

AIR TRAFFIC CONTROLLERS' GUILD (INDIA)



Ref. No. ATC(Guild)/CATC/2016-27/2017-13

Dated: 21.07.2017

The General Manager, (ATM)
AAI, CATC,
Bamrauli, Allahabad-211012.

Sub: Enhancement of CATC and Instructor Allowances Regarding.

Respected Sir,

Training Institutes of any organization play a very vital role in human resources development. In Airports Authority of India, Civil Aviation Training College is the only training Centre which imparts various training courses in Air Traffic Control, Communication, Navigation and Surveillance. In order to enhance the capabilities of the institute to match international standards, this establishment has been developed in the nineties with the help of UNDP to equip with world class infrastructure, training equipment's and trained faculty. Considering the Corporate Mission of our organization and safety requirement of civil aviation, we must emphasize on human resources development in the form of quality training.

Probably the think tank of late eighties and early nineties in erstwhile NAA thought of making this institution a world class one, a giant in the South East Asia and most importantly to produce trained personnel to become real assets for the organization. Various factors including poor administrators with lack of initiatives never allowed this institution to meet its objectives. In the greater interest of the organization a high level committee may be formed to look into the problems of this important institution so that necessary remedial actions can be initiated based on the recommendation of the committee. ATC Guild would like to bring to your kind notice some of the grey areas that need to be attended at the earliest.

A posting at CATC, Allahabad as instructor is considered as one of the pride assignment for an ATCO. However, due to various reasons, the instructor job which was most sought after job has become the least sought after job. It is evident from the above statistic that professional competent and experience ATCOs from major stations are not opting for posting at CATC. Professional loss, financial loss and lack of recognition are some of the negative factors which are affecting ATCOs from volunteering from posting at CATC.

Even though, we have a set of criteria for selection of On the Job Training (OJT) instructors, no such procedure is in vogue for selection of instructors. The selection is basically by chance, not by choice. In course of time, a posting at CATC has become a least sought after posting for a good ATCO. It is pertinent to mention that training has also been a neglected area in the ATM Directorate



AIR TRAFFIC CONTROLLERS' GUILD (INDIA)



which should have been other way round for a safety critical profession. The deterioration in quality of service and the increasing number of incidents in the Indian air space vindicate our stand that the poor quality of training is leading to poor quality of service resulting in increasing number of incidents. A package in the form of Policy, incentives and other benefits should be prepared to attract good quality executives. Following normal transfer policy and posting executives without aptitude, interest and ability may be detrimental for the future of the organization.

Following comments are submitted for consideration:-

1. Instructor Allowance (10% of basic pay) was introduced in early nineties to attract qualified executives to opt for a posting at CATC.
2. In 1994, the instructor allowance for CATC was made 25% of basic pay. The concept of OJT Instructor was also introduced and 10% of basic pay was earmarked for this purpose.
3. As per CHQ letter no. A60011/40/97-pp, dated 19 Nov 1997, CATC instructor and OJT Instructor allowance was revised to 50% and 25% of the basic pay respectively.
4. The Instructor allowance was revised in 2006 vide letter no. A 60011/17/200/PP, dated 1st December, 2006 with several restrictions/caps, which became a demotivating factor for accepting this additional assignment. The above revision was effective from 01.04.2006 & valid for a period of five years.

No individual should suffer any financial loss due to transfer to CATC. Normally, the individuals lose stress allowance and OJT Instructor allowance, when posted at CATC. The Instructor allowance shall take care of this loss. It is, therefore recommended that CATC Instructors be paid 50% of their basic pay and 100% of the rating allowance as is applicable to other ATCOs posted on active stations. This would provide a lot of encouragement and motivation to the trainers in discharging their duties. It would also promise an attractive career and adequate level of inspiration to be posted to CATC.

With reference of meeting held on 20.07.2017 with ATC Guild (I) CATC Branch on short notice regarding Enhancement of CATC and Instructor Allowances, ATC Guild (I) CATC Branch feels less time given for suggestion, however we would like to put the following points;

PLAN I:-

1. The rating allowance as is applicable to other ATCO' s posted on active stations.
2. The instructor allowance must be by virtue of posting at CATC and it must be as per Julka committee recommendation as "The instructor allowance may be increased to 50% of their basic pay due a vital role performed by instructors in grooming the new recruits for the sensitive nature of duties."



AIR TRAFFIC CONTROLLERS' GUILD (INDIA)



PLAN II:-

1. The rating allowance as is applicable to other ATCO' s posted on active stations.
2. The instructor allowance must be by virtue of posting at CATC and must be fixed Rs. 20000/- upto AGM and Rs. 25000/- from DGM & above since 1st April 2011 by formula given and thereafter a 5% increase annually.

