

Meeting held on 26.12.2017 at 02:30 pm in the chamber of Member (ANS)
(Record of Discussions)

Member (ANS) took a review meeting today at 02:30 pm in his chamber regarding the progress of medical examination of ATCOs at various stations for issue of Medical assessment which is one of the requirements for Annex-1 compliances. The officers present are listed in Attachment-1

At the outset, Member (ANS) Shri A. K. Dutta explained the background for convening this meeting and requested ATC Guild to assess the situation in its totality and resume the process of medical examination for ATCOs. He explained that this is an international obligation which needs to be addressed immediately and other issues will also be taken up on priority. He also mentioned that the competent authority has been apprised of the issues pertaining to medical examination of ATCOs and its related activities for early redressed.

During the interaction, Shri D. K. Behera, General Secretary, ATC Guild stated that the adaptation of certification for Air Traffic Controllers as per Annex 1 is one of the long awaited process that ATC Guild has been demanding since early 90s. However, the activities since 2015, when ICAO Audit team visited India, has disturbed the working environment of ATCOs consequent upon issuance of a number of instruction by CAP Directorate in quick succession requiring immediate implementation. He also informed that certain understanding between management and guild in 2015 has not been implemented so far. This has developed a trust deficit between management and ATCOs. Mr. Behera raised following issues that are causing discontentment among ATCOs:

1. **Non-Release of 449 Posts approved by AAI Board:** AAI Board had approved creation of posts for the year 2013 to 2016 to cater to additional demand of manpower in ATM Directorate and take care of the career progression of existing ATCOs. HR Directorate did not release the establishment order in 2016 for these posts stating that ATM Directorate has submitted an ATM staffing plan during ICAO Audit in 2015 which has projected less manpower. However, it was made clear to ATC Guild at that point of time that the ATM Staffing Plan was prepared exclusively for the requirement of ICAO Audit Team and in no way it was intended to curtail the career progression of the ATCOs neither to annul the decision taken by the AAI Board. ATC Guild demanded that suitable clarification be issued by ED (ATM) to HR Directorate w.r.t those approved posts.

Member (ANS) directed Shri Vipin Gupta, Jt GM (ATM-HRD) to initiate a file on the subject for release of 449 posts.

2. **Imposition of two extra normal duties for ATCOs on Clear off days:** ATC Guild stated that in 2015, after several round of discussions with Chairman and Member (ANS), it was decided that due to shortage, two extra normal duties may be performed by ATCOs. However, this will be withdrawn in due course of time after recruitment. Since this has not been withdrawn so far, Guild requested Management to do the same at the earliest.
3. **Non-Determination of airspace capacity:** Guild stated that due to un-manageable level of traffic in some air spaces, the stress on ATCOs has increased significantly. This is major cause of various stress related health ailments. Member (ANS) accepted this issue and assured to find a solution to it based on best practices.

Pl. initiate action on all the points

JGM(ATM)-HRD(VG)

27/12/17
ED(ATM)-TRG

W.v. + 12/17 (12/17) JGM(ATM) AI

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congratulations
to all members
for their
continued
support.

General Secretary

4. **Need for Better working environment:** ATC Guild stated that this issue needs no elaboration. In one hand, Management is working on fast track to comply with the provisions of Annex 1 whereas, the basic amenities and working environment explicitly contained in Doc. 9426 and other related ICAO document have not been addressed to. Guild submitted that the following basic facilities are required at all stations.

- (i) Availability of good chairs
- (ii) Radiation measurement at working place
- (iii) Temperature standard as per the human body adaptation
- (iv) Provision of tea, coffee and drinking water
- (v) Recreation room facility with internet and TV
- (vi) Microwave and fridge
- (vii) D-stressing activities like yoga, recliner chairs, and sports room facilities and gym.
- (viii) Ambient lighting
- (ix) Proper acoustics
- (x) Non-reflective ATC flight progress boards
- (xi) Medical facilities at major stations

Member (ANS) assured that a committee will be constituted to visit major stations and submit a report. He also stated that a detailed guideline be issued to Airport In-charges for necessary action.

5. **Need for Comprehensive Medical insurance policy:** On query by ATC Guild regarding status of this policy, Member (ANS) stated that this was under consideration of AAI Management in the past and the same will be reviewed for implementation.

6. **Need for Adequate staffing to facilitate sectorisation of airspaces:** This is an ongoing process. The next recruitment process has already been initiated to address the issue.

7. **Procurement of suitable/serviceable CNS equipment for better provision of Air Traffic Services:** ED (ATM) was advised to collect data from stations in this regard and submit proposal for consideration.

8. Shri Behera and other members of ATC Guild brought out that the timeline specified for Medical examination of ATCO is too short to comply with and especially in the light of fact that timeline indicated falls within the last week of the year-end between Christmas and New Year during which many ATCOs have planned their vacations.

Member (ANS) and other senior officers present in the meeting explained ATC Guild that the need of the hour is to complying with the Medical assessment requirements at an early date. It was mutually agreed to extend the timeline for completing medical examination up-to 5th Jan, 2018. Member (ANS) told that the medical Examination shall be conducted on priority for the ATCOs who are rated followed by the ATCOs who are receiving instructions on the channel (OJT).

The meeting ended with a thanks to the chair.

(ATC Guild)
Gen. Secy. New Day.

1. Shri A K Dutta, Member (ANS)
- ✓ 2. Shri S Chaddha, ED (ATM-Trg)
3. Shri K V Murali, ED (CAP)
4. Shri S V Satish, ED (ATM)
5. Shri Kanhaya Lal, GM (CAP)
6. Shri Vipin Gupta, Jt GM (ATM-HRD)
7. Shri D K Behera, General Secretary (ATC Guild India)
8. Shri Alok Yadav, Vice President, ATC Guild
9. Shri Sunil Yadav, AGS, ATC Guild
10. Shri O P Pandey, Treasurer, ATC Guild

CHC
G. D. Choudhary
Member of Secretary