

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

Recorded note on the meeting of Joint Committee on discrepancy if any due to 01-01-1997 wage revision held at ONGC Conference Hall, 2nd Floor, Old Secretariat Building, Tel Bhavan, Dehradun on 18th April, 2011.

2. BACKGROUND

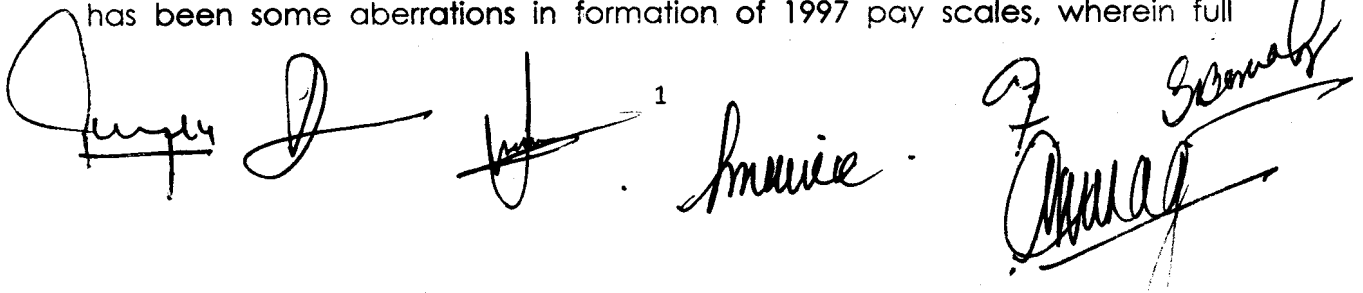
(A) The recognised unions of ONGC have been raising the issue of anomaly which arose during the wage revision of 01-01-1997. During the various meetings of the committee constituted for assisting in wage revision w.e.f. 01-01-2007, it was also pointed out that there is difference in the pay scale of other companies in the oil industries. Letter from the President, National Union of ONGC Employees, Dehradun addressed to CMD, ONGC was also received during August, 2009 on the matter of resolving the '97 wage revision issue. The management had informed the working group on wage revision the matter may be looked in to during the wage revision for 2007.

(B) It was informed to the recognised unions that the resolution of the '97 wage revision anomaly may be dealt separately. Accordingly, during a meeting on 25th & 26th August, 2010 a MoU was arrived at New Delhi between the management and the recognised unions and a Committee was constituted to examine the issue vide office order No. 14(1)/2007 – IR dated 31-08-2010. The members of the Committee are as under:

S/Shri

1. A. K. Shah, GM(HR), Dehradun,
2. S. Mallik, DGM(F&A), Dehradun,
3. A. Sahu, DGM(HR), Dehradun,
4. Pradeep Mayekar, GS, ONGC (BOP) Karmachari Sanghatana, Mumbai,
5. Sunil Hedoo, GS, ONGC Employees Mazdoor Sabha, Vadodara,
6. D. V. K. Raju, GS, Petroleum Employees Union, Chennai, SS,
7. Sanjeeb Baruah, GS, ONGC Purbanchal Employees Union, ES,
8. Anurag Prakash, Auditor, National Union of ONGC Employees, DDN.

3. After deliberations, the Committee came to the conclusion that there has been some aberrations in formation of 1997 pay scales, wherein full

