



वायु यातायात नियंत्रक गिल्ड (भारत)
AIR TRAFFIC CONTROLLERS' GUILD (INDIA)

CC/ATCG/HR/2022/01

22.02.2022

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

Sub: Irregularities in sanctioned strength of GM(ATM) posts.

Sir,

Reference may please be made to Establishment Order no. A.60011/11/2019/MPP dt. 07.10.2021 vide which AAI HR Dte has released sanctioned strength in ATM Dte from Junior Executive (ATC) to GM (ATM) level. As per this order the total no. of GM (ATM) posts shown is 30 whereas as per our information it should be 48 based on the various establishment orders released from time to time in this regard. A tabular brief is produced for your ready reference:

S.No.	Establishment order	GM (ATM) Posts created
1.	No.A.60011/35/2003-P&C dt.30.06.2003	05
2.	No.A.11013/01/2005-EA dt.17.06.2005	04
3.	No.A.11013/01/2006-MPC dt.17.01.2007	02
4.	No.A.60011/15/2013/MPP dt.16.12.2013	09
5.	No.A.60011/15/2014/ANS dt.03.06.2014	04
6.	No.A.60011/05/2015/MPP dt.04.08.2017	08

The above mentioned establishment orders gives us a creation of 32 GM (ATM) posts from 2003 to 2017, and as per our calculation the no. of GM (ATM) posts before 2003 was around 16. Hence, the total no. of GM (ATM) posts should be 48.

ATM Dte is already suffering from huge stagnation at senior level, ATM officers are heavily stagnated at JGM level, the condition is so worse that officers in other wings of AAI who have joined department almost one decade later have been promoted upto the level of Executive Director whereas ATM officers are superannuating from JGM level. Despite of being the operational workforce and the officers bestowed upon with the responsibility of performing sensitive safety critical sovereign functions for Govt. of India, the senior officers are highly demotivated with their stopped career growth vis-à-vis with the other Dte officers in AAI. The marginalization of such senior officers not only reduces the productivity of senior officers, but also gives a bad picture of AAI HR policies for the candidates aspiring to join this highly stressful job of ATC.

In late nineties ATC Setup of IGI Airport was about 60 officers managing 250 plus arrivals and departures and the Officer in charge was General Manager (ATM). But in 2020, the same ATC Setup was having 450 plus officers managing 1450 plus arrivals and departures and still the officer in charge is only a General Manager (ATM). Same is the case with other lower level posts, where the shift in charge and other subsequent level officers are managing 5 to 10 times more officers without an increase in posts at higher level. The density of officers, below a reporting/ reviewing authority in ATC is much higher than any other main cadre of AAI.

In the absence of suitable career progression, as many as 25 ATC officers left ATC job and moved laterally to other sections of AAI and in DGCA during 2017-18. AAI HR presented the attrition as 25

out of 3000 ATCOs and shown it as meagre attrition. But presentation of data was incorrect. Actually, it was 25 ATCOs left out of approximately 250 inducted that year. That makes rate of attrition 10%, which is a very high figure.

In absence of ATM Staffing plan dictating the structure of operational manpower for any existing or upcoming airport, the manpower deployment is always done in firefighting mode without thinking operational impact of it.

We request you to give necessary instructions to concerned officials to release the GM (ATM) posts after making due corrections in sanctioned strength in ATM Dte.

Assuring you best cooperation.

Regards



(Alok Yadav)

General Secretary

Enclosures : All establishment orders mentioned above.

Copy to:

1. Secretary, Ministry of Civil Aviation, Rajiv Gandhi Bhawan, New Delhi-110023.
2. Member (HR), Airports Authority of India, CHQ, Rajiv Gandhi Bhawan, New Delhi-110003.
3. Member (ANS), Airports Authority of India, CHQ, Rajiv Gandhi Bhawan, New Delhi-110003.



A.60011/11/2019/MPP

Dated: 07th October 2021

The Regional Executive Director

Airports Authority of India

NR/ WR/ SR/ ER/ NER

Delhi/ Mumbai/ Chennai/ Kolkata/ Guwahati

ESTABLISHMENT ORDER

SUB : SANCTIONED STRENGTH – ATM

Consequent to restoration of 150 Nos. of post of Asst. Manager (ATC), which were being operated at Jr. Executive level, the Sanctioned Strength in ATM discipline at E-1 to E-8 level, is as below :-

Posts	Level	Sanctioned Strength ATM
General Manager	E-8	30
JGM/ DGM	E-7/6	462
AGM/ Sr. Manager	E-5/4	599
Manager	E-3	635
Asst. Manager	E-2	930
Jr. Executive	E-1	1245
Total		3901*

