

*25/4/17*

**The Chairman  
Airports Authority of India  
Rajiv Gandhi Bhawan  
New Delhi – 110 003**

***Proposal to amend R&P Rules and protest against leaking of classified information reg.***

Sir,

All Associations have brought to your kind notice in the recent past that the HR Directorate of AAI is functioning in an arbitrary manner without taking the employees into confidence. Of late, some information is available in the social media regarding amendment in the existing R&P Rules. Without attempting to verify the veracity of these papers, we severely protest to the fact that such classified information, if true, are circulating in the social media before the completion of the due process. In the past, confidential information regarding PRP was also leaked to the social media which is a cause of concern for all of us.


As you may be aware, frequently, the R&P Rules and Regulations have been amended to cater to the needs of vested interests/groups. Again, the process has been adopted in very unscrupulous manner with the ulterior objective of detriment to the career of executives and staff in AAI. The frequent shifting of goal post with regard to the promotional career of individuals, by way of modification in R&P, is a heavily demotivating factor for each of the employee in AAI. In the instant case, the proposal submitted by the committee is a draconian one. Prima facie, it appears that the committee members have neither followed any procedures/rationale that caters to the Human Resource Development in an organization nor the best practices adopted by matching PSUs in India.

We are surprised to note that such major changes affecting the workforce in leading organization performing safety critical jobs has not been deliberated upon with the stake-holders viz. the recognized officers' associations, it is a matter of great displeasure that the R&P rules, which were adopted in AAI for the first time in 2005 after prolonged discussions with associations and union have subsequently been amended in 2008 by AAI. Again, interestingly, in 2009, major changes were made by the MAB without taking it to the AAI Board, presumably for the benefit of above cited vested interest/group. At this juncture, the attempt by management to infuse all negative attributes in the name of forward looking R&P rules shows the bankruptcy in ideas of the HR Directorate. The repeated changes have made a mockery of the original R&P Rules and its gazette notification.


In case, it is felt to amend the R&P, HR Directorate must initiate a process of dialogue with recognized associations and union. HR Directorate also needs to collect, collate and disseminate the best practices followed by other PSUs and the need for amendment to the existing R&P before any formal meeting with the stakeholders.

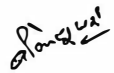
In view of the destructive nature of the leaked document on R&P, the amendment suggested therein needs to be completely done away with.

With warm regards,

  
**(D.K. Behera)  
President  
ATCG(I)**

  
**(R.K. Grover)  
Jt. Gen. Secy.  
AAIEG**

  
**(Alok Varshney)  
General Secy.  
ACOA (I)**

  
**(B.K. Luthra)  
General Secy.  
AAOA(I)**