



danubefab

functional airspace block

ANNUAL PLAN 2025

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This document represents the DANUBE FAB Annual Plan for 2025. It is based on the DANUBE FAB Strategic Programme covering the period 2025 to 2029, as required by the State Agreement.			
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INTRODUCTION

This section provides the purpose, audience and layout of this document. It also describes the way this document should be used.

Background and Legal Basis

The State Agreement commits DANUBE FAB to developing an Annual Plan for adoption by the Governing Council which shall detail the features of the Strategic Programme and describe any modifications to it. It is intended that this document will be approved during the 24th Governing Council meeting due to be held in spring 2025.

The DANUBE FAB Annual Plan consists of the adopted Activities and Tasks for the year 2025 and their means of completion. This Annual Plan has been developed with due consideration of the “DANUBE FAB Strategic Programme 2025-2029”, with input from the NSAs, the Military and the ANSPs of both States. The Strategic Programme has also been updated prior to the 24th Meeting of the DANUBE FAB Governing Council, taking into account other European developments such as the new SES 2+ regulative framework, SESAR 3 Joint Undertaking, new SDM etc.

Purpose and Scope

The purpose of the DANUBE FAB Annual Plan is to provide specific detail for each activity and task defined in the Strategic Programme.

The Annual Plan 2025 outlines a detailed breakdown of activities and tasks for the year ahead related to the FAB’s Implementation Projects. These are accompanied with envisioned timescales for their achievement to meet the longer-term Strategic Programme goals. The Annual Plan defines the means of achieving each activity through specifying meetings, responsibilities, effort required and reporting processes.

Future editions of the Annual Plan will also be required to reflect any modifications to the Strategic Programme.

Publication and Confidentiality

The approved DANUBE FAB Annual Plan 2025 is a public document that is made available on the DANUBE FAB website (www.danubefab.eu).

Aspects of the Annual Plan which are considered confidential and restricted for internal stakeholder use only and inappropriate for general publications will be developed and distributed separately.

Maintenance, Modification and Monitoring

This Annual Plan has been developed by a dedicated Task Force. It shall be updated and reissued no less than annually, should significant changes in implementation plans be required, for example as a result of the Strategic Impact Study discussed later in this document, periodic updates may be published as required.

RELATIONSHIP WITH THE STRATEGIC PROGRAMME

The Annual Plan builds upon the Strategic Objectives, Implementation Projects, Activities and Tasks, as established in the latest Strategic Programme. Additionally, a number of High Priority Projects are identified, which represent the most urgent topics for DANUBE FAB in 2025. These elements may be described as follows:

- **Strategic Objectives (SOs):** The high-level goals for the FAB providing the context for Implementation Projects.
- **High Priority Projects:** A subset of activities and tasks, across various Implementation Projects, which are deemed to represent the most important and significant projects to be executed by DANUBE FAB in 2025.
- **Implementation Projects (IPs):** Projects for coordination, co-operation, and collaboration between DANUBE FAB partners in different areas, these will contribute towards achieving the Strategic Objectives.
- **Activities:** Set out the component elements of each Implementation Project.
- **Tasks:** Describe the steps to be taken to complete an activity.
- **Specified Means of Completion:** For each Implementation Project and High Priority Project, the method for completing each activity and task is also specified.

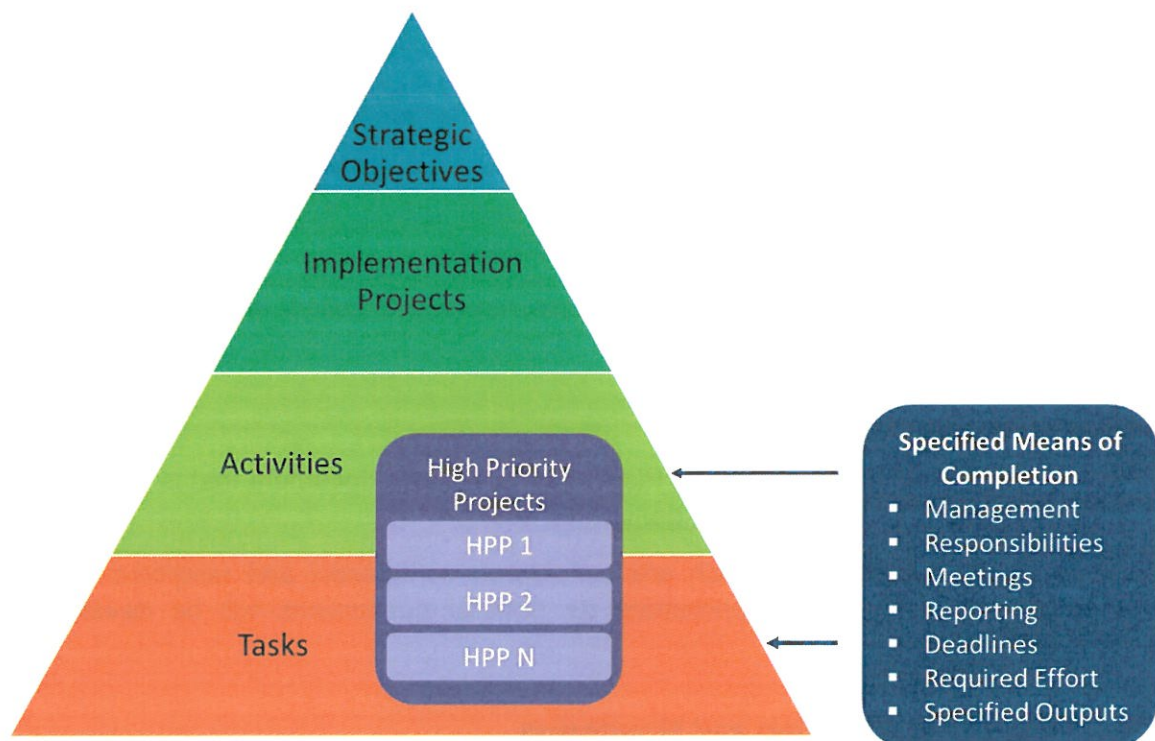


Figure 1: Relationship between levels of the Annual Plan

This document has been developed based on an extraction and elaboration of the activities and tasks specified in the DANUBE FAB Strategic Programme 2025 – 2029, which are to be either fully or partially undertaken in 2025. The plan has been coordinated with domain experts to identify the correct timescales for 2025, including all discussions and outcomes from the meetings of the Governing Council, ANSP Board and the SAPSC proceedings.

STRATEGIC OBJECTIVES

The DANUBE FAB activities contribute to EU-wide performance targets and specifically the Key Performance Areas of the RP4 Performance Plans of each participating state. As the FAB is a multi-state initiative, any differences in performance objectives between the two States will be clearly stated or excluded from this plan.

Strategic Objective 1 (SO1): SAFETY

<p>SO1</p> <p>PERFORMANCE INDICATORS</p>	<p><i>Maintain, and wherever possible, improve the current level of safety so that the number of accidents or serious incidents induced by air navigation services at least remains at, or decreases from, its current level, notwithstanding increased traffic.</i></p> <p>Measurable Performance indicators:</p> <ul style="list-style-type: none"> • Level of Effectiveness of Safety Management; • Number of Accidents with ATM contributions per year with zero accidents as target.
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Strategic Objective 2 (SO2): ENVIRONMENT

<p>SO2</p> <p>PERFORMANCE INDICATORS</p>	<p><i>Improve the efficiency of flight operations and minimise the environmental impact of ATS.</i></p> <p>Measurable Performance indicators:</p> <ul style="list-style-type: none"> • Horizontal en-route flight efficiency (KEA).
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Strategic Objective 3 (SO3): CAPACITY

<p>SO3</p> <p>PERFORMANCE INDICATORS</p>	<p><i>Provide capacity to accommodate increasing traffic and airspace user demands, whilst reducing flight delays.</i></p> <p>Measurable Performance indicators:</p> <ul style="list-style-type: none"> • En route ATFM delay per flight.
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Strategic Objective 4 (SO4): COST-EFFICIENCY

<p>SO4</p> <p>PERFORMANCE INDICATORS</p>	<p><i>Deliver high quality air navigation services at a competitive rate in line with European-wide targets.</i></p> <p>Measurable Performance indicators:</p> <ul style="list-style-type: none"> • Determined unit cost (DUC) for en-route ANS.
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Strategic Objective 5 (SO5): TRANSVERSAL

<p>SO5</p> <p>PERFORMANCE INDICATORS</p>	<p><i>Drive benefits through technological changes and interoperability of systems and procedures.</i></p> <p>Measurable Performance indicators:</p> <ul style="list-style-type: none"> • Compliance with the established deployment / implementation deadlines set out in the Annual Plan; • Meeting the expectations and needs of customers and stakeholders. <p>Performance against this strategic objective is assessed through the Annual Report.</p>
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HIGH PRIORITY PROJECTS

The High Priority Projects represent the most urgent tasks or activities to be undertaken or implemented in 2025 within the DANUBE FAB. The selection of Priority Projects aims to ensure the focus is on significant or vital projects within DANUBE FAB, and therefore represent the areas where focus is required to ensure the FAB delivers maximum value.

