



# CNS OFFICER'S GUILD [ Regd. ]

Dated: September 9, 2009

## C I R C U L A R

Greetings to you and your family members.

- 1) I have joined CHQ on 18<sup>th</sup> August 2009. On 22<sup>nd</sup> August 2009 we had a Central Executive Council meeting to discuss and take decisions in various important issues. As per the decision taken in the meeting we are working to achieve our targets which we shall keep you informed in due course of time.
- 2) We have been receiving phone calls regarding the court case in Hon'ble High Court of Delhi in respect of equal status/ recognition to CNSOG. The next date is on 9<sup>th</sup> November 2009. We are very much concern and are doing all the needful for the next date.
- 3) It is requested that all Branches may kindly send an update on or before 30<sup>th</sup> September 2009 with the following information –
  - a) Name & Designation of the Branch President and Secretary with their contact No. and e-mail addresses
  - b) List of members those who have paid their subscription paid upto June 2009
  - c) CHQ share may be sent by Bank Demand Draft or at par cheque in favour of **CNS Officers' Guild** payable at **New Delhi** in the following address –  
Sh Shamsheer Singh,  
A-1/5 Shivaji Apartments,  
Sector -14, ROHINI, (Near Prashant Nursing Home)  
New Delhi – 110 085
- 4) Our goodness is being considered as our weakness by some of our friends. We do not intend to have any confrontation with any of the other Associations/Guilds in AAI. However, our silence is being misread by some of our friends and we have no other option but to bring out certain facts and information to our members.
  - a) Regarding AAI letter No. A.60011/10/2009/IR dated August 17, 2009 which has been given a wide circulation by our friends from Officers Association with the advise from the General Secretary to help REDs in circulation of the said letter and all RS/BS to give large publicity to the matter shows the desperation and fear our friends in Officers Association are going through. We are already having a strong membership and are actively working for the betterment and welfare of CNS cadre in general which puts doubt and fear in the minds of the members of the Officers Association of their future existence. AAI management has far more important matters to look into rather than to re-circulate the letter mentioned above. You can well guess the man behind machine. AAI letter No. A.60011/6/2006-IR dated 16/03/2006 may be read carefully  
"It is observed that a few unrecognized bodies/associations of employees are circulating copies of circulars/instructions issued by Management showing as the same are marked/endorsed to them  
2. It is clarified that any circulars/instructions issued by Management are endorsed/marked to the recognized bodies of employees only and no cognizance be given to other unrecognized bodies/associations etc."

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- i. Firstly, as per RTI reply No. PIO/321/200506 dated 22.12.2006 Point no. 1 to the General Secretary, CNS Officers' Guild "The grievance if any raised by the Associations are attended and are settled on the merit of the case as per the existing guidelines. **However, no formal recognition is granted.** A grievance redressal machinery is in existence to look after the grievance of the employees including Executives." Therefore, no Association is having any formal recognition in AAI.
  - ii. Secondly, all our members are responsible and well educated so as not to show copies of circulars/ instructions issued by management and claim as the same are marked endorsed to CNS Officers' Guild. However, any circulars/ instructions/ orders issued by AAI management are for all employees of AAI and cannot be claimed only for those bodies/associations/guild to which copies are endorses/marked. AAI letter dated August 17, 2009 is being looked into and we shall intimate the outcome.  
You may therefore please continue your interaction, address your grievances and maintain good relationships with all REDs/APDs/GMs/In-charges. We are representing an elite, responsible and specialized cadre therefore please be courteous and do not use any intemperate language during interaction/meeting with the management at all levels.
- b) We have been receiving queries regarding the membership of Sh. Y. K. Kaushik, General Secretary, AAOA(I) in CNS Officers' Guild. Sh. Y. K. Kaushik had taken the membership of CNSOG on 1<sup>st</sup> March 2006 at CATC Allahabad and had been paying his subscriptions regularly till December 2008. He had been an active member of CNSOG at CATC. Reasons/ interests of his taking over as General Secretary, AAOA(I) is not of our interest or concern. However, we assure you we would not like to have such members in the leadership of CNSOG; we have our devoted and dedicated member to lead CNSOG.
  - c) Further the O/o the Chief Minister, Delhi (Public Grievance Cell) through its letter dated 22/07/09 to the Registrar, Registrar of Societies, Delhi have forwarded a representation subject "serious malpractices in the election process of Airports Authority Officers Association" for necessary action. We are all aware that to this association to which AAI Management endorse/ mark its circulars/ instructions had to call a CEC to declare their election valid after the announcement of the results by Chief Returning Officer.
- 5) We had given our proposals for amendments/inclusion in the revision of R & P Rules vide our letter dated 16/04/2009, which had been circulated earlier. We are hopeful of favourable recommendation of the esteemed committee and subsequent approval of AAI management.
  - 6) We are also pursuing for the approval of the files in respect of post creation in CNS discipline. This inordinate delay is adversely affecting the performance of CNS facilities which is against the interest of aviation safety, passengers, airlines other esteemed customers. We should request AAI management to consider the approval of the posts on priority.
  - 7) We will once again pursue the issue of manpower shortage in the CNS discipline and the cut of OPA in the name of austerity measures adversely effecting the operation and maintenance of CNS facilities.
  - 8) *I am enclosing an Appeal which is self explanatory; please ensure it reaches to each and every CNS executive in AAI through e-mail or hard copy.*

