



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

No. CC/ATCG/GEN/2018/01

Date : 10.04.2018

The Chairman  
Airports Authority of India  
Rajiv Gandhi Bhawan  
New Delhi-110003.

**Sub. : Growing resentment in ATC cadre due to non-resolution of HR issues .**

Sir,

We feel proud to acknowledge some visible changes in the organizational culture and image of AAI. Evidently, this has sent positive vibes amongst the employees of the organization. We are sure, with your strong leadership the trust deficit that exists between the employer and employees due to inaction or intentional action of some individuals will be dealt with in the most appropriate manner.

ATC Guild is at pain to convey our disappointment that despite all the efforts in maintaining cordial environment, various designs are ostensibly made to destabilize the cadre by way of delay in action including career progression and welfare measures for the cadre which is directly related to the human factor aspects. We understand that a flow chart has been scrupulously prepared to ensure that operations always remain subordinate to Airport Management which does not augur well for the safety of aircraft operations. There is a strong feeling that the services of agency of repute like Washington Consultancy Group (WCG), M/s McKinsey etc. were hired to put our cadre into disadvantage. After a long gap, when WCG recommended some senior level posts in ATM cadre the same was subjected to scrutiny by M/s McKinsey. As a result of which the posts created in 2013 were filled up only in 2017, after a gap of four years. Justice Lahoti Committee enquiring into the causes of the midair collision over Charkhi Dadri in 1996, in Chapter 6, Para 6.10 had recommended that "Airports Authority of India should have a member ATC on its board to look after ATC matters. Regional / Field ATC units should be placed under unified command of ATC cadre". Ironically, the Member (ANS) post was created in 2005, i.e. after a gap of 13 years. Again, a recent move by HR Directorate to put ATCOs under the Airport Directors is perplexing. This definitely is not within the spirit of Justice Lahoti Committee recommendations.

Similarly, the creation of posts in ATM Directorate was unduly delayed by HR Directorate for which the officers in this discipline are not eligible for apply for senior level ex-cadre posts. The situation is so precarious that suitable and eligible candidates may not be available in future for the cadre posts. All these actions appear, prima facie, a design to marginalize the cadre.

Despite creation of posts by AAI Board, the delay in release of such posts has created widespread resentment amongst the cadre. In such situation, ATC Guild is left with no other option but to recourse through sources beyond AAI which may include legal options, for which the onus should solely be rest with management. In the absence of resolution of pending HR issues, the members of ATC Guild may prefer to approach judiciary for justice.

Assuring you of best of cooperation at all time.

Kind regards,

(D.K. Behera)  
General Secretary

Copy to : Member (ANS), AAI, RG Bhawan.