



## Minutes of the 74<sup>th</sup> JCM held on 31<sup>st</sup> May & 1<sup>st</sup> June, 2014 at Ahmedabad

The 74<sup>th</sup> JCM commenced with the ONGC song, followed by Safety briefing, lighting of the traditional lamp and welcome accorded to the participants by the Ahmedabad Asset Team. Mr.J.G.Chaturvedi, ED-Asset Manager, Ahmedabad Asset warmly welcomed the Presidents, General Secretaries and representatives of recognized Unions from various work-centres and representatives from management in the 74<sup>th</sup> JCM at Ahmedabad. He expressed his gratitude to Director (HR) for keeping his promise and holding the JCM at Ahmedabad. He appreciated his HR team and the PMS, Ahmedabad for their relentless efforts in making meticulous arrangements for the JCM. In his address, he mentioned that ONGC Management and Unions work together as partners in creating a conducive atmosphere for Organizational growth and address issue/concerns of our people who toil day in and day out in the fields, shedding sweat to produce Oil & Gas. He wished that the issues listed would be addressed in a fair and transparent manner, in a positive framework with due regard to genuine demands of the union, within the given set of boundaries.

Mr.Pradeep Sahariya, ED-Chief ER, welcomed all the participants to the 74<sup>th</sup> JCM at Ahmedabad. He highlighted the important policy decisions such as PRBS, CSSS, Asha Kiran, GLES etc., that had been introduced after discussions with the recognised unions. He also spoke about organizational matters and milestones achieved by ONGC, as well as initiatives such as inauguration of a Green building at Dehradun last year and another one at Mumbai. He mentioned that the Management is genuinely concerned for improvement of the living and working conditions at work place, with the intention to motivate, integrate and increase commitment in employees. He made a mention of the HR Audit conducted in three sectors during the previous year and the useful results. He also informed that HR Audits would be conducted in the remaining sectors during the current year. He thanked ED-Asset Manager, Ahmedabad Asset and his HR-ER team, led by Mrs.Preeta Pant Vyas, GM (HR)-I/C-HR-ER, for their hospitality and the meticulous arrangements made in connection with the meeting.

### **Obituary references**

DGM(HR) I/C- Corporate IR read out the names of the 221 employees, who had expired in the intervening period since the last JCM. The House stood in silence for two minutes as a mark of respect to the departed souls.

### **Address by OSD (HR)**

Mr.D.D.Misra, OSD (HR) welcomed Director (HR) and the Presidents, General Secretaries and other office bearers of the recognised unions. He appreciated the institution of the JCM as an effective forum which had created a congenial IR climate in the company. He informed the house about the upcoming business challenges and the necessity to adapt and change to meet them. He briefly spoke about the strategic issues/goals of ONGC as envisioned in the Perspective Plan-2030 and the level of active contribution and dedication required from the employees. He stressed on the need for the collectives to be more responsive, practise mutual trust, develop a shared vision and contribute for achievement of PP-2030 targets and the energy security of the nation.

### **Address by Director (HR)**

Mr. K. S. Jamestin, Director (HR) extended a warm welcome to the Presidents and General Secretaries of the Unions of various work-centres and senior ONGC executives. He expressed his regret on the delay in convening the 74<sup>th</sup> JCM. He drew the attention of the House to the changes that have taken place since 2013 in the ONGC Board. He informed the house, about the various achievements of ONGC. He mentioned that the ONGC had declared Financial Results for the year 2013-14 with standalone Gross Revenue of ₹.84201 crore, Net profit ₹.22095 crore, domestic oil and gas production of 50.85 MMToe and 14 new hydrocarbon discoveries with 6 new prospects and 8 new pools. The Ultimate reserve accretion declared in domestic areas (operated by ONGC) was 84.99 MMToe. Reserve Replacement Ratio (RRR) with 3P reserves was 1.87 (RRR -1.24 with 2P reserves) and RRR with 3P reserves have been more than one since last nine years.

He also shared the status of JVs viz., OPaL, OMPL, OTPC and recent activities in the LNG business. He also discussed about the related challenges in terms of recruiting qualified manpower to meet the challenges of PP-2030. He appreciated the contribution of the recognised Unions and thanked them for their support in revising the PRBS Scheme and introducing Asha Kiran Scheme despite the many challenges faced. ONGC has the distinction of being the only PSU which has introduced a scheme for meeting the emergency needs of employees, who separated before 1.1.2007, based on the DPE guidelines on the subject.

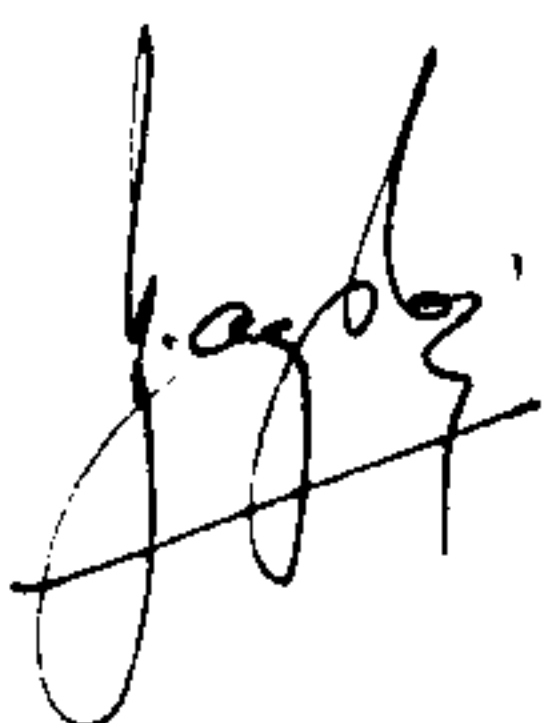
He also shared with the house about recent initiatives such as Succession Planning initiative, DISHA, the reward scheme for empowerment of women to acknowledge their outstanding contribution at work, increase in the number of Scholarships for SC/ST students to 500 per annum, introduction of 1000 scholarships per annum for economically backward students and Fair Wage Policy for secondary workforce. He appreciated the efforts of the Corporate HRD team for releasing promotions of all employees below corporate level on 1<sup>st</sup> of January. He congratulated ONGC BOP Karmachari Sangathana for getting their second consecutive recognition in succession. He further highlighted the importance of the JCM and hoped that this joint consultative forum will address all issues. He also stated that a separate JCM would be convened for discussion on Organizational issues. He thanked the unions for their consistent support and also conveyed best wishes to them.

### **Presentation on HR update since last JCM**

A presentation on HR updates since the 73<sup>rd</sup> JCM till date, was shared with the House by Capt. S.K.Sangwan, Dy.Manager (HR). The presentation broadly highlighted the bilateral meetings held since the last JCM, the important policy decisions taken pertaining to Employee Welfare, recruitments carried out in the last three years, vacancies released for 2014 and clarifications on some policy issues raised by the unions.

