



Association of Scientific & Technical Officers
Oil and Natural Gas Corporation Limited
Registered with the Registrar of Societies, U.P. Govt., Lucknow. Regd No. 172 (1967 -1968)



2005-07/NEWSLETTER/XXII

30.03.2007

News Letter – 20

STOP NOT TILL THE GOAL IS ACHIEVED

Dear Friends,

In last four months there has been a total lull on the issues front. Despite being elected representatives of all of you, ASTO-CWC chose to function with defeated and co-opted members all over ONGC and also at Delhi. The fate is on front of us. None of the issues are getting resolved.

On 3rd Januray, 2007 we had raised 28 pending issues and had issued a notice to the management but till date only one issue could be resolved out of it. We find that issues like Laptop facility, Mobile Facility, Lease/Self Lease enhancement, Profit sharing disbursement etc. has taken a back seat. Hence a meeting under the leadership of Sh. C.R. Das, President ASTO - Mumbai was held on 27th March, 2007. The members gathered there on their own expenses and it was decided that once again time has come to show the management the strength of the Officer's community. Our past experience adequately proves that we have been able to achieve only when we have showed our strength to the management and the government.

Accordingly, keeping the major issues of adhoc, 50% DA merger, perks on accommodation, payment of profit sharing, corporate promotions etc. following true Gandhian philosophy we shall proceed on hunger strike for 72 hours w.e.f. 23rd April, 2007 for resolution of the issues. The notice is as under:

QUOTE

No. ASTO/CMD/01/05-07

Date: 29.03.2007.

The Chairman and Managing Director,
ONGC Ltd.
6th Floor, Jeevan Bharati Building
Delhi – 110001

Sub: **Resolutions of the Second Meeting of ASTO CEC members.**

Sir,

Enclosed the resolutions passed during the meeting at Mumbai held on 27th March, 2007. This is the second meeting that the elected CEC members of ASTO have attended by spending our own money; whereas defeated and co-opted members are going round the country without having any accountability and reasonability though they do not have any public mandate.

Please note, (as per RTI Act.) the letter of Registrar of societies, Dehradun, has categorically stated that the present CWC is **unconstitutional**. Our stand stands vindicated though the Management did not pay heed to our earlier request; we once again request that no cognizance should be given to the present CWC due to violation of rules and constitution. The image of the Management is getting tarnished.

We would like to bring out that major issues have remained unresolved despite our notice dated 3rd January, 2007. All the issues have come to a standstill. In fact majority of the issues raised and agreed by Management in October 2006 have not been implemented so far.

The issues could be brought out in two categories (a) organizational (b) welfare. We advice you that issues like mobile facility, laptop facility and final profit sharing for year 2005-06 to the tune of 48%, profit sharing payment to the officers on deputation to other organization and past profit sharing money that was approved by the board in the meeting held on 6th September, 2006 be released immediately as per our discussion and suggestions. Inspite of completion of another financial year, the half yearly incentive, job incentive did not find the light of the day. The reserve accretion and special incentive thereupon, even agreed by C&MD on 1st December, 2005 has not been implemented. Why we are shedding crocodile tears in the name of BRAIN DRAIN? Is the Management at all interested for the growth of the company? If so, how the contracts are being done for outsourcing the services.

Release of the Corporate Promotion has become a laughing stock being inspite of commitment of the Management to release the orders by October, 2006, nothing has come out. It has become a gambling! What message goes about our HR and Board of Directors?

Further, I would like to share the sentiments of the officer community regarding the much talked about transparent policy of the Management by not displaying the transfer list of AT-2007 on the or.net. The much touted transparency of the Management has been discoloured by this action. Any reaction on the or.net should be taken in healthy spirit rather than suspending their logins.

I may also state that despite the positive approach from our side, the Management did not respond to resolve the issues rather hobnobbed with the unconstitutional and undemocratic CWC. Attitude of the Management has forced us to adopt the path of agitation in the true Gandhian way and we shall proceed on hunger strike w.e.f 23rd April, 2007. We feel that you and the other members of the Board have failed to fulfill the aspirations of the officers and we are left with no other alternative but to sacrifice ourselves for cause of organization and officer's community.

With regards,

Yours faithfully,
Sd/-
C. R. DAS
PRESIDENT
ASTO - MUMBAI

SECOND MEETING OF THE DEMOCRATICALLY ELECTED ASTO UNITS FOR THE TENURE 2005-07 – MEETING OF CEC MEMBERS HELD AT Mumbai ON 27.03.2007.