* The above sanctioned posts in ATM include 03 post in RCS cell (DGM-01, SM-01 & Manager-01) and 07 post in Dept. of Aviation Safety (DGM-06 & SM-01)


(R. PRABHU)

EXECUTIVE DIRECTOR (HR)

Distribution :

1. OSD to Chairman
2. ES to Member (Fin./ HR/ Ops./ Plg./ ANS)
3. ED(ATM)
4. GM(HR) – ES-EA/ DPC/ MPP
5. AAI website/ EO File



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

A.60011/05/2015/MPP/

August, 2017

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The Regional Executive Director
Airports Authority of India
Northern/Western/Eastern/Southern/
North East Region
New Delhi/Mumbai/Kolkata/Chennai/Guwahati

The Executive Director,
Airports Authority of India
RCDU/FIU,
New Delhi

The Airport Director
Airports Authority of India
Kolkata/Chennai Airport

The Director,
Indian Aviation Academy
New Delhi

The Principal,
Civil Aviation Training College (CATC)
Bamrauli,
Allahabad

The General Manager
Airports Authority of India
CRSD/E&M Workshop
New Delhi

Sub Creation of posts in Department of ATM - Executive Director (E-9)
and General Manager (E-8)

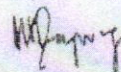
The competent authority has approved creation of posts in Department of ATM at the level of Executive Director (E-9) – 2 posts and General Manager (E-8) – 8 posts. The duties and responsibilities of the posts shall be as under :

Name of the Post	Duties and Responsibilities
ED – 1	<ul style="list-style-type: none">• ATM operations at IGI and Mumbai Airport,• Airspace management for Delhi and Mumbai FIR,• Training of ATCOs,• AIS & SAR at Delhi and Mumbai Airports.
ED – 2	<ul style="list-style-type: none">• For licensing and certification of ATCOs.
GM – 1 (Projects including ATFM)	<ul style="list-style-type: none">• Responsible for managing Air Traffic Flow Management (ATFM) operations• Conduct training of ATFM.• Formulation of procedure for ATFM• Extracting data and preparing requisite reports• Integration with Airport Collaboration Decision Making (ACDM) across airports

[Signature]

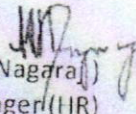
Name of the Post	Duties and Responsibilities
GM - 2 (R&D)	<ul style="list-style-type: none"> • Administrative incharge of R&D Estt. (RADIANS) • Preparation of R&D Budget • Coordination with external agencies for R&D activities. • Resolution of issues in ANS projects implementation
GM - 3 (CRM & Intl affairs)	<ul style="list-style-type: none"> • Follow up actions on various committees' recommendations • Coordinating with international agencies like IATA, ICAO, CANSO, etc.
GM - 4 (Training)	<ul style="list-style-type: none"> • Managing stakeholder grievances and queries • Monitoring flight delay reports • Conducting training on ATS simulators • Conducting pre-OJT training • Conducting computer based testing • Assessing requirement of trained ATCOs
GM - 5 (SAR)	<ul style="list-style-type: none"> • Support national SAR committees • Coordinate with external agencies for SAR operations and readiness • Maintain SAR plans and Manuals • Maintain SAR data • Manage SAR agreements • Conduct mock drills for SAR
GM - 6 (Ahmedabad)	<ul style="list-style-type: none"> • Supervise and monitor performance of ATCOs • Manage ATS services at airports • Timely updation of SOPs • Investigation of safety incidents • Management of duty rosters • Quality assurance
GM - 7 (Nagpur)	<ul style="list-style-type: none"> • Supervise and monitor performance of ATCOs • Manage ATS services at airports • Timely updation of SOPs • Investigation of safety incidents • Management of duty rosters • Quality assurance

Contd..3/-



Name of the Post	Duties and Responsibilities
GM – 8 (ATCO Certification)	<ul style="list-style-type: none">• Issue certificates to "Rated ATCOs" periodically• Identify and approve independent examiner for conducting rating exams.• "Class 3 Medical record" maintenance of ATCOs• Continuous monitoring of ATCO performance and ratings

This issues with the approval of competent authority.


(K Nagaraj)
General Manager(HR)

Distribution:

- DGM (ES) to Chairman
- DGMS (ES) to Member(Planning)/Member(Fin)/Member(HR)/Member(ANS)/Member(Ops)/ CVO
- ED (ATM)
- All HODs at CHQ/Operational Office/AAI Office Complex
- GM(IT) for uploading on AAI website
- General Secretary - AAOA(I)/ATC (G)/ACOA(I)/AAI Engg. Guild(I)/ CNS Officers' Guild / IAAIOA/ AAI SC ST Association
- General Secretary, AAEU



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

No. A.60011/15/2013/MPP

Date: 16.12.2013

Establishment Order

Subject: Sanction / Creation of posts in the ATM Discipline.

