Adding Capacity at Heathrow Airport - The Response of Unite the Union

1 Introduction

1.1 This response is submitted by Unite the Union, the UK's largest trade union with 2 million members across the private and public sectors. The union's members work in a range of industries including manufacturing, financial services, print, media, construction, transport and local government, education, health and not for profit sectors. The Civil Air Transport (CAT) membership of Unite, is currently split between two Trade Groups. Together they are the largest trade union representing employees employed in the United Kingdom (UK) aviation industry. These Trade Group represents workers in all areas of civil aviation except for flight deck and air traffic management.

1.2. The union's current membership includes 80,000 members working within Civil Aviation trade groups and in addition Unite represents 52,000 in the aerospace industry.

1.3. The union has a unique overview of the issues facing the proposal to add capacity at Heathrow, rather than some of the more partial views of the organisations or individuals responding to this consultation, each of whom will have their own agenda.

1.4. Unite recognises that Heathrow is facing a number of unique economic and environmental challenges in addition to those faced by the aviation sector as a whole, and therefore Unite welcomes the Department for Transports Consultation on adding capacity at Heathrow Airport.

1.5 This response will look at some of the background to this consultation, as well as looking in some detail at the Labour Market in the five neighbouring boroughs from which Heathrow draws some 45% of its staff - over 30,000 people. The response particularly focuses on the Hillingdon area which is typical of Heathrows neighbours.

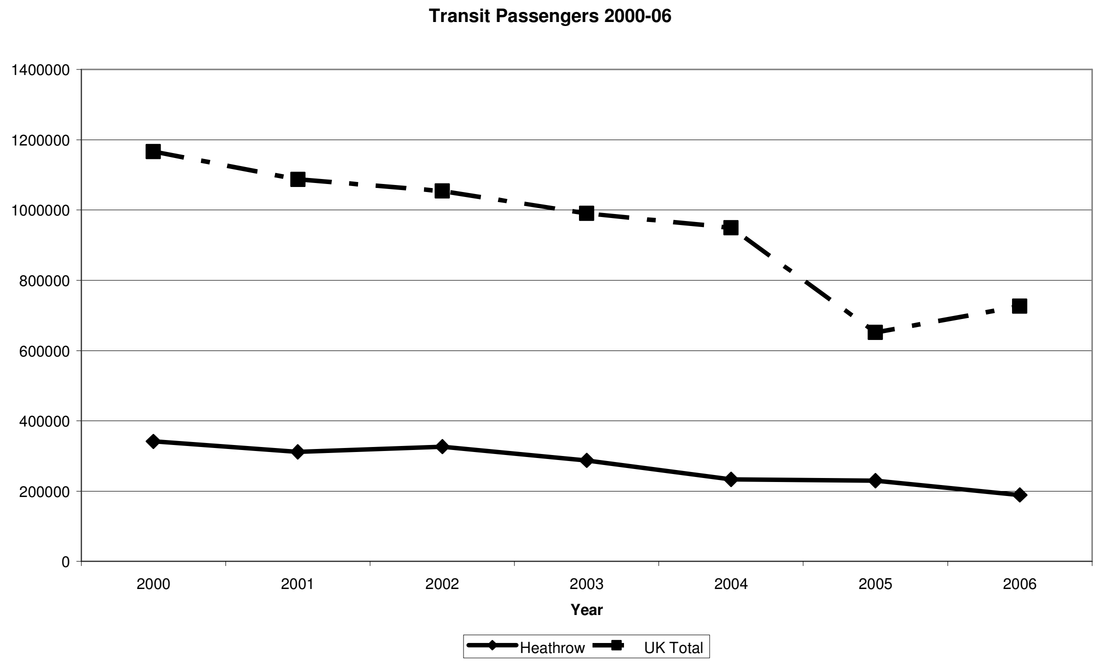
2 Background

2.1 In its response to the Governments 2003 consultation on the White Paper The Future of Air Transport, the then Transport and General Workers' Union Civil Air Transport Trade Group supported the expansion of the UK airports provided this met with the stated environmental and noise levels, especially in regard to Heathrow Airport.

2.2 As the current consultation document recognises Heathrow is the UK's main gateway airport to the global economy. Indeed additional runway capacity at Heathrow is urgently needed and would maintain and provide major economic and social benefits for London and the UK.

2.3 Heathrow Airport is in reality the UK's only international hub airport. Both economically and logistically Heathrow as an international hub airport is important because of the large number of transfer passengers, passing through the airport which then make long-haul air routes economically viable that could not otherwise be operated profitably.

2.4 However, even though passenger numbers worldwide have increased the number of transfer passengers going through Heathrow has steadily declined since 2000, a decrease of 44.7 %.



