



OIL SECTOR OFFICERS' ASSOCIATION

(ONGC, OIL, IOCL, HPCL, CPCL, KRL, IBP, BL, GAIL, BRPL, BPCL, EIL, NRL, MRPL)

AMIT KUMAR
PRESIDENT

No.OSOA/Pres/MoP&NG/41
November 19, 2008

To,

SHRI MURLI DEORA

Hon'ble Minister of Petroleum & Natural Gas
Govt. of India
Ministry of Petroleum & Natural Gas
Shastri Bhavan
New Delhi.

Subject: Direct Action Programme w.e.f. 0600 hrs of 2nd December, 2008.

Respected Sir,

This is with reference to our letter No.OSOA/Pres/MoP&NG/40 dated 17.11.2008 as well as our discussions held with you and with Shri Santosh Mohan Dev, Hon'ble Minister of Heavy Industries on 17.11.2008.

Sir, we would like to highlight that we appreciate the stand taken by you in our ongoing struggle of nearly 2½ years. We would like to emphasise that it is only because of the positive attitude shown by you as well as your assurance that you will be emphasizing to the Cabinet also that we deferred our Direct Action Plan to 2nd December, 2008. Enclosed at Annexure-I is an illustration of Pay fixation of our Officers which shows that right from day one, all the officers shall be stagnating and their pay shall get fixed at the highest end of the Pay scale which will be a major demoralizing factor for all of us. Let me highlight the issues once again :

1. Periodicity of Pay Revision should not be more than 5 years.
2. Categorisation of Oil PSEs should be under A+ category.
3. The Pay scales necessarily have to be open ended.
4. As the Oil PSUs are fully capable of making the payments of their employees and are not dependant on any budgetary support from the Govt., hence Board of Oil PSUs should be empowered to finalise the fitment benefit, introduction of appropriate intermediate scales to fit the pre revised slabs introduced in 1997 pay revision, implementation of all special dispensations given in the past pay revision and finalization of PRP depending on their capacity to pay and market dynamics.
5. 50% ceiling on perks and allowances is a major bottleneck for designing the pay structure of all PSUs. Enclosed at Annexure-II is a DO letter No.5(7)/2005-WC dated 30th May, 2006 from Secretary DPE which clearly brings out that administrative ministry can pay more after taking necessary approvals.
6. During the meeting we were told that the annual increment shall be 3% and we had very clearly brought out that the present level of increment needs to be maintained i.e. 4% for annual and 6% on promotion.

Contd....2/-

Remaining points have also been covered in our previous letter as well as letter of Additional Secretary (PNG) to Secretary, DPE dated 17.11.2008.

Sir, we once again request you to use your good office to meet the aspirations of nearly 50,000 officers of Oil Sector PSUs and has reposed faith in you and your assurances.

With *regards* ,

Yours sincerely,

Encl.As above.

Amit Kumar
19/11/2008
(Amit Kumar)

Copy to:

1. Hon'ble Prime Minister of India, 52 South Block, New Delhi-110 001,FAX No.23014255/23016857/23015603.
2. Hon'ble Minister of Heavy Industries and Public Enterprises, Govt of India, Udyog Bhavan, New Delhi
3. Secretary-DPE, CGO Complex, Block No.14, Lodhi Road, New Delhi
4. Secretary-MoP&NG, Govt. of India, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
5. Addl.Secretary, MoP&NG, Govt. of India, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
6. Addl. Secretary & Financial Advisor, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
7. Chairman and Managing Director, ONGC, OIL, IOCL, HPCL, CPCL, KRL, IBP, BL, GAIL, BRPL, BPCL, EIL, NRL, MRPL.
8. All the OSOA constituents.

ANNEXURE - I

Grade (Corresponding pre-revised Level in ONGC)	Pre revised scale (JMC)		ONGC SCALE (1997)		Scale recommended by JRC category				A+		Fixation		
	minimum	maximum	minimum	maximum	minimum	maximum	Risk pay	Fitment	rev min	rev max with out stagnations	rev max with 3 stagnations	loss on fixation as on 01/01/2007	% loss as on 01-01- 2007
E0	6550	11350	NA	NA	14500	25000	1300	0.3	14373	24906	27895	2895	13.49
E1	8600	14600	NA	NA	19000	32100	1700	0.3	18872	32038	35883	3783	13.70
E2	10750	16750	10750	16750	24000	37000	2200	0.3	23590	36756	41167	4167	13.16
(E1)	NA	NA	12000	17500	NA	NA							
E3	13000	18250	NA	NA	29000	40100				30806			
(E2)	NA	NA	13750	18700	NA	NA	2500	0.3	28527		44854	4754	13.78
E4	14500	18700	NA	NA	33500	44000	3500	0.37	33532	43245	48434	4434	12.54
(E3)	16000	20800	16000	20800	37000	48200	4500	0.37	37001	48101	53873	5673	14.43
(E4)	17500	22300	17500	22300	41000	52000	6000	0.37	40470	51570	57758	5758	13.66
(E5)	18500	23900	18500	23900	45000	58000	8000	0.42	44344	57287	64162	6162	13.64
(E6)	NA	NA	19000	24750	NA	NA							
			19500	25600									
(E7/E8)	20500	26500	20500	26500	50000	64000	9000	0.42	49138	63519	71142	7142	14.26
(E9)	23750	28500	23750	28550	55000	70000	10000	0.42	56928	68313	76511	6511	12.08
E10	NA	NA			65000	75000	15000	0.42		0			
Director	25750	30950	25750	30950	80000	80000	20000	0.42	61722	74186	83088	3088	5.28
CMD	27550	31500	27550	31500	100000	100000	25000	0.42	66036	75504	84565	0	

