



CC/ATCG/R&P/2020/03

July 7th 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. 6th 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 30th 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.