The second meeting of the members of ASTO for the term 2005-07 was held at Mumbai under the leadership of Sh. C.R. Das, President ASTO-Mumbai. The participants took stock of the situation and reviewed the minutes of the last meeting held at 3rd January, 2007. The members brought out that there has been no progress on the issues and the officer's community is feeling that there has been a sudden brake since the last five months. Hence the following resolutions were passed:

Resolution 1

All the members brought out that the accounts have not been settled till date by the President of the term 2002-2005. As per the resolution 3 of the meeting of 3rd January, 2007 a case was to be filed regarding the non submission of records/ vouchers and adjustment of amount drawn from the ASTO-CWC fund by the then President-CWC, tantamount to misappropriation of public fund. Further, till date the accounts have not been accepted by CEC due to major audit observations by the auditors as well as misuse of public fund. The members also brought out that nearly Twenty Lakh rupees were collected in the name of filing legal cases against perks etc. and in fact was misappropriated.

Accordingly, the case shall be filed by the team of Sh. L.K. Mirchandani, President, ASTO-CWC (Ist Term 2005-07), Sh. Rajan Pillai, General Secretary (Ist Term 2005-07) and Sh. A. Chakraborty, Treasurer ASTO-CWC (First Term of 2005-07) and all other members present shall be party to the case as and when required.

Resolution 2

All the members brought out the sad state of affairs as well as non resolution of the twenty eight issues raised by them on 3rd January, 2007. The status of the issues is as follows:

1. Immediate publication of reports relating to prevailing safety conditions at work centres, Rigs & Installations as well as previous accidents. Immediate replacement of obsolete equipment and rigs with strict adherence to HSE norms. – **Not Resolved**
2. Release of adhoc payment w.e.f. January, 2006 on monthly basis ranging from Rs.15000/- to Rs.55000/- per month against pending Pay Revision to arrest the brain drain / attrition. - **Not Resolved**
3. 50% DA merger w.e.f. 01.01.2005. - **Not Resolved**
4. Payment of arrears of additional incentive (Profit sharing for the year 2002-03, 2003-04, 2004-05 and payment to Officers on deputation to other organization in the interest of ONGC. Further, final payment for the year 2005-06 as per the proposed review of incentive scheme already submitted by ASTO. - **Not Resolved**
5. Review of PRBS as per the unanimous resolution of CWC on 21st July, 2006. - **Not Resolved**
6. Immediate implementation of Removal of anomaly in pay scales of E-2 to E-5 generated during pay revision of 1992.- **Not Resolved**
7. Release of Office Order for Onshore Duty Leave. - **Resolved**
8. Industry practice to be followed for the Laptop advance. - **Not Resolved**
9. Immediate release of corporate level promotions w.e.f. 01.01.2006 and 01.01.2007 separately including additional 100 posts as agreed in MOU signed with ASTO. - **Not Resolved**
10. Review of R&P and existing MOU as per the report submitted by ASTO. Further, restoration of promotion for the cases that have been reverted to Supervisor cadre. Immediate review of faceless moderation carried out in 2001 to 2003 at Hqrs. and recognition of MA in Public Administration as Q-2 w.e.f. 01.01.1997. - **Not Resolved**
11. Release of pending merit promotions up to E-4 for the year 2001, 2002 and 2003. - **Not Resolved**
12. Implementation of policy for Residential building, Bachelor Accommodation and Guest House constructions / maintenance as per the Building policy approved by EC. - **Not Resolved**
13. Special facilities for North East including QTF, Tenure of posting, improvement of health care facilities, reference of critically ill patients to the best available

