



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

CC/ATCG/Operations/2022/02

27.06.2022

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



Handwritten signature and date: 27/6/22

**Subject: Resentment in ATCOs for discrimination caused due to debarment in Ex-cadre post.**

Respected Sir,

Arrival of your good self as Chairman, AAI is like the good luck arriving for ATCOs as your good office has not only cleared the old 340 posts sanctioned in 2016, but also created new 456 posts for ATCOs sighting the shortage. The DPCs for 340 posts are in progress as per your time bound directives to HR Directorate and on behalf of all Air Traffic Controllers, ATC Guild (I) would like to convey our gratitude to your good office. Also, I would like to thank Hon'ble Secretary, Civil Aviation for taking extra efforts and clearing the deadlock on 340 posts.

Regarding the subject matter, ATC Guild (I) would like to draw your kind attention towards the recent orders issued by HR Directorate on debarring ATCOs from ex-cadre post and lateral movement, which is very discriminative in nature. I would like to place my request on the following matters which could have been resolved in a positive manner but ended by creating a detrimental impact on ATCOs:

- 1. Curtailment of Rating allowance on selection as APD:** Rating allowance and APD allowance is being paid over and above 35% perks which needs an approval from Central Cabinet. ATCOs rating allowance is duly approved by Central Cabinet, whereas APD allowance is paid without any approval from Central Cabinet. AAI has curtailed an allowance which has been approved by the apex executive body of this country. This was a major step which made financial loss to ATCOs after getting selected in ex-cadre APD post and due to this ATCOs are getting themselves refrained for applying in ex-cadre post. Someday this will be definitely objected in some audit findings but the utter disrespect shown to Central Cabinet decision by curtailing rating allowance of ATCOs is quite demotivating for ATM cadre.
- 2. Shortage of ATCOs:** The shortage of ATCOs will never be over as HR Dte has made it a tool for discriminating ATCOs vis-à-vis with other AAI employees. The delay in release of 340 posts was also arbitrary and with mala-fide intention, the main evidence of this, is the establishment order no.A.11013/1/2014-EC/ANS/MPP dt.12.09.2014 vide which a single establishment order was released for our sister concern CNS Directorate for the year 2014 to 2018 (5years) and during the same period ATCOs were kept on mercy of release of yearly establishment orders and finally the establishment order for the year 2016 for 340 posts was not released leading to creation of shortage of ATCOs in spite of creation of posts. Such differentiation among two wings of AAI by HR Directorate is beyond our comprehension. We fought a legal battle in Hon'ble High Court of Delhi and with grace of God, your good-self helped us to get these posts released. ATC Guild (I) has full faith in your office and we are expecting that very soon the order for retrospective release of these 340 posts will be issued, as the MOCA order no. AV-24011/5/2019-AAI-MOCA (158785) dt.12.05.2022 and AAI Board resolution of 157<sup>th</sup> meeting dated 18.12.2013 & 192<sup>nd</sup> meeting dated 23.01.2020 which clearly mentions that the 340 posts are due for release from the year 2016. In past also, the promotion orders were released retrospectively in various

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directorates, but the same was not done for ATCOs by HR Directorate, reasons best known to them.

The impact of non-release of 340 posts retrospectively is quite big at individual level, as the officers who were supposed to get promotion in 2016 are almost 6 years junior to their counterparts in other directorates in AAI. And above this, ATCOs are debarred for any ex-cadre career progression opportunity by the CHRM15(b)/2021.

We are apprehensive that some misleading briefing has been provided to your good office and will-full wrong solutions have been suggested by HR Directorate to cover the shortage of ATCOs, which has been deliberately created by HR due to their inefficiency. If the intention of HR Directorate was not mala-fide then why the restrictions imposed in CHRM 15(b)/2021 is not limited in nature. As AAI is recruiting ATCOs in batches of 300 to 400 per year for serving existing airports, operationalising upcoming airports, even then there is no clear-cut career progression policy for these hardworking bread winners of AAI. The discrimination caused by said CHRM with ATCOs by debarring them for Ex-cadre posts is very disheartening and demotivating in absence of any HR policy for time bound promotions for such kind of bulk recruitments.

3. **Operational efficiency of ATCOs and its impact on operations:** An ION was issued by The Member (ANS) regarding the relieving of ATCOs from non-core functions to utilize ATCOs for only core functions. We are thankful to RED (WR) for acknowledging the operational efficiency of ATCOs in Airside Operations, but mentioning RNFC billing as a core function of ATC based on route structure knowledge is not a welcome step. Since RNFC billing related functions are to be taken care by Finance directorate and accordingly the posts have been created in finance, ATCOs doing the RNFC function is not justifiable. If required, a 2-3 days training program may be designed for Finance officials for giving route structure entry and exit points knowledge for RNFC billing purpose and ATC Guild (I) would like to extend all the help in designing such course for finance officials. Deploying trained and highly skilled ATC manpower on such functions is beyond any logic when most of the stations are struggling from ATC shortage.