2.5 Part of this decrease will be due to the increase in competition from other European Airports, and now even from Dubai.

2.6 Although transfer passengers offer little direct benefit to the UK economy, they are critical to supporting an international route network that provides the UK's only direct air links to world cities such as Mumbai, Shanghai, Beijing and Sao Paulo. It is because of transfer passengers that Heathrow accounts for one-fifth of UK flights but for two-thirds of all long-haul flights.

2.7 In an increasingly globalised economy, Heathrow is at the heart of the UK's competitiveness, especially in regard to financial services. The increased congestion both on and off the airport is starting to impact on business people's willingness to use Heathrow, and therefore undertake business in the City. If they do not use Heathrow, then the City and its financial institutions will feel the detrimental effects of that. Other cities on continental Europe and elsewhere will welcome them and the business and employment they will bring with them.

2.8 Unite is very concerned that if Heathrow does not expand then it will end up primarily as a point to point airport but with some interchange traffic, similar to that of Stansted and Gatwick. This lack of interconnectivity will mean that the larger international fleets will have less economic incentives to provide transfer services through Heathrow and this transfer traffic will then move to another European hub airport.

2.9 The different nature of the costs in regards to airplanes and airports also has to be remembered. While an airplane is a fixed cost with wings, it still can be moved. An airport by its very nature is a sunk cost and cannot be moved. It would be very easy to transfer airplanes to other airports and then the UK main airport will then become a spoke operation with little or no transfer traffic. International business will then require connecting flights to other European hub airports to go anywhere, if they still base their business in London, thereby pushing up the costs and increasing the length and time of the flight.

2.10 International firms like capital have become increasingly flexible and it is all too easy for them to relocate anywhere in the world, if they become dissatisfied with the transport infrastructure to and from London. According to a study by Oxford Economic Forecasting (2006: 2) a quarter of companies report that access to air services is important in determining where they locate their operations in the UK[1]. Unite is also led to believe that a quarter of senior managers in London's financial and business services industries were born outside of the UK These non-domiciles travel through Heathrow for business or leisure

[1] Oxford Economic Forecasting (2006). *The Economic Contribution of the Aviation Industry in the UK.* Oxford: Oxford Economic Forecasting.

2.11 If London is to maintain its position as the number one city in the world for international business, especially finance, with the wealth it creates supporting jobs throughout the whole of the UK.

2.12 However, competition to become the number one world city of international business is increasing from other cities in Europe which already have superior international hub airports.

2.13 Due to people's distrust of electronic communications, especially where money is concerned, the financial industry requires a high number of face to face meetings, even in today's modern age. Without international quality transport links the financial market, based in the UK, and especially London, will also need to relocate so to maximise connectivity.

2.14 This year Heathrow is scheduled to reach its planning and operational capacity of 480,000 flights. Its two existing runways already operate at 99% of their permitted capacity. By contrast, Frankfurt has three runways (with a fourth due to open in 2011), Paris has four, Madrid has four, and Amsterdam has five.

2.15 Although the opening of Terminal 5 will provide more space and comfort for passengers when it opens in March, it will not increase the number of flights at the airport.

2.16 In the UK 500,000 jobs rely on aviation and the UK has by far the largest fleet of civil aircraft in Europe. (See Appendix 6)

Air Freight.

2.17 Heathrow is responsible for handling 55% of all the UK's air freight. This is achieved in the main by using the existing cargo facilities of passenger aircraft with few if any dedicated cargo flights. Without expansion of capacity at Heathrow these flights will be routed into other European destinations and the cargo shipped by road to the UK or flown into London Southend which is now taking the overflow of cargo flights from the main three London destinations.

2.18 The growth of the freight market cannot be overlooked given the expansion of other global exporters. The Aviation industry is growing rapidly, especially in the Far East as China in particular and its neighbours takes its place in the global economy. The US Federal Aviation Authority estimates that even after planned improvements are completed, by 2025 eight metropolitan areas of the United States will still need additional runway capacity.

2.19 Principal among these is Atlanta, currently the world's busiest airport handling 976,447 aircraft movements in 2006 compared with just 477,030 at Heathrow. Other airports include Las Vegas, Los Angeles, New York, Philadelphia, Phoenix San Diego and San Francisco. This means that in the US alone 14 airports will be putting in bids for more runway capacity.

2.20 In 2006 Dubai overtook Heathrow in terms of the volume of air cargo, moving an additional 160,000 tones of air freight over Heathrow pushing it down to 18th on the world stage behind Paris CDG, Frankfurt and Amsterdam. The largest growth has been in the Far East.

