



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)



AMIT KUMAR
President - CWC

October 07, 2008

NEWSLETTER – 10

“Stop not till the goal is achieved”

THE TEAM

COMMITTED OFFICERS; COMMITTED ASTO

Friends,

ASTO CWC wishes a very happy and prosperous ensuing festival season to all ONGCians. May Maa Durga shower strength and prosperity upon all of us.

In our OSOA's news letter No.1, we had communicated regarding OSOA's views on the Justice M J Rao committee report on pay revision. Friends, our internal pay revision committee has very clearly brought out that this report if implemented in its present form shall be very much detrimental to us. We have been pursuing very hard for a review on the provisions of the report and for early implementation of the pay revision. We had written to our administrative ministry i.e. MOPNG to start a dialogue on the Justice Rao committee recommendations along with the provisions recommended by internal pay revision committee to safeguard the interest of all the Oil PSU officers. In spite of several attempts to meet the concerned authorities, there has been no positive response from them. We were expecting the dialogue process to start by 26th September but it seems that authorities are least concerned for early and judicious settlement. After our several attempts, we have had inconclusive meetings with union ministers and Secretary of DPE for redressal of our genuine concerns on early pay revision.

In spite of our best collective efforts, we observed that the Government is neither having plans nor seriousness about the Oil Sector PSUs health and their long term survival. The unethical arguments, irresponsible attitude of Ministry of Petroleum shall not lead us any where in times to come. **We shall remain to be second graded and keep getting peanuts as has been the case so far.** The ministry is least concerned about the attrition of talented & experienced work force from our respective organisations. The Government has no short or long term plan to keep the OIL PSUs interest protected. The way private players are being favoured by the Government, priority of oil sector PSUs are being ignored. Oil PSUs are being treated as training institutes for the private oil companies and the attack is multi pronged on the OIL PSU companies. Friends, OIL PSUs who have been the pillars of country economy and over the decades have been contributing to the economy of the country, can not remain silent and have to wake up. This partisan attitude of the **Government has compelled us to take extreme step and in line with the OSOA resolution, OSOA has served a notice of Direct Action to the Ministry of Petroleum, Government of India on 29.09.2008. The program is as under:**

Date	Programme
13.10.2008 to 15.10.2008	Gate Meetings/GBM's at various Work Centres
16.10.2008	Wearing of Black Badges by members of all constituents.
17.10.2008 to	DHARNA at MOPNG and work to rule from 0600 hrs of 17.10.2008



21.10.2008	to 0600 hrs of 21.10.2008
20.10.2008	Final Gearing up with Gate Meetings at various Work Centres
21.10.2008	Strike from 0600 hrs of 21.10.2008 to 0600 hrs of 22.10.2008.

On issues related to ONGC, most of them were agreed by the management in bilateral dialogues & in CWC held on 15th July 2008 and have been announced by the management on OR.net, the intent of the management is still not converted into action due to slack and unfocussed approach. It is observed that management is maintaining double standards i.e. on one hand issuing letter for austerity measures and on the other hand organising luxurious conferences / meets. In the board agenda, management declares that the white goods scheme is already approved for below board level executives but fails to issue necessary orders for implementation. Situation has come to such a state that decisions of management are first being announced on a private website www.indianpetro.com. Safety has taken a back seat. No one in this organization is aware that a fire incident took place on Sagar Jyoti last week and the fishermen menace continues in offshore. **Management has totally failed on improving the working and living conditions at all work centres. However, management doesn't stop in taking care of the transit accommodations where they themselves stay.** We all are aware that we have issued the notice for direct action related to pay revision as well as we have added issues related to ONGC which following:

- Implementation of Safety Norms
- Poor working & living conditions
- CMRE – modifications
- SAP/Samparc connectivity
- Car in lieu of Car advance
- Scheme for white goods
- Payment of annual incentive & additional annual incentive.
- Soft loan for children's higher education.
- Enhancement of DA for field party
- Recruitment of working level manpower
- Implementation of E-Par to be stopped.

Friends, the time of reckoning has come and we have to show our strength, if our issues are not resolved by 20th October, 2008. We have to be in readiness for striking and striking hard to assert our issues gets resolved. It is only your strength and un-stinted support, which will give boost to the cause and ensure success. We will keep you all informed about the developments on continuous basis and also request you to keep in touch by visiting the website www.astodelhi.com. Each one of us has to work as a soldier and to ensure that the agitation programme and the Direct Action makes required impact on the powers that be. Now we will fight and strive till the success is achieved.