- hospitals, self lease facility in North East and 20 days CL for North East employees posted in other regions - **Not Resolved**
14. Implementation of recommendation of ASTO on Transfer policy including treating Karaikal and Cambay as Tenure base posting. Minimizing / Choice posting and 'U' turn transfer of Lady Employees. Minimizing transfer of employees having above 50 years of age & Q-3 qualification. - **Not Resolved**
 15. Immediate enhancement of HRA for Goa, Surat, Karaikal, Rajahmundry, Dehradun. – **Partly resolved – Karaikal and Rajahmundry remaining.**
 16. Career Growth (1/3rd relaxation) for P&A discipline.- **Not Resolved**
 17. Immediate enhancement of Lease and Self lease rates, the Lease and Self Lease facility at Ahmedabad should also be on the same lines as in Metro cities and restoration of Lease & Self Lease facility for E-0 to E-2. Further, enhancement of Maintenance charges from Two months to Three months. - **Not Resolved**
 18. Employees performing 12 hrs. Duty pattern are to be paid Operational allowance @12.5% instead of 10% and Operation Allowance for Helibase. - **Not Resolved**
 19. Environment Protection allowance at Hazira, Uran and all H2s Hazardous Fields. - **Not Resolved**
 20. Remote Locality Allowance for Cambay and Karaikal. - **Not Resolved**
 21. Extension of medical facility to dependent who retired from PSUs / Government services irrespective of their amount of pension drawn. - **Not Resolved**
 22. Review of Circular on Check Fare especially for employees working on ON/OFF pattern. - **Not Resolved**
 23. Review of Mobile phones scheme and Mobile Phones to be provided to all the officers. - **Not Resolved**
 24. Payment of job incentive to P&A personnel posted in Field Parties, at Rigs and release of incentive for H1 and H2 for the year 2003-04 & 2004-05 for personnel posted in Joint Venture Group at Chennai, Mumbai & Services of Baroda, Marketing and SMP. - **Not Resolved**
 25. Major investments in Mumbai High viz. MNW, PROMISE and hiring of Low Technology on UCG needs to be brought under scrutiny by bipartite committee. - **Not Resolved**
 26. C-off in lieu of duty on National Holidays for the officers performing duties in Shift / ON-OFF pattern. - **Not Resolved**
 27. Cambay should be reverted back to the original status of reporting directly to the Basin Manager. - **Not Resolved**
 28. Recruitment of Ex. ONGCians needs to be stopped.- **Not Resolved**

The members were very agitated and demanded that action plan be chalked out for taking up the issues with the Management immediately. It was decided to take up the remaining issues that have remained unresolved so far. Further, issues are prioritized so that they can be taken up effectively. Following issues shall be taken on priority:

1. Safety and Security Issues of operational issues:

It is resolved that the following members should submit a report on the accidents in the different operational units, platforms and Rigs occurred during the last six months by 3rd April, 2007:

1. Sh. Sanjay Wagh & Sh. P.N.Pathak – Mumbai.
2. Sh. S.S. Mayal and Sh. Ashok Kelkar – Ahmedabad.
3. Sh. A. K. Sinha – Hazira.
4. Sh. Bharat Chavda- Ankleshwar.
5. Sh. Arun Kini - Cambay.
6. Sh. K. J. Rao and Sh. Hari Rao - Rajahmundry.
7. Sh. Mahindra Mhatre – Uran.
8. Sh. P. R. Kumar – Karaikal.

9. Sh. Ranjit Tamuli- Jorhat.

Other units are also requested to send their reports to Shri C. R. Das by 3rd April, 2007. The report shall be submitted to the Management/MOPNG to bring out the state of safety aspect in ONGC.

2. Recruitment and Promotion Policy:

It is a matter of deep concern that ONGC, a Navratna company, is deciding its manpower requirement and the career progression of its employees based on a MOU, signed between the ASTO & Management. Organization failed to firm up its recruitment and promotion regulation which has resulted in attrition of unforeseen proportions. Moreover, right persons are not being made available for right jobs and there is no defined succession planning. ASTO had already submitted its report which is pending for detailed discussion and finalization. The issue of corporate promotions has taken a back seat and the people are leaving the organization because of non promotion.

3. PRBS:

The most burning issue is of PRBS, a scheme under going regular changes without taking into account the views of the individual members, though it is a self contributory scheme. The issue of financial viability of the scheme was discussed in the meeting and it was unanimously agreed to that the scheme has to be reviewed as per the decision of CWC held on 21st July, 2006. Accordingly the following issues needs to be addressed for finalizing the review of the scheme:

1. The attempt of Management to divert Profit Sharing of such a large percentage towards PRBS to the tune of 40% is not agreed to.
2. The Management has to become the Guarantor of the scheme and ensure minimum 50% of pension in the Defined Pension model.
3. The enhancement of individual contribution towards PRBS has to be carried out after conducting GBMs for finalizing the proper decisive model which is truly beneficial to the ONGCians.

4. Attrition:

During the last three years nearly 1200 officers have left the organization and have started working for the private players in the oil and gas sector. The cream of our experienced and knowledgeable officers is leaving the organization for better opportunities. This has been a major loss to ONGC and our competitors are gaining at our expense. Till date ONGC has not been able to develop any strategy for stemming this attrition and retaining the talent that has developed with the process of time. The lackadaisical attitude of the Management has resulted in a down trend in the performance of ONGC and accordingly the members felt that ONGC needs to immediately enhance the pay package as well as promote the officers immediately.

