



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

No: ATCG (I)/ ATM/HRD/2018-19/

Dated: 13-08-2018

To

Executive Director (ATM)  
Airports Authority of India  
Rajiv Gandhi Bhawan  
Safdurjung Airport  
New Delhi-110003

Sub: **Proposed new & separate Transfer Policy for ATM personnel-** Reg.

Sir,

ATC Guild (I) welcomes the change in mind set appreciating the genuine requirement for framing a separate Transfer Policy for ATM Directorate consonant with the functions and responsibilities associated with the demand of the profession. Some of the proposal under consideration are new, deviation from the current practice and may well be received with restrictive mind for adapting to the change. Though the Transfer Policy parse is framed with good notion, there are few grey areas that causes concern for Guild to accept and consent with it.

While transfer is the organisational requirement for its social obligation, adapting to such disturbance on account of dislocations is vested with not only the employees but his family members too. In ATM profession where human individual's ability and expertise function is involved coupled with the requirement for acquisition of proficiency to undertake the ATC functions at various working units/ stations, transfer causes much more hindrance and complications in ATM Directorate. Unfortunately, AAI Transfer policy has failed to address these issues resulting chaos, nepotism, indifference, apathy etc in implementation of transfers.

Grading of stations coupled with segregating the controllers on the basis of their individual performance may be the correct aspect for consideration of effecting his place of posting. Along with it performance score card appropriately weighing his performance exhibition right from his entry into the service and at every given opportunity is the need of the hour that need to be prepared in well thoughtful manner. Also, the criteria for consideration of a controller either for his upgradation/ down gradation/ lateral movement/ smooth transition from active duties to supportive duties/ consideration for Non-ATC postings such as RCS/ Civil enclave/ ATC experience related specialised postings such as to RHQ/CHQ/FPD/ SQMS/ATFM etc need to be spelt out in clear and unambiguous manner before effecting any change.

As prelude before such change, ATC Guild (I) demands for declaration of sanctioned and available Strength of ATCOs each grade wise for every station

along with segregated profiling of controllers as is being envisaged in the proposal under consideration. The criteria or basis under which such segregation has been effected and to be adopted in future too may be spelt out as matter of policy to avoid excessive usage of discretion that has harmed the cadre thus far. Apart from this the number of sectors for various Air Traffic Service Units including capacity assessment and controller workload in line with directions of the regulator be undertaken to make the change a holistic and futuristic catering to the growing demand in the Aviation sector.

ATC Guild (I) is willing to render its comprehensive capability in dealing with such highly human sensitive exercise to enable the new initiative delivers its intended objective without severe heartburn or malevolence. Towards such meaningful exercise, ATC Guild (I) places on record a comprehensive Human Resources Development proposal for consideration which if considered for implementation would be the panacea for most of the issues plaguing ATM Directorate.

Assuring our cooperation at all times for the betterment of the profession and professionals.



(K.Murali )

President  
ATC Guild (I)

Encl: As above.