



CC/ATCG/RA/2020/01

October 23<sup>rd</sup>, 2020

The Member (ANS),  
Airports Authority of India,  
Rajiv Gandhi Bhawan,  
New Delhi.

Subject: Protection of stress allowance in the wake of COVID-19 pandemic-regarding.

Sir,

As you are aware that ongoing pandemic has disturbed each and every aspect of life throughout the globe and AAI is not an exemption to this. In the last six months, for almost 3 months, whole country was under strict lockdown due to spread of deadly Corona Virus. Almost everything was closed and only essential services were available for the survival of mankind. We, as ATCOs, are proud to be one of the essential service providers, who worked tirelessly in the service of nation. There were instances all across the nation, when we have been stopped by police authority for checking and it took tremendous efforts to make them understand about our role in the service of nation. At many airports, ATCOs worked under the threat of being exposed to deadly virus. Despite of all these odds, our ATCOs worked day in and day out and provided uninterrupted Air Traffic Services to national and international airlines. We are thankful to your good office, which has extended full support to us during this pandemic time. We appreciate and would like to record on paper the instances where you were coordinating personally at various airports about the status of rescue flights in the odd hours of night during this pandemic. Though the stress of being exposed to this virus is still haunting each and every ATCOs, but still we are providing the ATS services without any compromise.

In this extraordinary circumstances calculating the stress allowance based on number of flight movements is not justifiable. As per the **CHRM 30/2017 for Rating & Stress Allowance for ATCOs (copy attached)**, the stress allowance will be calculated on the basis of the six monthly average starting from 1<sup>st</sup> April to 30<sup>th</sup> September and 1<sup>st</sup> October to 31<sup>st</sup> March. Before the pandemic era, the traffic density and no. of movements handled per day at all the major airports were well beyond the 100% admissibility of stress allowance as per the above mentioned CHRM. In the recent past, during Pakistan Air Space Closure, traffic handled by our ATCOs at some major airports like Nagpur and Mumbai was more than 300% of normal traffic. Since, the upper limit for stress allowance is fixed as per the above mentioned CHRM, we never demanded for higher stress allowance. Also the rating and stress allowance's revision is overdue since 2013. Hence, stress calculation cannot be based solely on number of movements. I would like to mention here that, in some countries like

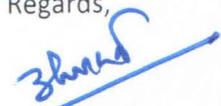
France, ATCOs has been rewarded with bonus for working during this pandemic for this selfless service of **ATCOs as a front line warrior**.

In view of the above mentioned facts, ATC Guild (I) would like to draw your kind attention to the CHRM 30/2017 dt. 11.10.2017 General conditions point 'd' in which it is clearly stated that," **On implementation of the proposed slab mentioned above for the preceding six monthly period, if there is reduction in existing stress allowance owing to change in traffic density, the same shall be protected for the running six monthly period only**".

In the light of above facts, we request your good office to issue necessary instructions to field stations for protection of stress allowance for the period of April-September, 2020. This will not only motivate the ATCOs all across the nation, but also will prevail a sense of faith and belongingness towards the organisation. This will surely enhance the productivity in the sense of higher safety and efficiency of each and every ATCOs.

ATC Guild (I) assures you full cooperation at all the times.

Regards,



(Alok Yadav)

General Secretary

Copy to:

1. Executive Director (ATM).