For Airside Operations, an ATCO selected as APD can utilize the available resources in a very efficient manner with his/her experience as compared to the officials being selected in ex-cadre, as APD, from Housekeeping, Horticulture and OL etc.

**In view of the improved operational efficiency of Indian Aviation system in general and at any airport in particular, it is requested to take up the matter with DGCA for promulgation of Civil Aviation Requirements or experience qualifications for Airport Director post as the accountable manager officer for the airport.**

Our sentiments are also hurt by the double standards and discriminative procedures adopted by HR Directorate in debarring ATCOs for their career progression in ex-cadre. The letter no A.44014/02/2022-EA (Pt2) dt 28.02.2022 was restraining ATM & CNS Directorates, on the grounds of shortage but CHRM 15(b)/2021 is exclusively for ATM and Fire service personnel. Is the shortage in CNS Directorate over in 3 months and also the big question is that, are the other wings in AAI running with excess manpower? To answer all such questions a manpower assessment in all cadres is must in present scenario as there are many airports which have been privatized and the role of AAI has drastically changed from Aerodrome Operator & ANSP to only ANSP at various major airports.

AAI is a multidisciplinary organization and employees in every cadre have been given opportunity to grow professionally by the way of lateral movement. Since ATM is an integral part of AAI, and the competency and operational capabilities of ATCOs are unmatched. Hence, ATCOs shall not be deprived of their right to move laterally in other cadres just in the name of shortage in ATM directorate. If we evaluate the data of lateral movement among all the cadres, the presence of ATCOs in ex-cadre posts is quite negligible. The above said circular is further blocking the path of career progression of ATCOs who are capable and willing to move to other directorate like APD, OPS etc. Since ATCOs are directly involved in safety critical job and undergone the trainings which cover all the operational aspects of aviation, debarring an ATCO for lateral movement is a great loss to AAI itself.

Your able leadership has given us expeditious solutions for some of our biggest problems like 340 posts and new post creations, with absolute faith in your good office, ATC Guild is also desirous of resolving long pending issues like a time bound career progression plan for bulk recruitments of ATCOs, revision of rating allowances which is due for its revision from 2013, revision of instructor allowance due from more than a decade, implementation of Child Care Leave for lady officials as per the provisions of Govt. of India and regulatory issues like heavy penalties imposed on ATCOs for contravention of Aircraft Rules etc.

It is humbly requested to HR Directorate that before imposing any discriminatory CHRM on ATCOs based on shortage, due career progression protection should have been provided to the bread winners and safety critical professionals of AAI.

In view of the above-mentioned facts, ATC Guild (I) requests your good office:

1. To issue necessary instructions to HR Directorate for withdrawal of CHRM 15(b)/2021.
2. A tentative time limit may please be specified for end of ATCOs shortage by HR Directorate.
3. To take up the matter with DGCA for promulgation of Civil Aviation Requirements for APD.
4. A time bound career progression plan for ATCOs bulk recruitments.
5. To issue necessary instructions to HR Directorate to release 340 posts retrospectively from 2016.

An early action from your good office will definitely instill confidence in ATCOs for protection against any discrimination in our organization.

Assuring you our best cooperation.

Regards

  
(Alok Yadav)

General secretary

Copy to:

1. The Secretary, Ministry of Civil Aviation, Rajiv Gandhi Bhawan, New Delhi – 110003.
2. The Director General of Civil Aviation, Opposite Safdarjung Airport, Aurobindo Marg, New Delhi – 110003.
3. The Member (HR), AAI, CHQ, Rajiv Gandhi Bhawan, New Delhi – 110003.
4. The Member (ANS), AAI, CHQ, Rajiv Gandhi Bhawan, New Delhi – 110003.
5. The Executive Director (ATM), AAI, CHQ, Rajiv Gandhi Bhawan, New Delhi – 110003.

महानिदेशक नागर विमानन O/o D/o Gen of Civil Aviation प्राप्त किया / RECEIVED
11 JUN 2022
आवृत्ति एवं निर्भर अनुभाग ISSUE SECTION

  
27/6/22

Enclosures:

1. AAI establishment order no.A.11013/1/2014-EC/ANS/MPP dt.12.09.2014.
2. MOCA order no. AV-24011/5/2019-AAI-MOCA (158785) dt.12.05.2022.
3. AAI Board resolution of 157<sup>th</sup> meeting dated 18.12.2013 & 192<sup>nd</sup> meeting dated 23.01.2020.
4. AAI letter no A.44014/02/2022-EA (Pt2) dt 28.02.2022.

