



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

CC/ATCG/HR/2023/01

25th April 2023

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

Sub: Filling up of newly created 456 ATCOs posts in ATM Dte – reg.

Sir,

ATC Guild (I), on behalf of all Air Traffic Controllers', expresses heartfelt gratitude for your fruitful efforts in addressing the issue of shortage of Air Traffic Controllers in India which has resulted in release of deadlocked 340 old posts and also creation of new 456 posts in ATM Dte in a very expeditious mode. We are pleased to witness concrete steps you have taken towards resolving the ATC manpower shortage issue by creating new posts for Air Traffic Controllers in AAI. This will not only reduce the stress on working controllers, but also will help us to comply with WDTL DGCA CAR in near future, and will enable AAI to operationalize around 28 upcoming airports as per the plan of Ministry of Civil Aviation for the year 2023-24.

We are also thankful to the Secretary, Ministry of Civil Aviation, Secretary DPE, all involved officials of MoCA, DPE and our AAI HR officials for understanding the need of post creation of ATCOs in AAI with the increasing no. of new airports and increasing no. of aircrafts in Indian Sky to keep the Air Traffic Services provision within the safe limits of global standards.

Sir, with hard efforts your good office has brought 340 and 456 posts for ATCOs but now for filling up of these 456 posts there is a roadblock at AM to Manager promotion level. The no. of posts available for promotion at E3 level will be around 356 but the candidates who have completed their 3 years' service at E2 level are only 237 despite the fact that there are almost 516 more AMs (excluding the 237 eligible) who will be completing their 6 years of service by 31st December 2023 i.e. the date decided by your good office for taking eligibility into zone of consideration for DPC of 2023 year.

In this regard, the following facts are submitted to your good office for your kind perusal:

1. To cater to the increasing demand of ATCOs due to high aviation growth in India, almost 2000 ATCOs were recruited in bulk in the batches of 200 to 400 at a time in past decade without any outlook for their career progression.
2. Despite of our repeated requests for restoration of 151 AM posts vide our letter no.CC/ATCG/DPC/2021/01 dated 17/06/2021 it was inordinately delayed by around 2 years resulting into the ineligibility of these young officers, and the result is that we

have the post available but they have not completed their eligibility criteria in AM grade due to their delayed promotion. Today, again we are apprehensive that a suggestion may come from HR Dte to operate 120 E3 posts from 456 creation at E1 level to facilitate recruitment which will be double penalty on the same set of ATM officials, earlier their AM promotion was delayed and made them ineligible today, resulting into denial of Manager promotion without any fault from their end. If this issue is not resolved now then these ATM officials will be bound to enter into a vicious circle of ineligibility for their next promotion as well.

3. The delays in conduct of DPC have added salt to injury, we have already alerted AAI management about the consequences of delayed DPCs vide our letter no. CC/ATCG/R&P/2019/03 dt. 04/07/2019.
4. In the matter of release of 340 posts, AAI HR Dte remained stick to the date of order issued by MoCA but did not comply to the instructions contained in the MoCA order which reads, " **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.**" Based on it, 340 posts could have been released by AAI HR Dte retrospectively from June 2016. But the scenario has made it a classic case of Justice Delayed is Justice Denied, ultimately almost 1300 ATM officers had to lose their due seniority and financial benefits for 6 years and lagged behind vis-à-vis with their counterparts in other wings of AAI.
5. The ATM Staffing Plan which was supposed to be implemented by 2019, has been delayed by almost 4 years. Still, despite the fact that it has been approved by AAI Board under your Chairmanship in the month of September 2022, it is yet to see the day of release and its implementation.

Sir, we do agree that from the time you have taken over as Chairman, AAI, we have troubled you a lot on various issues like Manager DR recruitment, release of 158 DR posts, release of old 340 posts, creation of 456 new posts and so on, but we are thankful to almighty that we got blessed and you came forward to understand our problem and resolving them amicably. After travelling on a bumpy ride with ATCOs, we request an extra mile from your good office to make it a smooth landing in the interest of the young controllers.

The following requests are humbly submitted for your kind consideration:-

1. **Release of 340 posts from retrospective effect i.e. from June 2016, which will not only provide justice to around 1300 affected officials but also resolve our current problem of filling up of 456 posts across the cadre without any hurdles of eligibility criteria.**
2. If it takes any delay on our no. 1 request, **the AMs may please be promoted to Manager based on completion of their 6 years service from the date of joining AAI**, as E2 and E3 posts belong to the same cluster and many times AAI HR Dte has operated these posts as per their requirement. By doing so, the delay accrued on the junior most officials for



their first promotion can be adjusted. As per AAI R&P Regulations also, the stipulated period for promotion from E1 to E2 is 3 years and from E2 to E3 is 3 years, making it 6 years total from E1 to E3 promotion.

