



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

No. CC/ATCG/WLF/2018/01

Date : 04.05.2018

Member (HR)  
Airports Authority of India  
Rajiv Gandhi Bhawan  
New Delhi – 110 003.

*Handwritten signature and date 7/5/18*

**Sub.: AAI Employees Benevolent Scheme- Request for reconsideration for removal of slab rates - Reg.**

Sir,

Kindly refer CHRM Circular NO. 38(a)/2017 dated 12.12.2017 and letter from all Associations dated 17.01.2018 (copy enclosed) on the subject. While appreciating the move of AAI management to enhance the benefits to the superannuated employees, all Associations had requested to review the scheme and extend uniform benefits to the employees post their superannuation instead of differentiating the benefits in three slabs.

In continuation of our earlier representation, this issue was discussed in the meeting between all Associations and senior executives of HR and Finance Directorate, wherein the same request was reiterated. It was stated by management that because of the unequal contributions made by the employees, the slabs have been introduced. Since some portion of the corpus has been adjusted within the bracket of 30% ceiling towards superannuation benefit scheme, it will be appropriate to make uniform benefit of Rs.12,000/- per month for all employees post superannuation effective from 01.01.2018.

We would also like to suggest that, if necessary, management may like to take contribution from the employees residual of 5 years to increase the corpus with an intent to grant equal benefits to all. For example, if an employee is left with 3 years of service, the contribution for 2 years may be subscribed by the employee to the corpus and those who are left with 5 years or more service need not contribute any additional amount to the corpus (other than the enhanced amount of Rs. 250/- per month).

We request your good office to review this sensitive issue applicable to the superannuated employees as a welfare measure.

Thanking you

With regards,

*Handwritten signature of D K Behera*

(D K Behera)  
General Secretary

**Encl. : As stated**

**Copy to :**

1. Executive Director (HR), AAI, Rajiv Gandhi Bhawan, New Delhi- 110003.
2. Executive Director (Finance), AAI, Rajiv Gandhi Bhawan, New Delhi – 110003.

*Handwritten signature and date 7/5/18*

*Handwritten initials 'o/c'*

No: All Assn/ AAI/ Benev/2018/02

Dated: 17-01-2018

To

Member (HR)  
Airports Authority of India  
Rajiv Gandhi Bhawan  
New Delhi- 110003

*[Handwritten signature]*  
18/1/18

Subject: AAI Employees Benevolent Scheme- Request for reconsideration for removal of slab rates-  
Reg.

Reference to the CHRM Circular No: 38(a)/2017, Dated: 12-01-2017 regarding AAI Employees Benevolent Scheme. At the outset we all appreciate the move of AAI management to enhance the scheme that was pending for reconsideration for quite a number of years.

In the scheme, enhanced and equal contribution of Rs.250/- per month from all employees is being sought with effect from 01-01-2018 for the enhanced benefit. However, extension of benefit to the employees' post their separation has been differentiated with three different slab rates.

In this context it is stated that this sort of benevolent scheme are formulated to provide uniform benefit to all the employees. This issue was deliberated threadbare previously when the decision was taken to grant Rs. 1560/- to all superannuated/ separated employees irrespective of their length of contribution to the corpus.

We are in receipt of several representations/ requests from the executives to make the benefit uniform at the rate of Rs.12000/- per month. It may be considered for additional contribution (Pro-rata) from those employees who are likely to be rendering lesser period of service, hence lesser contribution to the corpus, if such need arises.

Further it is stated that since the enhancement in the employees benevolent fund scheme is adjusted within the bracket to 30% ceiling towards superannuation benefit scheme as per the DPE Guidelines, it would be appropriate to grant with effect from 01-01-2018 uniform amount of Rs.12000/- to all superannuating/ separating employees and adjust this amount in the 30% ceiling with or without additional contribution from the executive mentioned at para (b) (i) & (ii) in the above referred circular.

We request management to consider with humane view for provision of uniform benevolent payment to its employees who are superannuating or getting separated than provisioning them with different slab rates. This humane approach of uniform disbursement to the superannuated/ separated employees would be a god send for them as they would be in need of more financial assistance.

*[Handwritten signature]*  
17/1/18  
(B.K. Luthra)  
General Secretary  
AAOA (India)

*[Handwritten signature]*  
(D.K. Behera)  
General Secretary  
ATC Guild (India)

*[Handwritten signature]*  
(S.D. Tiwari)  
General Secretary  
AAIE Guild

*[Handwritten signature]*  
17/01/18  
(Ajay Deswal)  
President  
IAAIOA

Copy to:

1. Executive Director (HR), Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi-110003
2. Executive Director (Fin), Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi-110003

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18.01.18

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18/1/18

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