### **Observations/ views of the Presidents/ General Secretaries of the Unions**

Mr. E.V.Akolkar, President, ONG Mazdoor Sangh, Ankleshwar in his address thanked all the Senior Officers, Presidents of Recognized Unions and office bearers of union from various work centres for their presence. He appreciated the achievements/decisions taken since last JCM as reflected in the HR updates. He briefly spoke about importance of such consultative and

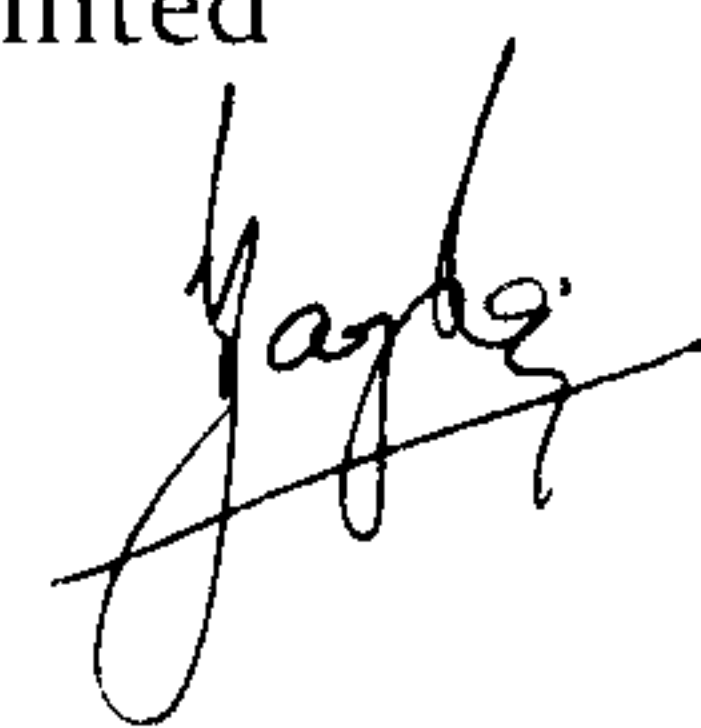


participative forums to address critical issues faced by the company. He appreciated this medium to bilaterally discuss and resolve issues and stressed the importance of the institution. He suggested that the JCM should be held at regular intervals. He raised his concern on the implementation status of Fair Wage due to growing legal complications and sought strong commitment and will for addressing such issues on priority. He also requested to frame the Medical fitness conditions for tenure based employees in a logical manner, keeping in view increase in age. He also stressed on the need for ONGC to pioneer the process of Workers Participation in Management by developing a team concept and creating a forum for discussion/decision on important issues. He advised the management to adopt a co-operative approach.

**Mr.J.S.Gunsola, President, National Union of ONGC Employees, Dehradun** thanked the management for convening the meeting and extended his warm welcome to the participants from different work-centres of ONGC. While applauding the implementation of the Fair Wage Policy in Dehradun, he pointed out the deficiencies in payment of arrears and insurance coverage. Pointing out the requirement to consider movement of qualified Class IV personnel to the Class III cadre, he requested for an early solution while filling up the vacancies at HQ. He requested the management to seriously consider extending medical benefits to dependent parents of employees, who had retired from ONGC. Such cases are very few and if their concern is addressed then it will bring immense pleasure to all. He also referred to the issue of regularisation of contingent employees who are now an aging group. He concluded by thanking the ONGC management for understanding the sentiments of candidates from Uttarakhand and providing GT Exam centre at Dehradun, and also providing financial support to build an international level stadium at Dehradun.

**Mr.S.Deb Roye, President, ONGC Workers Union, Agartala and Trade Union of ONGC Workers, Silchar** thanked and welcomed the officers, colleagues and friends representing the Unions. He on behalf of Mr.Tapan Sen, MP(RS) conveyed good wishes to all and shared with the house about the active role he plays as a member of various Parliamentary Standing Committees, including the Energy Committee. He praised the ONGC song for generating pride and commitment, but at the same time suggested that national integration matters could also be brought under its ambit. He also praised the goodwill of ONGC across different forums wherever he went and stressed that it deserved the honour. He pointed out that the PSUs were torch bearers of collective bargaining and suggested that ONGC should consider sending a delegation to International Labour Conferences for wider exposure. He appreciated the Memorandum on HR Policy submitted by ONGC before the Parliamentary Standing Committee on PNG, for being focussed and elaborate, as compared to that submitted by other Oil PSUs.

Pointing out the recent news reports pertaining to ONGC, he urged the unions to be more aware of the dimensions of the energy sector and the important role of national oil companies. He also advised that the unions should not get complacent at any moment of time. He raised issues pertaining to recruitment at Silchar, recruitment of casual/contingent manpower at Agartala, and implementation of Fair Wage Policy. He further highlighted the issues of land acquisition at Tripura for setting up the Gas based Fertiliser plant and the need for administrative buildings at Agartala and Silchar to boost up the E&P activities in North-Eastern States. He stressed that North-Eastern States are to be given special treatment for the growth of the region. He pointed

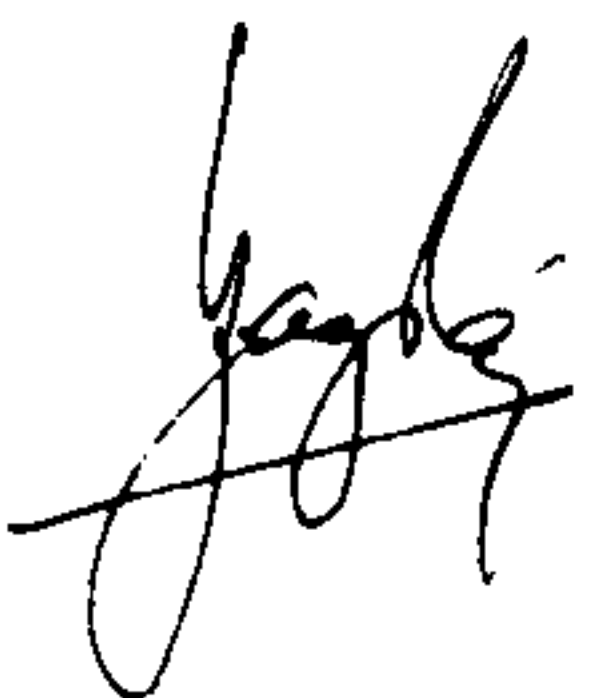


out the issues related to the next Pay Revision and DA merger and urged ONGC as a Maharatna Company to initiate and take a lead role in this regard, which will be supported by the unions.

