



भारत सरकार

राष्ट्रीय अनुसूचित जनजाति आयोग

GOVERNMENT OF INDIA

NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. JAC/1/2015/MCVL1/SEOTH/RU-III छठा तल, 'बी' विंग, लोकनायक भवन,
खान मार्केट, नई दिल्ली 110003
दिनांक: 11.11.2016

To,

The Chairman cum Managing Director,
Air India Ltd,
Airlines House,
113, Gurudwara Rakabganj Road,
Connaught Place,
New Delhi-110001

Subject: Representation dated 26.10.2016 received from Shri Jameel Ahmed Choudhary regarding psychometric result of AASL (Airlines Allied Service Ltd) & AIL (Air India Limited).

Sir,

I am directed to enclose a copy of the proceedings of Sitting held in the Commission on 10.11.2016 of the above subject for necessary action and for submitting the action taken report to the Commission within 15 days.

Yours faithfully,

(K.D. Bhansor)Mrs.
Director

Copy to:

1. Executive Director (Personnel & HR) Air India Ltd, Airlines House, 113, Gurudwara Rakabganj Road, Connaught Place, New Delhi-110001
2. Shri Jameel Ahmed Choudhary, D-495, Sector 7, Dwarka (HP Gas Agency, Ramphal Chowk) New Delhi-110077.
3. SSA NIC

Proceeding of the Sitting taken by Hon'ble Vice-Chairperson, NCST on 10.11.2016 in the matter of Shri Jameel Ahmed Choudhary regarding recruitment in Air India Limited for the post of Senior Trainee Pilot.

Date of Sitting: 10.11.2016

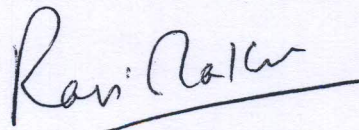
List of the officers present : Annexure-I

A representation dated 26.10.2016 has been received from Shri Jameel Ahmed Choudhary regarding psychometric result of AASL (Airlines Allied Service Ltd) & AIL (Air India Limited). The petitioner in his representation has alleged that AASL & AIL have conducted psychometric exam for the post of Co-pilot and senior trainee pilots (A 320 endorsement) on 11 and 18 September 2016 respectively and he was declared passed in one of the examination held on 11th September, 2016 and declared failed in 18th September, 2016 just to unfit his candidature.

Matter was taken up with Air India (Reply of Air India Annexure-II). Hon'ble Vice-Chairperson, NCST fixed up a Sitting on 31.10.2016 to investigation/inquiry in the matter which was postponed to 10.11.2016.

On behalf of CMD Air India Executive Director (Personnel & HR) appeared before the Commission. A discussion was held in pursuance to the proceedings of NCST dated 09.03.2015 and having discussed the merit of the case and on examination as well as the number of ST posts advertised and backlog thereof on rosters, Commission noted that only 4 ST candidates have been selected out of 45 reserved ST posts. Commission advised the ED (Personnel & HR) to reconsider the ST candidates who could not clear the psychometric test to make the backlog of ST posts, by giving them another chance to appear for the test (either clinical or written) and prove their worth.

Air India assured to consider the above advise in the light of DoPT OM No. 36012/2/96-Estt.(Res) dated 02/07/1997 and report to the Commission within 15 days.



रवि ठाकुर/RAVI THAKUR
उपाध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

The Following were present in the Sitting on 10.11.2016.

NCST

1. Shri Ravi Thakur, Hon'ble Vic-Chairperson
2. Smt. K.D. Bhansor, Director
3. Shri V.P. Shahi, Assistant Director
4. Shri P.V. Mohandas, PS to Hon'ble VC

Officers of Air India Limited

1. Shri R. J. Shinde, Executive Director (Personnel & HR)
2. Shri Mohan, Sr. Manager (Personnel & HR)

Petitioners

1. Shri Jameel Ahmed Choudhary

Shri V.P. Shahi
Assistant Director
National Commission for Scheduled Tribes
6th Floor, LokNayak Bhawan
Khan Market
New Delhi-110 003.



Ref.No.: HPDO1/W-667

Date: 03.11.2016

Sub : Reference discussion in the case of Shri Jameel Ahmed Choudhary regarding recruitment in Air India Ltd. .

Sir,

Please refer to your letter No. JAC/1/2015/MCVL1/SEQTH/RU-III dated 27.10.2016 calling Secretary, Ministry of Civil Aviation and CMD, Air India for discussion in the case of Shri Jameel Ahmed Choudhary.

