



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

No. CC/ATCG/Manpower/2019/02

Date : 31.05.2019

Member (HR)
Airports Authority of India,
Rajiv Gandhi Bhawan
New Delhi – 110 003

Sub : Step-motherly behavior by HR Dte in annual transfers of ATM Dte.

Respected Sir,

A lot of water has flown since the concept of HR directorate introduced in place of P&A. The sole objective was to tap the potential of each and every employee of the organization, increasing employee's job satisfaction index and hence ultimately leading to overall organizational prosperity. But alas, the working procedure of the department has not changed at all.

In the past, HR Directorate has made a mess of ATM Directorate transfers, years after year. The laid down policies were not implemented properly or not uniformly by HR Directorate. The same saga continues till now. Although, as a responsible association, ATC Guild(I), have always given important inputs for uniformity and better utilization of manpower, but due to reasons unknown to us, it always fall in deaf's ear.

ATC Guild (I) would like to bring your kind notice of the fact of un-uniform implementation of transfer policies of ongoing transfer season of various cadres. It can be easily understood of the step-motherly behavior of HR Directorate towards ATM Directorate from recent transfer orders. The transfer orders released in the ATM Directorate have specific remarks for tenure to non-tenure transfers, "**To be relieved after completion of tenure**", whereas the same is missing in transfers released for other AAI wings like ATSEP. **It is worth to mention that the tenure of an officer is treated completed from one annual transfer season to another stipulated transfer season.** This step-motherly behavior of HR Directorate with ATM Directorate and keeping ATM officers stranded at tenure stations is beyond comprehension. This type of second class citizen treatment is demoralizing to our officers. In this environment, it is not possible to explore the true potential of an officer for the ultimate organizational development. It is quite unfortunate for us inspite of verbal communication to ATM Directorate, no initiative has been taken so far to release clarification on above matter. This year's transfer orders of ATM Directorate and ATSEP Directorate are enclosed for your kind perusal.

We request your good office to kindly intervene and stop this differentiation in AAI by HR Directorate.

Assuring you our best cooperation at all times.

Kind regards


(Alok Yadav)
Vice President
ATC Guild (I)

Copy to : Member (ANS), AAI, CHQ, RG Bhawan, New Delhi.