**Mr. Girish Chandra Parmar, President, Petroleum Mazdoor Sangh, Ahmedabad** welcomed all present and specially thanked Director (HR) for organising the JCM in Ahmedabad. He thanked Director (HR) and his team for their role in formulation of various policy decision for the benefits of employees as well as ex-employees of ONGC. He recalled his early movement initiated particularly for the cause of contract labour and stressed the need for their engagement in Class-III & Class-IV on regular basis. He stated that those jobs which require more responsibility should not be outsourced. He requested that the separation of work between Surface Team (ST) and Sub-surface Team (SST) needs analysis. He opined that providing laptops to Class-III & IV employee is a genuine demand and will benefit the company. He also commented on the implementation status of Fair Wage Policy and issue pertaining to the Field Operators/ Tenure based personnel and their regularisation. He urged the Management to reduce the eligibility criteria for availing of Home loan from 5 years to 1 year so that HBA can be availed by employees after completion of one year service.

**Mr. Salil K. Biswas, General Secretary, ONGC Workmen's Association, Kolkata** welcomed all participants to the 74<sup>th</sup> JCM. He pointed out the delay in convening the JCM, though the Agenda was submitted on time by the unions. Shri Biswas raised his concern about the fate of CBM Project and exploration activities in MBA Basin. He wondered as to how the expenditure incurred would be recovered. The construction of administrative buildings at Kolkata and Hyderabad was also raised keeping in view of the fact that administrative buildings at Dehradun, Delhi and Mumbai are already under process of construction/constructed. He pointed out the need to evolve scales at W-VIII and S-V levels to meet the natural aspirations of the concerned employees. He further raised demand for recruitment, regularisation of Contingent workers and Fair Wage Policy implementation at the work-centre.

**Mr. Pradeep Mayekar, General Secretary, ONGC (BOP) Karmachari Sanghatana, Mumbai** appreciated the Asha Kiran Scheme and raised the demand for extending the benefits to surviving spouse of such employees who have expired. The issue of minimum 15 years' service period in case of Radio Officer was also raised with demand to count their service period before regularisation to arrive at the mandatory 15 years' service for PRBS benefit. A concern on the recruitment position at Hazira was also raised and the issue of qualification of Tenure based personnel having qualification in instrumentation discipline, but working as rigman trade was also brought to the notice in view of recruitment in regular vacancies. Age relaxation issue of Pharmacists and contract Para-Medics was also raised. Apart from the above, issues related to qualifications of Boiler cadre, conversion of posts of Steno to AG-III, issue of Topman to supervisory cadre due to lack of ITI qualification, regularisation of Direct employees into Class-IV, Medical dependency issue of parents not staying with employees, revision of hard duty allowance in respect of offshore going personnel, reviewing of criteria of six months for daughter marriage under Sahyog Trust and few cases of procedure lapse in the renewal of tenure based employee and its resultant problem in re-engagement of such employees was raised before the house.



**Mr.D.V.Krishnam Raju, General Secretary, Petroleum Employees Union, Rajahmundry** expressed concern about stoppage of construction of Green Building at Chennai and Hyderabad and suggested for construction of Administrative building at Rajahmundry in view of the formation of Telangana state. The requirement of multi-storeyed building at Cauvery Asset was also brought out. The issue of extending medical facility for contingent/casual personnel at Southern Sector was also raised, given the fact that there is no full-fledged hospital like Dehradun and Nazira in Southern Sector. Stoppage of reimbursement of medical bills of contingent/casual personnel was also brought out. The conversion of casual/term based personnel through special recruitment drive /test was demanded considering the length of service rendered by them being more than 25 to 30 years in ONGC. The issue of stoppage of FCA and deteriorating condition of catering services at sites was highlighted. The recruitment of Field operators was also raised, as most of the vacancies are released in A2 level, whereas qualification required is of ITI. He also requested that recruitment advertisements should follow the three language formula. He pointed out that the Governments of Tamilnadu and Kerala had stopped issuing Electrical Supervisory Certificates, though it was mandated under the Mines Act and the Indian Electricity Act. He also requested that the Radio Operators case be settled by mutual consent for a permanent solution.

**Director (HR)** while commenting on the issues regarding recruitment, clarified that HRG has released posts based on organisational requirement and the issue as such is very much in Management's consideration. Further, necessary instructions and provision are already provided in the new contract for issue of recruitment notice in Hindi, English and local language for the benefit of local people. On the issue of Supervisory Certificate under Electrical discipline, Dir (HR) suggested for conducting such certification program at RTI-Chennai and instructed the Office of Chief, HRD to explore and find some solution to this issue within a week's time. On the issue of Radio Operators, he categorically informed that the issue is under consideration of the Management.

**Mr.Ashok Baidya, General Secretary, Trade Union of ONGC Workers, Cachar Project Silchar** in his address highlighted the issues faced by Silchar particularly in exploration front. He spoke about acute shortage of Civil Engineers for preparatory work related to drilling/exploratory activities at Silchar. There were occasions at Silchar when the rigs were kept idle on account of delay in completion of Drill sites. He highlighted the need to post a suitable replacement for the I/c HR/ER who was under orders of transfer. He also took up the issue of delegating L-I powers to the CFB Head and creating a separate Basin for Cachar area for higher exploration intensity.

**Director (HR)** responded that the issue has already been taken up with Director (Exploration) and decision in this regard will be taken in due course.

**Mr.Tusar Dutta Majumdar, General Secretary, ONGC Workers Union, Tripura Project** recalled that a number of persons had expired since the last JCM and expressed his concern over growing number of deaths especially from North East region due to cancer and heart attack. He suggested that the insurance benefit under GLES requires to be expedited from LIC. He also requested for inclusion of nominee's name in the PRBS Annuity Certificate, as the annuity certificate does not incorporate this detail, at present. He requested for inclusion of collectives in the HR Audit exercise so that valuable inputs relating to statutory EPF contribution deduction/payment and ESI contribution deduction/benefits in respect of contractual labour

could also be included while carrying out such HR Audit. A demand for increase of spot award was also raised. The issue regarding setting up of GT exam centre at Agartala to benefit students of Agartala and Silchar was also raised. He also highlighted the slow pace of implementation of Fair Wage Policy in Agartala Asset, despite active follow up of HQ.

**Director (HR)** while commenting on the growing number of cases of cancer and heart attack in North-East states observed that it was a life-style issue. He suggested that ONGC could take up and support any campaign to reduce incidences of lifestyle diseases through creation of awareness etc. He also clarified that spot awards are meant for instantaneous recognition, while there are other Annual Award Schemes available to reward or recognise individual performance. He directed Head HR & SM, Agartala Asset to personally monitor and complete the implementation of FWP at the earliest, in the Asset.

**Mr. Anand P. Joshi, General Secretary, National Union of ONGC Employees, Dehradun** demanded for creating a separate RTI at Dehradun to cater to the training needs of non-executives posted at Delhi and Dehradun. He also expressed his concern on the renovation/upgradation of B.R. Ambedkar Stadium at Dehradun. A request was also made to exempt the requirement of interview for promotion to Class-III so that maximum employees may get their due promotion.