12<sup>th</sup> September 2014

File No. A.11013/1/2014-EC/ANS/MPP

Establishment Order

Sub: Creation of Posts in Communication, Navigation & Surveillance (CNS) Discipline

The matter for creation of essential posts in CNS discipline for new/additional implemented infrastructure was placed before the AAI Board in its 160<sup>th</sup> meeting held on 17.07.2014.

2. The Board after detailed deliberations directed that the proposal relating to creation of posts may be decided as per Delegation of Powers and DPE guidelines.
3. Accordingly, the Competent Authority has approved creation of the following posts in CNS discipline to meet current and future requirements for new/additional implemented infrastructure:

S.No.	Post	Creation of posts year wise					
		2014	2015	2016	2017	2018	Total creation
1.	General Manager	10	-	-	-	-	10
2.	Deputy General Manager	118	-	-	-	-	118
3.	Senior Manager	367	-	-	-	-	367
4.	Manager	-	-	100	100	175	375
5.	AM	-	-	100	50	222	372
6.	Jr.Executive (Elex)	-	100	100	-	73	273
<b>Total</b>		<b>495</b>	<b>100</b>	<b>300</b>	<b>150</b>	<b>470</b>	<b>1515</b>

This issues with the approval of the Competent Authority.

*Rev. R.N. Srivastava*  
General Manager (HR)  
ANS

Copy to:-

- > ED (CNS-OM)/(CNS-P)
- > OSD to Chairman
- > PS to M(HR)/M(ANS)/M(Plng/M(ops)/I.(Finance)
- > MIS/EC/DPC Section

493-M(ANS)  
-09-14



*17/9/2014*



IMMEDIATE

No. AV-24011/5/2019-AAI-MOCA (158785)

Government of India  
Ministry of Civil Aviation

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'B' Block, Rajiv Gandhi Bhawan,  
Safdarjung Airport, New Delhi  
Dated 12<sup>th</sup> May, 2022

To  
The Chairman,  
Airports Authority of India,  
Rajiv Gandhi Bhawan,  
New Delhi

**Subject: Creation of 340 posts of ATCOs in AAI - reg.**


Sir,

I am directed to refer to AAI's email dated 25.02.2022 and various other communications held between this Ministry and AAI regarding proposal of AAI for creation of 340 posts of Air Traffic Controllers (ATCOs) in the Airports Authority of India (AAI).

2. Taking the acute shortage of ATCOs in AAI into account, the matter was taken up with the Department of Public Enterprises for their concurrence for creation of above mentioned posts. Accordingly, the approval of the Competent Authority is hereby accorded for creation of 340 posts of ATCOs, which were due for release in the year 2016, as approved by AAI Board in its 157th meeting dated 18.12.2013 and 192nd meeting dated 23.01.2020.

3. It is requested to take appropriate action to fill these posts expeditiously and furnish a report in the matter to this Ministry at the earliest. Moreover, information regarding filling up the existing vacant posts of ATCOs, other than these 340 posts, may also be furnished to this Ministry with timeline set to fill all the vacant posts.

Yours faithfully,

  
(Joyanta Chakraborty)  
Director  
Tele. 2461 0366

Copy to: Member (HR), Member (ANS)



भारतीय विमानपत्तन प्राधिकरण  
AIRPORTS AUTHORITY OF INDIA

File No. A.60011/04/2018/MPP

30<sup>th</sup> Jan 2020

To  
The General Secretary  
Air Traffic Controllers Guild (I)  
T-1/7, Pocket 'B', Aurobindo Marg  
New Delhi-110023

**Subject: Reply in compliance to Hon'ble High Court of Delhi Order dated 19.12.2019  
in the matter of Cont. Cas.(C) No. 375 of 2019 for implementation of  
Order dated 17.04.2018 in WP No. 3731/2018**

Dear Sir,


In compliance to Hon'ble High Court Order dated 19.12.2019 in Contempt Case No. 375 of 2019 for implementation of Order dated 17.04.2018 in WP No. 3731/2018, it is informed that AAI board in its 192<sup>nd</sup> Board Meeting held on 23.01.2020 have reviewed the decision taken by AAI board in its 157<sup>th</sup> Board Meeting held on 18.12.2013 regarding approval of 449 posts at various levels in Directorate of ATM for the year 2016.