The contents of the representation of Shri Jameel Ahmed Choudhary have been examined and our comments on the same are as under: -


Shri Jameel Ahmed Choudhary has been taking up the issue of his appointment as Pilot in Air India Limited through National Commission for Scheduled Tribe from time to time.

In the year 2015, Shri Jameel Ahmed Choudhary had submitted his representation against our recruitment exercise for the post Sr. Trainee Pilot (With A-320 Endorsement) as he was not in possession of A-320 Type Rating at that time.

Secretary, Civil Aviation and CMD, Air India Limited had appeared before the Commission and presented all the facts and related documents. The Commission was explained in detail regarding immediate requirement of Pilots in Air India Limited for expansion of its fleet, addition of new sectors and attrition in the category of Pilots. Details of reservation roster etc. as desired by the Commission had also been submitted to the Commission.

Air India had issued another advertisement for the post of Trainee Pilot (CPL Holder) in August 2015. All the unfilled vacancies of reserved categories in the aforesaid recruitment exercise of Type Rated Pilots were carried forward to the subsequent exercise of Trainee Pilot along with current reservation for additional vacancies.

As per Selection Process, all the eligible candidates were required to undergo a Written Test comprising of an Aptitude Test and a Technical Knowledge Test. Candidates qualifying the same, were subjected to a Psychometric Test. Candidates qualifying/declared Fit in Psychometric Test and falling in the applicable zone of consideration were required to appear for Personal Interview.

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Shri Jameel Ahmed Choudhary had also applied in response to our above advertisement and appeared for Written Test for the said post held on 11.10.2015 at Delhi, however **he did not qualify in the initial Written Test itself.**

As Air India could not fill the adequate number of vacancies in the said recruitment exercise of Type Rated Pilots, on completion of the said exercise, Air India has issued another advertisement in July 2016 inviting applications from open market for filling up of 415 posts (SC-63, ST-45, OBC-191 & GEN-116) of Pilots from amongst Sr. Trainee Pilot (with A-320 Endorsement).

In response to above advertisement of July 2016, Shri Jameel Ahmed Choudhary who has obtained A-320 Type Rating by then, has also applied as an ST candidate. Shri Choudhary appeared for Psychometric Test held on 18.09.2016 at Delhi. **However, he could not qualify the said Psychometric Test.**

Now, Shri Jameel Ahmed Choudhary has again represented before Hon'ble Commission for STs regarding the Psychometric Test conducted by Air India as a part of selection process.

In this connection, it may be stated that the Psychometric Test was conducted by Indian Institute of Psychometry, Kolkata. Out of 409 candidates appeared for the Psychometric Test, a total of 251 candidates have qualified the same.

With regard to his qualifying in the Psychometric Test held on 11.09.2016 for the post of Pilot (CPL Holder) in AASL, it may be submitted that AASL, although a wholly owned subsidiary of Air India Limited, they carry out their recruitment processes independently and qualifying in their recruitment process cannot be quoted or hold good for recruitment process of Air India Limited. All the aspirants for the post of Pilot apply for different Airlines and appear for their different stages of selection process. If they qualify one stage or the complete recruitment process of one Airline, they cannot claim of having qualified the same stage or recruitment process of other Airline automatically. However, further information has been sought from Indian Institute of Psychometry, Kolkata.

Further, the guidelines on reservation for SC/ST are followed by Air India and prescribed percentage of reservation is invariably maintained while carrying out recruitment of Pilots/ Trainee Pilots. While assessing the vacancies to be reserved for ST candidates unfilled vacancies are carried forward to the subsequent recruitment exercises alongwith the current reserved vacancies for ST and no de-reservation has been sought.



It may also be mentioned that requirement of Pilots is not static and it varies with fleet expansion and network expansion etc.. Therefore, number of vacancies advertised to be filled up varies from one exercise to another.

As on 1st October, 2016, the number of First Officers in Air India is 451 and out of this 32(7.09%) belongs to ST category. All possible efforts are being made to fill up the vacancies reserved for ST candidates.

We hope the above clarifies the position.

Thanking you,

Yours faithfully,
for AIR INDIA LTD

(Ajay Prakash)
General Manager (Personnel)

CC : Shri C. K. Shukla, Under Secretary, MOCA, New Delhi.