



**Circular**  
**20.12.2017**

Dear Friends,

As you are aware, Member (ANS) has directed all major stations to conduct medical examination of ATCOs by 31<sup>st</sup> December, 2017. In this regard, a mail has been sent to the Regional Secretaries/Branch Secretaries to conduct General body meetings and forward the resolution adopted in the meeting by 21<sup>st</sup> December 2017. CEC will compile the resolutions, views and suggestions and submit to management at the earliest to redress the grievances of the members, if any.

It has also be mentioned in the mail that the photocopy of the attendees be submitted to CEC for record as well as to assess the involvement of the members in the process. There are many issues like two stream ratings, revision of rating and instructor allowances, poor working environment, international standard of medical fitness, lack of career progression, court cases, transfer policy for the ATCOs, amendment to R&P etc. are in hands of ATC Guild. We feel pleased to intimate that many issues are being handled with utmost sincerity with the present management especially with the HR and ANS Directorate. The purpose of writing the circular is to ask all members who are basic and fundamental units of an Association, who shall be more proactive to guide then the office bearers at the station level. Similarly, the Branch Secretaries shall direct the Regional Secretaries and Regional Secretaries in turn to CEC for necessary actions. Off late, the non-involvement of the members and branches has been perceived by the CEC as complacency. At the same time, many office bearers and members who prefer not to conduct a meeting or attend a meeting are busy in passing sarcastic remarks against the functioning of the guild in social media like Whatsapp and Facebook. We would like to urge such members / office bearers to concentrate more and contribute to the cause of cadre and provide constructive suggestions to the branches, region and CEC for preparing formidable defence to protect the interest of the cadre. I would also like to urge these members to refrain from passing unwanted remarks to diminish the image of ATC Guild or for that matter the office bearers of ATC Guild.

Even though, the certificate of ATS Personnel have started, no branch has taken up the issues of poor working environment at the station. We are aware that at many stations, even drinking water is not available to the ATCOs, broken chairs in the ATS units, non-availability of canteen facilities etc. are basic amenities. Also it has been brought to our notice that at some stations ATCOs are contributing monthly for the availability of the drinking water at ATS unit. We regret to inform that these are genuine and vital issues, the Branch Secretaries/ Regional Secretaries must have taken up with Management after threadbare discussion in the General Body Meeting. Similarly, the malfunctioning of the system, poor range of VHF, broken headphones etc. have never been reported locally nor has been brought to the notice of CEC by Branches despite requests made earlier.

All office bearers are urged to raise these issues with management and pursue the matter till they get the result. Such communications shall be endorsed to CEC for necessary action. We would like to impress upon all members that we belong to a Certified Category of employees in this organization and, therefore we must be treated differently. Since these solutions are not coming automatically from the HR directorate and ATM Directorate, we are left with no choice but to compile all issues and bring it to the notice of the highest authority for protecting the interests of members.

All members must remember that there is no scope for complacency at this crucial moment where the cadre is facing many odds from outside as well as dark horses within the cadre. I request all members at all major branches to participate in the meetings in large numbers and give their valuable inputs to the office bearers for onward transmission to CEC for necessary action.

Regards,



(D.K. Behera)  
General Secretary