



No. CC/ATCG/R&P/2018/01

13.02.2018

**The Chairman,
Airports Authority of India,
Rajiv Gandhi Bhawan
New Delhi**

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Sub: Manipulation in the name of Ex-Cadre Postings.

Sir,

A lot of water has flown since the introduction of single point administration in early 90s. Total distortion in the objective and objectivity has meanwhile taken place in the organisational set up wherein operations and safety has been driven to rear seat. The support functions to operations have mushroomed and grown significantly around the core functions like Air Navigation Services in AAI. The operations which is the core function of the organisation and mainstay of civil aviation in India is struggling to maintain its identity vis-à-vis other disciplines.

In this context, ATC Guild (I) would like to bring to your kind notice the menaces and manipulation in the concept of ex-cadre appointments. We dare to say that the activities are scrupulously executed at various stages of a bigger flow chart that is primarily intended to marginalise Air Traffic Services which is the fulcrum of aviation.

The following is submitted for your kind perusal:

- a. **Absence of durable and transparent policy:** Upon introduction of single point administration during early 90s only special allowances for these single point administration postings that were identified have been paid. Over a period of time such postings have been unscrupulously created without adopting any durable policy. These postings almost in all middle level management have been created against the principle of fairness and natural selection.
- b. **Frequent change of criteria:** Time to time the criteria for Ex-Cadre postings is being changed to favour select individuals or a particular discipline in the Authority. Wherever there is shortage of eligible officers in cadre, for convenience, such posts (only at higher grade, though) are considered as ex-cadre post and select individuals are accommodated in such postings causing immense damage not only to other cadres but to the organisation as a whole.
- c. **Grant of higher pay grade and its continuation on repatriation:** Ex-Cadre selection involves apart from separate allowance, grant of higher Grade pay without adoption of any fair means of promotion policies which is untenable as per law. When such ex-cadre officers are repatriated to their parent cadre they are allowed to continue to draw higher salary resulting in the anomaly where the juniors in the cadre are drawing higher pay than their seniors.

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d. **Consideration of ex-cadre seniority over cadre seniority:** For consideration of any outside postings, only the scale of pay is reckoned, thereby, these junior officers who have chosen bypass route for scaling high have gained undue advantage over their seniors in their cadre thereby an unfair means of career advancement is being practised by the Authority. The information provided to the outside agency by these vested interested officials is part of the game plan to further their career unscrupulously.

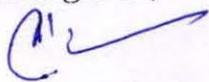
e. **Illogical interoperability of ex-cadre posts:** Though Job Specifications, descriptions and eligibility criteria for various ex-cadre postings are different and not all those who have been selected would fit in, upon selection from the volunteers who opted for ex-cadre postings, are being accommodated in various regular cadre postings. These postings have not been mentioned while volunteers are called for, which is amounts to malpractices to favour few individuals to gain back door entry.

f. **Unethical practices of creation of posts in the name of projects:** All the Engineering Discipline posts that have been created for executing specific projects for a specified duration have not been surrendered but amalgamated in main stream resulting in distortion in the organisational structure. Devolution of power and authority to such individuals is causing disharmony amongst the cadres within the organisation.

In view of the above, it is demanded that the concept of ex-cadre postings shall be confined only to those posts that are concerned with single point administration and fair & equitable opportunity be maintained to all executives of AAI in respect of other vacant posts that need to be filled. The structural ratio of the disciplines must also be taken into account. Also, the pay of the seniors shall be protected vis-à-vis their juniors. Whosoever has been granted higher pay, including special pay, in the ex-cadre posts, their pay must be reduced or their seniors' pay be increased to maintain proper balance.

Assuring you of our cooperation at all times,

With regards,



(D K Behera)
General Secretary