



**Memorandum of understanding between the management of ONGC and the recognised unions reached on 3<sup>rd</sup> September 2012 at N. Delhi, pertaining to revision of the Composite Social Security Scheme**

The Composite Social Security Scheme was introduced w.e.f 1<sup>st</sup> June 1998, replacing the erstwhile Benevolent Fund Scheme, Financial Assistance in lieu of employment, Reimbursement of premia for Insurance etc. and Group Insurance Scheme. The scheme provided for grant of a lump sum benefit of Rs.5.00 lakh for Class III and IV employees and Rs.10.00 lakh for Officers, in the case of death while in the service of ONGC or total permanent disability of an employee resulting in separation from ONGC. The scheme was introduced having regard to the demand of the collectives and with a view to maintain cordial industrial relations. The scheme was operated through fixed monthly contributions made by the employees and matching contributions from ONGC. A Trust was formed and registered to operate the funds and the scheme in ONGC.

Subsequently, in 2006, the monthly contributions were enhanced to Rs.470/- and Rs.525/- and benefits were enhanced to Rs.15.00 lakh for Class III and IV employees and Rs. 17.50 lakh for 'S' category employees respectively, w.e.f 01.06.2003 vide Office Order No. ONGC/ER/CP/TRU/002 dated 26<sup>th</sup> Sep 2006, after discussions with the recognised unions.

Following the revision of pay scales w.e.f 1.1.2007, a demand was made by the recognised unions to enhance the benefits under the Scheme. Actuarial studies were carried out and various models for enhancing the benefits and monthly contributions, and modifying the scheme were considered. Presentations were made to the recognised unions on various occasions and finally on 3<sup>rd</sup> Sep 2012 having regard to the demand of the collectives and with a view to maintain cordial industrial relations, the scheme with the following modified features has been framed:-

1. The Scheme shall be titled "Composite Social Security Scheme, 2012".
2. It shall be effective from the 1<sup>st</sup> day of the month following approval of the Board of Directors.
3. The monthly contributions for unionised category of employees shall be Rs.1200/- for Class III and IV employees and Rs. 1550/- for 'S' category.

*Sanjay Sharma*  
03/09/2012

*Prateep Mayekar*  
(Prateep Mayekar)

*Paritosh Ray*  
S.K. Ray

*3-9-2012*  
*CA*

*ASH*

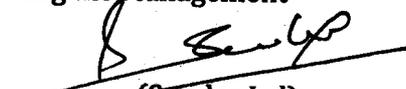
*[Handwritten signatures and initials on the right margin]*

4. The benefits stand enhanced to Rs.30.00 (thirty) lakh for Class III and IV employees, and Rs. 40.00 (forty) Lakh for 'S' category.
5. In case of death or permanent total disability of an employee, 50% of the benefit payable would be paid immediately to the nominee(s) or employee as the case may be and the rest would be annually paid in five equal instalments, over a period of five years from the date of initial release of benefits to the nominee(s) or employee, in case of permanent total disability.
6. The survival benefit would be paid to the employee on separation from the company due to any reason, other than death or permanent total disability. The Survival benefit would be, refund of individual contribution, with 5% simple interest until and up to the last date of the month preceding the month of implementation and 6% compound interest w.e.f the date of implementation, till the date of separation.
7. The benefit paid under the Group Insurance Scheme by LIC, in lieu of Employees' Deposit Linked Insurance would be separate from the benefits payable under the CSSS and not adjusted from the CSSS benefit w.e.f the date of implementation.
8. The Scheme would be reviewed after a period of five years from the date of implementation.

The above MoU arrived at in the meeting of the recognised unions will be submitted for approval of the Executive Committee (EC).

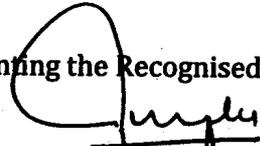
Signed this 3<sup>rd</sup> day of September 2012.

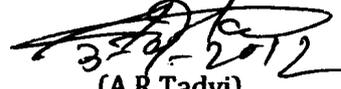
Representing the Management

1.   
(Sundar Lal)  
ED-Chief Employee Relations

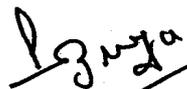
2.   
(Pradeep Sahariya)  
ED-HOI ONGC Academy

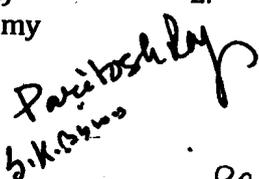
Representing the Recognised Unions

1.   
(Pradeep Mayekar)  
Gen.Secretary  
ONGC (BOP) Karmachari Sanghatana,  
Mumbai

2.   
(A.R. Tadvi)  
Gen.Secretary  
ONGC Employees Mazdoor Sabha,  
Baroda





  
Pavitosh Ray  
S.K. Ray

Recd



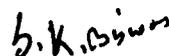
  
03/09/2012

3.



(Sachin Sain)  
GGM-Chief HRD

3.



(S.K. Biswas)  
Gen. Secretary  
ONGC Workmens' Association  
Kolkata

4.



(S.K. Goel)  
GGM(F&A)

4.



(R.H. Pathan)  
Gen. Secretary  
ONG Mazdoor Sangh  
Ankleshwar

5.



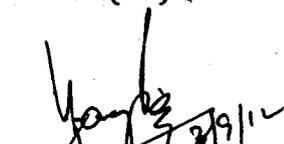
(Arvind K. Shah)  
GM(HR)

5.



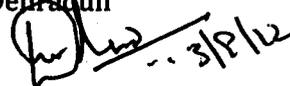
(A.P. Joshi)  
Gen. Secretary  
National Union of ONGC Employees,  
Dehradun

-6.



(Vijay Raj)  
CM(HR)  
I/c Corporate IR

6.



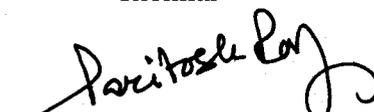
(D.V. Krishnam Raju)  
Gen. Secretary  
Petroleum Employees Union,  
Chennai

7.



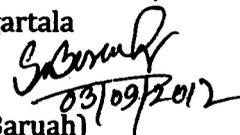
(S.K. Tomar)  
CM(HR)  
I/c Corporate Policy

7.



(Paritosh Roy)  
Vice President  
ONGC Workers Union,  
Agartala

8.



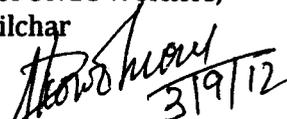
(S. Baruah)  
Gen. Secretary  
ONGC Purbanchal Employees Association,  
Sivasagar

9.



(Ashok Baidya)  
Gen. Secretary  
Trade Union of ONGC Workers,  
Silchar

10.



(D.J. Chaudhary)  
Gen. Secretary  
Petroleum Mazdoor Sangh,  
Ahmedabad