



CC/ ATCG/ PAY/ 2017/01

22nd March 2017

The Member (HR)
Airports Authority of India
Rajiv Gandhi Bhavan
New Delhi

Recovery of additional increment(s) given during merger of NAA and IAAI

Dear Sir,

It is reliably learnt that AAI management is contemplating deduction of additional increment given to all the employees during merger of NAA and IAAI. The issue of recovery of additional increment(s) paid to the executives of AAI two decades ago is the topic that is floating around the organization during the past two weeks.

There is no clarity in thought and action about the crux of the issue not only amongst the employees but in the minds of those who are acting upon the subject. Even for the recovery, two mutually exclusive communication has been issued from CHQ to field stations. In the first order dated 12-07-2016, the supposed additional increment(s) paid exclusively for the NAA Executives are to be recovered. But, the illustration exhibited in the second order dated 22-07-2016 suggests recovery of additional increment(s) paid to all executives on account of Unification Pay Scale during 01-04-1996 & again on 31-12-1996 is to be recovered. These two different instructions within a span of ten days clearly confirms there is no clarity of thought as to what constitutes excess or unauthorized payment.

Again on 10th January 2017, an order has been issued regarding regularization of additional increment - Fixation benefit to additional General Manager/ Asst. GM and Asst. Manager (FCS).

The aggrieved Air Traffic Control officers filed a writ petition WP 20042 of 2016 in the Honorable High Court at Kolkata. The Honorable Court has stayed the implementation of the order dated 12.07.2016 and the direction is as under :(Copy attached)

"This court is of considered view that since the petitioner has continued to enjoy the benefits of pay protection for two decades, the balance of convenience lies in issuing a direction upon the respondent/ AAI not to give effect to the revised guidelines/ orders impugned in this writ petition without the leave of this court."

In view of the facts stated above you are requested to:

- 1. Act as direction issued by the Honorable High Court ,**
- 2. Provide the revised fixation statements to the individuals before making any deduction in pay,**
- 3. Clarify whether this adjustment is full and final,**
- 4. Take a decision made regarding the payment before 1st April 2016.**
- 5. Pending resolution of the points mentioned above, the current action may please be kept in abeyance.**

Assuring you of best of cooperation at all times.

With Regards,

Mh

Manoj Sinha
General Secretary

Copy to:

1. The Chairman, Airports Authority of India
2. The Executive Director (HR), Airports Authority of India

[Signature]
22/3/17

Jm
22.3.17