



वायु यातायात नियंत्रक गिल्ड (भारत)
AIR TRAFFIC CONTROLLERS' GUILD (INDIA)

CIRCULAR

(Dated 20th April 2019)

Dear Friends,

In continuation of our earlier letter to Management in December, 2018 regarding release of posts created for the year 2016 and several requests made subsequently on this issue, CEC has decided to file a case of non-compliance as ordered by the Hon'ble Court. The documents have been handed over to the Counsel and the petition will be filed within a week.

As has been stated earlier, in order to foster best of relationship between employer and employee, we maintained maximum restraint and decided to resolve the issue in-house amicably. There have been several meetings and due to the inflexible attitude of HR Directorate, HR has conveniently convinced everybody that the lack of recruitment and shortage of ATCOs has been endorsed by the ATM Directorate. To put the matter straight, in 2015, in order to save the image of the Nation and organization, ATM Directorate had prepared an ATM Staffing Plan exclusively for the purpose of facing the Audit team and this in no way was intended to annul the decision taken by the AAI Board on 18th December, 2013 regarding year-wise creation of posts. However, HR directorate used this as an instrument and decided not to release establishment order for the posts created for the year 2016. They maintained that the number of officer required as per the staffing plan is available, hence no need to create posts. Ideally, they should have released the posts created by the Board and filled up consequential vacancies, Instead, they recruited ATCOs under pressure from Ministry and ICAO and counted the heads to deny career opportunity to the young talented qualified ATCOs.

It is worth to mention that the posts were created following recommendations of Washington Consultancy Group (WCG), an Agency of International repute. This procedure has not been followed for any other discipline in AAI so far. Even after the acceptance of the decision by the Board the later activities were dissapoining.

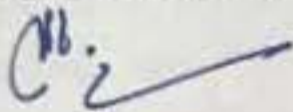
The consequences of the denial of justice has been told to management several times. As on date, those who were recruited in 2010 are still AM whereas in other disciplines they are managers and some of them are eligible for promotions as Senior managers. At the top, had they filled up the posts of GMs in time, i.e. 2013, many of them would have been eligible to become EDs. This is a big blow to the cadre as the directorate is struggling to meet the standards of the R&P and a time is coming where either they have to relax the eligibility for the executives in ATM Directorate or hire somebody in the preferred directorates to be the EDs in ATM Directorate.

The set of executives instrumental in creation of such noble idea like ATM Staffing Plan (Which is being changed every now and then, and as per the whims and fancies of such individuals) are not at all interested to resolve this issue. This is primarily because of the fact that their golden days are over and they are not at all interested in the future and career progression of the executives performing core functions of the organization. Even though it is on record that they have told

categorically that the exercise of ATM Staffing plan in 2015 was to face the ICAO Audit, they are not able to speak the truth because of obvious reasons. This is a sorry state of affairs.

In our country, nothing is above judiciary to get justice. As explained above, We have no other option but to go for the petition of non-compliance as ordered by the Hon'ble Court. We are at pain, but this has been felt imperative to arrest the growing resentment amongst young Controllers who are the backbone of this profession and Organization and they are left with at least 25 years of service. Demotivation at this stage will be a fig dent of their morale.

We will continue to posts updates on this issue as well as other issues where probably we have to resort to legal means to get justice.



(D K Behera)
General Secretary