Airport	**Growth**
Beijing	+31.6%
Shanghai	+16.8%
Dubai	+14.3%
Guangzhou (China)	+ 9.9%
Seoul	+ 8.7%
Frankfurt*	+ 8.4%
Paris CDG	+ 6.0%
Hong Kong	+ 5.1%
Amsterdam	+ 4.7%
Singapore	+ 4.2%
Bangkok	+ 3.6%
Kuala Lumpur	+ 3.2%
Heathrow	- 3.3%

2.21 In terms of Passenger numbers in 2006 growth was seen at all of Heathrow's rival hub airports whilst it's passenger numbers declined again.

Airport	**Growth**
Beijing	+18.7%
Tokyo	+11.3%
Bangkok	+ 9.8%
Hong Kong	+ 8.9%
Hong Kong	+ 8.9%
Madrid **	+ 8.0%
Singapore	+ 8.0%
Munich	+ 7.5%
Paris CDG	+ 5.7%
Amsterdam	+ 4.4%
Frankfurt *	+ 1.1%
Heathrow	- 0.6%

2.22 The number of aircraft movements is often the best indicator of how an airport is performing and the amount of spare capacity it can handle. In Europe the figures for 2006 clearly illustrates the need for expansion.

Airport	Growth
Beijing	+10.2%
Amsterdam	+ 4.6%
Madrid [2]	+ 4.6%
Paris CDG	+ 3.6%
Munich	+ 3.1%
Frankfurt [3]	- 0.2%
Heathrow	- 0.2%

2.23 The longer the delays go on the further behind Heathrow will become and with it will go a very large slice of the UK Economy. Frankfurt Airport has made the conscious decision to provide priority for air freight on its three existing runways which explains the continued growth in cargo while passenger and flight movement figures have declined.

Environmental Issues

2.24 Environmentally it is clear that the jet engine powered aircraft is responsible for a high level of green house gas pollution that cannot be deigned. What needs to be realised is that if expansion does not happen in the UK it will happen elsewhere and the UK economy and its people will pay the price. Aviation is to be included in the European Emissions trading scheme from 2012 as mentioned earlier. This move will allow aviation to offset emissions against savings from other industry.

2.25 There is no getting around the fact that people today often have no alternative but to fly. Until technology can come up with another method of transport which can move people and goods swiftly from one part of the planet to another as fast with less environmental damage we have to maintain our foot hold in this industry.

[2] Madrid Airport has recently finished construction of additional runway capacity and in the ACI year to November 2007 report, exceeded the number of flight movements at Heathrow with an 11.6% growth.
[3] Frankfurt airport has just received planning permission to construct further runway capacity.

3 Labour Market

3.1 In the UK 500,000 jobs rely on aviation, and over 125,000 jobs rely on Heathrow continuing as an international hub airport. Heathrow supports thousands of jobs both directly and indirectly and in some of the local boroughs as much as 10% of the workforce is employed at the airport. Direct employment at Heathrow is over 68,000, and using estimates for indirect and induced employment, in total over 125,000 jobs are dependent on current levels of employment at Heathrow.

3.2 If it becomes a point to point airport, then it is estimated that one in three current jobs would be lost i.e. 57,000.

3.3 Such a large number of job losses would be devastating not only to the local economy but the national economy as well.

Local authority	Number of people in employment	Total employed at Heathrow	% employed at Heathrow	Ratio employed at Heathrow
Ealing	142,700	5,312	3.7%	1 in 27
Hillingdon	120,400	8,254	7.7%	1 in 15
Hounslow	107,200	10,695	10.0%	1 in 10
Slough	59,700	3,015	5.0%	1 in 20
Spelthorne	45,700	5,240	11.5%	1 in 9
Total	475,700	32,516	6.8%	1 in15

Source: Official Labour Market Statistics and Heathrow Employment Survey

3.4 For every 1,000 jobs gained or lost at Heathrow approximately 570 indirect jobs will be created or lost, and 270 induced jobs gained or lost, resulting in a total of 840 jobs gained or lost.

3.5 Currently Charles de Gaul Airport has the same number of aircraft movements comparable with that of an expanded Heathrow despite having an extra runway. Charles de Gaul Airport employs 83,000 people directly as opposed to the 68,000 currently employed at Heathrow.

3.6 Operational efficiencies over time have tended to mean that the number of jobs at Heathrow has remained roughly the same over time despite an increase in passenger numbers using terminals 1 to 4. Improvements in baggage handling automation at Terminal 5 and improvements elsewhere at the airport mean that while there has been job losses in semi-skilled jobs more staff have had to be employed in more technically qualified positions. The resultant levels of additional staff required to operate Terminal 5 has meant an increase in staffing levels of between 3,000 and 4,000.

