled airspace. My job entails constant communication with pilots, providing them with information (such as weather, routes to be taken, altitudes etc.), and support in order to provide a safe and expeditious flow of traffic, that will enable them to safely transport passengers and cargo. This is done visually and with the aid of equipment such as a two-way radio communication system..

Would you say that this is your dream job? Tell us about your experience in the industry thus far.

Without a doubt, it is my dream job! Imagine being paid to look out of a window. *LOL*. I'm only joking. On a serious note though, air traffic control is exciting and fascinating. Every day is different, it's a fast-paced environment to work in. The work is very challenging but is also incredibly fun. It's akin to solving a new puzzle every day. You get to work with different kinds of aircraft every minute. I've been a qualified aerodrome ATC since 2016. Before FAOR I worked as an approach radar and tower controller (ATCO3) in FAPE.

The future is female. As an Air Traffic Controller in the busiest tower in Africa, what does this statement mean to you?

It means that we as women are filling up spaces that were previously male-dominated. Growing up, there weren't many women to look up to in the aviation industry. But now we have so many brilliant ATCs, pilots, and mechanics – to name a few. Now young girls can have visual representation and role models to look up to, where it was previously a male-dominated industry. It gives me so much pleasure to be amongst these women working in the busiest airspace in Africa. It's a dream come true for me. Since joining ATNS in 2012, I aspired and dreamt of working in the FAOR tower. Now, I look forward to seeing more female faces in the FAOR centre.

Apart from Air Traffic Control, do you have any other academic or career interests you wish to pursue?

Yes, I have been studying part-time and recently completed my degree. I'm now looking to complete a post graduate qualification in Transport Economics. Thereafter, I intend completing an MBL, as this will lead me into the management sector of air traffic operations.

Our jobs form a big part of our lives. What are some of the lessons your career has taught you that you have applied in other areas of your life?

Air traffic control has taught me to be quick in accepting change and being quite adaptable. It has taught me to think on my feet.

Where to from here? Please tell us where you see yourself in the next five to 10 years

I'd like to be in a senior position within the aviation operations sector, being able to design and implement business operations and strategies in that company.

NEWS IN BRIEF

AFRAA Signs MOU with AviaPro Consulting to Support African Airlines

The African Airlines Association (AFRAA) has signed a memorandum of understanding (MoU) with AviaPro Consulting Inc. The MoU will provide a framework of cooperation between AFRAA and AviaPro Consulting to support the provision of aviation consulting services.

Source: AFRAA Signs MOU with AviaPro Consulting to Support African Airlines - Airspace Africa (airspace-africa.com)

ATR 42-600S Flies for the First Time in Partial Configuration

ATR conducted the first flight of the partially configured short takeoff and landing (STOL) variant of its ATR 42-600 turboprop, the company said in a statement. The flight took off at 10am from Francazal Airport in Cugnaux, France, and lasted two hours and 15 minutes.

Source: ATR 42-600S Flies for First Time in Partial Configuration | Air Transport News: Aviation International News (ainonline.com)

Passenger with 'no idea' lands plane after pilot incapacitated

A passenger without flying experience landed a small plane at a Florida airport after the pilot was rendered incoherent by a medical emergency, US media reported.

"My pilot has gone incoherent. I have no idea how to fly the airplane."

Asked for his position he said, "I have no idea" but that he could see the Florida coastline.

Source: Passenger with 'no idea' lands plane after pilot incapacitated | Fin24 (news24.com)

Jambojet Boss Talks Rightsizing and Focus on Emerging Markets

Jambojet banked on the enhancement of its product and a push into new and existing markets as it seeks to compete in the more challenging milieu of the future. This is according to the carrier's top two executives speaking during the recently concluded AFRAA's Aviation Stakeholders Convention in Nairobi.

Source: Jambojet Boss Talks Rightsizing and Focus on Emerging Markets - Airspace Africa (airspace-africa.com)



GROUND-TO-AIR

EDITORIAL TEAM



Percy Morokane
Editor in Chief: ATNS Ground-to-Air



Matita Tshabalala
Human Factors Specialist



Mulomoni Nesengani
Manager in the CEO's Office



Sibongile Phutiyagae
Client Relations Officer



Nompumelelo Molefe
Aerodrome Air Traffic Controller



Dudu Ndhlovu
External Markets Specialist