



CC/ATCG/PAY/2022/01

22.08.2022

Signature
22/8/22

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

Sub: Revision of rating and instructor allowances of ATCOs

Sir,

Air Traffic Controllers perform safety critical sovereign functions for Government of India by providing safe, orderly and expeditious flow of air traffic at Airports and Airspace including over high-seas designated to India by International Civil Aviation Organisation. Considering the safety critical nature of job and the stress involved in this profession, Government of India in 1976 constituted Tata Committee which recommended that, "In view of the grave responsibility shouldered by an Air Traffic Controller in certain circumstances not much lower than that of a Pilot of the aircraft which he may be bringing in under difficult conditions". Considering the nature of duty, the committee also recommended to provide monetary incentives for the work of Air traffic controllers as "Rating Allowances".

A structured study for 'Remuneration and career progression of ATCOs' was done in 1997 on the Recommendation of a committee headed by Mr. Bimal Julka, the then Director, Ministry of Civil Aviation. The rating allowances of ATCOs was last revised in 2008. Since then, the traffic at most of the airports and Indian airspace has increased manifold, many new airports have been operationalised including the RCS airports under the ambitious UDAN scheme of Govt. of India. Civil Aviation in India is boosting the continuous and phenomenal increase of traffic and India is poised to be the third largest aviation market in few years. The financial health of AAI has also improved significantly due to increase in traffic revenue. It is expected of Airports Authority of India to revise the rating & instructor allowances of ATCOs which was fixed more than a decade ago.

Last rating allowance revision order was issued on 17.10.2008 which was in relation to the pay scale applicable from 01.01.1997. The pay scale for the executives was revised vide letter dated 26.11.2008, i.e. after the revision of rating allowance. Previously when this issue was discussed, HR Directorate maintained that it would be taken up after the regularization of allowances by the Union Cabinet. Now that Cabinet has approved the payment of these allowances beyond the ceiling of 35 percent of basic pay, HR Directorate should have taken up this issue suo moto and constituted a committee immediately.

ATC Guild requests AAI Management to constitute a Committee comprising of experts in Civil Aviation and representatives of ATC Guild and revise the rating allowances pending since 2013 and instructor allowances taking into consideration of following aspects:

1. Last revision order was issued on 17.10.2008 which was in relation to the pay scale applicable from 01.01.1997. The pay scale for the executives was revised vide DPE letter dated 26.11.2008, i.e. after the revision of rating allowance.
2. The revision of these allowances should have been done in 2013, after a gap of five years and again in 2018.
3. Traffic has increased manifold resulting in increased stress levels of ATCOs.
4. Consequent to revision of pay scales of executives effective from 01.01.2007 and 01.01.2017, the ratio of rating allowances to salary has been severely diluted.
5. Only ATCOs are Licensed category of employees in AAI with utmost accountability who are liable for financial/administrative penalty from DGCA at par with pilots licensed by DGCA. Unless suitable remuneration and retention policy is prepared, there is likelihood of exodus of ATCOs.
6. Qualification allowance, Specialization allowance, Supervisory allowance, Instructional Allowance etc. should be introduced.
7. Include all such allowances recommended by the Julka Committee viz. ATC Duty Allowance, Executive Duty Allowance etc.
8. Consider such other schemes matching with international standards and commensurate to India becoming third largest aviation market to ensure quality service and safe operation of flights in Indian Airspace.

With manifold increase in traffic volume and regulatory requirements by DGCA without any hike in rating and instructor allowances by AAI, the ATCOs are highly demotivated and stressed. No career progression in parent cadre and debarment from ex-cadre career progression avenues is adding salt to injury for ATCOs.

An early action will go a long way in arresting the growing resentment amongst the ATCOs.

Assuring you our best co-operation.


Regards



(Alok Yadav)

General Secretary

Copy to:

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1. Member (HR), AAI, CHQ, Rajiv Gandhi Bhawan, New Delhi – 110003.
 2. Member (ANS), AAI, CHQ, Rajiv Gandhi Bhawan, New Delhi – 110003.

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