These projects have been selected after discussion by the SAPSC Co-Chairs and Alternates, with support from the DANUBE FAB PMC. They represent the following projects:

- Free Route Airspace;
- InterFAB Coordination.

Each High Priority Project is an extraction from the implementation projects, which are introduced in more detail below. Project management structure and implementation activities are detailed with the other implementation projects.

Free Route Airspace

Nevertheless SEE FRA project (South East Europe Free Route Airspace) is completed, there are still planned some airspace re-structuring projects in the Eastern Europe, which involve DANUBE FAB, as follows:

- Poland / Ukraine / Romania / Moldova Interface improvement - in the current context this project might be further delayed;
- Cross border FRA operations SECSI FRA and SEE FRA - is still under analysis, proposed implementation timeframe being 2029/2030 (as per ERNIP). Due to the legal implications (EU/non-EU states participation) versus operational benefits, further analysis are required at DANUBE FAB level.

InterFAB Coordination

The InterFAB Cooperation platform provides an opportunity for cooperation and coordination across all FABs, enabling the alignment of common goals, experiences to be shared and a strong and cohesive voice maintained.

DANUBE FAB is a key participant in the InterFAB Coordination platform and is committed to remaining an attentive and proactive member. To date DANUBE FAB has both participated in and hosted InterFAB workshops and contributed to studies and positions on various key topics. DANUBE FAB shall remain an active member in 2025. In the light of the entry into force of Regulation (EU) 2024/2803 of the European Parliament and of the Council on the implementation of the Single European Sky (recast) and of the fact that FABs are no longer mandatory, the InterFAB counterparts have expressed their commitment to continue cooperation within the platform as it is considered a very good and valuable mechanism for coordination.

IMPLEMENTATION PROJECTS OVERVIEW

Achievement of the Performance Indicators for each Strategic Objective is through the completion of the Implementation Projects.

The Implementation Projects, **Error! Reference source not found.** are as follows:

- A. Strategy, Planning, External Relations and Communications;
- B. NSA Coordination;
- C. FAB Performance;
- D. Human Resources and Training;
- E. Technical Rationalisation and Infrastructure;
- F. Operational Activities;
- G. Safety, Quality, Environment and Security Activities.

The structure of these implementation projects is designed to give a comprehensive description of what the projects are aiming to achieve and importantly, the means of achieving them. The following aspects are therefore specified for each project:

- Overview of Implementation Project;
- Project Management Structure;
- Activities and Tasks;
- Deadlines;
- Responsible personnel;
- Expected outputs and deliverables.

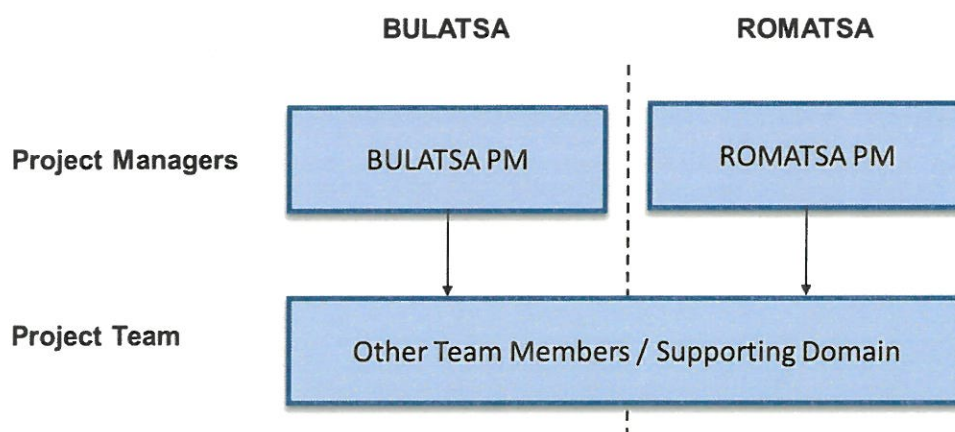
Example Implementation Project

Overview of Implementation Project

This section will give the high level aims of the implementation project, and the end goals which the project is trying to achieve. It will also provide the rationale behind the activities and tasks, explaining the link between how the activities and tasks contribute to the overall Strategic Objectives of the DANUBE FAB.

Project Management

This section gives an overview of the organisational set up of the project, naming the project managers who are the accountable personnel for the completion of the implementation project. For larger implementation projects, a project team is also specified.



Activities, Tasks, Meetings outputs and deliverables

This section gives a detailed breakdown of the activities and tasks necessary to complete the implementation project, including responsibilities, deadlines and expected meetings and outputs. An example of this is shown in the diagram below.

Priority Tasks

For simplicity the priority tasks, identified in the previous section, are included in the complete lists of Activities and Task presented for each implementation project. The Priority tasks are identified by red-highlighted borders as also illustrated in the image below.

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY A01]	Brief activity description	A01.1	Sub-tasks required to complete or progress the activity in the coming year.	Q1 20xx	Meeting or documents required by this task.	SAPSC
		A01.2	Sub-tasks required to complete or progress the activity in the coming year.	Q1 20xx	Meeting or documents required by this task.	Administrative Cell
		A01.3	Sub-tasks required to complete or progress the activity in the coming year.	Q1 20xx	Meeting or documents required by this task.	Ivan Hassamski Mihai Dumitrache
[ACTIVITY A02]	Brief activity description	A02.1	Task required to complete or progress the high priority project in the coming year.	Timeline for completion	Meeting or documents required by this task.	OSC

A - STRATEGY, PLANNING, EXTERNAL RELATIONS AND COMMUNICATIONS

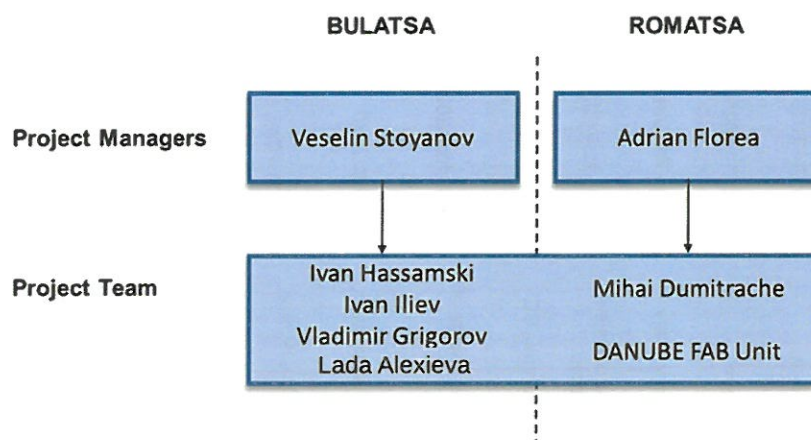
Overview of Implementation Project

Project to maintain the established governance structure of DANUBE FAB; including regular meetings of the Governing Council, the ANSP and NSA Boards. Additionally, to formulate robust implementation projects and activities that clearly articulate how new policies, programmes, plans and actions will be delivered on time, on budget and to expectations; so as to maintain effective strategic and planning processes within DANUBE FAB.

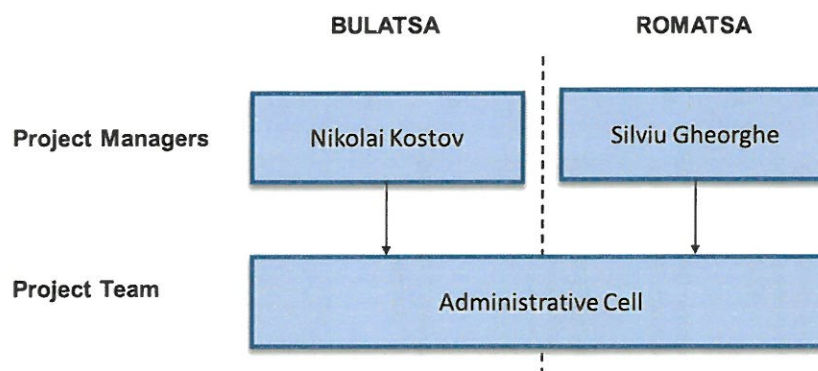
The key activities in this domain are focused on publicising the FAB's achievements, news and opinions through regular publications, updating the DANUBE FAB website, and a thorough review of the DANUBE FAB communications plan.

Some routine tasks are not included in the table below to focus on key activities for the year. These routine tasks include the production and distribution of press releases for important DANUBE FAB news, maintenance of the DANUBE FAB website and production of presentations and promotional materials.

