



No.Pers/MPP/1/26/1/89/

भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

November 12, 2009

The Regional Executive Director
Airports Authority of India
NR/SR/WR/ER/NER
Delhi/Chennai/Mumbai/Kolkata/Guwahati

The Executive Director (RCDU)
Airports Authority of India
New Delhi

The Airport Director
Airports Authority of India
Kolkata/Chennai

The General Manager (CRSD)
Airports Authority of India
New Delhi

The Principal
CATC
Allahabad

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

The Executive Director (FIU)
Airports Authority of India
New Delhi

Subject:-Amendments in the R&P Regulations, 2005 in respect of Executives.

The Recruitment & Promotion (R&P) Regulations, 2005 came into force with effect from 1.2.2005. During the last four years of its operation, certain difficulties have been experienced in its implementation leading to representations from various regions and associations.

2. Accordingly, a Committee was constituted to look into the issues concerning executives and suggest possible amendments in the R&P Regulations, 2005 in order to prevent attrition at induction level, adequate career progression and removal of anomalies for proper, effective and uniform implementation of R&P Regulations.

4. Recommendations of the Committee were placed before the Manpower Advisory Board of AAI, which after due deliberations, decided to effect the following modifications in the R&P Regulations:

- (i) Two years' relevant experience will be required for direct recruitment at Manager (E-3) level in the CNS and Electronics cadres.
- (ii) 25% of Jr. Executive (E-1) posts will be filled by Non-Executives from all trades (disciplines) having the qualification prescribed for direct recruitment to Jr. Executive (E-1) subject to passing written test, interview and meeting other norms.
- (iii) Pay scales of Jr. Executive (E-1) and Manager (E-3) will be granted along with other admissible allowances to those appointed by direct recruitment to Jr. Executive (E-1) and Manager (E-3) grades respectively instead of stipend.

....2/

- (iv) Placement with pay fixation benefit will be allowed from the grade of Jr. Executive (E-1) to the grade of Assistant Manager (E-2) on completion of three years' regular service.
 - (v) Sr. Manager (SG) (E-5) will be re-designated as Assistant General Manager.
 - (vi) Two-third posts of the sanctioned strength of Dy. General Manager (E-6) will be operated at the level of Jt. General Manager (E-7).
 - (vii) For promotion to the post of General Manager (E-8), any Jt. General Manager (E-7) with a minimum of one year's regular service in the grade with a combined regular service of five years as Dy. General Manager (E-6) and Jt. General Manager (E-7) will be eligible.
 - (viii) For promotion to the grade of DGM (E-6) and above, while the benchmark will continue to be 'Very Good', the DPC shall ensure that out of the five years PARs, at least four are 'Outstanding' for grading the officer as 'Outstanding', and at least four are 'Very Good' or above for grading the officer as 'Very Good'.
 - (ix) Anomaly in pay fixation of a senior with reference to his junior will be decided under FR-22 C (a) (i).
5. All other existing conditions in the R&P Regulations, 2005, as amended from time to time, will remain the same except to the extent modified above.
6. In case of any doubt as to interpretation of the aforementioned provisions of this order, clarification shall be obtained from CHQ only which shall be final and binding.
7. The above decisions may be given wide publicity among employees through circulation, website, notice boards etc.
8. The above decisions will come into force from the date of issue of this order.
9. This issues with the approval of the Competent Authority.



(DINESH KUMAR)
Executive Director (Personnel)

Distribution:

1. Member (Ops) / (Fin) / (Plg) / (Q&A)
2. Sr EA to Chairman
3. All HODs at Operational Offices and CHQ.
4. GM (P) – KCM / VLB / BS / RSM
5. GM (IT) – with the request for loading this order on the website
6. Jt. GM (P) – DNS / RD / SKS
7. All Officers' Associations – AAI Engineers Guild / ACOA (I) / IAAIOA / ATC Guild (I) / AAOA (I)