Subit Kobiraj  
General Secretary



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## AN APPEAL

To,  
All Executives,  
CNS Discipline,  
Airports Authority of India

### BRINGING TOGETHERNESS IN CNS

Formation: *December 2005*  
Regt Under Society Act: *Registration No. being S-54400.*

The CNS Officers' Guild is a professional body, which is representing CNS executives of Airports Authority of India who are responsible for planning, procurement, installation, maintenance and operation of Communication, Navigational, Surveillance and ATM automation facilities at all airports and Aeronautical Communication Stations across the country for providing safe and efficient Air Navigation Services.

To have interaction with the users, technology providers and educate and update our members with the latest innovations and technological developments in the field and sharing of information among the members of Aviation community are some of the major objectives of the Guild.

We are living in the highly competitive and turbulent business environment. Technologies are changing at fast pace and difficulty in deciding the right technology among various contenders, is leading to situation where what is relevant today may be obsolete or not relevant tomorrow. Change is inevitable and has to come. The need of the hour is to update ourselves and adopt the change bravely. The face of technology and equipments what we are using today for air navigation are likely to be completely replaced with Global Navigation Satellite System (GNSS) with suitable augmentation systems. In days to come Voice Communication will be replaced with Data Communication and Surveillance with ADS-B. In India, AAI has already stepped in this direction undertaking the GNSS & ATN projects.

**CNS Officers Guild has been formed to enable the CNS officers enjoy their own cadre based platform where they can voice and project their demands and also look after the interests and welfare of the members.**

#### Drawbacks of the multi-cadre Association

Being a multi-cadre association we have not been able to

- look into the interests of the CNS cadre
- voice and project our demands
- solve the problem of stagnation and post creation even after installation and commissioning of additional facilities.
- bring about a balance of interests in the various strata of the CNS officers.

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Need of the Hour

In the present fast and enormous development and changes in the field of Aviation, Air Navigation Service (ANS) plays a very important and a vital role. In such a scenario, the ANS users have their own cadre based platform to voice their demands, while the CNS officers who, for being a part of the multi-cadre association are unable to rightly project their demands.

Even the Government has recognized the need of forming a separate Air Navigation Service (ANS) Corporation comprising of CNS and ATM cadres in order to offer specialized Air Traffic Services. It is a well known fact that the work carried out by CNS executives is a highly specialized job, providing communication, navigation and surveillance facilities in today's high density airspace and airports needs high level of knowledge, skill and specialized trainings. In no way these two services CNS & ATM can be compared with the other services provided in AAI. A high level committee has been formed to study and look into the subject.

Keeping in view the progress the **cadre-based associations/guilds** have made over the years, the need of the day is to realize the losses in multi-cadre-association and to press for unity and strength for CNS Officers Guild.

Mission is clear in our mind. We are committed to our organization and will follow the directions given by organization leadership. We are sure that with our efforts Airports Authority of India will become a world class Air Navigation Service provider.

*Friends, in the life of trees, one key to survival is having more roots than shoots. In his book "Oak: the Frame of civilization" author William Bryant Logan says "If a tree puts on a lot of top growth and few roots, it is likely to be weak-wooded and short-lived..... If a tree puts down a great deal of roots and adds shoots more slowly, however, it is liable to be a long-lived and more resistant to stress and strain".*

*People and organization can be like trees. The rise to prominence is exhilarating, but anything that puts up shoots faster than it puts down roots is fragile and in danger of breaking, falling or dying. If our roots go deep, we'll be strong, resistant to blight and more likely to survive the storms of adversity.*

*It is you who can bring about a difference in the strength of CNS Officers Guild by realizing its importance and by joining this Guild for your ultimate cadre benefits. It is you who have to be the strong roots of this Guild, lend your whole-hearted support and make this Guild an elite success.*

*We express our thanks and gratitude to those six hundred and more CNS executives who have joined CNS Officers' Guild and have not fallen or weakened in the storms of all kind of adversities that we are facing presently due to section of our own friends who are not leaving any single stone unturned to break this Guild for their own personal benefits.*

*We have recently been able to remove the long stagnation in CNS cadre in some areas and promise to do our best to remove stagnation in the remaining areas where we still have stagnation.*

*We have circulated the letter/suggestions we had given to AAI management in connection with the revision of R&P Rules for career progression in executive cadres and we look forward for AAI management's favourable decision.*

Subit Kobiraj  
General Secretary

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