



# 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)



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GENERAL SECRETARY-CWC

## FIRST HALF YEARLY REPORT OF GENERAL SECRETARY FOR THE TERM 2008-10

Dear friends,

Today we all have assembled here at the historic city of Ahmedabad, Karnavati of past founded by Karnadev and the hub of emerging Industrial India, vibrant Gujarat and land of great sons of India Mahatma Gandhi & Sardar Patel. We all derive a lot of inspiration from such leaders in our functioning of ASTO.

I welcome you all to this important & emergency CEC meeting to deliberate on the issues before us and chalk out our strategy for future. I hope and pray that the meeting shall prove to be fruitful in gaining a new vigor and arrive at strategy to strike out a path of success for all our esteemed members in days to come.

Coming to ASTO-CWC and its role during the last seven months, the entire team has been thru a very successful stint so far. Many long pending issues have been settled and a good number of welfare measures initiated & orders issued for several of them and we have embarked on to a very ambitious future. We had the inaugural CEC meeting on 31st May 2008, 1st CWC meeting was held on 14-15<sup>th</sup> July and several meetings of the Core Group on various issues with the management in the past and a summary of the orders and issues shaped / settled are given in appendix-I for your reference. During the last seven months we have tried our best to ensure effective communication between CWC and all CEC members using ASTO DELHI site, SAP mail, IP messenger and SMSs, so far 22 news letters have been issued. This approach of transparency and faster sharing of information has been done so that the Units may have authentic details for appropriate information sharing with the ASTO members.

In respect of the most critical issue of Pay Revision the 11 points charter of demands submitted to the Government of India is provided for reference as Appendix-2. To give a bird's eye view of the developments since June '08:

- From June, 2008 onwards, several Meeting were held with MOPNG and DPE officials. Submitted our demands in respect of pay revision to both arms of the government.
- ASTO-CWC representatives and OSOA had meeting with Minister of Heavy Industries & Secretary, DPE, Minister of Petroleum and Secretary, MOP&NG --on 17<sup>th</sup> 18<sup>th</sup> November 2008. Meeting had recommended to the cabinet our 11 demands after due deliberations as may be noted from the document circulated. This was our last meeting with the government authorities on this issue.
- DPE and MOP&NG who have been party to the consensus <sup>of</sup> on our demand, however, they have unilaterally backed out on the understanding which has led to the present crisis situation.



We have before us the immediate tackling of the crisis situation which has been unilaterally imposed upon us by the DPE and MOP&NG without giving any cognizance to the aspirations of Oil Sector employees for a just pay and honourable pay revision. Highhandedness and cheating by the DPE and MOP&NG has left the ASTO-CWC and OSOA cornered with no other option but to take the path of agitation.

As you are aware, interference of the Ministry has forced the ONGC Management to put on hold the welfare measures that were under implementation and thus the Association has the difficult task ahead of dealing with the arms twisting tactics from MOP&NG and also fighting for the genuine demands of the oil sector employees.

Against the above background OSOA has given the call for indefinite strike from 7<sup>th</sup> January 2009 onwards.

#### Issues of Our Concern

- We need to look in terms of the ONGC community 10 and 20 years hereafter – How the ONGC will be and what we ONGCians shall be in the fast changing society in 2015 and 2020. How productive are the ONGC Projects and investments, that it can offer the country and the ONGCians the much needed economic buoyancy in the liberalized economy.
- Pay package parity with Private Sector is our necessity and today we have only one option to struggle with a poor proposal due to the lack of farsightedness with the MOP&NG and few bureaucrats of DPE.
- Government of India employees had sought parity with PSUs and it is likely that the Ministry has acted in connivance with them to see that the relative advantage of the PSU employees is destroyed. ASTO has a significant role to fight for extra advantages to ONGCians who are working under extremely hostile field conditions and hard duties.
- Pay commission has placed central government organizations like DRDO, ISRO, MDN etc in relative advantage to fight the 'Flight of Talent' and but has adopted a step motherly attitude towards the PSUs, especially oil sector. We are aghast to note that the Ministries have worked covertly to facilitate flight of talent from ONGC and other Oil Sector companies for the benefit of private players. Liaison of the MOP&NG with private players in Oil Sector has come to a stage where ASTO is compelled to seek a CBI inquiry in the matter.
- Pay structure environment in relation to the qualifications and experience of the ONGC personnel and peculiar skills vis-à-vis HSE considerations/Occupational health of operational conditions of Oil sector and ONGC needs to be kept in mind at the time of negotiations with the Ministry.
- Retirement package needs to be demanded in line with that of the Government employees on which the 6<sup>th</sup> pay commission is giving special focus. Relative advantage of the PSUs will go negative unless we get sufficient compensation for the devalued CPF and interest rates in terms of retirement package.