5. Pay Package

1. Adhoc: - Release of adhoc payment with effect from January, 2006 on monthly basis ranging from Rs.15,000/- to Rs.55,000/- p.m. against the pay revision.
2. 50% DA merger w.e.f. 01.01.2005.
3. Immediate resolution of E-2 to E-5 Pay anomaly.
4. Payment of arrears of profit sharing in the year 2002 – 2005. Final payment of Profit Sharing (48%), Annual Incentive, Business Unit Incentive for the

- year 2005-06 and the payment of same to officers posted in Officers on deputation to other organization, ONSG, Baroda, Institutes, JV's, Marketing etc.
5. Extension of medical facility to dependents who retired from PSUS, Govt. Services irrespective of the amount of pension drawn as per the Supreme Court order.
 6. Non refundable CPF advance should be allowed for Children's higher Education purpose also.
 7. Income tax on hard duty and operational allowance to be borne by ONGC.
 8. **Income tax on Housing perks:** As per income tax rules proposed in finance bill 2007, a PSU employee staying in the company provided accommodation has to bear 20% of salary as perks and is proposed to be taxed accordingly. Same is exempted for central Govt. and State Govt. employees. PSUs like BSNL have already approved that accommodation to its employees bears no concession and hence the employees are free from addition of perks. In case of ONGC also employees are forced to stay in operational areas or nearby areas of their place of work as per the operational requirement and hence can not be covered for payment of perks on company provided housing.

6. Improvement in Working and Living Conditions:

1. Keeping the extreme harsh conditions in which our officers work, all the shift buses should be air conditioned.
2. The policy of improving the living conditions at installations, guest houses, residences, bachelor accommodation has been approved long time back and has been converted to a piece of paper instead of its implementation. Hence, this needs to be implemented immediately.

Resolution 3

The members decided to form a wage revision committee under the leadership of Sh. C.R. Das who had originally been made the member secretary of the wage revision committee but was removed by Sh. Sanjay Goel without giving any rhyme or reason. Further, majority of the operational areas were left out from the committee so formed. Accordingly, the members decided to form a **Wage Revision Committee** consisting of following members:

1. Sh. C.R. Das – President, ASTO, Mumbai
2. Sh. Rajan Pillai – President, ASTO, Vadodara
3. Sh. A. Armugham – President, ASTO, Ankleshwar
4. Sh. Sanchita Barah – Secretary, ASTO, Delhi
5. Sh. Kalaimani – Secretary, ASTO, Karaikal
6. Sh. Sri Hari Rao – Secretary, ASTO, Rajahmundry
7. Sh. S.S. Mayal – Secretary, ASTO, Ahmedabad
8. Sh. A.K. Sinha – Secretary, ASTO, Hazira
9. Sh. Sanjay Varshney – Secretary, ASTO, Dehradun
10. Sh. Mahendra Mhatre – Vice President, ASTO, Uran
11. Sh. Tapan Dutta - Vice President, ASTO , Nazira

Apart from the above it has also been decided to collect all the input through the GBM from the respective units for making a better and compatible pay package which is comparable to MNCs and National Company.

Resolution 4

Most of the members unanimously agreed that there is no other way but to agitate to resolve the long pending issues of the general public of ONGC. Accordingly it was unanimously agreed to launch the following action plan:

Action Plan

23.04.2007 26.04.2007	to	72 Hours hunger strike centrally at Delhi starting from 1000 hrs onwards 23 rd April,2007– representatives from all units to participate
24.04.2007		Work without food at Offshore Installations (0600 hrs of 24.04.2007 to 0600 hrs of 25.04.2007)
26.04.2007		Indefinite Strike w.e.f 0600 hrs at all work centers.

Holding GBM's at all work centres by Sh. C.R. Das and Sh. L.K. Mirchandani along with other representatives from different units.

UNQUOTE

We will keep you posted with all the developments. Keep in touch with our website www.astodelhi.com.

LONG LIVE ASTO UNITY

**(Amit Kumar)
President**

**(Somesh Ranjan)
Vice President**

**(Sanchita Shyam Barah)
Secretary**

**(S. C. Jha)
Jt. Secretary**

**(Gaurishanker)
Treasurer**