



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)



RAJAN PILLAI. K.
GENERAL SECRETARY-CWC

No. ASTO/CWC/... **GS** /2008-10/D(HR)-2

24.06.2008

To

Director (HR)
ONGC Ltd.
Jeevan Bharati Tower-II
New Delhi

Subject: HRA, Lease & Self Lease rate revision and payment of arrears.

Sir,

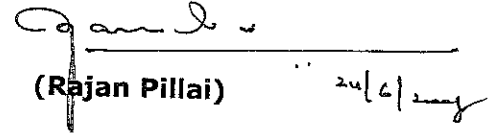
Enclosed is the letter No.ASTO/CWC/Pres/2008-10/CMD-8 dated 12th June, 2008 addressed to CMD regarding above mentioned subject. Also enclosed is an Office Order (37/2008) dated 13.05.2008. From this Office Order as well as instructions issued by Cabinet it is very clear that portion of DA equal to 50% of the existing basic pay is to be merged w.e.f. 01.01.2007 and we are to get arrears of all allowances, transfer grant, retirement benefit, contribution to CPF, Licence fee for lease/self lease accommodation, maintenance charges, CMRE etc. as these shall also get revised w.e.f. 01.01.2007.

Despite our letter clearly bringing out payment of arrears with respect to Lease, Self Lease, HRA w.e.f. 01.01.2007 we have come to know that such payment which is legally/as well as, as per circular due to us is not being paid.

This is against the very instructions that have been issued by ONGC. Hence it is again requested that the arrears **for lease, self lease, HRA to be paid w.e.f. 1.1.2007** and necessary amendments be issued immediately.

With regards,

Yours sincerely,


(Rajan Pillai) 24/6/2008

Encl. As above.

Copy to:

1. CMD, ONGC, New Delhi.
2. ED-Chief ER, ONGC, Dehradun.



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AMIT KUMAR
President - CWC

No. ASTO/CWC/Pres/2008-10/CMD-8

12.06.2008

To

Chairman and Managing Director
Oil and Natural Gas Corporation Ltd.
Jeevan Bharti Tower-II
New Delhi

Sub: HRA, Lease & Self Lease rate revision and payment of arrears.

Sir,

Please refer to the letter No.F.No.O-31018/32/2008/ONG-II dated 12.06.2008 from Govt. of India, Ministry of Petroleum & Natural Gas, regarding merger of 50% DA with basic pay w.e.f. 1.1.2007. Enclosed also is the circular on the 50% DA merger issued by ED-Chief ER. As per the circular the effect of DA merger shall also be on the limits of Lease/Self Lease entitlements and HRA as well and is effective from 1.1.2007.

This is to bring to your kind notice that the cost of living has gone up PAN India. The inflationary pressures are all evident in every walk of life. ONGCians are also feeling the pinch of the same.

In case of ONGC policy of leasing residential accommodation is applicable for 3rd party lease as well as self lease. Incidentally the rates of self lease are restricted to entitled limit despite hiring houses at higher rates in the same area/same city. To compensate for high cost of living and enable employees a minimum standard of living, following suggestions may please be considered in respect of subject matter till the pay revision is finalized:

It is suggested that

- (i) for Lease amount be calculated as 40% (of maximum of the scale + 50% of maximum of scale) w.e.f. 1.1.2007.
- (ii) the arrears may please be paid for any overrun that is being deducted from the individual's salary for 3rd party lease cases.
- (iii) in case of self lease, the arrears to be paid for self lease with effect from 1.1.2007.

Contd...2.



:: 2 ::

- (iv) in case of HRA number of employees has been getting HRA either on self certification or on the basis of rent receipt restricted due to existing limits. It is suggested that in case of employees drawing HRA, the HRA arrears need to be paid irrespective of the amount given in HRA receipts.

It is requested to issue necessary instructions for the implementation of the same at the earliest.

With regards,

Yours sincerely,

Enc! as above.

Copy to:

1. Director (HR), ONGC, New Delhi.
2. Director (Finance), ONGC, New Delhi.
3. ED-Chief ER, ONGC, Dehradun.
4. **All ASTO Units.**


12/6/2008
(Amit Kumar)



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

No.107(92)/08-DA/CP

Dated May 13, 2008

OFFICE ORDER (37/2008)

The issue regarding merger of 50% Dearness Allowance with basic pay for the employees of ONGC in line with the instructions issued by Department of Public Enterprises vide O.M.No. 2(7)/2005-DPE-(WC) GLIII dated 26.2.2008 was considered by the Board in its 177th meeting held on 5.4.2008 and same was recommended for approval of Ministry of Petroleum & Natural Gas. The Ministry of Petroleum & Natural Gas has conveyed the approval of the Government to the merger of 50% Dearness Allowance with Basic Pay for the employees of ONGC w.e.f. 01.01.2007, subject to the following terms and conditions :-

- i) Portion of DA equal to 50% of the existing basic pay be merged w.e.f. 1.1.2007 with the basic pay of the employees and shown distinctly as Dearness Pay (DP), which would be counted for purposes like payment of allowances, transfer grant, retirement benefits, contribution to Contributory Provident Fund, License fee for Lease/Self Lease accommodation, Maintenance charges for self lease/HRA, leave encashment, CMRE and various advances.
 - ii) The entitlements for LFA, TA/DA while on tour and transfer would, however, continue to be governed on the basic pay alone without taking Dearness Pay into account.
 - iii) Portion of Dearness Allowance converted into Dearness Pay would be deducted from the existing rate of Dearness Allowance while computing quantum of Dearness Allowance.
- 2 Payment will be made with the salary of May 2008.

Sushant Vats
13/5/08
(Sushant Vats)

ED-Chief, Employee Relations

Distribution:

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