3.7 This would suggest that as there will be additional traffic and a new terminal to deal with passengers of around 8,000 to 15,000, additional directly employed jobs may be created for Terminal 6. In the short term the construction of a sixth terminal and third runway will also probably require a similar number of construction positions as was created when Terminal five was built. Terminal 5 averaged about 8,000 jobs at any one time, with over 50,000 individuals working on the site at one time during the construction process.

3.8 If expansion does not go ahead and the airport reverts to becoming a point to point airport as discussed earlier such as Gatwick or Stansted there is evidence to suggest that considerable losses will be sustained. Gatwick currently employs 25,000 staff directly and Stansted employs just 10,600 according to data provided by BAA. Allowing for the second runway and additional facilities it is possible the decline to a point-to-point airport would lead to a loss of 10,000 to 20,000 directly employed jobs.

3.9 Obviously on top of the directly employed staff at Heathrow, there would also be an impact not only on the number of jobs in the area but also on the earnings of those who work in the airport and those who work close to it.

3.10 Labour demand outstrips supply across the five boroughs by 17.5% with an estimated 585,000 jobs but only 498,000 residents who are either employed or actively seeking work. The mismatch is most stark in Hillingdon, which has 197,000 jobs (many at Heathrow) but only 128,000 economically active residents — a ratio of 1.5:1[4]. The proportion of working-age people claiming Job Seekers' Allowance (JSA) within the five boroughs is generally low, ranging from 1.4% in Spelthorne to 3% in Ealing (May 2006)[5] against averages for London, the South East and Great Britain of 3.4%, 1.7% and 2.6% respectively. Pockets of higher unemployment do exist, particularly in the Heathrow City area, with Southall Broadway having a JSA claimant rate of 4.6%.

3.11 In 2007 the median full-time worker in Hillingdon earned 15.7 % more than the Great Britain median earnings. While female full-time workers in Hillingdon earned 20.9 % more than the Great Britain median earnings.

[4] Source Nomis, May 2006
[5] Source: Nomis, claimant count, May 2006

Median Earnings 2007	Hillingdon	Great Britain
Full-time workers	531.20	459.00
Male full-time workers	573.30	500.70
Female full-time workers	477.30	394.80
Full-time workers	13.72	11.50
Male full-time workers	14.32	12.17
Female full-time workers	12.72	10.48

Source: NOMIS

3.12 The airport is also an important source of employment for people with few or no vocational qualifications. In Hillingdon just over 25 % of the working population have no qualifications or a National Vocational Qualification Level 1 compared with 27.8 % for the rest of Great Britain?

Qualifications (Jan 2006-Dec 2006)	**Hillingdon (numbers)**	**Hillingdon (%)**	**London (%)**	**Great Britain (%)**
NVQ4 and above	39,300	24.2	34.6	27.4
NVQ3 and above	66,100	40.7	47.9	45.3
NVQ2 and above	95,900	59.0	60.9	63.8
NVQ1 and above	114,400	70.3	70.8	77.8
Other qualifications	25,300	15.6	15.3	8.5
No qualifications	22,900	14.1	13.9	13.8

Source: NOMIS

3.13 In regard to specific occupational classifications Hillingdon employs in %age terms more manager and senior officials than London and the whole of Great Britain. In the major SOC groups 4 and 5 administrative, clerical and skilled trades' employment in these categories are also greater than London and for the rest of Great Britain. At 24 % compared with 20.4 and 22.9 % respectively. Sales and customer service occupation are significantly higher than for London and the rest of Great Britain.

Employment by occupation (Apr 2006-Mar 2007)	Hillingdon (numbers)	Hillingdon (%)	London (%)	Great Britain (%)
Soc 2000 major group 1-3	50,100	41.8	52.3	42.3
1 Managers and senior officials	22,000	18.3	17.7	15.1
2 Professional occupations	12,700	10.6	16.6	13.0
3 Associate professional & technical	15,400	12.9	17.9	14.3
Soc 2000 major group 4-5	28,800	24.0	20.4	22.9
4 Administrative & secretarial	18,700	15.6	12.6	12.0

Employment by occupation (Apr 2006-Mar 2007)	Hillingdon (numbers)	Hillingdon (%)	London (%)	Great Britain (%)
5 Skilled trades occupations	10,100	8.4	7.8	10.9
Soc 2000 major group 6-7	19,600	16.4	13.6	15.7
6 Personal service occupations	8,300	6.9	7.1	8.1
7 Sales and customer service occupations	11,400	9.5	6.4	7.6
Soc 2000 major group 8-9	20,700	17.2	13.3	18.7
8 Process plant & machine operatives	8,000	6.6	4.2	7.2
9 Elementary occupations	12,700	10.6	9.1	11.5

Source: NOMIS May 2006

3.14 In the near future there will be a change in the nature of employment within many of the terminals. Changes in information computers and technology (ITC) will bring about changes in the skill sets required by people in the terminals, with much more focus on workers having “people” skills. So the airport will continue to be a source of well paid and secure jobs well into the future.

