

**OIL AND NATURAL GAS CORPORATION LIMITED
DEPARTMENT OF EMPLOYEE RELATIONS
TEL BHAVAN: DEHRADUN**

No.11 (19)/07-Pay Anomaly/CP/A

Dated June 27, 2007

OFFICE ORDER

**Sub:-Compensation towards Pay Scale Anomaly in respect of
E-2 to E-5 level Executives.**

Executives of ONGC holding posts at the level of E-2 to E-5 had been placed in different lower pay scales as compared to their counterparts of downstream Oil PSUs, which had generated a great resentment amongst the affected executives. The issue regarding resolution of above pay scale anomaly had been under consideration for quite sometime.

2. The Board of ONGC in its 166th meeting held on 10.5.2007 has approved to compensate such affected E-2 to E-5 level executives by payment of a lump sum differential amount arrived at by notionally fixing Basic Pay (including Special Pay and Stagnation Pay) from 1.1.1997 to 31.12.2006 in the following pay scales:-

Notional Fixation of Pay in the following Pay Scales w.e.f. 1.1.1997	
E-2	Rs.16000-20800
E-3	Rs.17500-22300
E-4	Rs.18500-23900
E-5	Rs.19000-24750

3. In order to arrive at the lump sum differential compensation amount as mentioned in para-2 above, the pay of the executives holding posts at the levels of E-2 to E-5 as on 31.12.1996 shall be notionally fixed for the period 1.1.1997 to 31.12.2006 in the above mentioned pay scales respectively by following the same fitment methodology and procedure as was followed earlier for the pay revision effective 1.1.1997. The difference of existing basic pay (including Special Pay and Stagnation Pay) and notional fixation of pay as per above methodology will be paid to the eligible executives as lump sum differential compensation amount. Further, notional fixation of Basic Pay, Special Pay and amount of bunching increment(s) in respect of such executives as on 1.1.1997 shall be as per Annexures-0 to IV. The figures indicated in the aforesaid Annexures are only illustrative; hence the actual basic pay and Personal Pay (resulting as a consequence of pay revision of executives w.e.f. 1.1.1992) as on 31.12.1996 may be taken into account in respect of each affected executives. Further, these



executives shall also be allowed notional difference of stagnation increments during the aforesaid period.

4. The pay of executives appointed/promoted/elevated/upgraded anytime during 1.1.1997 to 31.12.1996 to E-2 to E-5 levels/pay scales shall also be fixed notionally in the respective pay scales mentioned in para-2 above as per existing provisions for fixation of pay on promotion/appointment for the purpose of calculation of lump sum compensation under these orders.


5. In few cases, where the existing basic pay as on 1.1.1997 has been arrived at by stepping up of pay at par with a junior executive, the notional pay may be less than the existing pay. In such cases, the notional pay of senior executive as on 1.1.1997 would be fixed at par with the notional pay of the junior executive. However, the Incharge HR/ER should verify the pay drawn by the junior executive is correct and the stepping up of pay of senior executive is in accordance with the existing instructions on the subject.

6. In case of change in level of any affected executive during the period 1.1.1997 to 31.12.2006 (due to promotion from retrospective effect), the notional pay would be re-fixed as per the new level and payment/recovery would be regulated accordingly.

7. The notional pay fixation under these orders in the E-2 to E-5 scales as mentioned in para-2 above during the period 1.1.1997 to 31.12.2006 shall hold good only for the limited purpose of payment of lump sum compensation amount and shall not be taken into account under any circumstances for claiming/payment of consequential benefits either retrospectively or prospectively like PF, Gratuity, Allowances, entitlements for Tour/Travels/Hotels, Ex-gratia under VR schemes in vogue during above period, lump sum payment under Pre-mature Retirement Scheme, Leave Encashment, Subsistence Allowance etc.

8. The executives who separated from ONGC on account of superannuation/voluntary retirement/pre-mature retirement/death/ on or after 1.1.1997 will be eligible for payment of differential lump sum amount under these orders for the period served w.e.f. 1.1.1997 on prorata basis wherever admissible. However, this benefit will not be admissible in cases of separation on account of reasons other than those mentioned above.