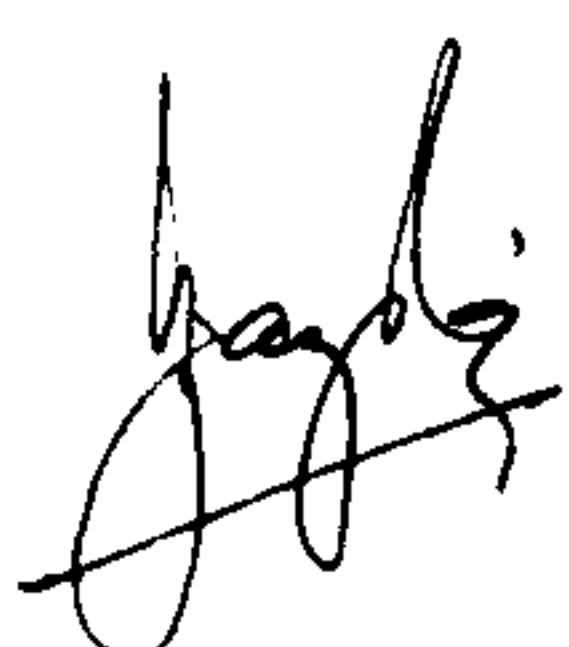
Mr. D.D.Misra, OSD (HR) clarified that the task of infrastructure improvement of Ambedkar Stadium has been assigned to one Chief Engineer(C) at Tel Bhavan, and urged the union to offer their valuable suggestions to the concerned officer.

**Mr. R.H.Pathan, General Secretary, ONG Mazdoor Sangh, Ankleshwar** welcomed all the participants and thanked the ONGC Mgt. for organising JCM at Ahmedabad. He raised a demand for construction of permanent DSA/PSA at Muller, Gandhar CTF etc. He also informed that there is no shortage of land for construction of permanent DSA/PSA.

Dir(HR) responded that the proposal may be sent from the Asset to the EC for consideration of construction of permanent DSAs.

**Mr.A.R.Tadvi, General Secretary, ONGC Employees Mazdoor Sabha, Mehsana** in his address recalled the discussion of 73<sup>rd</sup> JCM and issue of Safety in Drilling Rigs and Work-Over Rigs and importance of Safety in E&P industry before the house. He thanked ONGC Management for convening the R&P meeting at Chennai/Delhi and subsequent settlement of DOD cases. He further informed that though it had been agreed to consider DODs under Class-III, but they were actually appointed in Class-IV. He also sought the status regarding proposal for construction of Multi-Storeyed building at Mehsana, adequate number of quarters at Vadodara colony and also suggested for retention of retired officers as well staff, as consultants for utilising their expertise and guidance for further improvement in Organisational matters.

**Mr.Sanjeeb Boruah, General Secretary, ONGC Purbanchal Employees' Association, Sivasagar** expressed his special thanks to Director (HR) and the then Asset Manager Shri J.G.Chaturvedi for the trust bestowed upon Assam Asset for its revival. He mentioned that their past efforts are yielding good results which will continue in coming days. He also thanked the



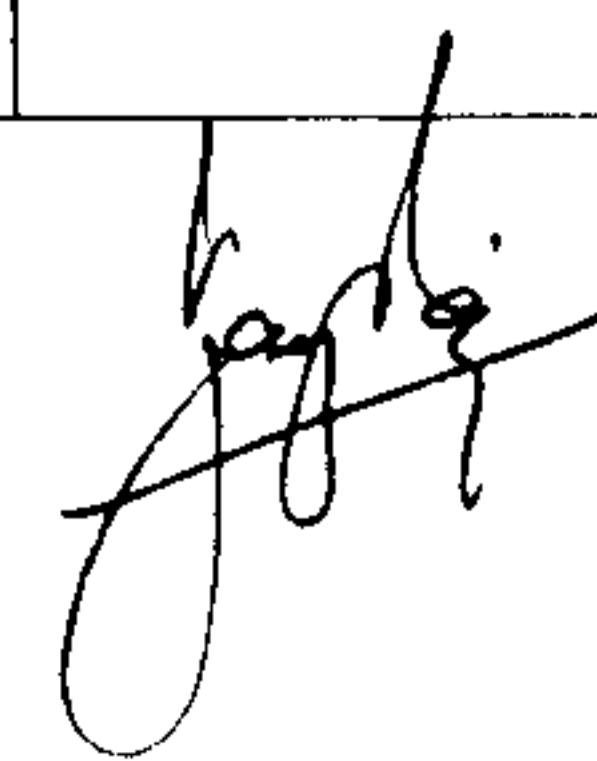
Presidents for their wide ranging views and support to the unions. Expressing concern for improvement in the living and working conditions at Assam Asset, he also pointed out the critical requirement of 'A' type quarters in the Assam Asset especially in view of large scale recruitment. He suggested for more fund allocation, especially under Items RR3 & RR7 of BDP, as colony maintenance at Assam Asset has deteriorated during the last two years. He also raised the issue of transfer of Doctors and development of infrastructure for Medical facility at Assam Asset and further requested that an equitable balance of transfers in and out be maintained. On the R&P issues, he raised concern regarding promotion of Class-IV employees, particularly those at W-VII. He also requested for holding the 75<sup>th</sup> JCM at Assam.

**Director (HR)** appreciated the views and acknowledged that review of BDP is under active consideration of EC. BDP powers under RR3 and RR7 will be addressed shortly. On the issue of doctors at Assam Asset, he stated that we do not have sufficient numbers and need internal assessment of such numbers for addressing the issue. He also asked for information sharing by Asset with the Project Management consultant for the upcoming hospital under CSR. On the issue of promotion of W-VII since 2010 onwards, he assured the house to take up the issue on priority basis by creating a Working Group, which will address these issues and other issues related to MOU-2004. He suggested that all the General Secretaries of recognized Trade Unions could be a part of the Working Group to address the issues and complete the process early.

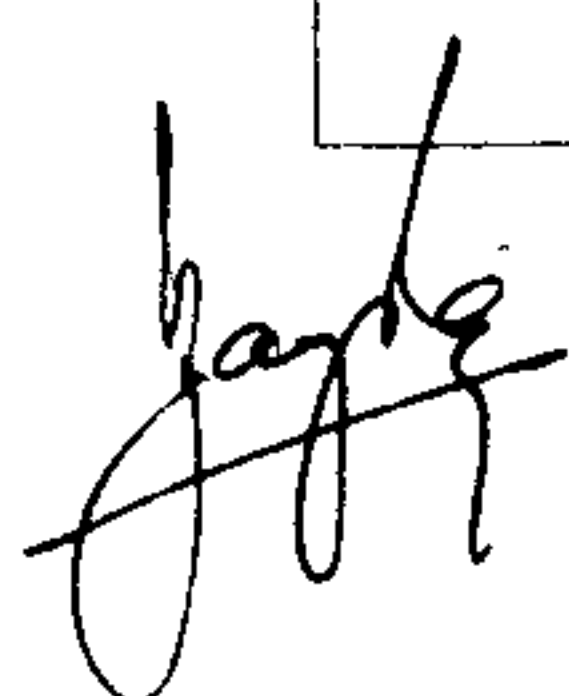
**Head R&P** also informed the house that Assets/Basins had been empowered to go ahead with hiring of Doctors, but unfortunately out of 18 vacant posts at E2 level, only 6 doctors could be inducted. He also mentioned that the entire exercise was conducted about 5 to 6 times but no candidates were forthcoming. **ED-Asset Manager, Ahmedabad** suggested taking up the matter with Dibrugarh Medical College for a viable solution in this matter.