3.15 Also a large number of jobs both on and off the airport will still be required, employing many non-standard precarious workers including women and those from the ethnic minorities. (see appendix 2)

3.16 Productivity at Heathrow is measured by the ratio of passengers to staff. In 1971/72, Heathrow handled 16.7 million passengers and employed 50,400 staff, a ratio of 331:1. Currently, the ratio is around 1000:1, rising to an estimated 1500:1 by 2016. That means that, despite projected passenger growth of almost 30% between 2006/07 and 2015/16, the number of staff employed at Heathrow may be lower by 2016 than it is today. Increased productivity is the result, broadly, of two factors: increased automation and more efficient labour utilisation. Both have implications for airport skills. Automation requires staff with IT, technical and maintenance skills. Labour efficiencies point towards flatter management structures, with managers operating a broader span of control across a greater number of staff, and therefore place an increasing emphasis on leadership and coaching skills, and on decision making, problem solving and teamwork among staff.

3.17 Despite their proximity to the airport the average airport employee from the neighbouring boroughs, still relies on their car to drive to work, (see appendix 5). This can be argued to be principally due to the lack of reliable surface access alternatives and alternatives schemes promoted throughout the airport.

3.18 BAA have recently launched a consultation on proposals to construct a rail link between Slough and Terminal 5 which would not only enable passengers from the South of London to access the airport without the need for a journey into central London, it would also enable staff in the area an alternative to their car. Such a move also decrease's the airports overall carbon footprint and is clearly welcomed by Unite.

3.19 Unite believes, however, that further improvements in surface transport links are needed to increase the resilience of the system and reduce the expansion impact on the local road network. Without greater interconnectivity to rail connections, Unite believes, environmental limitations would be difficult to achieve.

4 Expansion is the only option

4.1 Unite is fully aware that different stakeholders have different opinions in regard to the future of Heathrow. As a union Unite supports the view put forward in the 2003 White Paper for the expansion of the aviation industry, but Unite has always recognised that this growth should not go ahead if it did not meet the required environmental standards.

4.2 The 2003 White Paper supported the expansion of Heathrow but only within strict environmental limits on noise, air quality and surface access. The current consultation 'Adding Capacity at Heathrow Airport' reports on the work that the Department for Transport has undertaken since 2003 to model the future environmental impacts of the proposed growth in air traffic movements. The document puts forward revised proposals for a short third runway and a sixth terminal, and for the introduction of mixed mode operations, which would allow the airport to operate its existing two runways more efficiently before a third runway could be built.

4.3 To limit the impact of noise, the consultation proposes that expansion may only go ahead if there is no more aircraft noise than in the summer 2002, as measured by the size of the 57 dBA leq contour. Unite recognises that this limit does not mean that noise impacts won't change with the expansion of the airport – some residents will experience more noise and some will experience less. But the proposed noise limit will mean that Heathrow will only be permitted to add extra flights as airlines replace older aircraft with newer, quieter aircraft. It has to be recognised that the proposed limits will presents a genuine challenge for airlines using Heathrow and this is illustrated by the fact that a third runway would have to operate at a limited capacity in its initial years in order to meet the noise limit.

4.4 The test on air quality contained in the 2003 White Paper was that air quality levels must be consistently contained within EU limits that come into force in 2010. The particularly relevant limit for Heathrow is the annual mean level of nitrogen dioxide, which must not exceed 40 microgrammes per cubic metre in residential areas. Significant improvements in both aircraft and road vehicle engines have helped reduce nitrogen dioxide levels. The Government's work shows that the air quality limits could be met in 2020 with a fully operational third runway. This would represent an improvement on air quality in residential areas around Heathrow compared to today.

4.5 The Government has no plans for further motorway widening schemes around Heathrow and has said that the expansion of the airport must be accompanied by improvements to public transport to help manage road traffic congestion. BAA has a strong record of investing in public transport, including its £750 million investment in the Heathrow Express and Heathrow Connect services. Currently BAA are working on a Transport and Works Act planning application to construct a major new rail link between Heathrow, London Waterloo, Guildford and Reading called Heathrow Airtrack. The Government's initial high-level assessment, contained in the consultation document, is that these schemes, combined with Crossrail and planned capacity improvements to the Piccadilly Line, would be sufficient to meet demand created by a third runway. If the Government was to give the green light to the expansion of the airport BAA would then conduct a more detailed transport assessment prior to submitting any planning application.

