

## **CIVIL AVIATION AGENCY**

**498.**

In accordance with Article 126(2) of the Aviation Act ("Official Gazette of the Republic of North Macedonia" No. 14/24, 224/24, 3/25 and 114/25), the Director General of the Civil Aviation Agency enacted

### **REGULATION**

#### **ON DURATION OF UNINTERRUPTED WORK, DURATION OF SHIFTS AND DAY REST TIME OF AIR TRAFFIC CONTROLLERS, STUDENT AIR TRAFFIC CONTROLLERS AND PERSONS IN CHARGE OF PROCESSING THE AIRCRAFT FLIGHT DATA (FD)**

##### Article 1

The present regulation stipulates on duration of uninterrupted work, duration of shifts and day rest time of air traffic controllers, student air traffic controllers and persons in charge of processing the aircraft flight data (FD).

##### Article 2

Certain terms used in this Regulation shall have the following meaning:

1. "Operational duty" is the period during which the air traffic controllers, student air traffic controllers and persons in charge of processing the aircraft flight data (FD) is actually exercising the privileges of the appropriate license at operational positions.
2. "Uninterrupted work" is continuous part from operational duty during which for every operational hour a minimum of four operations with aircraft are perform.

##### Article 3

- (1) The uninterrupted work of an air traffic controller, or a student air traffic controller, may not last longer than three hours, or longer than two hours if the air traffic control is operated by radar.
- (2) By way of derogation from paragraph (1) of this Article, the uninterrupted work of a terminal air traffic controller, or a student air traffic controller who is being trained for terminal air traffic control during the night shift may last up to three hours, but not more than once during the night shift.

- (3) The uninterrupted work of a person in charge of processing the aircraft flight data (FD) at an operational workplace may not last longer than four hours.
- (4) By way of derogation from paragraph (1) of this Article, the competent supervisor may extend the uninterrupted work for another 60 minutes due to a sudden traffic volume increase or due to other unforeseen circumstances.

#### Article 4

- (1) After the uninterrupted work referred to in Article 3 of these Regulations, the air traffic controller or student air traffic controller shall be provided with a rest period of not less than 60 minutes.
- (2) By way of derogation from paragraph (1) of this Article, the rest period of the air traffic controller or student air traffic controller may be shorter than 60 minutes, but not shorter than 30 minutes, and only once during his working day.
- (3) The rest period of the person in charge of processing the aircraft flight data (FD) may not be shorter than 30 minutes.
- (4) During the night shift of the air traffic controller, the student air traffic controller, i.e. the person in charge of processing the aircraft flight data (FD), shall be provided with at least one uninterrupted rest period of at least three hours.

#### Article 5

- (1) The total duration of the air traffic controller operational duty, i.e. the student air traffic controller on a night shift may not exceed five hours.
- (2) By way of derogation from paragraph (1) of this Article, the supervisor may extend the total duration of the operational duty of the air traffic controller, i.e. the student air traffic controller on a night shift by 60 minutes, due to a sudden traffic volume increase or due to other unforeseen circumstances.

#### Article 6

- (1) The duty period of an air traffic controller duty, a student air traffic controller, or a person in charge of processing the aircraft flight data (FD) shall be carried out in shifts. The length of a shift of an air traffic controller, a student air traffic controller, or a person in charge of processing the aircraft flight data (FD) shall be eight hours.
- (2) The length of shift work may be regulated by mutual agreement between the employer and the trade union, provided that the length of the shift may not be less than four hours and not longer than 12 hours.

- (3) By way of derogation from paragraph (1) of this Article, due to unforeseen circumstances, the air traffic controller, student air traffic controller, or person in charge of processing the aircraft flight data (FD) shift may last longer than eight hours, but not longer than 12 hours.

#### Article 7

- (1) The air traffic controller, student air traffic controller, or the person in charge of processing the aircraft flight data (FD) day rest after completing any day shift shall be at least 12 hours.
- (2) The day rest of the air traffic controller, student air traffic controller, or the person in charge of processing the aircraft flight data (FD) after completing a night shift shall be at least 48 hours.

#### Article 8

- (1) By mutual agreement between the employer and the Union, the air traffic controller, student air traffic controller, or the person in charge of processing the aircraft flight data (FD) may be assigned and in detail appointed to be available to the employer and to be called to work when necessary (on – call duty).
- (2) The on - call duty referred to in paragraph (1) of this Article may be to a maximum of five shifts per month.

#### Article 9

On the date of entry into force of the present Regulation, the Regulation on duration of uninterrupted working time, duration of shifts and day rest of air traffic controller and assistant air traffic controller ("Official Gazette of the Republic of Macedonia" No. 23/09 and 94/14) shall cease to apply.

#### Article 10

This Regulation shall enter into force on the day following its publication in the "Official Gazette of the Republic of North Macedonia".

**No. 10-272/1**

**13 February 2026**

**Skopje**

**Director General**

**Civil Aviation Agency**

**Dragi Stojanoski**