Thereafter, the listed agenda points were taken up for discussion as follows:

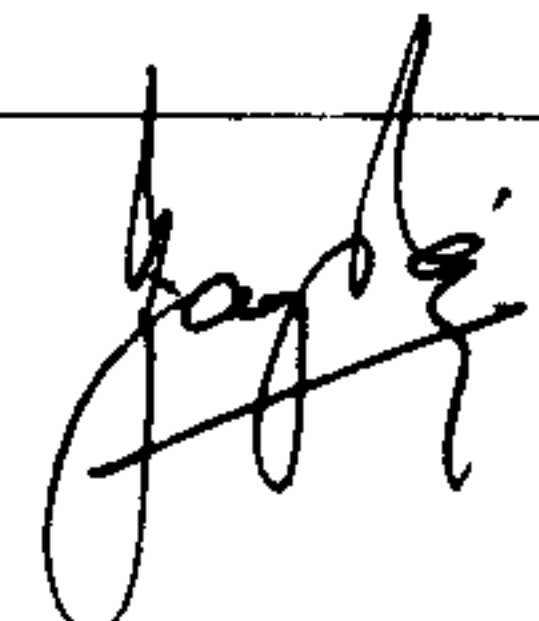
Sl. No.	Agenda Point	Decision	Action
<b>Policy related issues</b>			
1.	<p><b>Gold Coin to Separating/separated Employees:</b></p> <p>It is appreciated that ONGC management had decided to honour the services of ONGCians by presenting the gold coin of different weightage, at time of superannuation/voluntary retirement taking into consideration the length of services provided by an individual.</p> <p>a) The gold coin scheme is a replacement of earlier scheme of silver plaque which was given to the employees at the time of retirement or on voluntary retirement. Now</p>	<p>The proposal for modification of the existing Long Service Reward Scheme to include cases of death while in service</p>	



	<p>gold coin is connected with the length of services provided by the employee, ONG Mazdoor Sangh is of the opinion that ONGC shall also honour the services of deceased employees by giving a Gold Coin to the dependent of the employees, either considering the length of services provided by the deceased or giving them a gold coin of fixed weight, irrespective of his length of services.</p> <p>b) While getting gold coin, at the time of retirement, employees are feeling very happy and very rich but at the same time they feel slightly inconvenient when they come to know that they have to pay income tax on gold coin also, along with their other source of income. In this regard we would like to suggest income tax liable on gold coin may be borne by ONGC similarly as has been done in housing scheme and the income tax on perks shall be borne by an individual.</p> <p>c) 90 Gram Gold coin may be given to S-3 &amp; S-4 Category at par with E-2 to E-4 in executives on retirement.</p> <p>d) Gold coin may be issued while in service as per service weightage and during retirement. It is earnestly requested that it may be given in equal instalments i.e., on completing 15/20/25/30 years and balance on Superannuation/VRS</p> <p>Separated employees may be extended this gold coin gift as one time measure like golden jubilee gold coin.</p>	<p>is under consideration.</p> <p>It was clarified that Income Tax is to be borne by the individual. This obligation cannot be taken up by the Company.</p> <p>“S” category employees are given gold coin of same weight as given to E-o. The demand of the Unions will be examined. The Scheme has been designed as a retention tool to motivate and encourage the employees. The proposal to include milestone completion is under consideration.</p> <p>There is no provision in the Scheme and retrospective coverage cannot be considered, as each Scheme has a cut-off date.</p>	<p>ED- Chief ER</p>
<p>2.</p>	<p><b>Discrimination in reference to ‘E’ Category with ‘S’ Category be erased:</b></p> <p>a. Vehicle/four wheeler advance, all ‘S’ level are computed in the same category of E-o, which should be reconsidered and paid at par with E0/S1/S2 and E1/E2/E3/E4/S3/S4.</p> <p>b. Air facility at par with E-2 basic.</p>	<p>Unions contended that as per MOU on facilities to ‘S’ category, the facilities to ‘S’ level employees are to be at par with E level. It was agreed to examine both the demand of the Unions within a month’s</p>	<p>ED-</p>

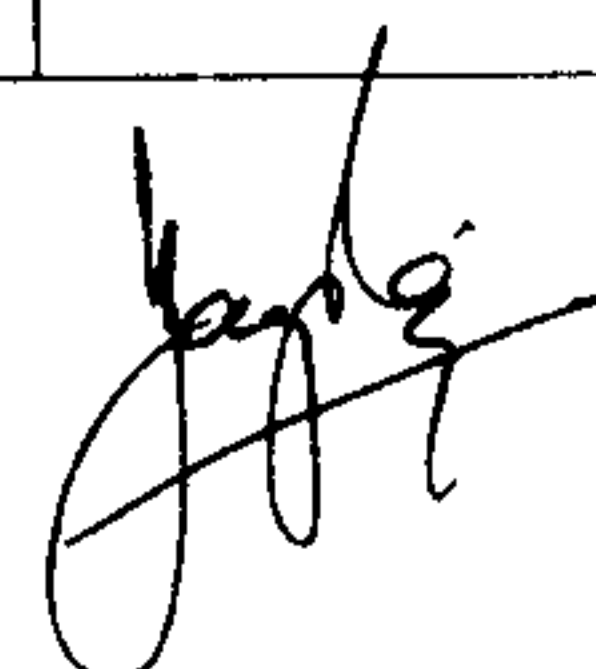




		time.	Chief ER
3.	<p><b>House Building Advance:</b></p> <p>a. For second housing loan the criteria of selling of first flat may be dispensed with.</p> <p>b. HBA eligibility criteria to be reduced to one year from five years, so also in view of increased repaying capacity, the present upper cap of ₹.35 lakh be increased to ₹.50 lakh and the multiplication factor be enhanced to 100 times Basic + DA.</p> <p>c. Existing contractual, Tenure, contingent, Direct employees who get regularised in reference to vacancies floated by ONGC their service period rendered to ONGC before regularisation be counted for eligibility towards HBA.</p> <p>d. Fresh Estimate will be approved for past cases for enlargement of house.</p> <p>e. Grant of second time HBA for all regular employees within the ceiling limit of ₹.40 lakh.</p> <p>f. The monetary ceiling of 2<sup>nd</sup> loan for bigger &amp; better house of ₹.10 Lakh to be enhanced.</p> <p>g. Repayment of HBA be increased from 240 instalments to 300 instalments.</p> <p>h. Loan taken from outside financial institution as 5 years' criteria of service in ONGC not completing may please be allowed to take loan from ONGC for</p>	<p>a. It was clarified that the issue was examined earlier and recommended by EC but the same was not agreed to by the Board of Directors.</p> <p>b. The HBA eligibility criteria cannot be reduced. However, on the persistent demand of the Unions, it was agreed to examine the feasibility of permitting drawal of Bridge loan to the employees till they are eligible for HBA. The monetary ceiling was revised in Aug., 2012 and there is no justification for any review.</p> <p>c. In view of many court cases filed for regularisation by tenure based/contingent employees, Legal Section has advised not to consider the proposal. Legal Section may be re-consulted in view of the request of the Unions.</p> <p>d. The issue was dropped.</p> <p>e. The monetary ceiling was revised in Aug., 2012 and there is no justification for any review.</p> <p>f. This may be considered while reviewing the ceiling in future.</p> <p>g. The issue is already covered under (b) above.</p> <p>h. Bridge Loan facility could be considered in such cases.</p>	<p>ED- Chief ER</p> 

