



CNS OFFICERS' GUILD (Regd.)



Regd. under Society Act: Registration No. S-54400.

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Member: International Federation of Air Traffic Safety Electronics Associations

No. CNSOG/General/2010/

Dated: March 22, 2010

To

Shri V P Agrawal,
Chairman, Airports Authority of India,
Rajiv Gandhi Bhawan, Safdarjung Airport,
New Delhi – 110 003

Sub: Availing of Compensatory Off – regd
AAI Ref.: Corporate Personnel Circular 6/2010
No. A.60011/78/2007-PP dated 10th March 2010

Sir,

With reference to Corporate Personnel Circular 6/2010 on the above subject we would like to bring the following facts to your notice for your kind consideration and favourable action –

1. AAI is operation oriented organization. The operation executives are required to perform round the clock duties 365 days of the year that includes festivals, holidays, Saturdays and Sundays and cannot be compared anyway with the duties performed by the supporting staff and executives.
2. AAI earns its major chunk of revenue and profit through RNFC. It is hard earned by these operational staff and executives in the air traffic service. It is not right on the part of AAI management to deprive these executives from their legitimate right for Compensatory Off or respectable OPA for the extra duties AAI takes from them. These executives sacrifice their personal and family life to maintain 365 days round-the-clock Air Traffic Services (ATS) over Indian airspace.
3. The DGMs/JGMs (CNS) are equally performing shift and operational duties in ATS.
4. As per the various Circulars and Orders in AAI the operational personnel, including DGMs/ JGMs (CNS), cover VVIP flights beyond their normal duty hours.
5. **It is going to heavily hamper the performance of air traffic services and thereby will be a safety hazard over Indian airspace. HODs will not be able to manage maintenance and shifts with the existing shortage of manpower and will be compelled to keep uncovered shifts and general duties at vital CNS installations.**
6. **Even after repeated requests no sincere efforts have been made for filling up the existing vacancies in the CNS discipline.**
7. **No efforts are being made to create the required manpower for the new/ additional facilities and watch hours. The HODs/ CNS In-charges with the extensive shortage of CNS manpower is managing the operation with great risk.**

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8. AAI management has humiliated the executives by compelling them to perform extra duties at 50 % reduced OPA in the name of austerity measure.
9. AAI management is repeatedly delaying in bringing out the sanction orders for timely payment of OPA for the extra duties they ask the executives to perform.
10. **We reiterate from our earlier letter, that extra duties are performed as per the operational requirement of AAI management and not as per the desire or requirement of individual executives.** Therefore, AAI management should suitably compensate for the same till such time the existing vacancies are filled to maintain smooth operation.
11. **Para iii** of the aforesaid orders states that Compensatory Off cannot be prefixed or suffixed. When AAI management is taking extra duties as per their requirements, why an executive cannot avail/prefix/suffix the C/Off as per his/her requirement without hampering the operation of the station?
12. **Para vi** - Compensatory Off should be availed within one month in which it is earned. Extra duties are performed due to manpower shortage, we fail to understand, how the HODs / In-charges can adjust the C/Off within the restricted period. If sufficient manpower is available to grant C/Off within the restricted period, then AAI should be able to manage operation without calling the executives to perform extra duties.
13. HODs / In-charges needs to adjust the C/Off as per the availability of actual manpower in the station. Therefore, granting of C/Off should be the prerogative of the Leave granting authority. Further, in certain cases, when extra duties are performed in the end of the month the C/Off cannot be availed in the month in which it is earned.
14. **Para viii** – no Compensatory Off is permissible to officers of the level of Deputy General Manager and above. As mentioned in para 3 above, DGMs/ JGMs are equally covering shifts on holidays, weekly off and as well vacant shifts. In addition they are also covering VVIP duties. How can they be deprived from C/OFF?
It is not stated in the aforesaid Circular, how AAI management plans to compensate the senior level officers for the extra duties performed by them. **50% reduced OPA rates cannot be the solution/ compensation for a full day extra duty performed by the DGM and above executives. Therefore, the DGMs and above executives also require to be permitted to avail Compensatory Off in lieu of the extra duties performed by them.**

Sir, granting of C/Off to the operational cadre for the extra duties performed is not something new. Since the days of CAD in the Government of India, the operational cadre personnel have been granted C/Off for the extra duties, including prefixing and suffixing. Subsequently, due to inordinate delay in recruitment, creating an acute manpower shortage, AAI management had also introduced OPA to compensate the executives for the extra duties performed.

Such issues viz. C/Off or small amount of OPA for performing extra duties should not be the primary concern of an organization of AAI stature. AAI management should have rather brought out orders happily to respectfully compensate the executives who are sacrificing their festivals/ holidays/ weekly off to serve the organization and maintain smooth and uninterrupted operation all 365 days round-the-clock.

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It is therefore requested to kindly review and withdraw or amend the Corporate Personnel Circular 6/2010 suitably.

Thanking you.

Yours sincerely,



(S. Kobiraj)
General Secretary
CNS Officers' Guild

Copy to:

1. Mr. P Seth, Member (Ops.), AAI, New Delhi.
2. Mr. S C Chhatwal, Member (Fin.), AAI, New Delhi.
3. Mr. K K Jha, Member (P&A), AAI, New Delhi.
4. Mr. S Raheja, Member (Plg.), AAI, New Delhi.
5. The Executive Director (CNS-OM), AAI, New Delhi.