



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)



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NEWS LETTER No. 33

VICTORY OF THE POWER OF THE PEOPLE

“All the power of ASTO is bestowed on us is by the people”

Dear friends,

Once again the power of the people has triumphed. Nearly all the operational areas ONGC and work centres rallied behind us under the leadership of Sh. C.R. Das, President ASTO - Mumbai and carried the power of the people to the management. CMD on 22nd August, 2007 accepted most of our major issues and the status are as under:

1. **Immediate publication of reports relating to prevailing safety conditions at work centres, Rigs & Installations. Immediate replacement of obsolete equipment and rigs –** It was agreed for making reporting mandatory in ICE for all the work centres. Two Assets Ahmedabad and Ankleshwar will be pilot asset for studying implementation of safety policy. It is also agreed to make the analysis of safety reports available through ICE.
2. **Release of adhoc payment w.e.f. January, 2007 on monthly basis ranging from Rs.15000/- to Rs.55000/- per month against pending Pay Revision and 50% DA merger w.e.f. 01.01.2005. –**
We have out rightly rejected the adjustable adhoc advance that has been decided and we insisted that it should be only on monthly basis. But Management brought out that it is been agreed at Industry Level and hence nothing can be done now. We have pointed out that we will still continue to agitate on this issue.
3. **Payment of arrears of additional incentive (Profit sharing for the year 2002-03, 2003-04, 2004-05). Additional payment for the year 2005-06 and part payment of 2006-07 as per the proposed review of incentive scheme already submitted by ASTO. –** Profit Sharing for 2002-03 and 03-04 which was agreed in April 2007 is approved for 12% payment and orders will be issued by 1st week of September 2007. Interim payment for Year 2006-07 has also been agreed for issuance of orders by September, 2007 end after deliberations. We have insisted for 25% as interim payment.
4. **Review of PRBS as per the unanimous resolution of CWC on 21st July, 2006.**
PRBS Team shall interact with 5-6 members of ASTO of our group for understanding the scheme and giving views, if any. Further, presentations regarding details of the scheme will be made at various work centers to all the members. After that only, further action shall be taken.
5. **Industry practice to be followed for the Laptop scheme. –** After detailed discussions following has been agreed:
 - a) Agreed for making the scheme available to E0 level officers also as a one time facility of a lesser configuration.
 - b) All the officers who have taken Laptop under Advance scheme shall get merged in the Laptop Scheme.
 - c) Efforts will be made to finalise the rate contract by 15th September, 2007.

6. **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.** – Strong reservations were raised on leaving out senior colleagues in the corporate promotions of 2006-07. ASTO insisted on reviewing and giving additional promotions. Management has agreed to look into the issue.
7. **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. Release of long pending promotion orders for E0 to E1 in the Drilling Discipline w.e.f. 1.1.2006 & 1.1.2007 and Career Growth (1/3rd relaxation) for P&A discipline:**
 - i. MA in Public Administration shall be treated as Q2 w.e.f 01/01/1997. Orders shall be issued shortly.
 - ii. For all other issues, R & P committee of ASTO shall be associated for discussions with the Management and the meeting shall be called by 2nd week of September 2007.
8. **Implementation of policy for Residential building, Bachelor Accommodation and Guest House constructions / maintenance as per the Building policy approved by EC.** – ASTO pointed out that the implementation of policy has been very slack in most of the work centres and insisted on a report be taken on implementation status from all work centres.
9. **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 - Director (HR) and Chief –ER shall be visiting ER shortly and shall prepare a detailed proposal for further discussions.**
10. **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.** - Transfer committee of ASTO shall be associated for discussions with the Management and the meeting shall be called by 2nd week of September 2007.
11. **Immediate enhancement of HRA & 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 to E-0 - E-2. Further, enhancement of Maintenance charges from Two months to Three months.** – Following was agreed:
 - i. Maintenance Reimbursement shall be enhanced to 2 ½ months and shall be payable on HRA also.
 - ii. Proposal for enhancing HRA on the basis of notional enhancement of basic pay is agreed in
Principle and proposal shall be taken to EC.
12. **Employees performing 12 hrs. Duty pattern are to be paid Operational allowance @12.5% instead of 10% and Operation Allowance for Helibase.** –Agreed for making payment of Operational Allowance as per our demand.
13. **Environment Protection allowance at Hazira, Uran and all H2s Hazardous Fields.** - Not Resolved. Shall be discussed again.
14. **Extension of medical facility to dependent who retired from PSUs / Government services irrespective of their amount of pension drawn.** –

Management appreciated the issue and agreed to bring the proposal to the next EC being held on 28th August, 2007.

15. **Review of Mobile phones scheme and Mobile Phones to be provided to all the officers. -**
Management agreed to provide Mobile Phone facility to all E0 Executives who are engaged in Operational areas. Further, for those E0 executives who are working in offices, Mobile phone facility to be provided with approval of Key Executive.
16. **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-**
Proposal already submitted to EC.
17. **Recruitment of Ex. Ongcians needs to be stopped- Not Resolved.**
18. **Award of one mark of field experience to the officers working in operations and engineering discipline at Hazira and Uran plant. – Recommended by Head HRD and submitted for approval.**
19. **CEA – Tuition Fees, Hostel Subsidy and Transport Subsidy for professional courses has also been discussed and proposal has been submitted to EC.**

Friends, once again we are obliged to all of you for giving us strong support. The credit of this success goes to all of you. We shall not sit back but continue to strive and keep resolving the issues on your behalf.

LONG LIVE ASTO UNITY

(Amit Kumar)
President

(Somesh Ranjan)
Vice President

(Sanchita Shyam Barah)
Secretary

(S. C. Jha)
Jt. Secretary

(Gaurishanker)
Treasurer