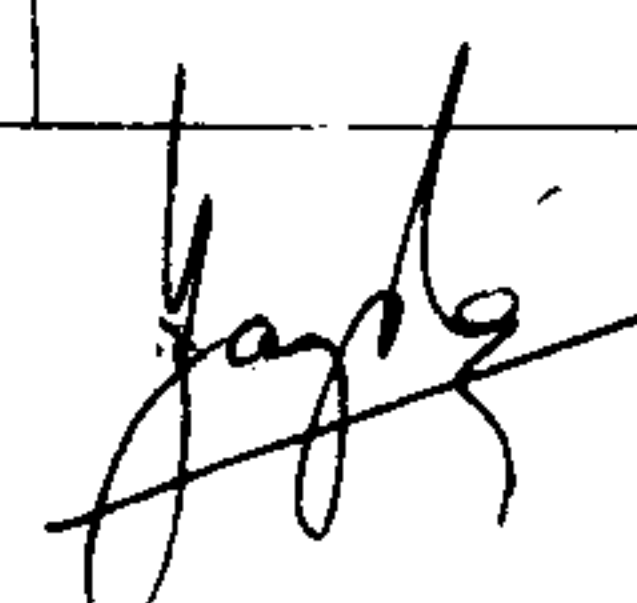
	repayment.		
4.	<p><b>Car Advance to Class III &amp; IV Employees.</b></p> <p>a. Car advance may be extended to Class-III &amp; IV employees, as this facility already exists in other PSU such as NTPC, also Wage revision 2007 has considerably enhanced the repaying capacity of employees.</p> <p>b. Car loan may be enhanced to ₹.7.00 lakh</p>	<p>a. "S" level employees are already entitled to Car Advance of ₹.4 lakh. On the persistent demand of the Unions, it was agreed to examine the possibility for extending coverage to Class III &amp; IV employees also.</p> <p>b. To be examined alongwith the above point.</p>	ED- Chief ER
5.	<p><b>CMRE</b></p> <p>a. CMRE for car to W-VII level.</p> <p>b. CMRE for all the unionised category of employees equivalent to "S" level employees.</p>	Unions were advised to defer the issue for the time being, which was agreed to.	
6.	<p><b>Extension of 'W' &amp; 'S' Category:</b></p> <p>Introduction of W-8 &amp; W-9 category in the same way S-Category, introduction of S-5, S-6 &amp; S-7, as presently we are recruiting diploma holders at A-2 level.</p>	Point was discussed and clarified that the matter relates to creation of new Scales. The issue may be examined and considered alongwith the next pay revision.	ED- Chief ER
7.	<b>Merger of 50% DA with Basic Pay.</b>	The issue has already been taken up with the Govt. of India for a decision.	ED- Chief ER
8.	<p><b>Additional Financial Benefits for the Field Going Employees.</b></p> <p>Our field employees are performing arduous job round the clock but they are not been compensated with sufficient financial or other benefits. During our wage revision discussion it has been announced by the then Dir (HR) that there would be more than 25% differentiation between field and office going employees. We the unions vehemently supported the proposals.</p> <p>Before implementation of mining allowance there were around 15% difference but now it is around only 6-7% and the entire field going employees are frustrated. So it is requested kindly to introduce some allowance or other thing as to how there would be differentiation of more than 25% to boost the field employees. Also re-introduce Well bonus for the field employees as was paid earlier.</p>	The complexities in the issue were explained in the context of the DPE Guidelines on pay revision. It was also clarified that the issue has been taken up with the MoPNG and is being pursued.	ED- Chief ER
9.	<b>Remote Locality Allowance payment as per DPE Guideline.</b>	There was difference of point of view of the concerned	ED- Chief ER

	As per DPE wage revision guideline far flung area allowance (RLA) has been declared w.e.f. 26.11.2008 but ONGC management not yet making payment of the same. Tripura Asset is under 6% category. So it is requested to take immediate step as to how necessary payment with arrears could be made to the employees.	Unions and the Management on the issue. The issue would be re-examined in light of the view put forth by the ONGC Workers Union, Agartala.	
10.	<p><b>Self- Lease / Leased Accommodation:</b></p> <p>a. HRR in case of Self Lease should be dispensed with or borne by ONGC, reason being for employees residing in ONGC provided quarters maintenance is done by ONGC hence HRR is justified, presently in the case of self-lease, property is maintained by individual.</p> <p>b. Increase in ceiling for self-lease.</p> <p>c. Till the reconstruction of new housing colony, lease flat may please be taken to fulfil the present requirements of newly recruited employees.</p>	<p>a. It was clarified that the HRR is as per the existing DPE guidelines and no deviation is permissible.</p> <p>b. The monetary ceiling was revised only in March, 2013.</p> <p>c. To be taken up at local level as it is permitted under the Rules.</p>	Concerned I/c HR/ER
11.	<p><b>Laptop Facility:</b></p> <p>Laptop facility should be granted to all employees in class III &amp; IV category, along with data card/dongle as present working of ONGC is broadly based on Information Technology, whether it is related to applying for personal claims in "WEBICE Portal" or acquiring information about our Organisation in "Internal Portal of ONGCians-ONGC Reports" etc. This will help our employee working in fields and far flung areas for applying their claims at their ease.</p>	Dir(HR) observed that there is no justification for granting Laptop facility to Class-III&IV employees. However, it was agreed to re-examine the issue.	ED- Chief ER
12.	On/Off pattern facility for the crew member engaged at CBM Dev. Project sites.	It was decided to constitute a fact finding team which is to be sent to Bokaro and Silchar to find out the factual position and report to Vigilance in case any fraud was happening and also terminate the contract.	ED- Chief ER
13.	Duration of Pay revision period - 5 Yrs. to 10 Yrs.	As per the LTS, the periodicity of pay revision will be co-terminus with pay revision of officers and in any case, not more than 10 yrs.	
14.	Employee-W-VII level drawing basic Rs.10220/- &	W-VII level employees cannot	