9. All Incharge HR/ER along with associated finance, may take action in consultation with ICE Team for payment latest by 15th July, 2007.


(Amarendra Sahu) 27.6.2007
Chief Manager (P&A)-Corp. Policy

Level: E1

Annexure-O

Basic Pay (Pre revised): 5000-8275

(Revised): 12000-17500

BP (31.12.96)	PP(1.1.92)	BP+PP	20% FB	DA on (3), 1.1.97	Total (3+4+5)	Fitment w/o BB	Total (diff. pay)	Fitment with BB, rev BP	Special Pay
1	2	3	4	5	6	7	8	9	10
5000	0	5000	1000	2075	8075	12000	0	12000	0
5200	0	5200	1040	2158	8398	12000	200	12000	200
5408	0	5408	1082	2244	8734	12000	408	12000	408
5624	0	5624	1125	2334	9083	12000	624	12480	144
5849	0	5849	1170	2427	9446	12000	849	12480	369
6083	0	6083	1217	2524	9824	12000	1083	12480	603
6326	0	6326	1265	2625	10216	12000	1326	12979	347
6579	0	6579	1316	2698	10593	12000	1579	12979	600
6842	0	6842	1368	2698	10908	12000	1842	12979	863
7116	0	7116	1423	2698	11237	12000	2116	13498	618
7401	0	7401	1480	2698	11579	12000	2401	13498	903
7697	0	7697	1539	2698	11934	12000	2697	13498	1199
8005	0	8005	1601	2698	12304	12304	3005	14342	967
8275	0	8275	1655	2747	12677	12677	3275	14715	1237

BP (Pre-revised)
 5000-5623 Nil
 5624-6325 One 480
 6326-7115 Two 979
 7116-8004 Three 1498
 8005-8275 Four 2038

As

Level: E2

Basic Pay (Pre revised): 6000-9425

(Revised): 16000-20800

Annexure-I

BP (31.12.96)	PP(1.1.92)	BP+PP	20% FB	DA on (3), 1.1.97	Total (3+4+5)	Fitment w/o BB	Total (diff. pay)	Fitment with BB, rev BP	Special Pay
1	2	3	4	5	6	7	8	9	10
6000	0	6000	1200	2490	9690	16000	0	16000	0
6240	0	5240	1048	2090	8378	16000	240	16000	240
6490	0	6490	1298	2693	10481	16000	490	16000	490
6750	0	6750	1350	2698	10798	16000	750	16640	110
7020	0	7020	1404	2698	11122	16000	1020	16640	380
7301	0	7301	1460	2698	11459	16000	1301	16640	661
7593	0	7593	1519	2698	11810	16000	1593	17306	287
7897	0	7897	1579	2698	12174	16000	1897	17306	591
8213	0	8213	1643	2727	12583	16000	2213	17306	907
8542	0	8542	1708	2836	13086	16000	2542	17998	544
8884	0	8884	1777	2949	13610	16000	2884	17998	886
9239	0	9239	1848	3067	14154	16000	3239	17998	1241
9425	0	9425	1885	3129	14439	16000	3425	17998	1427

BP (Pre-revised)
 6000-6749 Nil
 6750-7592 One 640
 7593-8541 Two 1306
 8542-9425 Three 1998

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Level: E3

Basic Pay (Pre revised): 7000-9600

(Revised): 17500-22300

Annexure-II

BP (31.12.96)	PP(1.1.92)	BP+PP	20% FB	DA on (3), 1.1.97	Total (3+4+5)	Fitment w/o BB	Total (diff. pay)	Fitment with BB, rev BP	Special Pay
1	2	3	4	5	6	7	8	9	10
7000	0	7000	1400	2698	11098	17500	0	17500	0
7280	0	7280	1456	2698	11434	17500	280	17500	280
7571	0	7571	1514	2698	11783	17500	571	17500	571
7874	0	7874	1575	2698	12147	17500	874	18200	174
8189	0	8189	1638	2719	12546	17500	1189	18200	489
8517	5	8522	1704	2829	13055	17500	1517	18200	817
8858	5	8863	1773	2943	13579	17500	1858	18928	430
9212	165	9377	1875	3113	14365	17500	2212	18928	784
9580	165	9745	1949	3154	14848	17500	2580	18928	1152
9600	325	9925	1985	3154	15064	17500	2600	18928	1172

BP (Pre-revised)
7000-7873
7874-8857
8858-9600

No. of Bunching
Nil
One
Two

Amount
Nil
700
1428

PF.

