

Ref.No.IR/All Associations/2017

16th January, 2018

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

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18/1/18

Implementation of wage revision policy.

Sir,

Please refer the wage revision guidelines for executives issued vide No. A.60011/21/2016/HRPC/14, dated 11th January, 2018. In the wage revision guidelines, the fixation modalities for personnel promoted in the year 2017 have not been clearly enumerated. Because of this, the normal fixation methodology is being adopted, without giving the individual the option of getting his pay fixed on revised scales from the date of his promotion. This fact is causing a recurring loss for all such promotees who have been promoted in 2017.

It is pertinent to mention that M/s Hindustan Aeronautics Ltd., a PSU under the Ministry of Defence following the guidelines of DPE as AAI, has given such an option to its employees. The relevant pages from their wage revision guideline is attached for reference. Also, a sheet giving both methodologies for an AM promoted in 2017 to Manager is also attached. From the sheet, it is evident that for this pay grade a loss of Rs. 2,620/- in Basic Pay is resulting as on 01.04.2018. You would agree that this loss will carry forward lifelong if it is not addressed at this stage. In ATC and CNS alone, the number of affected people would be of the order of 400. Other discipline promotees are also equally affected.

This option of pay fixation at the time of promotion has been followed by DoPT over the years, including the pay revision for Central Government in 2016.

It is, therefore, requested that suitable amendment may please be issued to incorporate this beneficial clause in the wage revision process in our organization also.

Sincerely yours,

[Handwritten signature]
16/1/18
(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

Copy to : The Chairman, Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi -110003.

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18/1/18