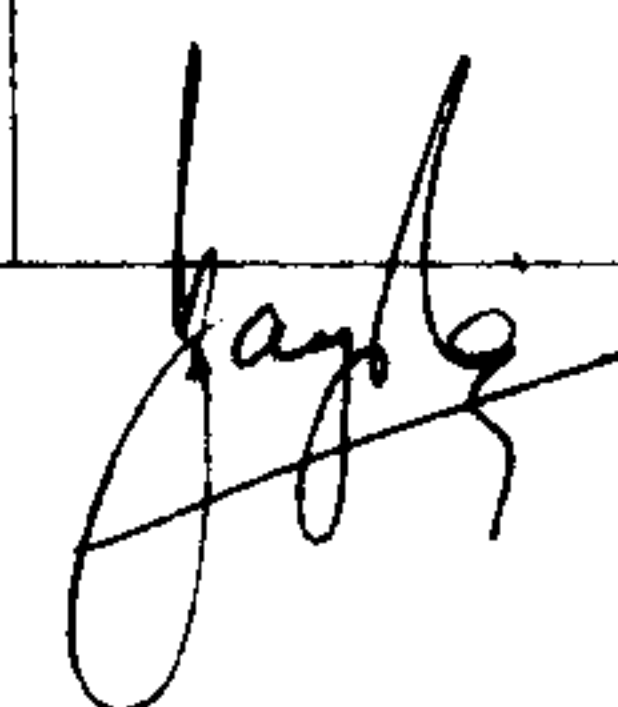
	above may be treated at par with 'S' level with facilities.	be equated with 'S' level in view of vast difference in role and responsibilities. However, twin sharing rooms for in-patient treatment in panel hospitals has already been permitted.	
15.	<b>Revision of Special Allowance (Driving)</b> Fire Section of Assam Asset and A&AA Basin is performing with acute shortage of Drivers or Operators. Mainly Class III & IV are driving Fire tenders regularly for smooth functioning of Fire Services, but employees are getting only ₹.250/- as incentive. Since the allowance was last revised w.e.f 10-10-2006, it needs to be revised immediately.	The issue was examined and keeping in view the DPE guidelines which provide that no other allowance can be permitted beyond the ceiling of 50%, it was not agreed.	
16.	<b>Communication Facilities</b>  1) Cost of Mobile handsets extended to all cadre of class III and 'S' category employees is too meagre, hence this may be reviewed, so also talk time be increased to ₹.1500/- per month to all non-executives. 2) Retention of mobile number after superannuation.	Policy was finalised in 2013. No review may be considered at this stage.  It was clarified that the issue has been submitted to EC for a decision.	ED- Chief ER
17.	<b>Increase in approvals for the under mentioned items:-</b> 1) Spectacles by 100%  2) Briefcase by 100% and timing reduced to 2 years.  3) White goods amount by 100%  4) Blood donation incentive may please be increased from ₹.250/- to ₹.500/-.  5) EL encashment may be allowed twice a year.	Rates revised in 2012 and will be due for revision in 2017.  Rates revised in 2013 and valid for 2 yrs.  Scheme is valid for 7 years up to Nov., 2016.  Agreed to increase the incentive to ₹.500/-  Agenda to be put up for consideration of EC.	ED- Chief ER
18.	<b>Representation in JCM</b> Representation of Union members in above mentioned meetings be reviewed as it remains	It was agreed to re-visit the current policy based on the existing strength of Class III &	ED- Chief ER

	<p>unchanged since July 2006, invariably in WOU keeping in view its geographical constitution, which covers three states like, Maharashtra, Goa and Gujarat.</p> <p>ONGC (BOP) KarmachariSanghatana in WOU represents 2200 employees as recognised Union, individually Uran has 396 members and Hazira has 240 members which will be increasing in next few years, where as many recognised unions in total do not have as many members as Uran and Hazira.</p> <p>It is earnestly requested that presently we have only four members representing in JCM and two in bilateral meetings this may be increased to six and four as shown below:</p> <p><b>JCM:</b>  President  General Secretary  Uran Plant  Hazira Plant  Offshore Production  Offshore Drilling.</p> <p><b>Bilateral Meetings:</b>  General Secretary  Observer's three: Mumbai, Uran and Hazira</p>	<p>IV employees. The number of representation may be considered for being increased/ decreased proportionately, based on employee strength.</p>	
<b>Welfare Issues</b>			
19.	<p><b>Medical related issues</b></p> <p><b>a. Purchase of lifesaving drugs:</b>  A decision is being taken to procure lifesaving drugs through store procedure, this has created chaos at user end, we all know the time taken for store procedure, hence it is requested that the said decision be reversed.</p> <p><b>b. Better Treatment at outside as per the reference of Specialist in different discipline.</b></p> <p><b>c. Posting of One Medical Officer to Rajahmundry in the Cadre of E-3/E-4 level.</b></p> <p><b>d. Creation of full-fledged Occupational Health Centre at Rajahmundry Asset.</b></p> <p><b>e. Medical facilities may be extended to</b></p>	<p><b>a.</b> This is to be discussed in the next Medical Officers Meeting. Unions to submit the suggestions to OSD(HR).</p> <p><b>b.</b> Point dropped.</p> <p><b>c.</b> One ACMO (E5 level Doctor) and two MOs (E1 level doctors) are presently posted at RJY.</p> <p><b>d.</b> Not discussed.</p> <p><b>e.</b> To examine the proposal for</p>	<p><b>Unions</b></p>



	<p>unmarried sister and brother who are physically and mentally handicapped and dependant parents after retirement.</p>	<p>extending medical facilities to unmarried sister and brother who are physically and mentally handicapped, based on the rule position. Extending post-retirement medical benefits to dependent parents was not agreed to.</p>	<p><b>ED- Chief ER</b></p>
20.	<p><b>Employee Welfare Committee (EWC):</b> It is seen that formation and functionality of EWC vary location to location. In present scenario there must be uniform and proper policy/modalities on formation of body, their rights and functions across ONGC.</p>	<p>Following detailed discussions, it was agreed that the EWC would be constituted with 2 representatives each from the recognised union and recognised Officers' Assn. Two representatives would be nominated by the management, 1 from the staff category and 1 from the officers category. The Head of the Work-centre concerned would continue as the Ex-officio President.</p>	<p><b>ED- Chief ER</b></p>
21.	<p><b>Recreation Facilities:</b> It is well known to all that this is an era of information &amp; awareness and every one are well aware about their health and fitness. Similarly workers community of ONGC is also aware about health and fitness of themselves and their family members, but in ONGC there is no facility of any health club, gym and/or recreation available for working class of employees and their family members.</p> <p>In this regard it may please be noted that all the work-centers of ONGC have established ONGC Club (earlier known as ONGC Officers Club) for the welfare, recreation and other sports activities for ONGCians but the benefits of such facilities are being restricted up to executives only and workers community is being kept not allowed to avail such facilities at ONGC Club.</p> <p>In view of the above, it may please be clarified where ONGC club is for all employees of ONGC or it is still for officers only as has been earlier. If so, then it is suggested to please create same facilities of club, gym, etc. for worker community and their family members,</p>	<p>After detailed discussions, it was agreed to consider creating separate facility for the unionised category of employees on the lines of Officers' Club, at work-centres.</p>	<p><b>ED- Chief ER</b></p>