The AAI Board in its 156th meeting has approved sanction / creation of the following posts in the ATM discipline to meet current and future requirements keeping in view the emerging ATM concepts and new technologies:

Sl. No.	Post	No. of posts created	Pay Scale
1.	Executive Director	01	62000-80000
2.	General Manager	09	51300-73000
3.	Deputy General Manager	70	36600-62000
4.	Senior Manager	100	29100-54500
5.	Manager	100	24900-50500
6.	Assistant Manager	200	20600-46500
7.	Junior Executive	200	16400-40500
	Total	680	

2. Posts at serial No. 1&2 above are accommodated within the overall sanctioned posts of EDs and GMs.

3. This issues with approval of the competent authority.

Gm (HR) Ans / Gm (ATM) Ans

(Raju Dureha)
General Manager (HR)

Distribution:

- OSD to Chairman
- PS to Member (HR)/Member(Ping)/Member(ANS)/Member(Ops)/Member (Fin)
- ED (ATM) / ED(HR)
- MIS/DPC

2489/ED(ATM)
18/12/13



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

A.60011/15/2014/MPP

Dated : June 3, 2014

ESTABLISHMENT ORDER

Sub: Sanction / creation of posts in ATM discipline.

As approved by AAI Board in its 157th meeting, the following posts in ATM discipline for the year 2014 are created to meet current and future requirements, keeping in view the emerging ATM concepts and new technologies:-

POST	2014
ED	1
GMs	4
Jt. GM / DGM	40
AGM / Sr. Manager	50
Manager	75
Assistant Manager	150
Jr. Executive Trainees	100
Total	420

2. Posts at serial no. 1 & 2 above are to be accommodated within the overall sanctioned posts of EDs and GMs.

3. This issues with the approval of competent authority.

G.M (ATM) HRD
11/6/14

(RAJU DUREHA)
GENERAL MANAGER (HR)

Copy to :

- OSD to Chairman
- PS to Member (HR)/Member (ANS)/Member (Finance)
- ED (HR)/ED (ATM)
- GM(HR)-ANS
- EO folder

1390/ED(ATM)
11/06/14



AIRPORTS AUTHORITY OF INDIA
DIRECTORATE OF PERSONNEL
[PERSONNEL & COORDINATION SECTION]

No. A. 60011/ 35 /2003-P&C

Dated : 30th June, 2003

OFFICE ORDER

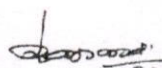
Sub: Creation of Additional posts in ATC discipline of ATM Directorate.

The Competent Authority has approved the creation of the following additional posts in the ATC Discipline:

SL. NO.	NAME OF THE POSTS	POST CREATED	REMARKS
01.	General Manager(ATC)	05	1 each for 4 Metro Airports exclusively and one for Aeronautical Information Section at Corporate Office. The existing GMs will be for the Regions excluding International Airports.
02.	Dy. General Manager/ Addl. General Manager(ATC)	12	One each for 4 Metro Airports, one for Guwahati Airport and 7 at MSSR stations for training.

All the above posts are to be filled on promotion from among eligible candidates as per existing Recruitment & Promotion Rules.

This issues with the concurrence of Fin. Dte. vide Dy. No. 637/ED(F&A) dated 10.4.2003.


[P. RAJENDRAN]
EXECUTIVE DIRECTOR[P&A]

DISTRIBUTION:

- Sr. EA to Chairman
- EA to M(P&A)/M(Ops)/M(Fin.)/M(Plg.)
- E.D (ATM)
- All HoDs in P&A Dte.
- EH Section/DPC/MIS Cell/Guard File.

CC: RED, AAI, NR/WR/SR/ER/NER

**AIRPORTS AUTHORITY OF INDIA
(DIRECTORATE OF PERSONNEL)**

No. A-11013/01/2006-MPC

DATED: 17.01.2007

OFFICE ORDER

SUB: Creation of posts in ATM and CNS disciplines for Hyderabad International Airport Limited (HIAL) and Bangalore International Airport Limited (BIAL).

