



No. CC/ATCG/OPR-MAN/2017/03

12th August, 2017

11/8/17
**The Chairman,
Airports Authority of India,
Rajiv Gandhi Bhawan,
New Delhi – 110 003.**

Violation of AAI Board decision by HR Directorate

Sir,

Kindly refer our earlier communication and discussions on the subject wherein order for the posts created by AAI Board for the year 2016 was discussed. At the cost of reiteration, it is stated that AAI Board in its 156th / 157th meeting held on 18th December, 2013 has approved creation / sanction of posts based on the recommendation of the Washington Consultancy Group (WCG). The creation of the posts was aimed at mitigating the stagnation in the cadre as well as augmenting the strength for enhancing safety and operational efficiency.

The sanction of the posts for 2013 to 2016 for different grades are as under:

| Post | 2013 | 2014 | 2015 | 2016 |
|-----------------------|------------|------------|------------|------------|
| ED | 1 | 1 | 1 | 1 |
| GM | 9 | 4 | 2 | 8 |
| Jt. GM / DGM | 70 | 40 | 30 | 40 |
| AGM/Sr. Mgr. | 100 | 50 | 25 | 100 |
| Manager | 100 | 75 | 50 | 100 |
| Asstt. Mgr. | 200 | 150 | 100 | 100 |
| Jr. Executive Trainee | 200 | 100 | 100 | 100 |
| Total | 680 | 420 | 308 | 449 |

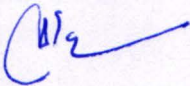
It is pertinent to mention that AAI Board in several meetings (148th to 157th) had scrutinized the recommendations of the WCG and after threadbare deliberations, the report of the sub-committee of the AAI Board, comprising of Member (HR), Member (Finance) and Member (ANS), was accepted. HR Directorate has issued the establishment orders for the year 2013, 2014 and 2015. However, the establishment order for creation of posts for 2016 has not been issued so far. A total of 449 posts of E-1 to E-9, as mentioned in the last column, were created primarily to cater to the career progression of ATCOs. These posts should have been filled up by June, 2016, similar to the creation and filling up of the posts for 2013-16. The non-issuance of the establishment order for 2016 is inexplicable.

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During the ICAO USOAP Audit in 2006, huge shortage of ATCOs was pointed out and AAI was asked to fill this gap at the earliest. Consequent to this, under the USTDA, AAI appointed Washington Consultancy Group (WCG) to assist AAI to plan for the staffing of Air Traffic Control Officers in order to ensure safe and efficient management of India Air Space. The AAI Board had accepted the recommendations in its 156th Board (2013) and 157th Board meeting in December, 2013 and as decided by the sub-committee of the AAI Board, had approved the creation of posts from E-1 to E-9, which was to be filled up year-wise from 2013 to 2016. The Sub-Committee of the AAI Board was comprised of the then Member (HR), Member (Finance) and Member (ANS) which have substantially downsized the numbers and ultimately after deliberations in several AAI Board meetings, the short term and near term manpower requirement was approved.

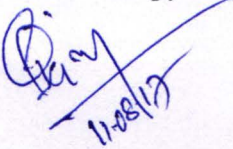
The HR Directorate has exploited the simplicity and cooperative approach of ATM Directorate and Air Traffic Controllers' by using the ATM staffing plan document which was prepared and submitted by the ATM Directorate exclusively for the purpose of ICAO Audit as a mitigation formula and not to deny career progression of many ATCOs. All along we have pleaded that the Board approved posts are sacrosanct and no executive order or internal decision of ATM or HR directorate can supersede it. There is no denying the fact that the ATCOs are suffering career-wise because of the tussle prevailing between the ATM Directorate and the HR Directorate. ATC Guild once request your good office to intervene in this matter and critically examine to resolve this issue and boost the morale of the ATCOs at a very critical juncture when the ever-growing traffic is virtually posing a threat to the safety in Indian Sky.

With regards,



(D.K. Behera)
General Secretary

Copy to Member (ANS) with a request to apprise this issue to Chairman.



11/08/11