



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

July 16, 2008

No. ASTO/CWC/.....

NEWSLETTER – 5

"Stop not till the goal is achieved"

THE TEAM

COMMITTED OFFICERS; COMMITTED ASTO AND COMMITTED MANAGEMENT

Outcome of the first bilateral meeting for the term of 2008-10 between ASTO-CWC and ONGC Management held on 14th & 15th JULY 2008.

First ASTO-CWC meeting with the ONGC management was held on 14th & 15th July 2008 at Delhi.

"Being a leader is not about making yourself powerful it is about making people around you powerful". Keeping this in mind the team ASTO marched ahead to deliberate the organizational and welfare issues with the management.

In the welcome address Shri S Vats ED-Chief (ER) stated that the way ASTO-ONGC and ONGC management joined hands in lighting the ceremonial lamp is symbolic of an opportunity for taking important decisions with rational thinking and as one team – ONGC.

"Each one of us is responsible for maintaining the dignity of ONGCian's at all the levels" stated our beloved CMD Shri R S Sharma. He appreciated the change in the mind set of CWC with focus not only on welfare issues but also on the organizational issues.

Director (E) said that CWC is the ambassador of ONGC to the whole world.

Director (T&FS) said organizational issues of critical importance to be taken with same conviction as welfare issues are taken. He added that safety at drill sites and installations is of great importance even though there is implementation failure.

Director (Onshore) appreciated the efforts of ASTO-CWC and the way the meeting has been conducted.

Director (HR) said there is a change in the mind set of CWC from personal to collective wisdom.



Director (Finance) conveyed that ASTO is a two way conduit for effective communication between officers' community and the management.

CMD appreciated the way the agenda was prepared for the first bi-lateral meeting which covered issues relating to Welfare, Living Conditions as well as Organizational issues. He also expressed his happiness over the fact that ASTO and ONGC management thinks alike. He thanked and appreciated ASTO's role in bringing the glaring facts of ONGC drill sites, installations and colony's living and working conditions through a slide show (REALITY BITES). The presentation is available on the OR.NET and is being loaded on astodelhi.com also.

The various Organizational and Welfare issues which were discussed deliberated and were resolved are as follows:

ORGANISATIONAL ISSUES

1. IMPLEMENTATION OF SAFETY NORMS:

The management was appraised regarding the very poor safety conditions prevalent on various locations/installations both onshore and offshore. Gross violation of safety norms, Poor quality of tools and equipments, poor reporting of accidents/near miss situations, non implementation of recommendations of Audit reports, Safety kits not being made available and non functional safety, fire & gas detection systems at offshore etc. were brought out to the knowledge of the management.

Management informed that a centralized rate contract has been awarded for Safety Shoes, Dangris and Helmets. As many of the work centers have still not ordered their kits and liveries, Management agreed to instruct once again all the work centers to raise their respective POs directly to ensure that kits and liveries are issued in a time bound manner i.e. for the last years up to 2008 kits and liveries to be issued by 2nd October 2008 and for the year 2009, to be issued by January 2009.

2. SAP/SAMPARC CONNECTIVITY:

It was brought out that connectivity at many locations like work over Rigs, on land Geophysical parties etc. is not available. Further, connectivity is very poor at all the work centers which need to be improved on priority.

Management agreed and accepted the above facts and assured that the connectivity problem will be solved by October end once the SATCOM system is operational and WIMAX is also being taken on priority which



will further enhance the connectivity in the fields/remote areas. The work over Rigs will be connected in a year with KU Band.

It was agreed that all the claims will continue to be allowed in both manual form as well as through SAMPRC till such time the connectivity is improved and ensured. Further, Pay slips will be made available physically as before.

Instructions will be issued for up gradation of all the low spec PCs at Drill sites to 512 MB minimum.

WELFARE ISSUES

1. **NE FACILITIES:** The issue was taken up by team of ASTO with the management and details have been already circulated vide our Newsletter-4.
2. **SURETY BOND:** It was agreed that no surety bond will be executed for the trainings less than three weeks and workshop of any duration where the same is not for up gradation of skills. In case of ICE, Head ICE to take special approval for exemption.
3. **CAR IN LIEU OF CAR ADVANCE:** It was agreed to provide car in lieu of car advance. Modalities will be discussed, with ASTO and finalized within a month. ASTO has requested that the value of car shall be matching the industry standard. The option needs to be given to people who have taken loan to avail the facility by refunding the outstanding loan.
4. **HRA ARREARS:** Agreed in principle to provide lease arrears and self lease Arrears due to DA merger w.e.f. 1.1.2007. Modalities will be discussed with ASTO and finalized within a month.
5. **REVIEW OF COMMUNICATION FACILITY:** It has been agreed to provide wireless internet card/broad band/GPRS on mobile, with one time installation charges and monthly usage charges of Rs.500/-. It has also been agreed that monthly limit of mobile charges alongwith monthly usage charges for internet to be accumulated on annual basis. Further, insurance of Laptops will be got done by ONGC. Regarding the service provider, a final chance will be given to BSNL/MTNL for improving their services within a month failing which action will be initiated for a better service provider.
6. **REDIFINING INCENTIVE PARAMETERS:** It was agreed that the matter will be discussed separately with a core group of ASTO.
7. **WHITE GOODS** scheme instead of annual Lump sum advance: The scheme was appreciated and agreed. Management has agreed to bring the proposal to EC on the suggested lines within two months time.



8. **PAYMENT OF ADHOC:** The Adhoc has been agreed to be increased by 60% of the existing Adhoc w.e.f. 1.1.2007. Payment to be made in July salary.
9. **BENEFITS ON RETIREMENT:** Reimbursement of Road Tax at the place of settlement on retirement. Full encashment of HPL (on commuted basis) as good health reward has been agreed.
10. **SOFT LOAN FOR HIGHER EDUCATION OF WARDS:** A scheme named "GYAN VRIDHI SAHYOG" was suggested by ASTO with Rs.6.0 lacs within India and Rs.12.0 lacs for abroad. The scheme was appreciated and agreed in principle. Modalities will be discussed with ASTO and finalized by month's end.
11. **REVISION OF TTA:** Transfer grant to be enhanced to two months salary, two truck loads instead of one truck and one wagon for all work centers and stay in Hotel on transfer to be treated on tour for family has been agreed.
12. It was agreed to consider allowing **Out of Pocket Allowance** as per full rates to field going personnel even if they are provided the transport facility.
13. **CMRE:** ASTO had proposed to enhance CMRE component, Management agreed to the same and the proposal shall be put up for approval shortly. ASTO has proposed at least doubling the maintenance portion and minimum 100 litres of fuel.

As the meeting continued till 1 o'clock in night it was agreed that other pending issues shall be taken up in the extended CWC meeting to be held shortly.

Friends, we are committed to the welfare of the officers' community. Today let us resolve that we shall make all out efforts to enhance the production by at least 1MMT of O&OEG.

LONG LIVE ASTO UNITY

(Amit Kumar)

(Rajan Pillai)