



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

CC/ATCG/R&P/2020/08

Date : 09.12.2020

The Member (ANS)
Airports Authority of India
Rajiv Gandhi Bhawan
New Delhi – 110003

Sub : Request for stagnation relief by operating E1/E2 posts at E3 level under same cluster—reg.

Sir,

Reference may please be made to our letter CC/ATCG/R&P/2020/06 dated 04.12.2020 wherein a fervent request was made to stop Manager (ATC) departmental examination in view of the widespread resentment and unrest among young ATCOs. As has already been intimated earlier many ATCOs have completed 10 years of service and 6 years of at E2 level. The sudden decision to recruit 158 officers at E-3 level has severely demoralised them and it is very difficult to control the sentiments of stagnated officers. The worst part is that in all other disciplines, who were recruited as Junior Executives around 10 years back, almost all have become Manager (E-3) and are ready for promotion to the grade of senior manager.

We are fully aware that in order to face ICAO Audit (USOAP) AAI had to go for mass recruitment in 2015 and 2016 as directed by Ministry of Civil Aviation. This has led to the inevitable stagnation at E-1 and E-2 level. It is worth mentioning that some E-2 posts were to be operated at E-1 level to continue with the recruitment process and augment the strength of ATCOs. The situation is so alarming, if present policy of vacancy based promotion is followed, who so ever got recruited in 2015 as junior executives may superannuate as manger, which is the entry level in many 'Scheduled A PSUs'. The situation has been further aggravated by not releasing the posts (340) created for the year 2016.

AAI management is fully aware of this precarious career progression issues in the ATM Directorate. In order to tackle such situation in the past, management had adopted stagnation relief measures for the CNS disciplines in 2008 and subsequently for both ATM and CNS Disciplines in 2015. Now the need is more as the recruitments in one decade has been huge in ATM Directorate and de-congesting the bottlenecks in career progression is of paramount importance.

The actual strength of Junior Executives in ATM Directorate is 740 against sanctioned strength of 1395. ATC Guild proposes to operate these 655 vacant positions at E-3 level, which is admissible in the E1-E3 cluster. The effect will be as under:

1. The eligible Assistant Managers (E-2) who have rendered almost 10 years of service since joining (516 nos.) would get promotion which will be rational vis-à-vis other disciplines.
2. Financial impact will be very less as many have a basic pay within the band of E-3 scale.
3. Consequential vacancies can be filled up by promoting eligible Junior Executives which will boost the morale of these highly qualified officer performing duty mostly at major stations.

4. This will be a big investment of the organization to turn the future ATCOs as assets by providing possible career progression opportunities at the beginning of their career.
5. The operation of the posts will be in the cluster and as per the Recruitment & Transfer policy.
6. There is no need to approach ministry for creation of posts during economic austerity.

Sir, this proposal gives a win-win situation for ATCOs and Management as the financial impact of this re-appropriation will be very little during this austerity measure period as most of the officers who will be getting E3 promotions are already drawing more salary than the minimum scale fixation of Manager (ATC). Also, the officers getting E2 promotions have already been placed in E2 scale after completion of 3 years.

In view of the above facts, ATC Guild requests your good office to kindly consider our request for re-appropriation of 655 vacancies in E1&E2 level and operate them at E3 level as a onetime stagnation relief measure which will be a great morale booster for hard working front line young officers who have shown their immense dedication during this pandemic and also at other grave situations like cyclones/floods/earthquakes/fire in ATC building etc.

We assure you of our best cooperation at all times.

Regards



(Alok Yadav)

General Secretary

Copy to: The Chairman, Airports Authority of India with a request to address the issue of stagnation in ATM Directorate appropriately.