### **Manpower vis-à-vis Safety and Security of Installations:**

Despite years of promises by Management, ONGC has failed to provide a conducive work environment with appropriate manning of the Offshore and Onshore Field installations, Rigs, Laboratories and Offices. We have a most frustrating situation here for the serving employees and for the new recruitments at various levels. Optimum manning of installations is the key to safe operations and no certifications whatsoever shall serve the cause of safety and security with poor staffing, poor working and living conditions.

Our efforts to sustain the exploration and production are possible only if we are able to induct competent fresh talents from reputed Institutes/Universities. ONGC will be handicapped to attract fresh talents if we are unable to have some reasonable parity with the private sector. Following data may be noted:

42% of Indian IT professionals with 5-10 years of experience draw salaries between 6 - 10 lakhs, 35% draw between 9 - 15 lakhs per annum i.e. 77% draw between 50,000 to 1 lakhs per month with additional perks per month. Even the new recruits in IT sector are drawing 3 to 7 lakhs per annum with additional perks.

No long term planning is apparent in the recruitment of staff and executives so that a healthy organizational set up can be created in which quality personnel can be groomed for meeting the future challenges of the organization.

No planning is apparent in improving the R&D stature of Institutes with adequate training opportunities, technical support, autonomy vis-a-vis appropriate posting, performance evaluation and rewarding policies.

Management had been showing strategic inaction to paralyze the organization and a critical look at the Management process since 2002 raises many question marks on the credibility of the ONGC Management. Many frauds have been played on ONGC community in collusion with certain vested interest lobbies and the few details that have become accessible now through the provisions of the Right to Information act are alarming.

In our fast changing economy and social conditions, urban living conditions costs are on steep increase and innovative measures are required to give a dignified existence for ONGC community in the coming years, say 5, 10, 15 years hereafter.

**United we progress**

**Long Live ASTO Unity**

**( Rajan Pillai )**

General Secretary-CWC

**Appendix-I****Issues Settled and Orders Issued:**

After negotiations with Management during the last seven months, the following orders have been issued.