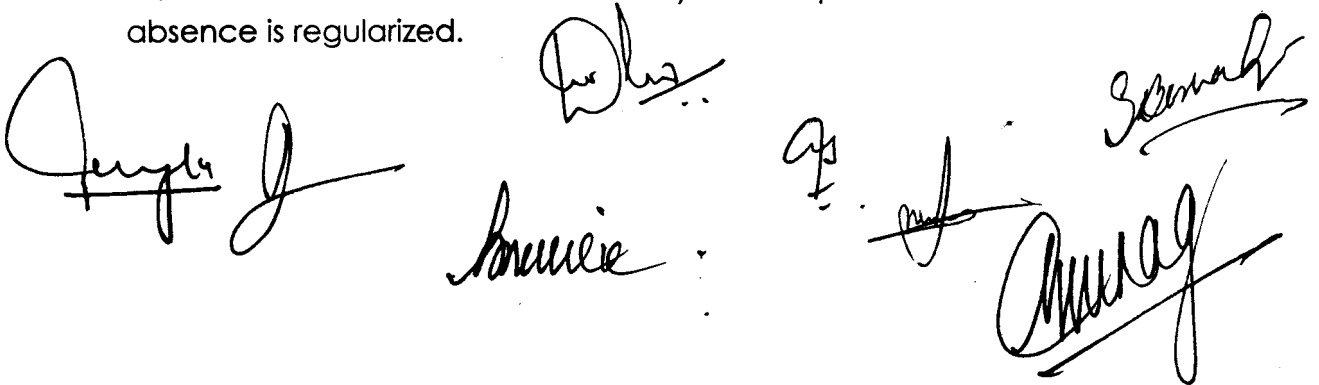
The bottom of the page features several handwritten signatures in black ink. From left to right, there are four distinct signatures. The first is a large, stylized signature. The second is a smaller, more compact signature. The third is a signature that appears to be 'Anurag'. The fourth is a signature that appears to be 'Sunil' with a long horizontal line extending to the right.

-fitment benefit as per fitment formula could not be given in the pay scale and the minimum of pay scale has been fixed quite lower i.e. more than Rs.1000/- than what would have come by following the fitment formula.

4. After prolonged deliberation, the following was proposed:-

Coverage –

- a. All unionised category of employees other than Top of Class – III who joined on or after 01-01-1997 upto 31-12-2006 shall be granted additional increment.
- b. Those who have joined on or after 01-01-1997 up to 11th July 2000 shall be granted additional 03 increments on the basic as on 31-12-2006. The increment rate shall be the percentage entitled to at the time of induction.
- c. Those who have joined on or after 12th July 2000 up to 31-12-2006 shall be granted additional 02 increments on the basic as on 31-12-2006. The increment rate shall be the percentage entitled to at the time of induction.
- d. Unionized category of employees who have been promoted to executive cadre on or before 01-01-2007 shall not be entitled for grant of any additional increments.
- e. Unionized category of employees who have separated from the Company due to resignation, disciplinary action shall not be granted of any additional increments.
- f. In case of unauthorized absence, decision for grant of additional increment shall be considered only if the period of unauthorized absence is regularized.



5. **Illustration:**

Revised basic pay of unionized category of employees who joined on or after 01-01-1997 up to 31-12-2006 and granted additional increment shall be fixed in the revised pay scale as per the following methodology:

(a) Pre-revised Basic Pay as on 31-12-2006

Plus

(b) Additional increments as per clause 4 b or 4 c as applicable

Plus

(c) Annual Increment on (a) + (b)

Plus


(d) Dearness Allowance(DA)@78.2% on (a) + (b) +(c)

(e) Fitment benefit @ 30% on (a) + (b) + (c) + (d)


Thus, the revised Basic Pay as on 01-01-2007 will be fixed as (a) + (b) + (c) + (d) + (e)

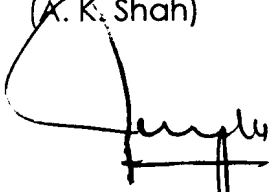
6. Implementation of above shall be treated as full and final settlement of the issue and no issue related to 1997 wage revision shall be reopened in future.

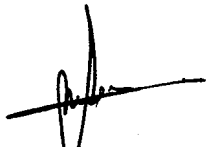
7. Detailed report by the Joint Committee shall be prepared and submitted to the Competent Authority.



18/04/2011
(A. K. Shah)

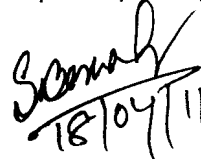

18/4/11
(S. Mallik)


18.4.2011
(Amarendra Sahu)


(Pradeep Mayekar)


(Suhil Hedao)


18/4/2011
(DVK Raju)


18/04/11
(Sanjeeb Boruah)


18/04/2011
(Anurag Prakash)