DATE 15:17 FROM:

TO: 23395276



सचिव
SECRETARY

GOVERNMENT OF INDIA
 भारतीय उद्यम एवं लोक उद्यम मंत्रालय
 MINISTRY OF HEAVY INDUSTRIES AND PUBLIC ENTERPRISES
 लोक उद्यम विभाग
 DEPARTMENT OF PUBLIC ENTERPRISES
 केन्द्रीय कार्यालय पार्साद, ब्लॉक नं. 14, लोदी रोड
 Kendriya Karyalaya Parsad, Block No. 14, Lodi Road
 नई दिल्ली/New Delhi-110 003
 DO.No.5(7)/2005-WC
 May 30, 2006

Subject: Threatened strike by Oil Sector Offices Association (OSOA).

Dear,

It is learnt from the Ministry of Petroleum & Natural Gas (MOP&NG) that Oil Sector Offices Association (OSOA) have threatened to go on strike unless their demands regarding salaries, allowances etc. are met.

2. Earlier, the MOP&NG had made a reference to the Department of Public Enterprises (DPE) for consideration of 5 such items and the same had been considered by us. Subsequently on 19th May, 2006 the matter was reviewed by me in a meeting with Additional Secretary, MOP&NG where some officers of the oil sector Public Sector Enterprises (PSEs) and DPE were also present. We explained to the MOP&NG and oil sector PSE officer that DPE is the nodal department for all PSEs and as such it is difficult for it to relax its guidelines selectively in favour of PSEs of any one sector as the same would lead to similar demands in PSEs of other sectors as well.

3. Secondly, we are nearing the completion of 10th year of the salaries and allowances regime recommended and approved by the Government on the basis of Justice Mohan Committee for PSEs set up in 1996, which was given effect from 1.1.1997. Department of Public Enterprises (DPE) has already initiated the process of constituting the next Pay Committee for PSEs which is proposed to be constituted soon after the 6th Pay Commission Notification is issued by the Government. The likely membership and possible names are under consideration at the level of Minister (HI&PE). In view of this, it is rather late in the day to reopen the questions relating to salary levels, allowances, terms and conditions of

employees of PSEs in general or PSEs of a particular sector for any grievances in relation to these matters. They would be well advised to take up these issues through effective presentations before the next Pay Committee which is likely to come into being shortly. If the next Pay Committee recommends preferential treatment for PSEs of a particular sector, only then the Government could possibly consider such a step.

4. It was also pointed out in the meeting with officers of MOP&NG that almost all the Navratna companies of the Oil Sector have already exceeded the norms laid down in the DPE guidelines in respect of pay scales, financial quantum of increment, commencement of stagnation increment, protection of Personal Pay etc. In case MOP&NG is of the view that any more such concessions need to be given to the officers of its Navratna PSEs they may do so with the approval of the Competent Authority as it would be difficult for DPE to relax the guidelines applicable to PSEs across the board for PSEs of any one sector.

5. A brief note on the specific points referred to DPE by the MOP&NG is enclosed for ready reference.

6. On the request made by Additional Secretary, MOP&NG that the representatives of OSOA may be allowed an opportunity to present their case once again to the DPE, another meeting was held on 26.5.2006 in the DPE where Joint Secretary, DPE and Joint Secretary and Financial Adviser, MOP&NG jointly discussed the issues with OSOA representatives. I am bringing the above to your notice on account of some media reports indicating that DPE has not given consideration to OSOA demands.

With regards,

Yours sincerely,

(Signature)
dte (Priyadarshi Thakur)

Shri T.K.A.Nair
Principal Secretary to PM
Prime Minister's Office
South Block
New Delhi.

Copy for information to:

1. Shri M.S.Srinivasan, Secretary, Ministry of Petroleum & NG, Shastri Bhavan, New Delhi.
2. Shri Anil Razdan, Additional Secretary, Ministry of Petroleum & NG, Shastri Bhavan, New Delhi.
3. PS to Minister (HI&PE)

(Signature)
dte (Priyadarshi Thakur)