Project Management (Strategy and Planning)



Project Management (External Relations and Communication)



DANUBE FAB Annual Plan 2025

Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY A01]	Maintain Governing Bodies and their specialised Standing Committee/Supporting Bodies.	A01.1	Maintain Governing Council.	Q2/Q4 2025	DANUBE FAB Governing Council 24 & 25.	SAPSC/ Administrative Cell
		A01.2	Maintain ANSP Board.	Q2/Q4 2025	DANUBE FAB ANSP Board 24 & 25.	SAPSC/ Administrative Cell
		A01.3	Maintain NSA Board.	Q2/Q4 2025	DANUBE FAB NSA Board 24 & 25.	NSAs
[ACTIVITY A02]	Maintain DANUBE FAB Airspace Policy Body.	A02.1	Maintain Airspace Policy Body.	When Required	N/A	OSC / ADODEG
[ACTIVITY A03]	Update DANUBE FAB Strategic Programme.	A03.1	Initiate development and update of Strategic Programme.	Sept - Nov 2025	Annual project planning meetings to collect data to develop Strategic Programme and Annual Plan.	SAPSC
		A03.2	Adopt Strategic Programme (GC Approval).	Dec 2025	Strategic Programme 2026-2030.	
[ACTIVITY A04]	Develop DANUBE FAB Annual Plan.	A04.1	Initiate development and update of Annual Plan.	Sept - Nov 2025	Annual project planning meetings to collect data to develop Strategic Programme and Annual Plan.	SAPSC
		A04.2	Adopt Annual Plan (GC Approval).	Dec 2025	Annual Plan 2026.	
[ACTIVITY A05]	Develop DANUBE FAB Annual Report.	A05.1	Initiate development of the Annual Report.	Q1 2025	Annual project planning meetings to collect data to develop Annual Report 2024.	SAPSC
		A05.2	Adopt Annual Report	Q2 2025		
[ACTIVITY A06]	Maintenance of DANUBE FAB Project Management Plan.	A06.1	Maintenance of DANUBE FAB Project Management Plan.	Ongoing	DANUBE FAB Project Management Plan	SAPSC/ Administrative Cell
[ACTIVITY A07]	Coordination at FAB level to prepare national LSSIPs.	A07.1	Common in-cycle activities for the alignment of LSSIPs at FAB level (i.e. alignment meetings, e-mail / phone / WebEx sessions coordination).	Jan – Feb 2025	LSSIP RO & BG edition 2024, chapters 3.2 & 4.1	Virginia Coman Valentin Vitekov

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REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/OUTPUTS	RESPONSIBLE PERSONNEL
		A07.2	Receive and review new set of implementation (ESSIP) objectives and significant changes to existing ones	Jul – Aug 2025	N/A	
		A07.3	Participate to a common DANUBE FAB kick-off meeting for LSSIPs	Sep – Oct 2025	Kick-off meeting at FAB level for LSSIPs edition 2025 coordination (together with Kick-off Event for LSSIP 2025).	
[ACTIVITY A08]	FAB Enlargement.	A08.1	Investigate intentions of Republic of North Macedonia and Republic of Moldova, if any	Ongoing	N/A	Governing Council
[ACTIVITY A09]	InterFAB coordination and cooperation.	A09.1	Participate to InterFAB meetings.	Ongoing	N/A	SAPSC/ Administrative Cell
		A09.2	Cooperation within other coordination initiatives.	Ongoing	N/A	
[ACTIVITY A10]	Maintain and update DANUBE FAB website and extranet application.	A10.1	Update website on regular basis.	Ongoing	N/A	Administrative Cell
		A10.2	Procure and commence the web maintenance framework contract	Q1 2025	Being coordinated by ROMATSA colleagues following discussions in Q4 2024.	
		A10.3	Development and maintenance of digital information resources.	Ongoing	N/A	
[ACTIVITY A11]	DANUBE FAB Publicity	A11.1	Ongoing activities to include all press releases, newsletter, documents for library, etc. onto web site.	Ongoing	N/A	SAPSC Administrative Cell
		A11.2	Maintain FAB distribution list, comprising internal and external stakeholders and customers, including EU institutions.	Ongoing	N/A	
[ACTIVITY A12]	Support FAB international standing and relations.	A12.1	FAB representation at international events (e.g. NM, ECTL, EC, EASA, etc.).	Ongoing	N/A	SAPSC/ Administrative Cell
		A12.2	FAB participation at Airspace World 2025.	Q2 2025	N/A	SAPSC/ Administrative Cell
		A12.3	Analyse and agree on FAB participation at Airspace World 2026.	Q3/Q4 2025	Opportunity Study for FAB participation at Airspace World 2026. DANUBE FAB ANSP Board 25.	SAPSC/ Administrative Cell

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/OUTPUTS	RESPONSIBLE PERSONNEL
		A12.4	Administrative activities to support of the coordination with EC (i.e. SSC and DG MOVE).	Ongoing	N/A	SAPSC/ Administrative Cell
[ACTIVITY A13]	Maintain regular stakeholder consultation.	A13.1	Coordinate, if necessary, stakeholder consultation meetings.	Ongoing	N/A	SAPSC/ Administrative Cell
[ACTIVITY A14]	Coordinate positions for Network Management Board.	A14.1	Coordinate activities of the Network Management Board.	Ongoing	N/A	SAPSC/ Administrative Cell
[ACTIVITY A15]	External communications relating to SESAR	A15.1	Coordinated participation in SESAR Deployment Manager Stakeholder Consultation Platform (SCP).	Ongoing	N/A	Silviu Gheorghe Ivan Iliev
[ACTIVITY A16]	Maintain Social Consultation Forum.	A16.1	Organise Social Consultation Forum.	Q2/Q4 2025	Social Consultation Forum 22 & 23	SAPSC/ Administrative Cell
[ACTIVITY A17]	Coordinate common DANUBE FAB projects under the SESAR 3 programme.	A17.1	Analyse FAB level involvement in SESAR 3 activities.	Ongoing	Continue planning for coordinated involvement in the upcoming funding rounds for the SESAR 3 Joint Undertaking.	SAPSC/ Administrative Cell

B - NSA COORDINATION

Overview of Implementation Project

Development, implementation and monitoring DANUBE FAB NSAs Annual Plan for 2024.

Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY B01]	Coordinate and improve cooperation mechanisms to review NSA Rules and Procedures and verify the extent to which these can be harmonised as required.	B01.1	Review NSA Rules and Procedures relevant for supervisory tasks and harmonise as the case may be.	Continuous process	NSA Board Meetings	NSAs
[ACTIVITY B02]	Application of the "Consultation Mechanism and processes for the harmonisation of rules and procedures", ed. 1/2013.	B02.1	Application of the "Consultation Mechanism and processes for the harmonisation of rules and procedures".	Continuous process	NSA Board Meetings	NSAs
[ACTIVITY B03]	Mutually Recognise Supervisory Tasks and develop mechanisms for the exchange of good practice, lessons learnt and identify areas for improvement.	B03.1	Mutually Recognise Supervisory Tasks.	Continuous process	NSA Board Meetings	NSAs
[ACTIVITY B04]	Cooperate in supervision, oversight, safety and security policy, coordination with the Network Manager and stakeholder consultation.	B04.1	Cooperate in supervision, oversight, safety and security policy, coordination with the Network Manager and stakeholder consultation and exchange of information, including information on how compliance with Regulation (EU) 2017/373, as well as on findings during NSAs' annual audits.	Continuous process	NSA Board Meetings	NSAs

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REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY B05]	Formal coordination forum between the NSAs, including coordination of security issues and cybersecurity.	B05.1	Formal coordination forum between the NSAs.	Continuous process	NSA Board Meetings	NSAs
		B05.2	Coordination of Security issues (physical, cyber and airspace) at FAB level.	2025		

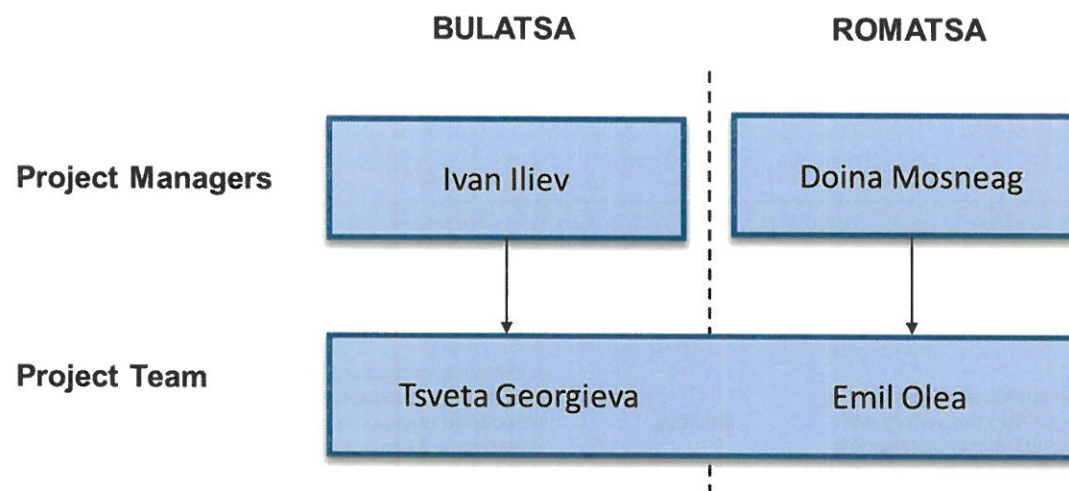
C - PERFORMANCE REPORTING

Overview of Implementation Project

Activities relating to reporting of DANUBE FAB performance.