In order to fulfil AAI's obligations and to ensure smooth functioning of new systems at HIAL & BIAL the Competent Authority has approved the creation of following posts in ATM and CNS disciplines for round the clock operations:

ATM Discipline:

S.NO.	DESIGNATION	No. of Posts		PAY SCALE (Rs.)
		HIAL	BIAL	
1	General Manager	1	1	20500-500-26500
2	Dy. General Manager	21	15	17500-400-22300
3	Sr. Manager	63	43	14500-350-18700
4	Manager	16	25	13000-350-18250
5	Asstt. Manager	40	36	10750-300-16750
6	Jr. Executive (ATC)	26	36	8000-250-14600
7	Asstt. Manager (PA)	01	01	10750-16750
8	Sr. Assistant (Steno)	01	01	6300-12060
9	Asstt. (Office) NE-4/NE-5	02 ✓	02	5500-10060-5800- 10960
10	Asstt (Store) NE-4/NE-5	1	1	5500-10060-5800- 10960
11	Jr. Attend.	13	13	4400-6920
TOTAL		185	174	

Contd....2

Boal Singh

SA MC
Signature

CNS Discipline:

S.NO.	DESIGNATION	No. of Posts		PAY SCALE (Rs.)
		HIAL	BIAL	
1	General Manager	1	1	20500-500-26500
2	Dy. General Manager	14	13	17500-400-22300
3	Sr. Manager	32	30	14500-350-18700
4	Manager	55	54	13000-350-18250
5	Asstt. Manager	21	20	10750-300-16750
6	Jr.Executive (CNS)	27	26	8600-250-14600
7	Asstt. Manager (PA)	01	01	10750-16750
8	Sr. Assistant(Steno)	01	01	6300-12060
9	Asstt.(Office) NE-4/NE 5	01	01	5500-10060/5800-10960
10	Jr. Attend.	13	13	4400-6920
TOTAL		166	160	

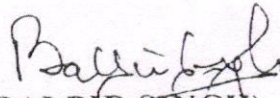
CNS(CHQ) – HIAL & BIAL Cell:

S.NO.	DESIGNATION	No. of Posts	PAY SCALE (Rs.)
1	General Manager	1	20500-500-26500
2	Dy. General Manager	2	17500-400-22300
3	Sr. Manager	2	14500-350-18700
4	Asst. Manager(PA)	1	10750-16750
5	Sr. Assistant(Steno)	1	6300-12060

Balbir Singh

The posting of officers in ATM and CNS disciplines against the newly created posts will be done in a phased manner. The existing manpower working at Bangalore and Hyderabad Airports will be transferred to vacant posts suitably. The existing posts of ATM and CNS disciplines thus falling vacant at these airports will be surrendered.

This issues with the concurrence of Finance Directorate vide diary No.2702/M(F) dated 21/11/2006 and 1196EDFA dated 30/06/2006.


(BALBIR SINGH)

JT. GENERAL MANAGER(P&A)

DISTRIBUTION:-

1. ED (CNS) / ED (ATM)/ ED (P&A)
2. RED, SOUTHERN REGION
3. SR. EA TO CHAIRMAN
4. EA TO M (P&A) / M (OPS) / M (FIN)/ M (PLG)
5. ALL HODs IN P&A DTE.
6. MIS CELL/ DPC/EA/EC/EM/EH SECTION

भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

Dated: 17.06.2005

No.A.11013/01/2005-EA

To

The Regional Executive Director
Airports Authority of India
Western / Eastern / Northern / Southern / N.E Region
MUMBAI / KOLKATA / DELHI / CHENNAI / GUWAHATI

The Principal - CATC, Allahabad

Sub: Creation of posts of General Manager / Deputy General Manager / Senior Manager / Assistant Manager in the ATC discipline & Secretarial Staff in Pers. Directorate of Airports Authority of India.

Sir,

The Chairman, Airports Authority of India has approved the creation of following posts in the ATC discipline / Secretarial Staff (Stenographer) in Pers. Directorate of Airports Authority of India.

<u>NAME OF THE POST</u>	<u>NO. OF POST</u>	<u>PAY SCALE</u>
GENERAL MANAGER	04	Rs.20500-500-26500
DY. GENERAL MGR.	23	Rs.17500-400-22300
SENIOR MANAGER	150	Rs.14500-350-18700
ASSISTANT MANAGER	52	Rs.10750-300-16750
<u>SECRETARIAL STAFF</u>		
PERSONAL ASST. (in the grade of Asst. Mgr)	04	Rs.10750-300-16750
<u>STENOGRAPHERS</u>		
NE-9	04	Rs.8000-260-11120-290-16340
NE-6	08	Rs.6300-180-8460-200-12060

The distribution of the above mentioned posts (station-wise) will be issued separately.

(D.C. MEHTA)

Gp. Capt.

EXECUTIVE DIRECTOR (P&A)

Copy to:

1. The Regional Accounting Unit, Delhi, Mumbai, Kolkata, Chennai, Guwahati.
2. EA to Chairman / Member -Fin/Ops/P&A
3. ED (ATM) / ED (P&A) / MIS / CASH / PP SECTION.
3. General Secretary - ATC (Guild).

राजीव गांधी भवन
Rajiv Gandhi Bhawan

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Safdarjung Airport, New Delhi-110003

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