3. **ATM Staffing Plan duly approved by AAI Board may please be released and implemented at the earliest.** We need almost 1000 more ATCOs posts creation for 28 more airports planned by MoCA for the year 2023-24. We request that the next post creation for the year 2024 may please be focused on more no. of posts in higher grades of SM/DGM to pave a smooth career progression for ATCOs who are much lagging vis-à-vis their counterparts in other wings of AAI.

Sir, ATCOs feel immense proud by the responsibility bestowed upon us for performing safety critical sovereign functions for Government of India for smooth run of aircraft operations and keeping Indian skies safe with good safety benchmarks acclaimed by the apex international bodies, but we feel completely dejected at our parent organization when we see our career progression and the remunerations waiting for its review since more than a decade despite the fact that ATCOs are the only licensed category of officials in AAI.

We humbly request your good office for your kind consideration of our request in the interest of the youngest brigade of ATCOs.

Assuring our best cooperation.

Regards



(Alok Yadav)

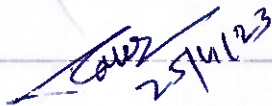
General Secretary

Enclosures:

1. ATC Guild letter no. CC/ATCG/DPC/2021/01dt. 17/06/2021 & CC/ATCG/R&P/2019/03 dt.04/07/2019.
2. Adhoc promotion order no. A.32013/73/2019-DPC(ANS) of Asst. Manager (CNS) dt. 20/09/2019.
3. Adhoc promotion order no. A32013/136/2019-DPC(ANS) of Asst. Manager (ATC) dt. 21/08/2019.

Copy to :

1. The Member (HR), AAI, CHQ, RG Bhawan, New Delhi-110003 for information and necessary action.
2. The Member (ANS), AAI, CHQ, RG Bhawan, New Delhi-110003.


25/11/23



No. CC/ATCG/R&P/2019/03

Date : 04.07.2019

Member (HR)
Airports Authority of India
Rajiv Gandhi Bhawan
New Delhi - 110 003

ZMD
04/7/19

Inordinate delay in conduct of DPC - lack of accountability thereof

Sir,

Kindly refer our letter No. CC/ATCG/R&P/2019/02, dated 07.05.2019 regarding credential verifications of Junior Executives (ATC) and delay in conduct of DPC. ATC Guild (India) had anticipated the lackadaisical approach of HR Directorate in conducting this exercise of credential verification of Junior Executives (ATC), who were recruited in 2015-16, preparation of seniority list for such officers and conduct of DPC to ensure timely promotion. Despite reminder by ATC Guild (India), the same has not taken place within the stipulated time and, *prima facie*, it appears that sincerity was lacking by concerned individual(s) to conform to AAI Circular on '**periodicity of convening the meeting of Departmental Promotion Committee**' circulated vide CHRM Circular 07/2011 dated 08.02.2011 taking care of career progression of 171 affected Junior Executives. Even if the promotion comes now they are destined to face problems for the next promotion in 2022 where the eligibility will be less by few days and the same HR Directorate will be showing the guidelines and claim ineligibility totally forgetting their inaction/non-performance.

The guidelines for conduct of DPC which was reviewed in the context of transfer policy on promotion includes, *inter alia*, the following:

- The DPC will be held only once in a year between January to March every year.
- The vacancies for the period from 1st July of the previous year to 30th June of the current year will be considered.
- The crucial date of eligibility will be 30th June of the current year. PAR up to previous year will be considered.

It is also pertinent to mention that the promotions shall be made effective from the date of vacancy for which DoPT Orders and Court Judgments are present and *in vogue*. Therefore, 171 Junior Executives has a right to get their due promotions retrospectively, at least from 01.01.2019.

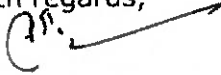
In the Guidelines for the conduct of DPC it is very clearly mentioned that the crucial date of eligibility is 30th June and the intent of this guidelines was to conduct DPC in advance to motivate executives by ensuring timely promotions. It is inexplicable why the eligible Junior Executives expecting first promotion of their career have been deprived of this proud moment. It is again worth to note that ATC Guild (India) had reminded the HR Directorate on this issue on 07th May, 2019, i.e. almost two months before the crucial date. We do not have an iota of doubt that these lapses are due to

the lackadaisical approach by the HR Directorate and the concerned persons. ATC Guild (India) can safely make the statement that these are also due to lack of accountability of the concerned persons in ensuring timely career progression and discharging their duties. They have never appreciated the fact that if the promotions are not effected in time, the whole scenario and seniority for the transfer also changes. Due to this inaction on the part of HR Directorate many officers have to bear the loss of new admission of their kids and to travel to new locations on transfers, thus bearing heavy financial losses. Had the DPC been conducted in time, the transfer seniority would have been different.