DANUBE FAB States have submitted the performance plans for RP4, which are still under assessment by the PRB and the Commission. It has been beneficial to share information and coordinate on the performance matters and so these activities shall continue into the coming years, especially in the light of upcoming rules for RP5, for which the early sharing of information and coordination shall also be beneficial to both ANSPs.

Project Management



Activities and Tasks

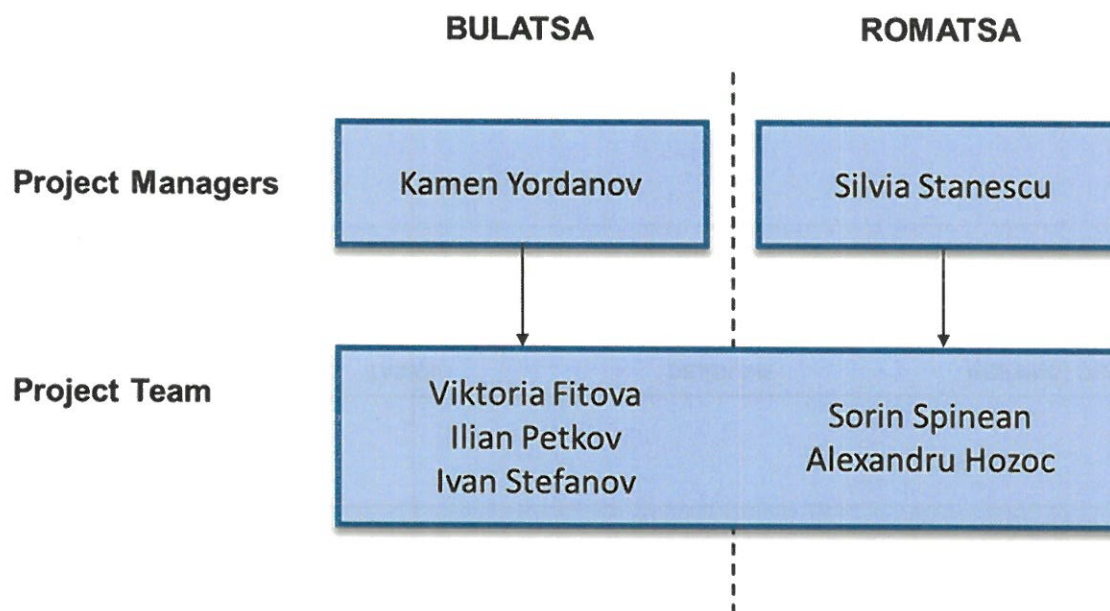
REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL/ BODY
[ACTIVITY C01]	Exchange of information on implementation and reporting of national Performance Plans.	C01.1	To share information between NSAs on the implementation and reporting of national Performance Plans to the European Commission	Ongoing	Information exchange through the NSA Board meetings	NSA Board
[ACTIVITY C02]	Exchange of information and achieving common position on secondary legislation and measures for implementing the SES2+ framework.	C02.1	To participate in FAB and European wide information sharing activities in order to reach a common position on secondary legislation and measures for implementing the SES2+ framework.	Ongoing	Information exchange through the ANSP Board and Governing Council meetings at FAB level, and other coordination mechanisms.	NSAs, SAPSC
[ACTIVITY C03]	Exchange of information on approval of the Performance Plans for RP4.	C03.1	To share information regarding the approval of the RP4 performance plans.	Ongoing	Information exchange through the ANSP Board and Governing Council meetings	NSAs, SAPSC

D - HUMAN RESOURCES AND TRAINING

Overview of Implementation Project

The Human Resources and Training project of DANUBE FAB aims to increase the efficiency and cost-effectiveness of training across the FAB. This will be achieved through harmonisation of annual training plans, methodologies and investigating the implementation of shared training courses.

Project Management



Activities and Tasks

General

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY D01]	Maintain Common Training Board	D01.1	Training Board meetings	Q2/Q4 2025	Training Board.	Training Board
		D01.2	ToR and Training Policy of the training board to be reviewed and updated as required.	Ongoing	Training Board. Updated DANUBE FAB Training Board ToRs and Training Policy	

Establish Common Approach for ATCO training

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY D02]	Identify common training opportunities for ATCO	D02.1	Investigate, and expand where necessary, common ATCO training activities.	Ongoing	Training Board	Silvia Stanescu Vassil Dragnev

Harmonisation of MET Training

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY D03]	Annual coordination between BULATSA and ROMATSA MET training managers.	D03.1	Exchange of expertise and experience between BULATSA and ROMATSA MET staff.	Ongoing	Error! Reference source not found.	Venelina Toskova Alexandru Hozoc
[ACTIVITY D04]	Identify common training opportunities for AMP professional development.	D04.1	Identify common annual training opportunities for AMP professional development.	Ongoing	Informal meetings, WebEx, video conference etc, conducted as required. MET working meeting to be convened as required.	Venelina Toskova Alexandru Hozoc

ATSEP Training

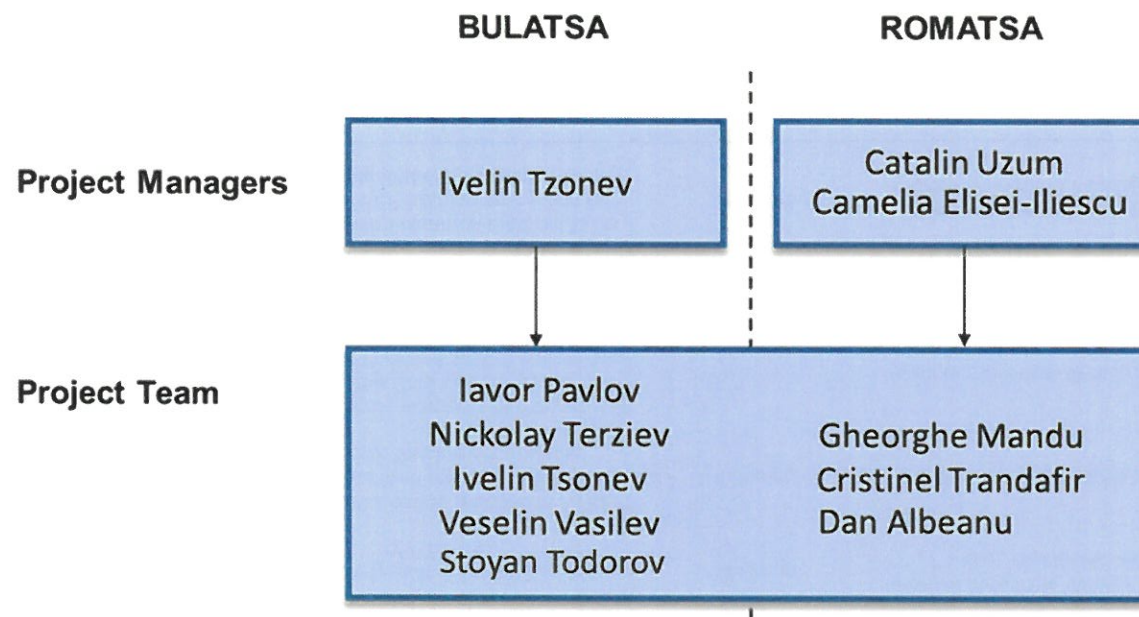
REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY D05]	Investigate common approach to ATSEP competency in collaboration with national authorities.	D05.1	Identify common elements related to the processes for preparation and certification of ATSEP.	Ongoing	Informal meetings, WebEx, video conference etc., conducted as required.	Sorin Spinean Ilian Petkov
		D05.2	Create a joint working group with ATSEP specialists from the two ANSPs to harmonize training documents.	Ongoing	Training Board.	Sorin Spinean Ilian Petkov
		D05.3	Identify common elements of components entering the CNS system (types of equipment held and manufacturers for each major domain – COM; NAV; SUR; DP; MET) with the aim of jointly preparing training material.	Ongoing	Informal meetings, WebEx, video conference etc., conducted as required. Approvals via the NSAs.	Sorin Spinean Ilian Petkov
[ACTIVITY D06]	Investigate common training opportunities (in or outside the scope of Regulation EU 2017/373).	D06.1	Jointly develop common material to be used in ATSEP training processes for Basic Training and Qualification Training.	Q4 2025	Common information material and briefing papers for input to training board meetings.	Sorin Spinean Ilian Petkov

E - TECHNICAL RATIONALISATION AND INFRASTRUCTURE

Overview of Implementation Project

DANUBE FAB endeavours to jointly plan its CNS infrastructure development and where possible conducts common procurement. The objective of this project is to further develop the cooperation in the technical domain by identifying opportunities to coordinate, rationalise and/or share technical infrastructure and expertise, thereby generating cost savings.