Fellow ONGCians, let all of us refrain from claiming CMRE from this month onwards as a matter of protest. We are destined to achieve what we aim for and the only thing that lies between us & the destiny is our sincere & focused efforts.

Long Live ASTO unity

(Amit Kumar)
President-CWC

(Rajan Pillai)
General Secretary-CWC

Chronology : Pay Revision wef 1.1.2007

- Pay Revision Committee headed by Justice M J Rao formed(30.11.06)
- Feed back through Questionnaire by OSOA Constituents
- Studies Conducted by SCOPE through M/S Mercer Consultants
- Studies Conducted by OIL Companies through M/S Hewit Associates
- Presentation by OSOA to Justice M J Rao Committee(16.4.2007)
- Submission of recommendation by Justice M J Rao Committee(30.5.2008)
- Since then the Committee's Recommendations, OSOA discussed in a few meetings & made appeals to MOP&NG through various communications to review the recommendations to suit the changing needs of the Oil Sector.
- OSOA got re-structured at its meeting on 28.8.08 in Mumbai with New Team of Office Bearers.
- OSOA Pay Revision Committee was formed on 28.8.08 which submitted its Report on 6.9.08
- Letter dated 28.8.08 from OSOA to Honourable Minister MOP&NG seeking to expedite the Pay Revision process & a hearing to put forth our grievances by 10.9.08. No response from the ministry.
- OSOA met Honourable Minister of State for Heavy Industries & Public Enterprises Shri Raghunath Jha on 03.09.08 & appraised about grievances of Oil sector officers.
- OSOA on 19.9.08 again requested Honourable Minister MOP&NG for a hearing by 26.9.08
- OSOA met Sh R.Bandhopadhyay, Secretary DPE on 19.9.08 submitted its Pay Committee Report.
- OSOA met Honourable Minister of State for Agriculture, Consumer Affairs, Food & Public Distribution on 24.09.08 who wrote a letter to Honourable Minister MOP&NG on that day itself.
- Despite above efforts no response from MOP&NG till 29.9.08 to start dialogue.
- OSOA constrained to issue Strike Notice dated 29.9.08 to start strike from 21.10.08.

Recommendation of Justice Rao & OSOA's Demand.

Sl.No.	Jus. Rao Committee Recommendations	OSOA Demands
1	Categorization of PSUs on the basis of Manpower has resulted in relegating organisations like OIL, NRL, CPCL, EIL & B&L to lower categorization.	Basis of categorization is not acceptable as all Oil PSUs Executives are performing similar nature of jobs and all along draw uniform scales. Hence, uniform scales to be maintained.
2	Neither considered the market reality nor the scales recommended have enough span to implement the Pay Fixation Formula.	To offer a market indexed Pay package to Oil PSU executives in order to rejuvenate the Oil PSUs so that they could withstand the onslaught of private players.
3	Close ended and narrow span scales which results in	Open ended pay scales to avoid - anomaly of unionized staff drawing more

	stagnation on the day one i.e. 1.1.2007, of Pay revision as well as unionized staff drawing more salaries than the executives which is happening in certain Oil PSUs	salary than the executives which is happening in certain Oil PSUs. Stagnation on the day 1 of pay revision i.e. 1.1.07 due to narrow range of pay scales recommended by Justice Rao Committee.
4	CMD pay Rs.1 lakh fixed Director pay Rs.80000 fixed	Pay Scales of Chairman & Directors should be enhanced to Rs.300000 & Rs.250000 respectively in line with 6 th CPC.
5	BP + Stag on 1.1.2007 + 68.8% DA + Graded Fitment based on category and level	Fitment benefit must be uniform at all level and must be improved upon as it is not sufficient to compensate.
6	Risk Pay based on various Scales ranging from 10% to 25% of min. scales	Uniform Risk Pay @ 25% of minimum of scales for all levels.
7	Annual Increment ranging from 2 to 4 per cent based on individual performance appraisal and ability of the Company to pay	Uniform Annual Increment of 4% and Promotional Increment of 6% to continue
8	No periodicity	Periodicity to be 5 years.
9	Ceiling of 50% on Perks & Allowances	Removal of 50% ceiling on perks & allowances.
10	3 new parameters based on population introduced for HRA	Existing bands of HRA to continue
11	CTC (Cost to Company) limitations recommended	Limitation on CTC to be removed and the companies to be allowed to fix limits based on compensation package and ability to pay.
12	Cumbersome Performance Related Pay formula	To be reviewed.
13	Conveyance facility below Board Level withdrawn	To be continued.