2. AAI Board in its 192<sup>nd</sup> Board Meeting has now reviewed and resolved to the approval for creation of 340 posts of ATCOs as per level wise distribution given below :-

Sl. No.	Post	Number of Post
1	JGM/ DGM	40
2	AGM/ SM	100
3	Manager	100
4	AM	100
Total		340

3. Board has further resolved that this approval shall be sent to Ministry of Civil Aviation for further approval in terms of DPE OM No. DPE/3(4)/08-FIN dated 26.11.2014 read with Department of Expenditure OM No. 7(1)/E.Coord./2014 dated 29.10.2014 & Ministry of Civil Aviation letter No. AV-24011/2019-AAI-MoCA dated 01.10.2019.

Yours faithfully

  
(K. Nagaraj)  
General Manager (HR)

**Copy to:**  
**Office of The Director General Civil Aviation**  
Opp. Safdarjung Airport, New Delhi-110003

**EXTRACT FROM THE MINUTES OF THE 157<sup>TH</sup> BOARD MEETING**  
**HELD ON 18<sup>TH</sup> DECEMBER, 2013**

**157.37B      LONG TERM MANPOWER PLAN FOR ATM DISCIPLINE-RECOMMENDATIONS OF THE BOARD SUB-COMMITTEE.**

Member (ANS) explained the proposal. After discussions, the Board agreed to the creation of posts up to the year 2016 as per the details given in the Board Memorandum and decided that a mid term review will be carried out in 2016 for the proposed sanction of vacancies for the year 2017 to 2020 as per the projections in the Board Note and authorized Chairman to take further action in the matter. The Board also passed the following Resolution:

**"RESOLVED** that the approval of the Board be and is hereby accorded to the creation of following posts in various grades in the ATM discipline as per the Long-Term Manpower Plan for ATM :

Post	2014	2015	2016
ED	1	1	1
GMs	4	2	8
Jt. GM / DGM	40	30	40
AGM / Sr. Manager	50	25	100
Manager	75	50	100
Asstt. Manager	150	100	100
Jr. Executive Trainees	100	100	100
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<b>Total</b>	<b>420</b>	<b>308</b>	<b>449"</b>
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# भारतीय विमानपत्तन प्राधिकरण AIRPORTS AUTHORITY OF INDIA

A. 44014/02/2022-EA (Pt2)

28th February, 2022

Regional Executive Director  
Airports Authority of India  
Northern/Western/Eastern/Southern/NE Region  
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

Subject: Grant of NOC for lateral movement-Reg.

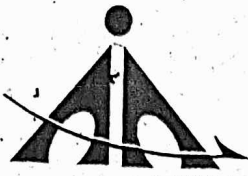
Considering the shortage and operational requirement of ATCOs and CNS officers, it has been decided that the officers from these disciplines are not allowed / permitted to apply for any post on lateral movement till 31.03.2023.

2. This issues with the approval of Competent Authority.

Distribution:

- OSD to Chairman
- DGM (ES) to  
Member(Fin)/Member(HR)/Member(Ops)/Member(ANS)/Member(Planning)/CVO
- All HoDs at CHQ/Operational Office/AAI Office Complex
- ED(Admin)
- GM(HR)-RAM/ND/JSB/MN
- GM(IT) for uploading on AAI website
- General Secretary - AAEU
- General Secretary-AAOA(I)/ATC Guild(I)/AAIEG/IAAIOA/AAI SC/ST Association.

  
(R Prabhu)  
Executive Director (HR)



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# भारतीय विमानपत्तन प्राधिकरण AIRPORTS AUTHORITY OF INDIA

A.60011/28/2021/HRPC/172

02<sup>nd</sup> June 2022

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, Prayagraj

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

## CHRM CIRCULAR No. 15(b) / 2021

Sub: Review of selection process to Ex-cadre posts

In view of the operational requirement, it has been decided by competent authority that ATCOs / Fire Services officials upto the level of Jt. General Manager will not be considered for ex-cadre posts.

2. This issues with the approval of competent authority.

*R. Prabhu*  
(R Prabhu)

Executive Director (HR)

### Distribution:

- OSD to Chairman
- DGM/Jt GM (ES) to Member(Ops)/Member(HR)/Member(Plg)/Member(Fin)/Member(ANS)/ CVO
- All HODs at CHQ/Operational Office/AAI Office Complex
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- GM(IT) for uploading on AAI website
- Jt GM (HR)-SAP/DPC
- GS AAEU / GS IAKU / GS AAIEG / GS ATCG(I) / GS IAAIOA / GS AAI SC/ST EWA / GS AAI SC/ST/OBC (NE) EWA
- Hindi version will follow