Project Management



Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY E01]	Maintain Technical Working Group (TWG).	E01.1	Maintain Technical Working Group (TWG).	Ongoing	Technical Working Group Meeting	TWG members
		E01.2	Review of existing DANUBE FAB Technical rationalisation and Infrastructure documentation, including; - DANUBE FAB Strategic and Harmonisation Plan for CNS assets (Edition 1.0/14.06.2012) - DANUBE FAB Refined Technical Architecture 2016 (edition 1.0 / 19.04.2012). The last working version is 1.91 updated in 2022.	Ongoing	Meetings to be held to kick off review activities as well as develop projects identified in the Strategic Impact Study.	TWG members, Administrative Cell
[ACTIVITY E02]	Support InterFAB cooperation activities.	E02.1	Input, if necessary, to bilateral communication activities with neighbouring FABs.	Ongoing	N/A	Ivelin Tzonev Camelia Elisei-Iliescu
[ACTIVITY E03]	Provide appropriate terrestrial navigation infrastructure to support RNAV operation.	E03.1	Maintain FAB level coordination for future development of NAV infrastructure.	Ongoing	Technical Working Group Meeting.	Ivelin Tzonev Cristinel Trandafir / Dan Albeanu Navigation Experts
[ACTIVITY E04]	Implement extended set of OLDI messages.	E04.1	Establishment of common messages to be implemented.	Ongoing	Common Messages publication.	Veselin Vasilev Catalin Uzum
		E04.2	Monitor the common messages that have been implemented to ensure correct use.	Ongoing	Technical Working Group Meeting	Veselin Vasilev Catalin Uzum
[ACTIVITY E05]	Maintain Service Level Agreements for the shared use of Surveillance, of Communication and Navigation	E05.1	Check and update Service Level Agreements for the shared use of Surveillance, Communication and Navigation.	Ongoing	Technical Working Group Meeting	TWG
[ACTIVITY E06]	Agree the next steps and progress new technical implementation projects identified within the internal Strategic Impact Study.	E06.1	Progress the following projects: - Migration of existing and future planned aeronautical services over NewPENS; - GNSS SMRS practice sharing; - GBAS future implementation; - D-ATIS/D-VOLMET procurement and implementation; and, - WAM information sharing.	Q4 2025	Continued technical meetings throughout 2025, including small group meetings with subject matter experts to progress the individual projects as soon as possible.	TWG

F - OPERATIONAL ACTIVITIES

Airspace Design

Overview of Implementation Project

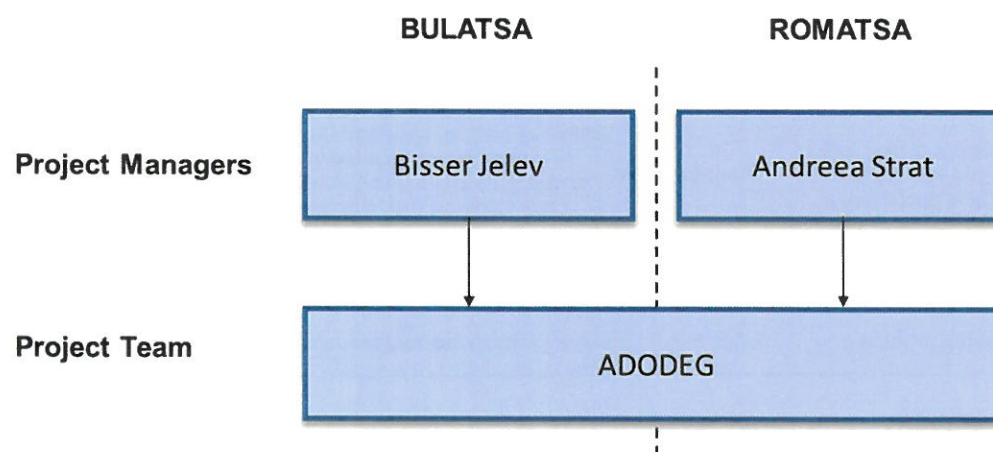
Under this project airspace optimisation will be implemented by applying the necessary process, including capacity analysis and safety cases of the airspace changes. Airspace proposed changes must be agreed and endorsed by all institutional bodies involved according to legislation, in order to become valid.

The safety cases are assumed to be a common effort and the NSAs will need to approve the overarching safety arguments / safety support assessments before publication. Airspace changes with impact on the High Seas need international consultation with ICAO. The final step is the AIP publication and this would usually need to be delivered for processing 3-4 AIRAC cycles before the effective date. Significant airspace redesign usually requires around 2-3 days' training per ATCO. Routes that could require cross-border sectorisation may require small-scale RTS.

Integrated Airspace Management (ASM) and Air Traffic Flow and Capacity Management (ATFCM) process within the collaborative air traffic management framework will be gradually applied within the DANUBE FAB area.

Proposed DANUBE FAB airspace related changes are part of the ERNIP.

Project Management



Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY F01]	Airspace changes as planned in ERNIP.	F01.1	Safety Case of the route changes, if any.	Ongoing	Joint Safety Case of route changes.	Bisser Jelev Andreea Strat
		F01.2	Acceptance of the change, if any.	Ongoing	Combined acceptance of route changes.	Bisser Jelev Andreea Strat
		F01.3	Publication of the route changes in the AIPs, if any.	Ongoing	Combined publication of route changes.	Bisser Jelev Andreea Strat
[ACTIVITY F02]	Implement necessary sector re-shaping.	F02.1	Implement sector re-shaping, if any.	Ongoing	N/A	Bisser Jelev Andreea Strat
[ACTIVITY F03]	Develop common airspace policy and perform annual updates.	F03.1	Develop common airspace policy and perform annual updates.	On Hold	Common airspace policy document.	Bisser Jelev Andreea Strat
[ACTIVITY F04]	Coordinate a common position on the FRA extension projects	F04.1	Investigate expansion of SEE FRA to neighbouring countries	Ongoing	Capability assessment of neighbouring countries to implement 24H FRA.	Bisser Jelev Andreea Strat
[ACTIVITY F05]	Implement longer term airspace changes as proposed in ERNIP.	F05.1	Implement longer term airspace changes as proposed in ERNIP.	Ongoing	N/A	ATM Experts
[ACTIVITY F06]	Terminal airspace projects and evolution towards future CDA operations.	F06.1	Terminal airspace projects and evolution towards future CDA operations	Ongoing	N/A	ATM Experts
[ACTIVITY F07]	Common ASM/ATFCM functions applied within the FAB.	F07.1	Common ASM/ATFCM functions applied within the FAB.	Ongoing - To be discussed during the next update of the DF ConOps.	N/A	ATM Experts
[ACTIVITY F08]	Analyse the possibility of introducing the dynamic airspace management.	F08.1	Analyse the possibility of introducing the dynamic airspace management.	Ongoing - To be discussed within the next DF ConOps update activity	N/A	ATM Experts

Operational Procedures Management

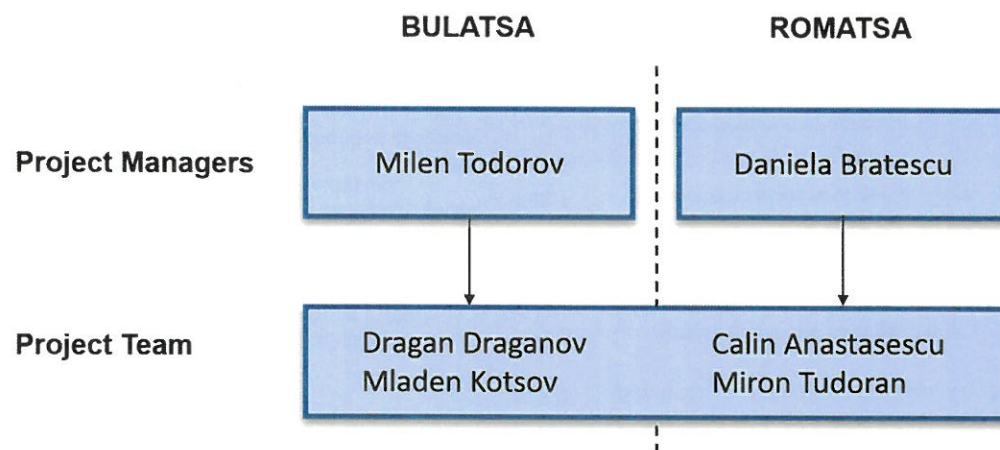
Overview of Implementation Project

Operational procedures need to be continuously updated and revised as the airspace is developed and improved to remain safe and efficient. The Operational Procedures working group is tasked with fulfilling that role. DANUBE FAB operates using a common Concept of Operations (DANUBE FAB Concept of Operations, ed. 4.0, dated 07.05.2018 – ‘ConOps’) which describes the DANUBE FAB operational environment and associated operational improvements planned up to and after 2019.

