



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

No. CC/ATCG/R&P/2018/02

Date : 19.06.2018

The Member (ANS)
Airports Authority of India,
Rajiv Gandhi Bhawan
New Delhi

Sub: Departmental examination for the post of Jr. Executive (ATC)-reg.

Sir,

Kindly refer our earlier discussion on the subject. As you are aware, ATM Directorate discontinued recruiting non-executives like Sr. Asstt. (ATC), Supervisor (ATC) etc. since 2003. Therefore, there are no eligible candidates with relevant ATC experience to become eligible for selection for the post of Jr. Executive (ATC) under departmental quota. Further, the upper age limit for the departmental candidates is 50 years, as per the R&P rules.

At the cost of reiteration, it is stated that there are some special attributes essential for becoming an air traffic controller. Aptitude, reflex, spatial concepts etc. reduces with age for which it has been acknowledged that the sooner the selection training is imparted, the better adaptability of an individual to this profession becomes. In a multi-disciplinary organisation, it is obvious that management will treat 'all disciplines as equal'. But the onus remains on ATM Directorate to emphasise that 'some are more equal' and for that to happen, it is our responsibility to impress upon HR Directorate that non-executives in other disciplines upto 50 years of age cannot become an air traffic controller because of the job demand which is highly sophisticated and complex. ATC job is not anybody's cup of tea. Ideally the upper age limit granted i.e. 27 years even though the effort is to make the Indian Airspace as surveillance Airspace and the upper age limit for Surveillance training is 48 years, recruiting these candidates up to age of 50 years from other than ATC background is a liability and big paradox.

Due to change in policy, the process of interview has been done away with. Meaning thereby, if somebody gets selected in the written test is destined to become an ATCO because voice test is a mere formality. The Recruitment Cell, Directorate of HRM, had circulated 271 vacancies against which 99 candidates have qualified for voice test. Even, ATM Directorate might not be having a big say in the written test / syllabus for written test for which the attributes for becoming an ATCO might have been forgotten totally by the HR Directorate as well as the recruiting agency.

Even though, we have raised this issue previously, always a comfortable answer was given to us that 'this recruitment would not take place', but to our utter surprise, the management is going ahead with recruiting candidates to dump them in ATM Directorate primarily to increase the number.

We strongly demand to stop this recruitment forthwith. ATC Guild is ready to deliberate on this subject and put forward its view point with the justification that this recruitment needs scrapping.

With regards,

(D.K. Behera)
General Secretary

Copy to :

1. Member (HR)
2. Executive Director (ATM) / (ATFM) / (ATS)