



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

No. CC/ATCG/WLF/2018/03

Date : July 02, 2018

The Chairman

Airports Authority of India

Rajiv Gandhi Bhawan

New Delhi – 110 003.

Sub.: Implementation of Superannuation Benefit Scheme - Reg.

Sir,

Air Traffic Controllers' Guild (India) expresses its heartfelt thanks and gratitude to AAI management for the introduction of Superannuation Benefit Scheme (SBS) for AAI employees as Defined Contribution Scheme (AAIEDCS) vide CHRM Circular No. 20/2018, dated 07th June, 2018, effective from 01.01.2007.

Sir, instructions for formulation of superannuation benefit scheme had been issued by the Department of Public Enterprises, firstly, on 26th November, 2008, and followed up on 2nd April, 2009, by issuance of Office Memoranda. In terms of this Scheme, more particularly vide clause v of Annexure IV under para 12 of the Office Memorandum dated 26th November, 2008, CPSEs had been allowed 30% of basic pay as superannuation benefits, which may include CPA, Gratuity, Pension and Post Superannuation Medical Benefits. The dictum of the Office Memorandum dated 26th November, 2008 was that the CPSEs should make their own Scheme to manage these funds or operate through insurance company on fixed contribution basis and the amount of Pension and Post Retirement benefit would be decided based on the returns from the Schemes to be operated. The Pension could be extended, according to the said Office Memorandum, to those executives who superannuate from the CPSEs after having putting a minimum 15 years of service prior to superannuation.

We have been apprised in the past that the Board of Directors of Airports Authority of India in its meeting held on 30th June, 2014 approved the proposed scheme of Superannuation Benefit Scheme with employer's contribution @ 10% of (Basic + D.A) per annum uniformly for the period from 1st January, 2007 to 31st December, 2016 in respect of eligible employees. The proposal submitted by the in house committee made the contribution remittable by the employer compulsory whereas if left it to the option of the employees to make contribution towards enhancement of their pensionary benefits, if the employees would so desire to make such contribution. Such contribution of the employer was proposed to be maintained in a separate account of the Trust to be established for such purpose. The corpus of the Trust would constitute such employer's contribution along with interest accrued thereon in the account of every employee. On entitlement of benefits, the annuity would be purchased from the amount of the corpus by the Trust from approved insurance company for getting monthly pension. The Rules of Trust have also been created for this purpose. According to the policy, the amount representing 10% of employer's (Basic + D.A) in relation to the employee's salary on the date of superannuation would be deposited along with interest in the Trust Fund, such interest to be calculated from the respective date of superannuation of each eligible executive. The said amount was required to be deposited with Life Insurance Corporation of India which would yield returns through the process of investment. Such Trust is to be established through equal representation from the employers' and employees' sides.

Airports Authority of India is a profit making organization which generates its own funds for its employees and for running its business/activities. There is no government grant in aid for the purpose of running the commercial activities of Airports Authority of India or in the matter of framing policies thereto. When the Board of Directors have taken a conscious decision to approve the 10% pensionary benefits to the executives, arising out of its own generation, it is not understood as to why such approval is withheld at the end of the Ministry; since the same will in effect override the autonomous and function of the Board of Directors of the juristic entity of Airports Authority of India; apart from causing utter deprivation to the executives including retired ones of the organization insofar as it relates to non-payment of their pensionary benefits. The delay may be attributed to many reasons, but the interest earned by the organization out of the employee's corpus needs to be transferred to them for retrospective years till date, effective from promulgation of DPE instructions and adoption of wage. Whereas, we show urgency to implement some instructions of DPE, the delay in formulation and implementation of this scheme, which is a part of wage, is inexplicable.

In view of the above, we request your goodself that the interest money should rightfully be apportioned to the employees and the same may be accounted against every individual employee who stand to benefit out of the Superannuation Benefit Scheme.

Thanking you

With regards,



(D K Behera)
General Secretary

Copy to :

1. Member (HR)
2. Member (Finance)