4.6 The proposed expansion of Heathrow will provide better connectivity to the UK regions and hence spreading the locations which become viable alternatives to London for domestic and international business. Currently regional airports in the UK would struggle to maintain links with Heathrow and hence are served more frequently by Amsterdam and Paris CDG.

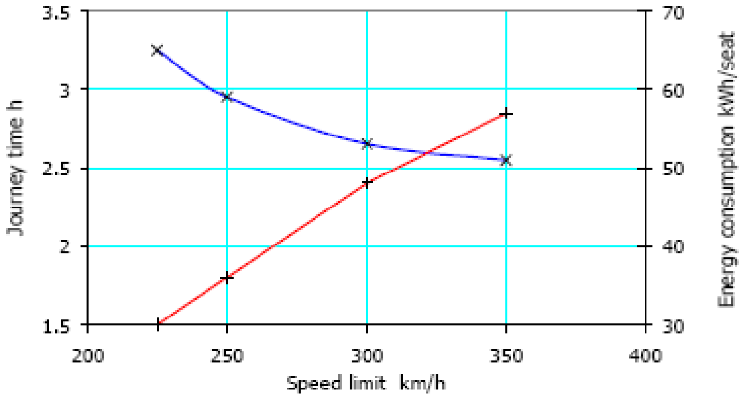
Services between UK regional airports and European hubs, 2006
Average round trips per day

	London Heathrow	Amsterdam	Paris CDG	Brussels	Frankfurt Main	Copenhagen	Milan
Aberdeen	403	438	607			569	
Belfast City	7.6						
Belfast International		1.0	1.0				
Birmingham		7.5	9.9	3.7	7.3	1.7	1.7
Bournemouth		1.0					
Bristol		5.0	4.4	2.2	1.0		1.0
Cardiff Wales		4.4					

	London Heathrow	Amsterdam	Paris CDG	Brussels	Frankfurt Main	Copenhagen	Milan
Coventry		0.8					
Doncaster Sheffield	0.8						
Durham Tees Valley	2.8	3.0	0.7				
East Midlands		1.9	1.4	2.1			
Edinburgh	17.8	410	543	469	637	607	
Exeter		1.7					
Glasgow	352	449				652	
Humberside	3.1						
Inverness	1.0						
Leeds Bradford	170	285	381	322			
Liverpool		332	388				
Manchester	163 miles	307 miles	376 miles	333 miles	520	609	753
Newcastle	138	302	350	319			
Norwich		3.8					
Southampton		2.9	2.5	1.9			
Total	**80.5**	**73.3**	**48.3**	**20.8**	**18.1**	**7.9**	**6.2**
UK regional airports served	**9**	**19**	**13**	**8**	**4**	**5**	**3**

Notes: There were no services from UK regional airports to Milan Linate and Rome Fiumicino in 2006.
Source: CAA airport statistics.

4.7 Connectivity by rail to these regions is not necessarily more of an environmentally sound option than a link via short haul flights. The energy consumption of a train goes up dramatically at speeds over 200 km/h, although running on newly constructed lines, where trains rarely have to accelerate or brake, improves the figures. The following graph shows the energy consumption of a high speed train running over a new line from London to Edinburgh. Increasing the speed from 225 km/h to 350 km/h saves 45 minutes but almost doubles energy consumption.



4.8 Unlike France, the electrical energy generation mix is dominated by coal in the UK (33%), with 28% from combined-cycle gas turbines and 17% from nuclear. Working out the carbon emissions from this supply mix is one way to make a comparison between modes of transport. However, you can ask what additional generation would be brought on line to feed the additional load imposed by a new railway and calculate the emissions for that. Alternatively Network Rail could negotiate a supply contract with a nuclear generator or wind turbine operator and claim that all electric trains run on “carbon free” energy.

4.9 Figures relating to a High Speed Rail Eurostar link built beyond London would be hypothetical at this stage but based on the power consumption per seat of 68W per km, a Eurostar running at full capacity and using the national grid supply would produce just 60.2 kg of CO_2 on the journey between London and Edinburgh. At capacity a short haul A310 flight would produce 74.1 kg of CO_2 by comparison and an average new car would produce 27.3 kg of CO_2 if it carried four passengers. If recalculated using average occupancy the car comes out at 146 kg, the Eurostar at 100.6 kg the Class 91 225 at 17.1 kg and the short haul flight at 93.8 kg. Different methods of calculation, very different answers.

