



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

OIL AND NATURAL GAS CORPORATION LIMITED, NEW DELHI

Registered with the Registrar of Societies U.P., Lucknow, Registration No. 172 (1967-68)



October 20, 2008

AMIT KUMAR
President - CWC

NEWSLETTER – 11

“Stop not till the goal is achieved”

ON PATH TO VICTORY – STILL MILES TO GO.....

Friends,

In continuation of our Direct Action Programme your CWC started mission of mass contact programme with the Members at various work centres. In this effort CWC held its first GBM at Ankleshwar Asset on 10th October, 2008. All the officers participated in the GBM with a new vigour and energy. All of them vowed to make the Direct Action Programme success and also requested CWC leadership to go ahead and assured of complete success of the Direct Action Programme. On the same day the GBM was held at Hazira and in the meeting lot of issues were discussed which were forcing the officer's community to go for agitation programme. All the officers unanimously passed resolution for whole hearted support for the Direct Action call. Proceeding from Hazira to Mumbai nearly 14 GBMs were held in a space of 2 days at offshore installations. Namely : SHP, Sagar Shakti, Sagar Uday, ICP, BHS, Neelam, Heera, Sagar Pragati, BLQ1, BLQ2, NQO, WIN and MNW. Due to paucity of time we could not visit Sagar Gaurav, Sagar Samrat, SCA and other installations. The response was amazing and all the officers at all the installations have supported our cause and have promised to make the Direct Action Programme a huge success. At other locations also GBMs and Gate Meetings held and ASTO office bearers of all the locations and Units have moved out into their operational areas and are reporting a huge success and tremendous response to our Action Programme. All the constituents of OSOA have also served the notice of Direct Action and all of them have held Gate Meetings, General Body Meetings and are totally geared to strike work at 0600 Hrs of 21st October, 2008.

Due to continuous pressure from all of us; on 15th Morning, the OSOA team was invited by the Ministry for a meeting. The meeting was attended with the Director (HR)'s of OIL PSUs and Addl. Secretaries of MOPNG. OSOA once again explained the short comings in the pay revision committee report submitted by Justice M J Rao. All the points were appreciated by the Ministry Officials and they told that we are taking a positive view on all the points raised by OSOA. The meeting was overall very cordial but nothing was offered in any concrete terms. The ministry officials and all the Director (HR)'s did not mention any thing about the OSOA's agitation programme in the meeting. It seems they wanted to test our strength and preparedness for this direct action by not discussing it in the meeting.

OSOA team met again after this to discuss the preparedness of all the constituents for the direct action programme. All the constituents' representatives except IOC were for keeping the pressure on the government and keep the agitation programme moving as planned. The IOC representatives conveyed that they will not be aligning with this agitation. The OSOA constituents decided to move ahead and continue with the programme despite IOC's decision to walk away. Friends, once again IOC proved that they are the weakest link in the OSOA's unity. OSOA team is of the view that once we are convinced that we are fighting for a right cause, we must move ahead and try with all might to get the same.

On 16th October evening, the ONGC management called for a bilateral meeting with the core team of ASTO. The meeting continued till late in the evening. There were 17 issues to be discussed but as usual there is paucity of time with Management for ASTO raised issues. Only four points could be discussed. The details of the same are as below:

1. The Management submitted that car policy has been approved in the HRM. However, ASTO told the management that there are many changes which have been brought in this

OSOA office bearers met with MoP&NG Officials and submitted the memorandum. The response of ministry officials was very positive. However, OSOA has decided to continue as many verbal assurances were already received in past. In the evening, the OSOA President received the communication from ministry through ONGC Management detailing out their recommendations on the points raised by OSOA for Oil Sector Officers Pay Revision to the Secretary DPE. The Copy of letter is enclosed at **Annexure I**. In view of this letter, OSOA president has called for an emergency meeting on 20th Oct'08 of all the OSOA constituents to take a consensus on further course of action. However, it is very clear that we shall be giving some time to the Govt. to finalize the proposal. Hence we shall be deferring the direct action by some days.