ATC Guild (India) demands that **as per the guidelines for conduct of DPC and rules in vogue, the promotion of JE to AM (ATC) grade be made effective from 01.01.2019.** In addition, stringent and exemplary deterrent actions be taken against the defaulting officers for their non-performance. This will go a long way in arresting growing resentment amongst the young executives in the organization who are very vital as workforce at all major stations engaged in this safety critical profession

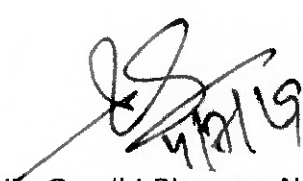
Assuring you our best cooperation.

With regards,



(D.K. Behera)
General Secretary

Copy to:

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1. Chairman, AAI, Rajiv Gandhi Bhawan, New Delhi
 2. Member (ANS), AAI, Rajiv Gandhi Bhawan, New Delhi

4/12/19



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

CC/ATCG/DPC/2021/01

17.06.2021

The Member (HR)
Airports Authority of India
CHQ, Rajiv Gandhi Bhawan
New Delhi – 110003

Sub : Request restoration of 151 posts of AM (ATM) and conduct of DPC thereof.

Sir,

In past to cover the shortage in ATM Dte, HR Dte has operated 151 AM posts at JE level to conduct recruitment. The stagnation in ATM discipline has become a chronic problem due to bulk recruitment conducted by AAI at Junior Executive level in ATM Dte due to shortage of ATCOs and non-creation of posts at appropriate higher levels to address the career progression problem of ATCOs. Presently, we have around 700 Junior Executives in ATM Dte who are eligible for AM promotion but consequential vacancy for promotion will be around 35, more than 650 eligible officers are eagerly waiting for their career's first promotion.

In view of the above, ATC Guild (India) request your good office to conduct the AM(ATM) DPC for 151 posts which were downgraded at JE level for recruitment. An early action from your end will give a moral boost to these hardworking young officers performing a safety critical job.

Assuring you our best cooperation.

Regards

(Alok Yadav)
General Secretary

Copy to : Member (ANS), AAI, CHQ, Rajiv Gandhi Bhawan, New Delhi – 110003.



भारतीय विमानपत्तन प्राधिकरण AIRPORTS AUTHORITY OF INDIA

F. No. A.32013/73/2019-DPC (ANS)

Date: 20/09/2019

The Regional Executive Director,
Airports Authority of India,
Delhi/Kolkata/Chennai/Mumbai/Guwahati

The Airport Director,
Airports Authority of India,
Kolkata/Chennai Airport

The Executive Director,
FIU/RCDU/IAA, New Delhi

The Principal, CATC,
Pravagrai

Sub: **Promotion to the Post of Asst. Manager (CNS)**

On recommendation of the duly constituted Departmental Promotion Committee, the Competent Authority has approved the promotion of following Jr. Executives (CNS) to the post of **Asstt. Manager (CNS)** on **ad-hoc** basis in the pay scale of **₹50,000-1,60,000** with effect from the date of taking over the charge of higher post except for the names against which dates of promotion are mentioned. On promotion, they are retained at the same station as indicated against their names:

Sl. No.	Employee No.	Name (Sh./Ms.)	Place of Posting	Date of Promotion
1	10002065	NAVEEN SINGH RANA	Jammu	
2	10002063	GAITONDE AKSHAY VAIKUNTH	Mumbai	
3	10002268	V HARISH REDDY	Chennai	
4	10002064	AVINASH KUMAR SHUKLA	Amritsar	
5	10002066	PRASENJIT MONDAL	Kolkata	
6	10002093	PRABHA SHANKAR SINHA	Ranchi	
7	10002159	KARRI YASHASWI	Tirupathi	
8	10018779	ANKUR NIGAM	Mumbai	
9	10002157	SRIKANTH KONALE	Gulbarga	
10	10002067	SUKANTO BHOWMICK	Jammu	
11	10002068	AJITESH PORWAL	Mumbai	
12	10002070	PRASHANT TAVDE	Nagpur	
13	10002115	SNEHA JAIN	Indore	
14	10002102	SUSHIL KUMAR SHARMA	Surat	
15	10002092	PANKAJ KUMAR SAINI	Bikaner	
16	10002097	PRIYANKA LAKESER	Amritsar	
17	10002105	SANJHANA NAIETHANI	Delhi	
18	10002099	RICHA DWIVEDI	Mumbai	
19	10002085	DEBABRATA MAHARANA	Rajamundry	
20	10002111	ASHWINI KUMAR SINGH	Indore	
21	10002086	DINESH SHARMA	Jammu	
22	10002080	AKSHAY KUMAR SRIVASTAVA	Kolkata	
23	10002108	RAJAN KUMAR SINGH	Kolkata-ER	
24	10002112	MITHUN KUMAR	BIAL	
25	10002098	RANJAN KUMAR	Agartala	
26	10002091	NEERAJ KUMAR	Chennai	
27	10002104	VISHAL TYAGI	Mumbai	
28	10002113	NAVEEN GOPAL	Coimbatore	
29	10002081	AMRENDRA KUMAR SINGH	Mundra	
30	10002127	BHUPENDER SINGH	RCDU	
31	10002153	ABHISHEK JOSHI	Portblair	
32	10002151	PRIYANKA AGARWAL	Porbandar	
33	10002138	MOHIT KOUL	Pathankot	
34	10002141	PIYUSH KUMAR JHA	Cooch Behar	
35	10002136	MANISH GUPTA	Khajuraho	
36	10002147	SHYAM SUNDER NAGAR	Ahmedabad	
37	10002125	ABINASH PRADHAN	Mohanbari	
38	10002145	SANJAY KUMAR SAHU	Shirdi	
39	10002158	ABHISHEK SHARMA	Jammu	
40	10002154	ADBALE SURAJ SUDHAKAR	Hyderabad (R&D Lab)	