Level: E4

Basic Pay (Pre revised): 7500-9900

(Revised): 18500-23900

Annexure-III

BP (31.12.96)	PP(1.1.92)	BP+PP	20% FB	DA on (3), 1.1.97	Total (3+4+5)	Fitment w/o BB	Total (diff. pay)	Fitment with BB, rev BP	Special Pay
1	2	3	4	5	6	7	8	9	10
7500	0	7500	1500	2698	11698	18500	0	18500	0
7800	0	7800	1560	2698	12058	18500	300	18500	300
8112	0	8112	1622	2698	12432	18500	612	18500	612
8436	0	8436	1687	2801	12924	18500	936	19240	196
8773	64	8837	1767	2934	13538	18500	1273	19240	533
9124	64	9188	1838	3050	14076	18500	1624	19240	884
9489	239	9728	1946	3154	14828	18500	1989	20010	479
9869	414	10283	2057	3154	15494	18500	2369	20010	859
9900	589	10489	2098	3154	15741	18500	2400	20010	890

BP (Pre-revised) No. of Bunching Amount

7500-8435 Nil Nil

8436-9488 One 740

9489-9900 Two 1510

As

Level: E5

Basic Pay (Pre revised): 8250-10050

(Revised): 19000-24750

Annexure-IV

BP (31.12.)	PP(1.1.92)	BP+PP	20% FB	DA on (3), 1.1.97	Total (3+4+5)	Fitment w/o BB	Total (diff. pay)	Fitment with BB, rev BP	Special Pay
1	2	3	4	5	6	7	8	9	10
8250	0	8250	1650	2739	12639	19000	0	19000	0
8580	0	8580	1716	2849	13145	19000	330	19000	330
8923	151	9074	1815	3013	13902	19000	673	19000	673
9280	326	9606	1921	3154	14681	19000	1030	19760	270
9651	676	10327	2065	3154	15546	19000	1401	19760	641
10037	851	10888	2178	3154	16220	19000	1787	19760	1027
10050	1026	11076	2215	3154	16445	19000	1800	19760	1040

BP (Pre-revised)	No. of Bunching	Amount
8250-9279	Nil	Nil
9280-10050	One	760

AT

Procedure for notional pay fixation in next higher scale

I. (a) Name : Mr. X (b) Desig. (c) CPF No.xxxxx (d) Level: (as on 31.12.96) (e) Pay to be fixed notionally in pay scale of Rs.

II Fixation of notional revised basic pay in proposed next higher scale as on 1.1.97:

- (a) Basic Pay as on 31.12.96 :
- (b) PP as on 1.1.92 :
- (c) 20% of (Basic+PP) :
- (d) DA on (Basic+PP) as on 1.1.97:
- (e) Total (a+b+c+d) :
- (f) Revised notional basic pay arrived at before grant of annual increment = Higher of II(e) or min. of revised scale:
- (g) Add Bunching increment as per III(d)
- (h) Add Annual increment @ 4% on II(g):
- (i) Add promotional increment @ 6% on II(h), if any

III. Calculation of Notional Special Pay (SP):

- (a) Basic Pay as on 31.12.96 :
 - (b) Min. of scale as on 31.12.96 :
 - (c) III(a) – (iii)(b) :
 - (d) Bunching increment (based on basic pay as on 31.12.96) (As per Annexure 0 to IV)
- Notional Special Pay = III(c) – III(d)**

Note: Notional basic pay, SP and Stagnation Increment(s) to be fixed in the proposed applicable pay scales as per the existing guidelines for the period 1.1.98 onwards till 31.12.2006.

Rates of DA as on 1.1.1997

Basic Pay upto Rs.3500	Basic Pay of Rs.3501 to Rs.6500	Basic Pay of Rs.6501 to Rs.9500	Basic Pay above Rs.9500
55.4% - Min.Rs.1218	41.5% - Min.Rs.1939	33.2% - Min.Rs.2698	27.7% - Min.Rs.3154

As