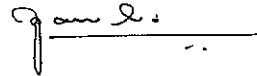
This has happened for the first time in the history of OSOA that under pressure, MoP&NG has relented to give detailed recommendations on our proposal to DPE. Friends, this is the first step in our efforts. Now we need to intensify our efforts further.

The power of the people has spoken. We have proved that all the power of this association lies with the people and when they come out in open then nothing can stop them. We shall continue to strive harder and shortly we shall circulate the resolution of OSOA for the next onslaught on the Government as per the revised action plan which shall be finalised in todays OSOA's meeting and shall be communicated to you with details.

Long Live ASTO unity



(Amit Kumar)
President-CWC



(Rajan Pillai)
General Secretary-CWC



S. SUNDARESHAN
Additional Secretary

भारत सरकार
पेट्रोलियम एवं प्राकृतिक गैस मंत्रालय
शास्त्री भवन, नई दिल्ली-११०००१

Government of India
Ministry of Petroleum & Natural Gas
Shastri Bhawan, New Delhi-110 001

D.O.No. G-38011/3/2008-Fin.III(pt.II)

October 17, 2008

Dear Shri Bandyopadhyay,

The issue of Pay revision of Oil sector executives has been engaging the attention of this Ministry for some time. The managements of Oil Sector PSUs and the Oil Sector Officers' Association (OSOA) had expressed their view point to the 2nd Pay Revision Committee (PRC) constituted under the Chairmanship of Justice Rao through various platforms. The recommendations of the 2nd PRC have not met the aspirations of the oil sector executives and managements of Oil Sector PSUs. OSOA has made a detailed analysis of 2nd PRC recommendations and submitted their view points to MoPNG highlighting the various anomalies and their demands to rectify these anomalies (which has already been forwarded to DPE). These, briefly, are as follows:-

- i) To consider all the Oil Sector companies in the same category of A+ since all of them have similar job content, work in the same market environment and in many cases are JV Partners with each other.
- ii) The proposed scales of 2nd PRC if implemented in toto will result in immediate stagnation and lead to wide spread resentment and demoralisation of the oil sector executives. Hence, an open ended pay scale with the same minimum of scale as proposed should be considered.
- iii) In the past, flexibility for introducing certain intermediary scales in consultation with the administrative Ministries was allowed. Similarly, percentage increments instead of fixed increments has been implemented in Oil sector PSUs. All such past relief/dispensations provided need to be honoured in the revised pay fixation. Annual and promotion increments need to be maintained at 4 and 6% respectively.
- iv) As the perks and allowances are a means of compensating the executives on variable pay basis; the ceiling of 50% on perks and allowances should be removed.

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- v) Review of Performance Related Pay (PRP) concept in a holistic manner, based on practical hurdles in implementing them as proposed in the 2nd PRC and the ability to pay of the individual companies. OSOA has demanded that respective OIL PSU boards should be empowered to finalize the compensation related perks and allowances, incentives and bonus.
- vi) As the constituent companies are operating in harsh and logistically difficult remote areas, the current HRA slabs presently in vogue should be continued.
- vii) Presently, the facility of company car is available not only to Directors and CMDs but has also been extended to executives depending on job requirement. It would not be desirable to withdraw this facility as it has already been extended to certain category of executives and is bound to impact on morale and motivation.
- viii) 30% of BP+DA should be allowed towards superannuation benefits instead of 30% of Basic Pay. Oil Sector companies should have the flexibility to design their own pension schemes.

2. The concerns of Oil PSUs have already been forwarded to your Department in response to comments called for on the Draft Cabinet Note on the subject circulated by DPE. It is requested that the concerns of the Oil PSUs and OSOA in regard to the recommendations of 2nd PRC may be viewed sympathetically and appropriate decision taken in the matter, at the earliest.

Yours sincerely,


(S. Sundareshan)

Shri R. Bandyopadhyay,
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Department of Public Enterprises,
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Copy to:-

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and OVL