



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

No: CEC/OPR-GEN/2018/04

Dated: 27.03.2018

To

Member (ANS)
Airports Authority of India
Rajiv Gandhi Bhawan
Safdurjung Airport
New Delhi-110003

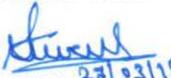
Sir,

Sub: Operational Issues, lack of appreciation and empathy leading to unsurmountable miseries to the Air Traffic Controllers- Reg.

ATC Guild (I) wishes to draw your attention that there has been lack of appreciation and empathy being exhibited by ATM Management towards Air Traffic Controllers and the trust deficit is growing deep. Many such occurrences could have been avoided had there been proper policy and procedure in place within ATM Directorate. Ever since the USAOP Audit held in 2015 towards certification of Air Traffic Personnel, there has been measures only to find temporary solutions for the identified problem and not permanent remedial measures for the menace thus, every passing day the mess is getting further complicated than cleaned up.

Immediately after USAOP Audit in 2015, certain mitigation measures have been taken to address the shortage of controllers through tweaking on the working hours of controllers and in the larger national interest ATC Guild (I) agreed to extend its cooperation by towing in line of ATM Management towards performing two extra duties as normal duties in a month apart from performing H24 shift duties under rostered shift pattern. Subsequently, during the meeting in the year 2016 with the then ED (ATM) Shri P.K.Mishra, it was assured that this two extra normal duties would be withdrawn in phased manner which is still remain as assurance on paper. No perceptible action to remove the extra normal duties could be seen despite induction of quiet a new number of controllers in service. Instead, the augmented strength of ATC Controllers is being considered for additional postings in various stations where the watch hours have been enhanced in the name catering to the growing demand in the aviation sector across the nation apart from splitting the workforce in to two streams. This indicates that there is no clear long term policy in place within ATM Directorate and every measures that has been adopted as temporary arrangement for a short term solution is continued without paying little attention to the repercussions caused on the psyche and body of the personnel who obligingly undertakes such duties. Various attempts in conveying the miseries of controllers performing these extra normal duties have not been empathised by the ATM Management in right spirit. **It is therefore resolved in the Central Council Meeting of ATC Guild (I) that "members shall not perform extra Normal Duties w.e.f 06-04-18"**. Hence, the duties and training requirement of the organisation may be considered accordingly.

We fervently believe that ATM Directorate would empathise with the controllers and take appropriate remedial measures to address these penchant issues with pronounced policy and programs in place permanently in long term perspective including defining of maximum duty hours for an ATCO in line with the prevailing practices across various countries with whom most often professional comparison is drawn with.


27/03/18

(K.Murali)
President
ATC Guild (I)