

**Proceedings of sitting on 04-06-2008 in the chamber of Hon'ble
Member Shri Tsering Samphel**

A list of officers present in the sitting is at Annexure.

ISSUES

Supercession of Sr.FE Sh. Rebat Pal inspite of documented credentials, by intentionally keeping his APA rating low.

Harrasement and discrimination by instructor at IGRUA and at last teminating his CPL training.

BACKGROUND

A representation dated 08.04.2008 was received from Sh. Meer Singh, General Secretary, All India Confederation of SC/ST Organization Regd., New Delhi regarding unjustified denial of promotion since 2002 and harassment and tempering of seniority and finally termination of CPL training at IGRUA of Sr. FE Sh. Rebat Pal.

Due to deficiency of instructors and CFI at IGRUA proper training was not being given. On a complaint to this effect to Indian Airlines by Sh. Pal, his training was stopped and demanded his mental check up. His 23 hrs of flying, out of a limit of 25 hrs was done without CFI or solo check, which is illegal. He had done two solo flights without any mis-happening, but those who met with accidents were permitted to continue. Sh. Pal had requested for CPL training at some other DGCA approved training centre, but permission was denied. On the contrary, training hours outside IGRUA by Sh. Y K Chandra and Sh. S K Jain were included for issue of CPL.

Inspite of documented credentials, Sh. Rebat Pal was superseded by four of his juniors. His career was flawless, but APA gradings were kept vindictively low by his superior, who has superceded him in 2002 and also met with an accident during flying. On his representation to the higher authorities, he was not even responded.

ANALYSIS

It appears that there is a factor of discrimination in promotion, even if Sh. Rebat Pal is not outstanding; he could have been promoted as per protection clause provided to SC/ST candidates as per presidential orders.

In case of CPL training at IGRUA, there appears to be a factor of harassment and vindictiveness. Equal opportunity must be given to all, specially to the candidates from the weaker section of society.

DISCUSSION

It was noticed by the Commission that protection clause was not applied in case of Shri Rebat Pal during promotion process in 2002. Moreover, deficiencies found during the process for Shri Rebat Pal not found suitable for promotion, were not communicated to him, depriving him of the possible opportunity to enable him to improve in those areas.

It was informed by Air India that DGCA has inquired into the case of Shri Rebat Pal and recorded in their report that he was given 41 hrs of solo flying and he can't be given CPL and case to be closed.

It was further informed by Air India that Shri Meer Singh has not taken any permission from Air India to join the Confederation. Moreover, he has also not taken permission to attend the meeting at Commission.

Air India intimated that the cadre of Flight Engineer is obsolete in Air India and the Flight Engineers are rehabilitated in different departments based on the qualifications and experience. A selection board has been formed in Air India for this rehabilitation exercise and it is likely to give report by July'08 end. Air India assured that Shri Rebat Pal will be rehabilitated as per his qualification and experience and his pay package will be either equal or better as compared to his present.

Shri Meer Singh and Shri Rebat Pal expressed their grievance and demanded that Shri Rebat Pal be given promotion w.e.f from 2002, one more chance in CPL and training charges Rs 2.9 Lakh at IGRUA should not be recovered from him.

RECOMMENDATIONS

The Commission recommends that :

1. The training charges (Rs 2.9 Lakh), incurred at IGRUA should not be recovered from Shri Pal, as these charges were spent by Govt. for his rehabilitation. Further, there are instructions to provide special training support to SC/ST candidates to promote them to acquire higher levels.
2. Shri Pal should be promoted w.e.f. 2002 by giving him benefit of Protection Clause and he should be placed in other department under rehabilitation scheme at a better position as he has already suffered for the last 6 years for not being promoted.
3. The request of Shri Pal for Hobby Flying may be favorably considered. Officers of Air India assured the Commission that action will be taken on the recommendations of the Commission on the grievances of Shri R. Pal by July'08 end

ANNEXURE

The following were present in the sitting on 04.06.2008 :

NCST

1. Shri Tsering Samphel, Hon'ble MemberIn Chair
2. Shri Aditya Mishra, Jt. Secretary
3. Shri Vinod Aggarwal, Director

AIR INDIA

1. Shri Anup K. Srivastava, Director (P)
2. Capt. N V S Chandhokk, Exec. Dir. (Ops.)
3. Capt. Ashok Raj, GM (Ops.)
4. Ms. Vasudha Chandna, Sr. Mgr (F/O)

Petitioner

1. Shri Meer Singh, Gen. Sec., AICSCSTO
2. Shri Rebat Pal, Sr. FE, AI