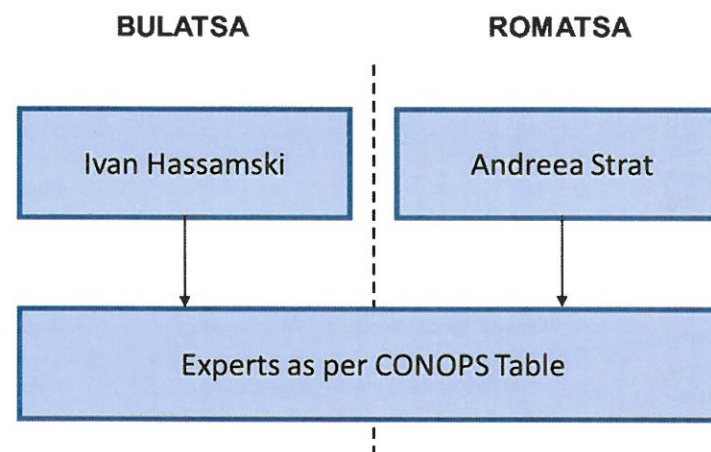
The ConOps is a living document, which describes the provision of ATM/ANS in the DANUBE FAB, and as such it is important that it is updated and maintained as the FAB develops.

Project Management

Operational Procedures Management:



Concept of Operations Project Management:



Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY F09]	Maintain harmonised ATS procedures.	F09.1	Operational Procedures Subgroup meetings (as required).	As Required	Meeting with the Operational Procedures Subgroup.	Milen Todorov Daniela Bratescu
		F09.2	Review and update Operational Procedures Harmonization Plan.	Ongoing	Operational Procedures Harmonization Plan	Milen Todorov Daniela Bratescu
[ACTIVITY F10]	Maintenance of LoA.	F10.1	Maintenance of LoA, updates as required.	Ongoing	N/A	Ivan Hassamski Daniela Bratescu
[ACTIVITY F11]	Maintain up to date & comprehensive DANUBE FAB CONOPS.	F11.1	Identification and coordination of necessary amendments of the ConOps and carrying out the terms set out in the ConOps Maintenance Procedure (as required).	Annually	Meetings of the DF Conops Task Force Updated ConOps	Ivan Hassamski Andreea Strat
		F11.2	Progress Report to OSC (as required).	Ongoing	Progress report to OSC.	Ivan Hassamski Andreea Strat
[ACTIVITY F12]	Enhanced civil-military cooperation (airspace configuration, military airspace demands at FAB level).	F12.1	DANUBE FAB CONOPS input on civil-military aspects.	Ongoing	Meeting with Civil and military experts, CONOPS updated as required.	Chavdar Bachev Adrian Codi
[ACTIVITY F13]	Interconnect Romanian and Bulgarian LARA software.	F13.1	Interconnect LARA software (Graphical)	Ongoing	Commence joint work on interconnecting the software. Romania also to share information from the EUROCONTROL LARA Steering Group.	Chavdar Bachev Adrian Codi
[ACTIVITY F14]	Enhanced civil-military coordination and other activities.	F14.1	Civil-Military procedures to be shared between ROMATSA and BULATSA.	Ongoing	- English Language Translations of Civil / Military Procedures - Translation to be shared between BULATSA AND ROMATSA	Mladen Kotsov Adrian Codi
		F14.2	Civil-Military procedures to be harmonised where possible.	Ongoing	Following translations Informal meetings, WebEx, video conference ect, conducted as required.	Mladen Kotsov Adrian Codi
		F14.3	Coordination Large Size Drones – Global Hawk – Ripper with Civilian Traffic	Ongoing	Meetings, WebEx, video conference ect, conducted as required.	Mladen Kotsov Adrian Codi

'ConOps' Responsibilities

SECTION	TITLE	RESPONSIBLE PERSONNEL		
		BULATSA	ROMATSA	Body
1	Introduction	N/A	N/A	OSC
2	The DANUBE FAB Concept	N/A	N/A	OSC
3	Concept of Operations Project Management	Ivan Hassamski	Andreea Strat	N/A
4	Airspace Organisation	Rossen Yanchev, Bisser Jelelev, Petar Papazov, Col Dr Hristo Stanev	Eduard Payer, Adrian Stefan, Daniela Bratescu, Andreea Strat, Cdr. Cristian Poenaru	N/A
5	Air Traffic Management Operations	Bisser Jelelev, Milen Todorov Col Dr Hristo Stanev, Lt Col Atanas Penchev	Adrian Codi, Stefan Adrian, Daniela Brătescu, Andreea Strat, Cdr. Cristian Poenaru, Capt. Cdr. Cosmin Lacraru	N/A
6	Military Operations	Col Dr Hristo Stanev, Lt Col Atanas Penchev	Adrian Codi, Capt. Cdr. Cosmin Lacraru	N/A
7	Interoperability	Veselin Vasilev, Ivan Iliev, Dragan Draganov	Andreea Strat, Catalin Uzum, Claudiu Cruceanu	N/A
8	MET Services	Viktoria Fitova	Laurentiu Brojboiu	N/A
9	AIS	Martina Stoyanova Silvia Karajaneva	Mirela Ionescu	N/A
10	Check ESSIP and LSSIP References and ensure up to date	Ivan Iliev	Virginia Coman	N/A

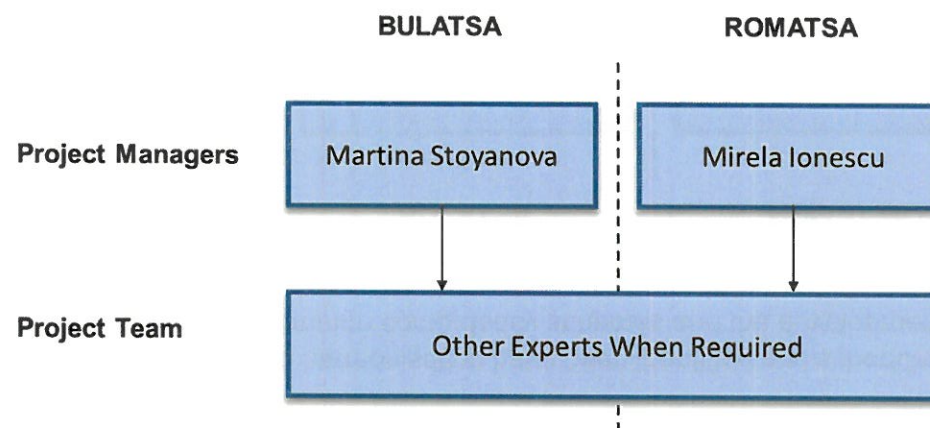
Aeronautical Information Services

Overview of Implementation Project

The DANUBE FAB AIS project is based on a roadmap of activities developed during the pre-implementation phase. The following key documents form the basis of the activities described in the Strategic Programme and Annual Plans:

- Study on areas for harmonisation of AIS services;
- Strategic implementation schedule for harmonisation activities.

Project Management



Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY F15]	Maintain AIS services compliance with SESAR, ICAO and EU regulations and standards.	F15.1	Exchange information regarding continued AIS services compliance with SESAR, ICAO and EU regulations and standards.	Ongoing	Informal meetings, WebEx, video conference etc., conducted as required.	Silvia Karajaneva Mirela Ionescu

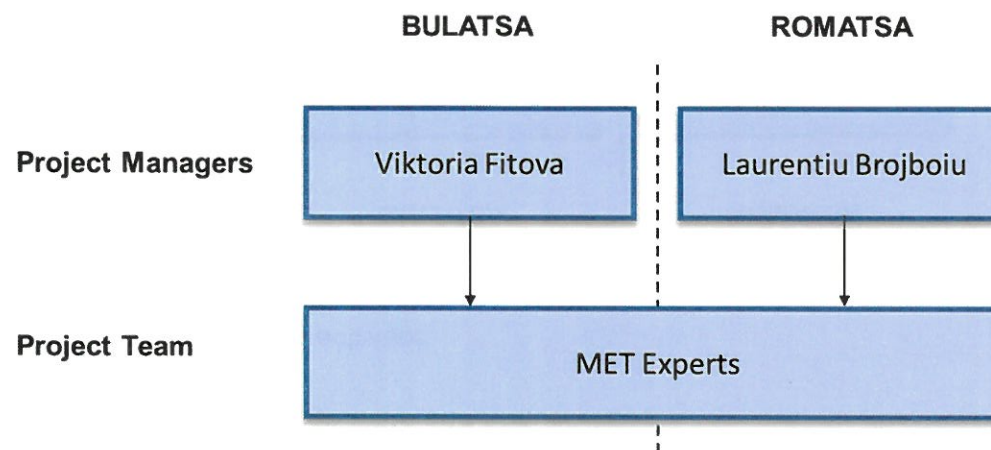
REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY F16]	Maintain AIS aspects of DANUBE FAB 'ConOps'.	F16.1	Annual review of AIS aspects in DANUBE FAB CONOPS and update AIS related aspects if considered necessary.	Ongoing	N/A	Silvia Karajaneva Mirela Ionescu

MET Services

Overview of Implementation Project

Within DANUBE FAB, significant areas for collaboration and harmonisation have been identified and scheduled for progressive roll out. This including identification of common KPIs, mutual MET data access, common competency schemes and the development of common best practice.

