



The Hon'ble Minister of Civil Aviation
Rajiv Gandhi Bhawan
New Delhi - 110003

Sub: Urgent need to cancel Manager (ATC) Departmental Exam – regarding.

Sir,

ATC Guild (India) is a recognized professional body of all Air Traffic Control Officers (ATCOs) who are providing Air Traffic Control Services in Indian Airspace by performing safety sensitive sovereign functions for Government of India.

We are thankful to your good office for taking a cognizance of acute shortage of ATCOs and directing AAI officials for expeditious recruitments. But in the name of covering up the shortage and inefficiency of AAI HR Dte the working controllers are being harassed and a big unrest has been created among these hardworking controllers.

In spite of our strong reservations, HR directorate has issued the Circular for recruitment of Manager (ATC) vide F.No.12026/01/2019-Rectt.Cell dt.01.12.2020, and exam was scheduled to be conducted on 13th & 14th August 2021. ATC Guild has reiterated that ATC profession has to be viewed as a specialized job and not treated at par with other disciplines of AAI. Triggering this issue at this juncture appears to be a provocative one as it is destined to jeopardize career progression of over 1500 Junior Executives (E-1) and Assistant Managers (E-2).

The above set of ATCOs, almost all of them are first class BE/B.Tech/M.Sc. have undergone training for all non-radar courses and many have acquired ratings for ATS Units at busy ATC stations. They have been recruited at a very crucial time since 2010 and AAI could manage the unprecedented growth successfully after the addition of these ATCOs. Otherwise, probably, the situation could have been a precarious one. It is worth to mention that massive recruitments have taken place to tide over the ICAO USOAP where Indian aviation was almost on the verge of down-gradation; one of the reasons was shortage of ATCOs.

ATC Guild submits the following for your kind perusal and necessary action:

1. In 2010, advertisement for recruitment of 79 posts was made. A week before examination, it was cancelled even though call letters were dispatched. The reason is best known to management. It is yet to be ascertained the flaws of the recruiting agency and/or the persons involved in the conduct of examination.
2. There have been periodic dialogues between HR directorate and ATC Guild wherein it has been conclusively explained that **multiple entry level is destined to create conflict and unrest at duty place**. There is not even an iota of doubt that team work is the essence of working in a profession like ATC and that demands maximum cohesive environment to ensure safety in aircraft operations.



3. There has not been any direct recruitment at E-3 level for the last 12 years in ATC due to all these considerations. As is known to all, ATM Discipline is facing the worst stagnation vis-à-vis other disciplines. For example, Junior Executives recruited in the year 2010 are still AM in ATM discipline, whereas, in other disciplines those recruited in 2010/2011 are already Managers and some are senior managers. Fact remains, this vital group of executives are earning sizable revenue for the organization.
4. Manager (ATC) Departmental Exam done at this juncture after more than a decade will keep the working ATCOs away from a fair opportunity for their career progression who are still Assistant Managers after serving AAI for a decade which is against the principle of natural justice. It seems the HR Dte. was waiting for such an opportunity to create a divide and unrest among the ATC cadre.
5. As per Gazette Notification of AAI (R&P) Regulations, 2020 published on 16th January, 2020, **CHRM 09/2016 dt.18.07.2016 is no more valid** as it is clearly mentioned in R&P Regulations page no.90 last para," these regulations are being published along with amendments made from time to time till 08.08.2017".
6. As per Gazette Notification of AAI (R&P) Regulations, 2020 published on 16th January, 2020, it is mentioned clearly in the Annexure I, Para 2 Experience, Sub-para (iii), that '**No Direct Recruitment at E-3 level in ATC discipline**'. This implicitly says that there shall be no DR vacancies at E-3 level in ATC discipline and 100% sanctioned strength of E3 vacancies should be filled through promotion.

Based on the above facts, the Manager (ATC) Departmental Exam was postponed on directions of MoCA vide its order no. AV-24032/35/2021-AAI-MOCA (196367) dt.5th August, 2021 as it was found by Ministry officials that conduct of this exam is in contravention to the AAI Recruitment & Promotion Regulations, 2020.

ATC Guild requests your kind intervention and necessary instructions to AAI:

1. **To Cancel the Manager (ATC) departmental exam immediately which is scheduled to be held on 7th march 2022 as per letter issued on 23rd February 2022.**
2. As mentioned in R&P Regulations 2020, "No Direct Recruitment at E3 level in ATC discipline", **no vacancy shall be kept for E3 DR in ATC discipline**, which is already a measure taken by Secretarial Cadre, the same is mentioned in AAI R&P Regulations 2020, Section II, Point no. 6.1 (i) Note (Gazette notification page no.56).
3. **As one time measure, the existing 158 DR vacancies at E3 level in ATC discipline shall be filled through conduct of DPC for eligible candidates who are stagnated and waiting for their Manager promotion from last 7-8 years after completion of their eligibility. Releasing these vacancies through DPC will resolve this problem completely as the long waiting eligible officers will get their due promotion and AAI will get vacancies at E1 level for fresh recruitment to cover the shortage of ATCOs. If required, the necessary approval may please be given by Competent Authority for conduct of DPC in current session for these 158 posts.**

In view of the safety critical after effects on Indian Aviation of Manager (ATC) departmental exam by AAI management, ATC Guild (India) requests your kind intervention and necessary instructions to AAI Officials for resolving this problem.

Assuring you our best cooperation.

With regards,

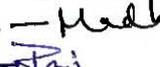
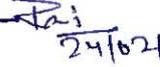


(Alok Yadav)
General Secretary

Enclosures:

1. MoCA vide its order no. AV-24032/35/2021-AAI-MOCA (196367) dt.5th August, 2021.
2. Copy of **invalid** CHRM09/2016 dt.18.07.2016.
3. AAI (R&P) Regulations, 2020 published on 16th January, 2020.

Copy to:

- ✓ 1. The Secretary, Ministry of Civil Aviation for kind perusal and necessary action.  24/2/22
- ✓ 2. The Chairman, Airports Authority of India for information and necessary action.  24/2/22
- ✓ 3. The Member (ANS) for information and necessary action. —  24/02/2022
- ✓ 4. The Member (HR) for information and necessary action. —  24/02/2022


24/2/22