

**GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA**

UNSTARRED QUESTION NO:2148

ANSWERED ON:24.08.2012

VRS TO AI EMPLOYEES

Jagannath Dr. M.;Thakur Shri Anurag Singh;Yadav Shri Hukumdeo Narayan;Yadav Shri Ranjan Prasad

Will the Minister of CIVIL AVIATION be pleased to state:

- (a) whether Air India proposes to offer Voluntary Retirement Scheme (VRS) to its employees;
- (b) if so, the details thereof and the reasons therefor along with the details of proposed cut down in each category of staff;
- (c) whether the Government has taken Trade Unions/stake holders into confidence before offering VRS to its employees;
- (d) if so, their reactions thereto and the time by which the said scheme is likely to be implemented;
- (e) the total number of employees of Air India and its subsidiaries, categorywise along with the details of pilots and other staff which have left Air India to join other airlines during each of the last three years and the current year, category-wise; and
- (f) the action taken by the Government in this regard and against such officials?

Answer

MINISTER OF CIVIL AVIATION(SHRI AJIT SINGH)

(a) and (b): In order to rationalize manpower for achieving optimum utilization of manpower resources and as part of the Turn Around Plan (TAP), the Board of Directors of Air India have given an in-principle approval to a Voluntary Retirement Scheme for all permanent and confirmed employees of the Company, who are in Indian scales of pay and have rendered a continuous service of 15 years in the Company or have reached a minimum age of 40 years as on date of closure of the scheme. Employees holding licences/approval from DGCA as part of their job requirements like aircraft engineers, pilot, simulator maintenance engineers, approved flight dispatchers, service engineers etc. are not eligible. The proposed Voluntary Scheme targets a total of approximately 5000 employees. However, the actual reduction in number of staff will depend upon the number of employees volunteering to opt for the scheme.

(c) and (d): VRS is an administrative decision of the company in line with the recommendations of Justice Dharmadhikari Committee. It is also a part of the Turn Around Plan of Air India. The scheme has been modeled on Government Guidelines and the earlier VRS offered in the erstwhile Air India and Indian Airlines and the Unions had no objections to the scheme. The proposed VRS would be notified after approval of the Government.

(e) and (f): Reply is annexed.