Project Management



Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY F17]	Maintain MET services compliance with international standards.	F17.1	Annual Review of MET standards compliance.	Ongoing	Updated procedures (if required).	Viktoria Fitova Laurentiu Brojboiu
		F17.2	Sharing of information and experience regarding ongoing compliance with international standards.	Ongoing	Informal meetings, WebEx, video conference etc., conducted as required.	Viktoria Fitova Laurentiu Brojboiu
[ACTIVITY F18]	Harmonisation of MET KPIs	F18.1	Coordination to ensure each ANSP meets MET KPIs	Ongoing	N/A	Viktoria Fitova Laurentiu Brojboiu
[ACTIVITY F19]	SWIM services coordination for the MET domain.	F19.1	Initial focus on information sharing and identify potential future areas for coordination under this developing topic.	Ongoing	Informal meetings, WebEx, video conference etc., conducted as required.	Viktoria Fitova Laurentiu Brojboiu
[ACTIVITY F20]	Harmonisation of SIGWX LL chart	F20.1	Sharing of information and experience regarding the content and issuance of the chart	Ongoing	Informal meetings, WebEx, video conference etc., conducted as required.	Viktoria Fitova Laurentiu Brojboiu

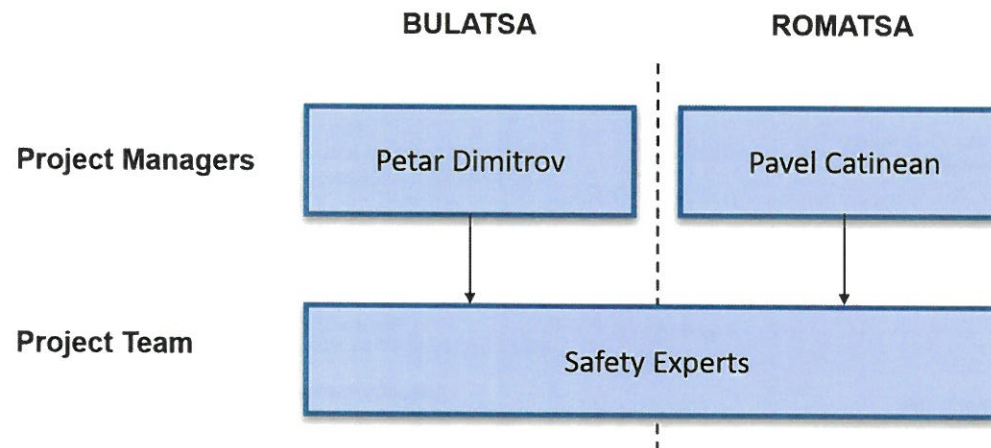
G - SAFETY, QUALITY, ENVIRONMENT & SECURITY ACTIVITIES

Safety Management

Overview of Implementation Project

The DANUBE FAB ANSP Safety Management activities are tasked to enhance BULATSA and ROMATSA Safety Management Systems within DANUBE FAB. During the pre-implementation phase, a detailed set of harmonisation and common activities in the safety domain were identified and a schedule for implementation was laid out in the ANSPs SMS Roadmap and their common Safety Management Manual. The Safety Management activities require to work closely with the NSAs providing the oversight for BULATSA and ROMATSA.

Project Management



Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY G01]	Ongoing revisions/revalidations of the safety policy and common generic safety management manual.	G01.1	Annual review and revision (as necessary) of the DANUBE FAB Safety Case.	Ongoing	Safety, Quality, Security and Environment Standing Committee (SQSESC) Meeting.	Petar Dimitrov Pavel Catinean
		G01.2	Regular exchange of information and best practice between BULATSA and ROMATSA.	Ongoing	Informal meetings, WebEx, video conference etc., conducted as required.	Petar Dimitrov Pavel Catinean
		G01.3	Annual review and update (as necessary) of the Common generic safety management manual.	Q4 2025	Document to be reviewed and updated (if necessary). Updates will be led by the BULATSA safety team.	Petar Dimitrov Pavel Catinean
[ACTIVITY G02]	Safety culture measurement and improvement.	G02.1	Share information on ANSP safety culture, including safety culture survey reports and improvement plans/actions.	Ongoing	SQSESC Meeting	Petar Dimitrov Pavel Catinean
		G02.2	Development and distribution of the safety culture surveys/reports within the service providers' organisations.	Ongoing	Common joint safety culture survey will be developed in 2027.	Petar Dimitrov Pavel Catinean
[ACTIVITY G03]	Coordinated adoption of best safety practices.	G03.1	Monitor, share and implement all best practices in the areas of common interest.	Ongoing	Discussed during dedicated sections during SQSESC meetings.	Petar Dimitrov Pavel Catinean
		G03.2	Conduct implementation workshops with concerned staff of FAB ANSPs (depending on the findings of "Monitor best practices in the areas of common interest" task)	Ongoing	When applicable	Petar Dimitrov Pavel Catinean
		G03.3	Adopt the proposed best practice and amend SMMs, arrangements and processes, as appropriate (depending on the findings of "Monitor best practices in the areas of common interest" task)	On Hold	When applicable	Petar Dimitrov Pavel Catinean
		G03.4	Train concerned staff, as applicable.	On Hold	Completed as and when necessary – no current need for joint training.	Petar Dimitrov Pavel Catinean

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING/ OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY G04]	Conduct common operational safety surveys and SMS audits	G04.1	Define the processes and conduct, where possible, mutual safety surveys and focussed SMS audits.	Ongoing	SQSESC Meetings	Petar Dimitrov Pavel Catinean
[ACTIVITY G05]	Adopt a common procedure for conducting consultation process and information sharing mechanism in case of managing changes which affect both ANSPs	G05.1	Define the mechanism to exchange information applicable to the whole change management process for changes outside national boundaries	2025	Update of the Common SMM	Safety experts

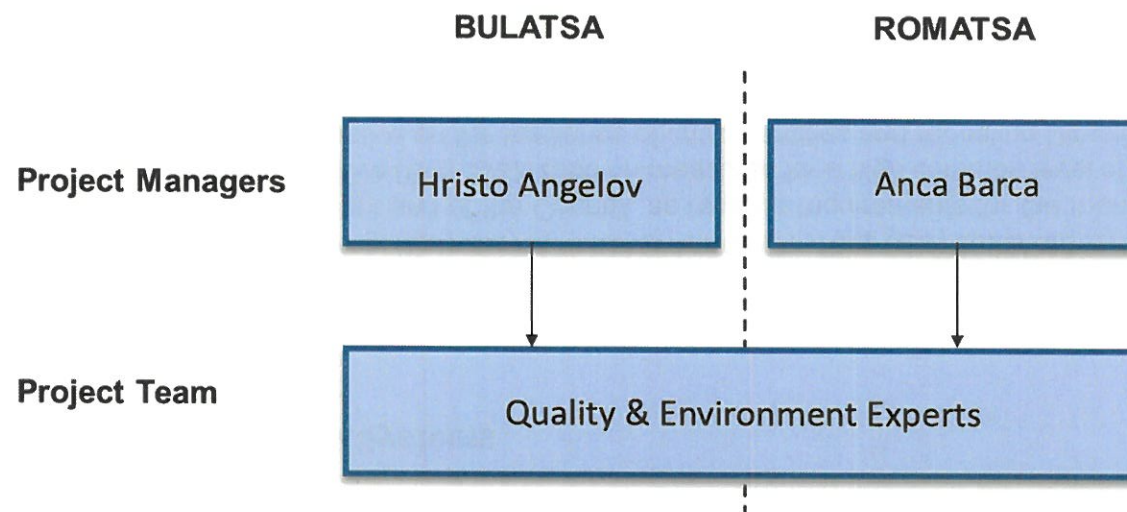
Quality & Environmental Management Systems

Overview of Implementation Project

The main objective of this initiative is to continuously improve the management systems and increase the level of quality of air navigation services provision and environmental management in the DANUBE FAB.

