



CC/ATCG/R&P/2020/04

वायु यातायात नियंत्रक गिल्ड (भारत)  
AIR TRAFFIC CONTROLLERS' GUILD (INDIA)  
27th July, 2020

The Chairman  
Airports Authority of India  
Rajiv Gandhi Bhawan  
New Delhi -110 003.

Sub.: Grant of E-2 Pay scale for Junior Executives (ATC) recruited in 2015, 2016 & 2017 as per R&P guidelines.

Sir,

Kindly refer our earlier communication vide letter no. CC/ATCG/R&P/2020/03 dt. 07.07.2020 and CC/ATCG/R&P/2020/01 dt. 06.06.2020 (copy attached) on subject matter for timely grant of E2 pay scale for Junior Executives in ATM Directorate recruited in 2015, 2016 and 2017. Despite of reminders served by ATC Guild the same is being repeated as a regular practice by HR Dte. The conduct of DPC for Assistant Manager and promotions got delayed because of the fact that the credential verification and appraisal form of Junior Executives, who joined 3-5 years back, could not be completed. Without going into the intricacies involved in the process of credential verification, ATC Guild attributes the delay to the lackadaisical approach of HR Directorate in dealing this issue. The credential verification is required for regular AM promotion and it is beyond our comprehension that why promotion and grant of E2 scale is intermixed by HR Dte despite the fact that it is clearly mentioned in R&P guidelines that :


**" Placement with pay fixation benefit will be allowed from the grade of Junior Executive (E1) to the grade of Asstt. Manager (E2) on completion of three years Regular Service"(refer page no 67 point viii sub point g).**

It is pertinent to mention that the following credential verification and grant of higher scale to E2 grade has already been effected for all disciplines including CNS executives.

In view of above, ATC Guild requests your good office to issue suitable instructions to concerned directorate for grant of E2 scale for Junior Executives those have completed 3 years of regular service from retrospective dates with full pay benefits.

Assure you full cooperation.

With regards,

  
(Alok Yadav)  
General Secretary

Copy to:

1. The Member (HR), Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi-03.
2. The Member (ANS), Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi-03.



CC/ATCG/R&P/2020/03

July 7<sup>th</sup> 2020

The Chairman  
Airports Authority of India,  
Rajiv Gandhi Bhawan  
New Delhi-110003

Sub:- Retrospective Promotion & Pay Fixation of Junior Executive (E1) to Assistant Manager (E2) in ATM Dte.- thereof

Respected Sir,

Kindly refer our earlier communication vide letter no. **CC/ATCG/R&P/2019/02 Dt. 07.05.2019**, **CC/ATCG/R&P/2019/06 Dt. 19.12.2019** and **CC/ATCG/R&P/2020/01 Dt. 6<sup>th</sup> June 2020** on subject matter for Junior Executives in ATM Directorate recruited in years 2015, 2016 and 2017. Kind reference may also please be made to AAI Order vide Letter No.A.31014/1/2019-EA dated 05 June 2020 regarding Regularization of Ad-hoc Promotion of Assistant Manager (ATC). ATC Guild (I) duly acknowledges and appreciates the hard work of the Directorate of Human Resource Management for the Credential Verification of the ATCO's and subsequent Promotion of 169 nos of Junior Executive (ATC) to the post of Assistant Manager (ATC).

ATC GUILD (I) would like to draw your kind attention to the following points:

1. The 169 nos of ATCO's were offered joining in three batches dated 26/10/2015, 18/01/2016 & 18/04/2016.
2. All were eligible for Promotion to the post of Asstt. Manager (ATC) on completion of three years of regular service i.e., on 26/10/2018, 18/01/2019 & 18/04/2019.
3. All the ATCO's were promoted to the post of Asstt. Manager (E2) (ATC) effective from 21/08/2019 in the pay scale of Rs 50,000-1,60,000.
4. As per existing policy, the scale is to be given on completion of three years of service and DPC to be conducted for all eligible officers as on 30<sup>th</sup> June. After receiving the credential verifications there shall not be any confusion that the officer was not eligible for scale and promotion.
5. HR directorate was always giving excuse of pending Credential Verification. However all executives recruited in 2015, 2016 and 2017 are doing safety critical job as licensed ATS Personnel and got annual increments too. That the Credential Verifications could not be completed even after 3, 4 and 5 years of appointment is a failure that can be attributed to the HR Directorate and the individuals shall not suffer.
6. Now that credential verification have been received, all dues (Pay fixation and promotion) shall be effective retrospectively.

ATC GUILD (I) would also like to draw your kind attention to The Gazette of India dated 12/02/2020 regarding Airports Authority of India (Recruitment & Promotion) Regulations, 2020 which clearly states that :

**" Placement with pay fixation benefit will be allowed from the grade of Junior Executive (E1) to the grade of Asstt. Manager (E2) on completion of three years Regular Service".[refer page no 67 point (viii) sub point( g)].**

In view of the above, ATC Guild requests your good office to issue suitable instructions to HR directorate for pay fixation of Junior Executives recruited in the years 2015, 2016 and 2017 on completion of 3 years of service and review DPC for the 169 officers from retrospective dates i.e. from the dates they became eligible for promotions. This will boost the morale of the Junior Officers in the organization by eliminating the thought of injustice being meted out to them at an early stage of career due to non-performance of others.

Assuring you of our full cooperation,

With Regards



(Alok Yadav)

General Secretary

Copy to:-

1. Member (HR), Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi -110003 for information and necessary action.
2. Member (ANS) Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi -110003 with a request to review placement and promotions as per R&P policy.



CC/ATCG/R&P/2020/01

वायु यातायात नियंत्रक गिल्ड (भारत)  
AIR TRAFFIC CONTROLLERS' GUILD (INDIA)  
6 June, 2020

Member (HR)  
Airports Authority of India  
Rajiv Gandhi Bhawan  
New Delhi -110 003.

**Sub.: Inordinate delay in conduct of credential verification of Junior Executives (ATC) recruited in 2016**

Sir,

Kindly refer our earlier communication vide letter no. CC/ATCG/R&P/2019/02 dt. 07.05.2019 and CC/ATCG/R&P/2019/06 dt. 19.12.2019 on subject matter for Junior Executives in ATM Directorate recruited in 2016/17. Last year the conduct of DPC and promotions got delayed because of the fact that the credential verification of Junior Executives, who joined three/four years back, could not be done/completed and despite of reminders served by ATC Guild the same is being repeated as a regular practice. Without going into the intricacies involved in the process of credential verification, ATC Guild attributes the delay to the lackadaisical approach of HR Directorate in dealing this issue. In order to avoid a repetition of such inaction, we proactively reminded management to deal this subject carefully and timely so that young executives performing the core function of the organization are not let down again.

Moreover, these executives are entitled for E-2 scale on completion of three years of service as per existing R&P rules. It is a bizarre experience that in the name of credential verification they are not being granted this notional higher scale whereas they are allowed to acquire licenses and perform safety/security critical functions. We urge management to grant scale to all such executives on completion of stipulated years of service (3 years) without delay.

ATC Guild requests your good office to initiate such actions as deemed fit which will expedite the process of credential verification and conduct of DPC in time. In addition, we request to grant E-2 scales without relating it to the credential verifications.

With regards,

(Alok Yadav)  
General Secretary

Copy to:

1. The Chairman, Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi-110003
2. The Member (ANS) and Chairman of DPC for Assistant Managers (ATC), Airports Authority of India, Rajiv Gandhi Bhawan with a request to expedite the process.