

AIRPORTS AUTHORITY OF INDIA  
DEPARTMENT OF HR


No. A.60011/MOU/2014/Pt.II/296-306

17 Nov 2016

**Inter Office Note**

**Sub : Meeting by Chairman with Associations & Recognised Union on  
14.10.2016**

Enclosed please find herewith various issues raised in the Meeting taken by Chairman alongwith Associations & Recognised Union of AAI on 14.10.2016 at 1530 hrs, for information please.

  
**(I P AGGARWAL)**  
**Assistant General Manager (HR)**

*Encl: As above*

**Distribution :**

General Secretary, AAEU / AAIEG / ATCG(I) / ACOA(I) / AAOA(I) / CNSOG /  
IAAIOA / AAISCTEWA / AAI SC/ST/OBC(NE)A

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**MINUTES OF THE MEETING HELD WITH CHAIRMAN**  
**ON 14.10.2016 AT 1530 HRS. WITH ASSOCIATIONS,**  
**RECOGNISED UNION & SC/ST ASSOCIATION**

The representatives of various Associations and Unions formed a part of the meeting wherein the Chairman accorded welcome to all the office bearers of the Associations & Union. Chairman desired that this being the first meeting, the Union & Association representatives may raise their issues priority wise. Accordingly, the issues as discussed with the Associations are as under:

I. CNS Officers' Guild

- (i) Post of ED (FIU) lying vacant since 09 months and the post of GM (CNS) is lying vacant at CATC, Allahabad.
- (ii) 01 post of GM (CNS) is lying vacant at NER.
- (iii) 10 posts of GM (CNS) were created in 2014 and a proposal is pending for approval with MOCA.
- (iv) Guild desired manpower study be conducted in Directorate of CNS.

II. AAI SC / ST Association - Sh. A.K. Harihar

- (i) Quarterly meeting of SC ST Association is not being held.
- (ii) Roster being maintained by HR Directorate be made open to the Association for information.

III. AAI SC/ ST/ OBC (Non Executive) Association

- (i) There is stagnation in the cadre of Airport Hostess and officials are stagnating at one particular post in non-executive cadre for about 28 years.

IV. AAI SC/ST Association - Sh. Ramesh Kumar

- (i) Association desired that the issues as raised by the Association are not being settled in time and as such requested that the same be disposed off in a time bound manner.

V. Airports Authority Employees' Union (AAEU)

- (i) The Union stated that the transfer policy especially in the Directorate of Fire for Non-Executives be reviewed and the same be effected in accordance with the transfer policy. They categorically

stated that at Mumbai Airport and within WR, there is a lot of frustration amongst the employees as the transfer has not been effected in terms of the transfer policy. There appears to be a communication gap between CHQ and RHQ, WR.

- (ii) The above needs to be administered for smooth functioning within the workplace in the region.
- (iii) Performance Linked Pay for Non-Executives (PLP) may be finalized early in view of the festive season.
- (iv) General Proficiency paid to all Executives and Non-Executives, with due approval of AAI Board earlier, to be continued as this amount is paid for maintaining certain threshold performance by organization and being paid much earlier than introduction of PRP / PLP Scheme by DPE.

VI. IAAI Officers Association (IAAIOA)

- (i) Manpower Assessment Study of Engineering and Planning Department be made on priority.
- (ii) There is no transparency in the transfer policy.
- (iii) Tenure transfers are not being implemented as per policy.
- (iv) PRP and Superannuation Benefit Scheme needs to be implemented.
- (v) The Association said that proficiency allowance may not be adjusted against PRP payable as is being done in the case of rating allowance to ATCOs and payment being made to them subject to submission of an undertaking.
- (vi) Quarterly meetings are not being held.
- (vii) Shri C.P. Singh, General Secretary has stated that he is superannuating in January 2017 but so far his pension has not started.

VII. AAI Engineers' Guild

- (i) All Operational Cadres such as Engg. (Civil) / (Electrical), Ops, Fire ATC and CNS to be treated at par in terms of OPA allowance & compensatory off policy, as different Operational Cadres are being treated differently and uniform policy is not being implemented.
- (ii) The Transfer Profile to be uploaded on website including tenure posting.
- (iii) Transfer Policy needs to be revamped.
- (iv) The issue of CPF and regularization thereof, which has been withdrawn by Government PF Authority, needs to be looked into.
- (v) Revamping of HR Directorate is required.
- (vi) Training to all cadres be provided including induction level training.

VIII. AAI Officers' Association (AAIOA)

- (i) There is a shortage of officers in the CNS Directorate.
- (ii) Shortage of accommodation at Mumbai as the new recruits are facing hardship in performance of their duties.
- (iii) The issue of relaxation granted to ECPF and subsequent withdrawal by PF Authorities needs to be looked into on priority.

IX. ATC Guild (India)

- (i) Recruitment to be made on regular basis in order to overcome the shortage.
- (ii) The issue of relaxation granted in PF and subsequent withdrawal by PF Authorities needs to be looked into on priority.
- (iii) The existing policy for recruitment in the grade of Managers, having 02 years of experience has now been changed to 05 years, needs to be looked into as a matter of policy since frequent changes from 02 to 05 years has created imbalance in ATM Directorate.
- (iv) Shortage of accommodation at Mumbai - the new recruits are facing hardship in performance of their duties.
- (v) The Rating to ATCOs is paid since 1976 onwards after TATA Committee Report and therefore may not be equated with General Proficiency paid to other employees.

X. Aeronautical Communication Officers Association of India (ACOAI)

- (i) The issue of seniority in CNS Directorate within their maintenance and operation wings needs to be settled, this being a long pending issue.

The Associations and Unions - 10 nos. had raised various issues, as above, to the Chairman for requesting to attend the said issues on priority. Further, the Chairman stated as under:

- (i) In view of the global competition all the employees of AAI may work in cohesive manner for optimum utilization of manpower and resources.
- (ii) All employees need to adopt today's challenges to work in the competitive environment. Thus, this attitudinal change amongst the employees will take the organization to a new height.
- (iii) It was stated that since Delhi, Mumbai, Bangalore and Hyderabad Airports are privatized / leased and handed over to the JVCs, there are very less no. of complaints with regard to passenger facilities and management of the airports and we should also work in the same manner to achieve the results and for minimal complaints arising out of the improper passenger facilities.

- (iv) Punctuality and Discipline should be given due importance, and must be adhered to by all the officers and staff, at CHQ, RHQs and all Airports / Units.
- (v) It was emphasized that the organization should be policy driven and not strictly manmade approach to achieve the goals of the organization and all of us should try to adopt the same for future development of AAI.
- (vi) It was stated that whatever explanations are required while dealing the issues of promotions and transfers and other related assignments, let the same be forwarded through the official channel with the clear recommendations of Member concerned and same will be dealt on the merit of the case.
- (vii) It was also stated that transfer policy be strictly adhered-to and annual transfers be made as a policy driven act and needs to be completed in the stipulated time i.e. by 30<sup>th</sup> March every year to avoid any hardship to the employees, facing while they join duties at their new place of posting.
- (viii) It was also emphasized that recruitment schedule be followed strictly in a time bound manner and promotions should also be effected latest by 30<sup>th</sup> March every year for timely issue of transfer orders.
- (ix) Interaction Mechanism of similar nature should be developed.

The meeting ended with vote of thanks.

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