	at all work-centers of ONGC.		
22.	<p><b>Grant of FCA to employees posted in 14 days ON/OFF duty</b></p> <p>Since the discontinuance of the same employees are forced to make own arrangement for shelter and food during their stay at PSA.</p>	Following detailed discussions, it was agreed to consider exploring the possibility of payment of FCA for isolated production facilities, where it may not be possible to provide catering facilities. A proposal to be submitted by Chief-ER to Dir(HR) in this regard, for consideration.	ED- Chief ER
23.	<p><b>Logistics and Paneling of hotels in East Coast: (KS)</b></p> <p>Three of our Rigs, Sagar Ratna, Bhusan and Vijay are functioning in East coast, the course adapted for choppers to reach rigs is not only too tedious for individuals, but also at an avoidable huge cost incurred for choppers to travel that distance. It takes Two (2) hours to reach Sagar Ratna, meticulous planning and scheduling is the call of the hour.</p> <p>Paneling of hotels needs to be done through WOU as all the manpower are from this region, requirements are best discussed with I/C HR, (DS), WOU, to avoid unnecessary inconvenience. Presently a wide spread dissatisfaction prevails among all our employees who are travelling to East coast with the arrangements done through Rajahmundry.</p> <p>Employees working on the said Rigs and not residents of Mumbai are not allowed to travel through Mumbai, it is a known fact that for various administrative requirements they have to come to Mumbai, hence it is requested that they may be allowed to travel through Mumbai.</p>	<p>Presently crew change chopper is plying from RJY via Vijayawada for refuelling both for to and fro journey.</p> <p>Empanelment of Hotels at Vishakhapatnam will be done through a Board of officers constituted by HRO, Mumbai, for the time being. Separate Drilling Base for EOA will be set up at Kakinada in due course, for East Coast.</p>	GGM- Head R.O, Mumbai
24.	<p><b>Sahayog Trust</b></p> <p>1. All on duty accidents of employees covered under the scheme should be eligible for reimbursement in reference to the Medical treatment taken, pending cases be reviewed and cleared for full compensation.</p>	1. Specific cases on duty accidents of Field Operators were brought out by the Unions, requesting to consider reimbursement in reference to medical treatment taken. Unions to re-submit the case to Chief-ER.	



	<p>2. Marriage compensation for girl child should not refused with reasons of delayed beyond Six months, rather this criteria should be waved off, as it is losing it meaning.</p>	<p>Such cases are not to be considered under Sahayog Trust. It was agreed to treat all cases of on duty accident of any worker at par with regular employees as per the guidelines on the subject.</p> <p>2. It was clarified that the time frame of 6 months adopted for lodging claims is reasonable.</p>	
25.	<p><b>Tenure employees:</b> Re-modulation of service condition mainly:-  <u>4 years tenure:</u> this deprives them of getting any loans, like assistance needed for major social needs for housing/marriages in the family, higher education for children etc.  <u>Upper age limit:</u> 45 years be increased to 60 years. As discontinuation of service by retirement at the age of 45 years seals all employment access, hence are displaced with their family outside ONGC. As sole responsibility we must engage them till age of 60 yrs.</p> <p>As per DP guidelines HRA to be paid at the rate of 30% to the cities having population of 50 lakhs and above; but it is paid at the rate of 20% to tenure employees in Mumbai region which may please be corrected to 30 of basic.  Offshore hard duty allowance may also be corrected to 33% of basic which is presently paid 25%.</p>	<p>The terms &amp; conditions of employment of tenure employees were revised in 2012 and will be due for revision w.e.f 1.1.2015.</p> <p>The upper age limit was already enhanced to 50 yrs.</p> <p>As a policy, there will be no fresh vacancies created for tenure employment.</p>	ED- Chief ER
26.	<p><b>Regularisation of existing tenure based field operators</b></p>	<p>The existing tenure based personnel can be considered for appointment against regular vacancies that arise from time to time. The normal recruitment procedures will be followed as per the organisational requirement.</p>	Respective I/c HR/ER
27.	<p><b>Air Fare &amp; Accommodation facility to Field Operators:</b></p> <p>a. Field operators posted in Porbunder on Rig S-Kiran may be extended air fare for the passages towards performing ON/OFF duty.</p>	<p>It was agreed to extend air fare facility for Porbunder.</p>	



	<p>This facility is already given to the Field Operators doing ON-OFF from Mumbai to Vizag/Cochin.</p> <p>b. Hotel Accommodation may be provided to all field Operators by ONGC at par with regular employees. At present some amount is paid to Field Operators and they have to arrange accommodation themselves.</p> <p>c. On duty accident in case of Field Operators /Contingent should be considered for medical treatment at par with ONGC employees.</p> <p>d. Contract Medics posted in offshore doing ON/OFF duty be extended check fare facility, as their presence makes difference to all on-board officials moreover the uncertainties of offshore duty as well as non-availability of train tickets causes immense inconvenience to the Doctors.</p> <p>e. So also Marine Security Supervisors who have joined us, and are EX-NAVY personnel, all this persons travel a long distance and are required to forego at least four to five days of their OFF days on every duty cycle, neither they are getting quarters keeping in view the long pending waiting list. It will be a great relief to all the three categories mentioned above, if they are extended air fare facility. A positive decision may be taken in this JCM.</p>	<p>TA/DA is provided at par with regular employees with reference to their tenure pay. However, the in view of the cases brought out by the Unions that this is not being followed, it was agreed to issue a clarification.</p> <p>Already covered under Pt. 24 above.</p> <p>It was agreed to examine the feasibility of considering enhancement of consolidated remuneration of Medics. This would be discussed in the ensuing Medical Meet.</p> <p>It was agreed to provide accommodation to all Marine Security Supervisors, who are Ex-Navy personnel at Panvel Colony. Quarters requiring repairs be got repaired on emergency basis.</p>	<p>ED- Chief ER</p> <p>ED- Chief ER</p> <p>GGM- Head R.O, Mumbai</p>
28.	<p><b>Unnati Prayas:</b></p> <p>a. It was assured by our Ex-Chairman Mr.Subir Raha that to the successful candidates acquiring 75% and more marks will be automatically upgraded to E1 status, a decision may be taken in the JCM to honour the same.</p> <p>b. Graduation acquired by Class III &amp; IV employees through Unnati Prayas may be considered as Q1 qualification and entered in Service Record accordingly.</p>	<p>Point was discussed and not agreed to on a number of occasions including the last JCM. Unions were advised to drop the issue.</p> <p>The request of the unions to be considered for updating the records.</p>	<p>ED- Chief ER</p> 