4.10 Unlike the situation for cars, there is no standardised method of calculating the amount of CO_2 produced by trains, which leads to wide variations in the assumptions made and the eventual figures.

4.11 None the less Unite believe a high speed rail link to regional airports and the rest of Europe from Heathrow would compliment the existing services provided via the airport.

5 Economical concerns

5.1 According to a recent Deloitte report[6] into the Heathrow effect on the economy calculated that the airport is worth about 7% of the gross value

[6] Commissioned by the Future Heathrow group

added product of the UK. The expansion of the airport alone would be worth at least £3 billion to the economy.

5.2 The airport cannot sustain its current position in the market and it will either expand and be able to compete or collapse and become just another point - to - point airport In terms of jobs, this would lead to almost 20,000 directly employed jobs being lost if the airport does not expand, while estimates range from 10 to 15,000 directly employed jobs created if the plans go ahead. Indirectly this could equate to many times that amount in real terms.

5.3 The Aviation industry in the UK consists of over 900 aircraft owned and operated by over 40 UK registered companies making it by far the largest single country fleet in the whole of Europe. To put this into perspective, France has 465 aircraft operated by just 16 companies but is 3rd behind Germany with 787 aircraft operated by 25 companies. (see Appendix 6)

5.4 With Paris CDG being connected to the High Speed Rail network, passengers can now fly into Paris and be in central London within two and a half hours. Amsterdam Schopol and Frankfurt are also to become connected to this network in the near future making them far more attractive to business people than Heathrow.

5.5 It also needs to be remembered that the European Central Bank is based in Frankfurt and the only hurdle to stop the relocation of the London based financial industry to Frankfurt is the language barrier which increasing is becoming a minor consideration.

6 Conclusions

6.1 In this response to the Department's consultation document on 'Adding capacity at Heathrow Airport' we have stressed the economic importance of civil aviation to UK plc. Therefore we have to ask the question is the UK prepared to see this industry collapse or should we not support it and the wider economy that arises from the services it provides? Unite believes there is only one realistic option if the UK is to avoid a considerable economic damage and that is to allow the sustainable expansion of Heathrow Airport.

6.2 Unite has previously stated that it would only support the expansion of Heathrow if it met the all the environmental standards in the Future of Aviation White Paper. The union believes that the move to mixed mode operation and the construction of the third runway will meet these environmental standards. Therefore we believe that the proposed expansion cannot come about soon enough, so that the operational benefits can be realised by releasing additional capacity within current environmental standards.

6.3 In terms of capacity requirements, connectivity to the rest of the UK and efforts to combat the move to Heathrows competitors, the extra capacity the third runway will bring is really needed now. But this cannot be achieved due to the lead time for new cleaner aircraft to enter service and the need to build the infrastructure required.

6.4 We support the introduction of Mixed Mode and the additional capacity requires the construction of some additional facilities, but once these are in place, the interim additional capacity gain would be clearly welcome. We are told that this would not be possible until 2015 at present and only then if there are no delays in the planning system and construction process.

6.5 Unite believe that as the Olympics are to be held in 2012 and centred in London, it is regretted that this process could not have been started sooner, so that London would have in place a world class airport to cope with the additional traffic.

6.6 Aviation will soon be included in phase III of the European Union Emissions Trading Scheme and hence the majority of the environmental impact of growth of the airport would be offset. Such a move paves the way for the additional capacity to be introduced and for Heathrow to be given a lifeline in its struggle for survival.

6.7 Unite also calls on the government to ensure that there is no repeat of the Terminal Five enquiry delays, when the airport operator finally submits it s planning applications. Any delay to the process will open the door further, allowing all of the advantages gained by having the world's busiest international transit hub airport in the UK to escape, with this title, to European competition.