It is also important to note that safety should be kept as a priority over commercial, operational, environmental and social pressures. In view of the requirements of Commission Implementing Regulation (EU) 2017/373 on the Management System of the ATM/ANS providers (Part-ATM/ANS.OR.B), DANUBE FAB's approach to its quality management system is based on ISO 9000 series of standards, including in relation with the Management Systems of the providers, covering different areas and respective responsibilities, such as: safety, quality, security, finance, human resources. At the same time DANUBE FAB's approach to its environmental management system is based on ISO 14000 series of standards and the main environmental objective is to minimize the environmental impact in all domains of activities.

Project Management



Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY G06]	Monitoring of environmental KPIs as per Performance Scheme.	G06.1	Monitoring of environmental KPIs as per Performance Scheme.	Ongoing	Meetings, WebEx, video conference etc., conducted as required / Updated KPI (if required)	Hristo Angelov Anca Barca
	Monitoring of common KPIs (for QMS and EMS) established at FAB level.	G06.2	Monitoring of common KPIs (for QMS and EMS) established at FAB level	Ongoing	Meetings, WebEx, video conference etc., conducted as required / Updated KPI (if required)	

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY G07]	Harmonisation of the Quality and Environment management systems within the overall management system of both ATM/ANS providers.	G07.1	Participation in CANSO Environmental Working Group ENVWG (yearly).	Ongoing	Meetings, WebEx, video conference etc., as required	Hristo Angelov Anca Barca
		G07.2	Annual review and monitoring of established DANUBE FAB common KPIs.	Ongoing	Meetings, WebEx, video conference etc., conducted as required / Updated KPI (if required)	Hristo Angelov Anca Barca
		G07.3	Conduct common Q&E audits, where/when is possible, to exchange the information and best practice between BULATSA and ROMATSA	Ongoing	SQSESC/Sub-group Q&E Meetings	Hristo Angelov Anca Barca
[ACTIVITY G08]	Assessment of FAB partners contribution to meeting the objectives set by the European Green Deal	G08.1	Assess and share information on areas within the European Green Deal where inter FAB activities could and/or should be implemented.	Ongoing	SQSESC Meeting	Hristo Angelov Anca Barca

ATM/ANS Information Security Management Systems

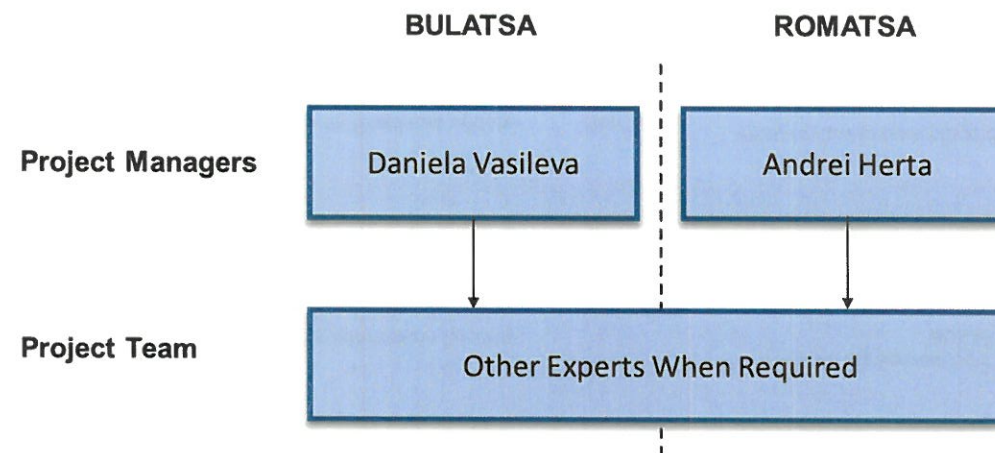
Overview of Implementation Project

Following the latest DANUBE FAB SQSE Standing Committee meeting, a number of measures were agreed to harmonise both ANSPs information security management systems and to re-establish communication and collaboration on DANUBE FAB cybersecurity tasks, in light of the requirements of EU Regulation 2018/1139 (EASA Basic Regulation), Reg. (EU) 2017/373 ICAO Annex 17. , Reg. (EU) 2023/203 laying down rules for the application of Regulation (EU) 2018/1139 of the European Parliament and of the Council, as regards requirements for the management of information security risks with a potential impact on aviation safety, the Directive (EU) 2022/2555 on measures for a high common level of cybersecurity across the Union, repealing Directive 2016/1148 (NIS 2 Directive), the directive on the resilience of critical entities and repealing Directive 2008/114/EC etc.

Regarding Cyber Security (protection of information and communication technology systems and data), both countries remain compliant with the requirements of national and international legislation, both ANSPs have already implemented, have been maintaining and improving an Information Security Management System (ISMS), aligned to ISO 27001 requirements. BULATSA ISMS has been certified since May 2017 in accordance with ISO 27001 standard. ROMATSA ISMS is aligned to the requirements of ISO 27001 standard, according to national legislation.

As cybersecurity and cyber resilience have become system-wide priorities, with global quality standards that every user must comply with, the ATM/ANS domain couldn't be an exception, as highlighted in a series of initiatives at European and international level, already completed or in progress. In this regard, the focus and importance of cybersecurity related tasks within DANUBE FAB has increased and better collaboration is expected to help ANSPs work on these topics in the coming years.

Project Management



Activities and Tasks

REF.	ACTIVITY	REF.	TASKS	DEADLINE	MEETING / OUTPUTS	RESPONSIBLE PERSONNEL
[ACTIVITY G09]	Harmonisation of Information Security Management Systems of both ATM/ANS providers (taking into consideration the requirements of the latest version of the standard, ISO/IEC27001:2022)	G09.1	Final review and approval of Danube FAB Cyber Security Policy , Ed. 2.0	Feb 2025	Signed Cyber Security Policy, Ed. 2.0 between ROMATSA and BULATSA.	Daniela Vasileva Andrei Herta
		G09.2	Ongoing Exchange of know-how and experience on ISMS implementation, maintenance and improvement.	Ongoing	Informal meetings, WebEx, video conference etc, conducted as required.	Daniela Vasileva Andrei Herta
		G09.3	Implementation of the new Regulation (EU) 2023/203 requirements - Exchange of know-how about the implementation of criteria for determining the information security risks, vulnerabilities and incidents with potential impact on aviation safety	Dec 2025	Informal meetings, WebEx, video conference etc, conducted as required	Daniela Vasileva Andrei Herta
[ACTIVITY G10]	Establish a coordination and information exchange mechanism between DANUBE FAB ANSPs, in the cybersecurity domain	G10.1	Signed agreement for information security incident data and cyber threat intelligence exchange between ANSP's within DANUBE FAB.	September 2025	Signed agreement between ROMATSA and BULATSA. Agreement to include technical provisions on the level of detail of the data exchange as well as the technical means by which it can be achieved.	Daniela Vasileva Andrei Herta
[ACTIVITY G11]	ATM/ANS Cybersecurity Roadmap update	G11.1	ATM/ANS Cybersecurity Roadmap update.	Sep 2025	Initial review to take place during SQSESC meeting with actions to progress the activity agreed.	Daniela Vasileva Andrei Herta

DEFINITIONS & ACRONYMS

For the purpose of this document, the definitions in the harmonised regulatory framework for the creation of the Single European Sky shall apply. The following definitions and acronyms are used in this document:

AIS – Aeronautical Information Service
AMP – Aeronautical Meteorological Personnel
ANSP – Air Navigation Service Provider
AP – Annual Plan
AR – Annual Report
ARN – ATM Route Network
ATM-MP – ATM Master Plan
ATSEP – Air Traffic Safety Engineering Professional
CDM – Collaborative Decision Making
CNS – Communications, Navigation and Surveillance
(E)/(L)SSIP – European/Local Single Sky ImPlementation (mechanism/documents)
EATM – European Air Traffic Management
EC – European Commission
EP – European Parliament
ERNIP – European Route Network Implementation Plan
EU – European Union
FAB – Functional Airspace Block
ICAO – International Civil Aviation Organisation
IDP – Interim Deployment Programme
IDSG – Interim Deployment Steering Group
IMS – Integrated Management System
ISMS – Information Security Management System
KPI – Key Performance Indicator
MET – Aeronautical Meteorological Services
MIL – Military
MWO – Meteorological Watch Office
NM – Network Manager
NMB – Network Management Board
NOP – Network Operations Plan
NSA – National Supervisory Authority
NSP – Network Strategic Plan
OI – Operational Improvement
OSC – Operational Standing Committee
PRB – Performance Review Body
SAPSC – Strategies and Planning Standing Committee
SBP – Strategic Business Plan
SES – Single European Sky
SESAR – SES ATM Research
SIGMET – SIGNificant METerological information
SP – Strategic Programme
SQSESC – Safety, Quality, Security and Environment Standing Committee
SSC – Single Sky Committee
TWG – Technical Working Group
WAM – Wide Area Multilateralism