



## **Circular**

**(21<sup>st</sup> February, 2020)**

It gives me immense pleasure to communicate that induction at multiple level has been done away with only for the ATC discipline in the newly adopted Recruitment and Promotion (R&P) Regulations, 2020. Even though the new Regulations are more or less reprinting the older version, the persistent demand of ATC Guild to stop recruitment at E-3 grade has been accepted by the management. The logic and arguments provided by the Guild that recruitment at multiple level disturbs the cadre and creates conflicting working environment in a safety critical profession deserved the merit to get exemption for us in this particular issue.

There have been several attempts by the HR Directorate to recruit at Manager Grade in ATC. Even the vetted advertisement was sent to recruitment cell after recommendation from the ATM Directorate. Some individuals backed by disruptive forces from amongst us always tried to create divide in the cadre without understanding the ground realities. Whereas, both HR and ATM Directorate could not ensure a better career progression to the ATCOs engaged in the core functions of the organization, the malafide attempt to do further damage has been successfully thwarted.

Our next step is to ensure conduct of DPC for the posts allegedly held back by the HR Directorate in the name of 'DR' at E-3 level. This will mitigate the stagnation to some extent when DPC is conducted along with the posts released for the year 2016 by the AAI Board following legal action.

After the promulgation of the R&P Regulations, 2020, we are examining whether the recruitments made till date at E-1 against DR is legal because the so-called R&P effective from 01.02.2005 was never notified. It appears, prima facie, the introduction of E-1 in April 2000 through an executive order is ultra vires and legally not tenable. All inductees till the notification in 2020 should be at E-3 grade. We will further update after consultation and explore the possibilities for a legal action.

ATC Guild is committed to the cause of its Members.

**(Alok Yadav)**

**General Secretary**