S. N	Existing Circular			
	Executives	Allowance	Pay scale before revision	Calculation
I	DGM & above	@ 40% of Basic Pay subject to maximum of Rs. 9500/- pm	GM- 20500-500-26500 JGM-18500-450-23900 DGM-17500-400-22300	40% of 20500 = 8200.00 40% of 26500 = 10600.00 8200+10600= 18800/2 = 9400.00 ≅9500.00
II	AM to AGM	@ 40% of Basic Pay subject to maximum of Rs. 7500/- pm	AGM- 16000-400-20800 SM- 14500-350-18700 Mgr-13000-350-18250 AM- 10750-300-16750	40% of 16000 = 6400.00 40% of 20800 = 8320.00 6400+8320= 14720/2 = 7360.00 ≅7500.00
Revised Pay Scale in 2007 and Proposed Revision				
	Executives	Allowance	Pay scale after revision	Calculation
I	DGM & above	@ 40% of Basic Pay subject to minimum of Rs. 25000/- pm	GM - 51300- 73000 JGM - 43200 -66000 DGM - 36600 -62000	40% of 51300 = 20520.00 40% of 73000 = 29200.00 20520+29200 = 49720/2 = 24860.00 ≅25,000.00
II	AM to AGM	@ 40% of Basic Pay subject to minimum of Rs. 20000/- pm	AGM - 32900-58000 SM - 29100-54500 Mgr-24900-50500 AM - 20600-46500	40% of 32900 = 13160.00 40% of 58000 = 23200.00 13160+ 23200 = 36360/2 = 18180.00 ≅20,000.00



AIR TRAFFIC CONTROLLERS' GUILD (INDIA)



PLAN III:-

1. The rating allowance as is applicable to other ATCO' s posted on active stations.
2. The instructor allowance should be segregated as follows;

Qualification Allowances (Basic allowance) (50%) + Subject Expert (Maximum 03 subjects) (15%) + theory examiner evaluator (15%) + Simulator Examiner (20%)

- (i) Qualification Allowances (Basic allowance):- The instructors transferred to CATC must be eligible for qualification allowance (basic allowance) at the date of joining in CATC. It shall be 50% of the total instructor allowance.
 - (ii) The instructor should have to be nominated in first course of ITC after his joining in CATC and after completion of ITC, he/she will be eligible for endorsement of subject. The hours of endorsement of any subject should be one fourth of total hours allotted for the subject.
 - (iii) An instructor shall endorse maximum 03 subjects and allowance should be 5% of total allowance to each subject.
 - (iv) After endorsement of one subject, he/she shall be eligible for theory examiner evaluator and a suitable procedure should be made for theory examiner evaluator. He/she should get 15% of total instructor's allowances.
 - (v) Simulator Examiner should be given 20% of the total instructor allowance.
 - (vi) Instructors already posted here in CATC should be endorse as per their present status.
 - (vii) Provision shall be made to ensure that instructors reach the level of evaluators within one year of his reporting at CATC.
3. In addition to the protection of existing rating allowance drawn by the controller, the instructor allowances shall be enhanced adequately to get more volunteers to CATC as instructors.
 4. Instructors not accompanied by their family may be given single occupancy hostel facilities as was existing before 2010.
 5. Due to locational disadvantage of CATC Allahabad and lack of educational & medical facilities, the instructors should be allowed the benefit of double HRA as it would facilitate them to keep their families at parent station or at a station of their choice.
 6. The preferred age for an ATCO to be posted at CATC may be restricted between 40 years to 50 years.
 7. CATC tenure should be three years and extendable by another two years on voluntarily basis.



AIR TRAFFIC CONTROLLERS' GUILD (INDIA)



8. The tenure posting of the instructor during posting at CATC should be treated as completed for such individual who are continuing at CATC for 5 years.
9. Efforts should be made to consider nomination of CATC instructors for national / international workshops, seminars and familiarization flights.
10. On completion of their tenure at CATC an instructor should get his/ her preferred station.
11. NIATAM Gondia and HTC Hyderabad being CATC extension, the total period of continuous posting may be treated as CATC posting.
12. All GM (ATM) and ED (ATM) shall be made de-facto Evaluators with full allowances.

This is for your kind consideration and necessary action, please.

Thanking you and assuring our best cooperation all the time.

Yours faithfully

21.07.2017

(V. P. Gupta)

Branch Secretary
CATC, Allahabad

Copy to:- GS, ATC Guild (I), New Delhi.