Sl.No.	Office Order No.
1.	Monetary Ceilings for Lease/Self-lease after merger of D.A = 50% of Basic Pay. (O/O No.41/2008 dt. 23 <sup>rd</sup> June, 2008)
2.	Payment of HRA in respect of single/unmarried employees (O/O No.42/2008 dt. 23 <sup>rd</sup> June, 2008).
3.	Grant of Adjustable Advance (Adhoc against Pay revision) on monthly basis from E-0 to E-9 scale. ( O/O No.43/2008 dt. 24 <sup>th</sup> June, 2008.
4.	PF deduction in Leave encashment (OO No.45/2008 dt.10 <sup>th</sup> July, 2008)
5.	Facility of availing LFA for visiting abroad (O/O No.52/2008 dt. 25 <sup>th</sup> July, 2008) (Clarification of O/O No.16/2008).
6.	Reimbursement of out of pocket Expenditure. (O/O No.54/2008 dt. 7 <sup>th</sup> August, 2008). Clarification of O/O No.01/2007 ).
7.	Special facilities for North East Sector ( O/O/No.58/2008 dt., 21 <sup>st</sup> August, 2008).
8.	Additional House Building Advance for Major repairs and renovations. (O/O No.70/2008 dt.5 <sup>th</sup> Sept., 2008. <b>(Order kept in abeyance as per instructions of CMD).</b>
9.	Internet Card issued to all officers ( O/O No.72/2008 dt. 5 <sup>th</sup> Sept, 2008)
10.	Enhancement of Transfer Grant facility (O/O no.73/2008) dt. 5 <sup>th</sup> Sept., 2008.
11.	Enhancement of mobile and landline limits for ASTO office bearers (O/O No.74/2008 dt. 5 <sup>th</sup> Sept, 2008)
12.	Relaxation of Surety bond in respect of tours and training in India and abroad (O/O No.76/2008 dt. 5 <sup>th</sup> Sept, 2008)
13.	Reimbursement of Maintenance charges of CMRE ( O/O 78/2008 dt. 18 <sup>th</sup> Sept., 2008
14.	Arrears of Lease amount and HRA after merger of 50% DA (O/O No.79/2008 dt.18 <sup>th</sup> Sept,2008)
15.	2 <sup>nd</sup> Advance Payment against Additional Annual Incentive 40,000/- to 80,000/- dt. 7 <sup>th</sup> October, 2008.
16.	Expenses on re-registration of vehicle (O/O No.85/2008 dt. 14 <sup>th</sup> Oct, 2008)
17.	Children Education Loan Scheme ( O/O No.87/2008 dt. 24 <sup>th</sup> October, 2008 ) <b>(Order kept in abeyance as per instructions of CMD)</b>
18.	Revision of rates of CMRE (O/O No.89/2008 dt. 24 <sup>th</sup> October, 2008)
19.	Vehicle Purchase Scheme (O/O No.90/2008 dt. 2 <sup>nd</sup> November, 2008) <b>(Order kept in abeyance as per instructions of CMD)</b>
20.	Furniture & Household Goods Purchase Scheme (O/O No.91/2008 dt. 2 <sup>nd</sup> November, 2008) <b>(Order kept in abeyance as per instructions of CMD)</b>
21.	Pending cases of promotion of AMIE qualified officers obtained by officers are settled.
22.	Enhancement and encashment of HPL on superannuation. (O/O No96/2008 dtd 19.11.2008)
23.	Year wise corporate promotions implemented.
24.	Ten years benefit for E4 to E5 promotions by giving extra marks.
25.	One mark benefit is given in par up to E4 level from 2004 onwards.
26.	Release of one day salary to Chief Minister's relief funds for Bihar flood victims.
27.	Release of Rs1.00 Crore to Chief Minister's relief funds for Assam flood victims.
28.	Clarification issued on facility for NE (O/O 82/2008 dtd.06.10.2008)
29.	Revocation of para 8(3) is completed. This has resulted in promotional benefit to a large number of officers.



## APPENDIX - II

### Honourable Petroleum Minister's letter to DPE 15<sup>th</sup> Nov 2008

1. The periodicity of pay revision should be 5 years.
2. All the constituents of OSOA should be categorized under A+ category.
3. The pay scale should be made open ended with the minimum of scales as recommended by Justice Rao Committee for A+ category with out ceiling. For CMD and Directors the scale should be Rs.2,00,000 and Rs.1,50,000 excluding Car and Housing.  
The proposed pay scales of the other levels are given in the following table.

Level	Scales
E0	24000 - Open ended
E1	29000 - Open ended
E2	33500 - Open ended
E3	37000 - Open ended
E4	41000 - Open ended
E5	45000 - Open ended
E6	50000 - Open ended
E7	55000 - Open ended
E8	55000 - Open ended
E9	65000 - Open ended

4. In oil sector certain intermediate scale have been introduced during the 1997 pay revision. Boards should be empowered to devise corresponding scales in the revised scales.
5. Risk Pay should be kept separate at all levels. Further the Board may be empowered to enhance the same.
6. Boards of Oil PSUs should be empowered to finalize the fitment benefit, introduction of appropriate intermediate scales to fit the pre revised slabs introduced in 1997 pay revision, implementation of all special dispensation given in the past pay revision and finalization of PRP depending on their capacity to pay and market dynamics.
7. 50% ceiling on perks and allowances should be removed.
8. The present level of Increment should be maintained i.e 4% for annual increment and 6% on promotion.
9. Full Protection should be given for all the increments, stagnation increments and stagnation relief drawn in the pre-revised scales while fixing the revised pay.
10. 78.2% D.A. should be merged with the basic as on 01.01.2007 giving cognizance to 50% DA merger w.e.f. 01-01-2007.
11. Existing slabs of HRA should be continued.