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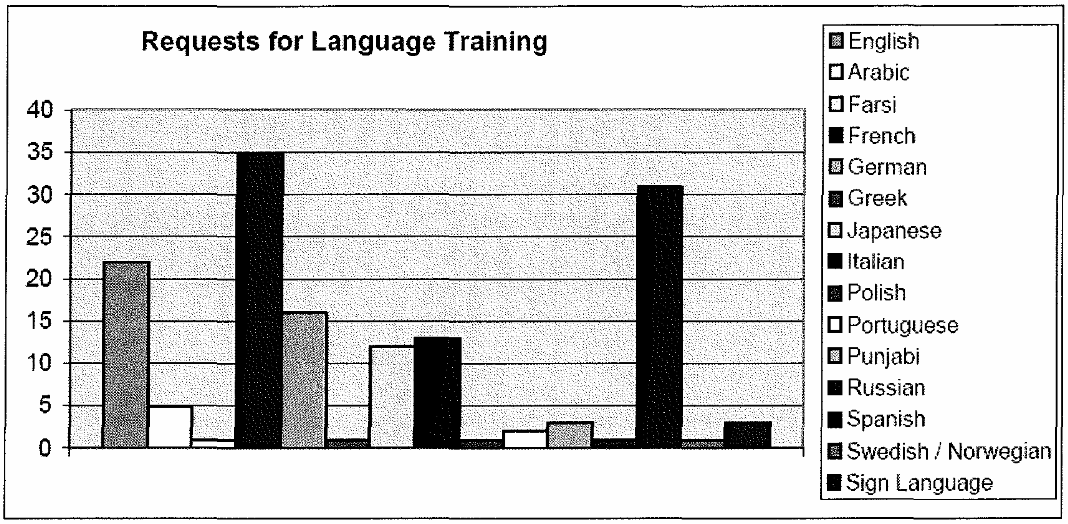
Appendix I — Age grouping of airport employees by category of employer

Age	Airlines! Airline Handling Agents	Government Services	BAA	Catering and Retail	Other Public Passenger Services	Cargo, Freight and Courier Services	Building and Maintenance Contractors	Other Airport Related Companies	Total
	%	%	%	%	%	%	%	%	%
16-24	3.0	3.7	5.1	32.1	14.4	11.5	8.6	12.8	7.1
25—34	23.6	23.7	19.6	30.5	25.7	20.7	25.9	20.1	23.8
35—44	34.5	29.9	34.1	18.8	21.0	29.5	24.0	20.6	31.1
45—54	27.9	29.0	29.5	11.2	25.1	22.5	24.3	20.3	25.9
55—64	10.8	13.5	11.7	6.7	11.9	14.7	16.4	17.3	11.3
65+	<0.5	<0.5	0	0.6	1.8	1.1	0.9	8.8	0.8

Appendix 2— Ethnic Profile of Heathrow Staff

Ethnic Group	%
White	65.5
Asian-Indian	10.6
Asian - Pakistani	2.4
Asian - Bangladeshi	2.0
Asian - Chinese	0.5
Asian - Other	15.1
Black African	1.9
Black Caribbean	1.1
Other Black	0.9

Appendix 3— Language Training Requested by Heathrow staff



Source: Heathrow Talking to the World, March 2005

Appendix 4— Length of time served with current employer

Length of Service	**Airlines! Airline Handling Agents**	**Government Services**	**BAA**	**Catering and Retail**	**Other Public Passenger Services**	**Cargo, Freight and Courier Services**	**Building and Maintenance Contractors**	**Other Airport Related Companies**	**Total**
	%	%	%	%	%	%	%	%	%
<1 year	6,7	15,0	14.4	28,4	20.6	12.6	15.8	22.7	11.5
1 to 3 years	113	25.3	17.1	330	25,2	162	31.4	22.0	16.1
> 3 years	82.0	59 7	68.4	38.6	542	71.1	52.8	55.3	72.3

Appendix 5 — %age of airport employees driving to work

Area of Residence	**% Driving**
Hillingdon	59
Ealing	56
Hounslow	52
All Heathrow staff	72

Disaggregated data not available for Spelthorne or Slough

Appendix 6 - Number of Companies and Aircraft per Nation

EU Member State	Country	Aircraft	Companies	Aircraft/Company
	Russia	982	69	14.23
*	UK	925	43	21.51
*	Germany	787	25	31.48
*	France	465	16	29.06
*	Spain	428	23	18.61
*	Italy	352	22	16.00
*	Netherlands	231	9	25.67
*	Sweden	221	15	14.73
*	Ireland	217	6	36.17
	Turkey	205	16	12.81
	Switzerland	127	11	11.55
*	Belgium	126	7	18.00
	Norway	120	6	20.00
*	Portugal	88	9	9.78
*	Denmark	87	6	14.50
*	Bulgaria	77	9	8.56
*	Finland	75	5	15.00
*	Poland	73	6	12.17
*	Greece	71	8	8.88
*	Czech Republic	63	4	15.75
*	Austria	54	9	6.00
*	Hungary	46	4	11.50
*	Romania	41	4	10.25
*	Luxemburg	34	3	11.33
	Moldova	24	6	4.00
*	Cyprus	21	3	7.00
*	Lithuania	18	5	3.60
	Serbia	16	2	8.00
*	Slovenia	15	1	15.00
*	Estonia	14	3	4.67
*	Latvia	13	3	4.33
	Greenland	11	1	11.00
*	Slovakia	11	1	11.00
*	Malta	9	2	4.50

Source: - Flight ACAS database (April 2007)