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भारतीय विमानपत्तन प्राधिकरण AIRPORTS AUTHORITY OF INDIA

F. No. A.32013/136/2019-DPC (ANS)

Date: 21/08/2019

The Regional Executive Director,
Airports Authority of India,
Delhi/Kolkata/Chennai/Mumbai/Guwahati

The Airport Director,
Airports Authority of India,
Kolkata/Chennai Airport

The Executive Director,
FIU/RCDU/IAA, New Delhi

The Principal, CATC,
Allahabad

Sub: **Promotion to the Post of Asstt. Manager (ATC)**

On recommendation of the duly constituted Departmental Promotion Committee, the Competent Authority has approved the promotion of following Jr. Executive (ATC) to the post of Asstt. Manager (ATC) on ad-hoc basis in the scale of pay of ₹50,000-1,60,000 with effect from the date of taking over the charge of the higher post. On promotion, they are retained at the same station as indicated against their names:

Sl. No.	Employee No.	Name (Sh./Ms.)	Present Place of Posting
1	10001908	DEEPAK KUMAR JHA	CHQC-ATFM
2	10001922	MINAKSHI GOYAL	LUDHIANA
3	10001909	DEEPAK KUMAR SINGH	MANGALORE
4	10001904	ASWIN E AUGUSTINE	TRIVANDRUM
5	10001911	DIBAKAR MITRA	TRICHY
6	10002002	PRASHANT MUDGAL	CSIA, MUMBAI
7	10002023	SANCHIT GOEL	DIMAPUR
8	10002037	SHAH ZEEL JAGDISHCHANDRA	MUNDRA
9	10002027	SAMBIT PATNAIK	BENGALURU
10	10001997	PADIA YESHA KIRTI	AHMEDABAD
11	10001900	ANKIT KAUSHIK	AHMEDABAD
12	10001884	PRABHA THANUJA KOPPULA	VJAYAWADA
13	10001918	KUMARI CHETNA	BANGALORE
14	10002035	SAURAV KUMAR	MANGALORE
15	10001917	KORLABANDI SISIRSIMHA	MANGALORE
16	10002028	SOURAV KUMAR DAN	ROURKELA*
17	10002021	RISHI KUMAR	GAGGAL
18	10002034	SHIVANGI CHANDEL	AMRITSAR
19	10002012	RAHUL SINGH	CSIA, MUMBAI
20	10001898	AJAY KUMAR	CHQ, C-ATFM
21	10001996	VISHAK H PILLAI	CSIA, MUMBAI
22	10001899	ANIRBAN SUR	KOLKATA
23	10001912	DISHA CHANDRA	AGARTALA
24	10001914	GURUDEV	CSIA, MUMBAI
25	10001903	ASHISH KUMAR SINGH	CSIA, MUMBAI
26	10001907	AYUSH SETHIYA	CSIA, MUMBAI
27	10001992	NIKHIL SAINI	CSIA, MUMBAI
28	10001894	AKASH KUMAR	LENGPUI
29	10002000	PRAKASH KUMAR SINHA	CSIA, MUMBAI
30	10001913	GOURI KRISHNA B S	LILABARI
31	10000506	ABHISHEK YADAV	CSIA, MUMBAI
32	10001902	ARPITA ADJARIYA	BANGALORE
33	10002018	RAJESH KUMAR	COCHIN

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