



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/275/2018

DATE : 22/02/2018

To,
The C & MD,
ONGC,
DU Urja Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi.

O/C



Borwale
23-2-2018

The Director (HR)
ONGC,
New Delhi.

The Director (Offshore)
ONGC,
New Delhi.

**Subject : Reminder for Charter of Demand towards Pay Revision
of "Field Operators"**

Respected Sir,

This has reference to our earlier letter no. ONGC/KS/395/2015 dtd. 9/10/2015 regarding pay revision of "Field Operator" working in ONGC from 2000 and in Western Region they were recruited in the month of Aug. 1999. It is very unfortunate and painful to note that no action has been taken till date neither union was informed about the developments in the subject if any. Please find attached a copy of the same for your perusal.

Let me bring to your notice that during last 18 years only one time their pay has been revised i.e. in the year 2011. In so many years all these "Field Operators" are drawing the salary of Rs. 30000/- per month without any facility. It is pertinent to mention here that last eighteen years they are performing the job of Rigman and Topman on the rig needless to mention in Drilling which is core activity of ONGC. It is mere exploitation of such highly skilled manpower of ONGC because at this stage they cannot leave ONGC being overage.

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I would like to mention and explain following few points for your kind consideration, that they have been deprived from their legitimate needs required for their live hood in the society, even though being and ONGC employee unfortunately the word "Term" based employees is like stigma in their life.

- All these field operators were initially appointed as Rigman on regular scale of ONGC.
- After their first term of 4 years they were reappointed as "Field Operator" and were forced to work as Roustabout, Rigman & Topman.
- Not a single facility of ONGC has been given to them till date.
- Yearly increment granted to them is not added to their notional basic in the renewed term.
- Neither D.A. as per ONGC employees nor HRA, Drilling Allowance, Hard Duty Allowance, Shift Allowance is paid to them.
- Consolidated salary which was fixed is paid from 2000 to 2011 and from 2011 till date.
- Newly recruited Candidates are drawing around Rs.45000/- per month as salary from the month they step in ONGC with the same qualification of ITI + NCTVT
- Following facilities are paid to newly recruit regular employee from very first day without any experience yet with the same qualification.
 1. Laptop advance
 2. Mobile advance and talk time
 3. White good advance
 4. Data card Wi-Fi dongle
 5. Briefcase allowance
 6. Twin sharing medical facility
 7. Scooter advance
 8. Spectacle reimbursement
 9. CMRE
 10. Medical facility to spouse and dependent.
 11. Permission to take HBA loan from outside financial institutes, till completion 5 years.

We have revised pay of paramedical staff, contingent employees every after 3 years regularly. Even for contractual employees we have adopted fair wages, we have extended job security till 60 years of age as well as many social Security schemes are adopted and their wage revision periodicity is also 5 years.

We demand the same periodicity of 5 Years for Field Operators pay revision too.

Till such date pay revision materialises through bi-lateral negotiations an Adhoc of Rs. 20000/- (Rupees Twenty Thousand) per month may please be paid from 1.1.2016 considering their periodicity of five years w.e.f. 1.1.2011.

Govt. has given special sanction to recruit them on term base provided their salary should be 25% more than regular employees. As on today it is exactly inverse and the salary of Field Operators is 40% less than the regular employees, it is a mockery of Govt. guide lines.

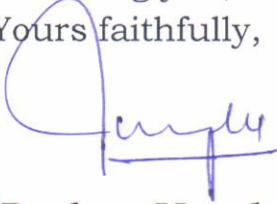
These Field Operator have dedicated Golden period of their life to ONGC. This is a high time to regularise them in ONGC. Field Operators in western Region have already won the case and they have been regularised from 24th Jan. 2005 in ONGC. It will be in the right direction, without waiting for unnecessary litigations follow the judgement of Honorable Gujrat High Court and regularize all Tenure employees w.e.f 24th Jan. 2005.

We are submitting a comparison chart of regular employee at A-2 Level in 2000 with his progressive salary including time bound promotion and wage revision of 2007, it can be seen that the said A-2 today stands promoted to S1 cadre and his salary with HRA amounts to Rs.79902/- and with self-lease Rs.93741/- whereas all tenure employees in so many years gets a consolidated salary of 32000/- only.

We always know and believe that our management is employee friendly, the said regularization of Tenure employees would be the apt example.

Your esteemed authority is requested to give direction to concerned authority to initiate the action for their pay revision immediately as it is abnormally delayed, simultaneously action also must be taken to regularise them in ONGC in line with Gujarat High Court verdict.

Thanking you,
Yours faithfully,



O/c

(Pradeep Mayekar)
General Secretary

Copy to :

1. ED - Chief ER, ONGC, Gr. Hills, Tel Bhavan, Dehradun.
2. ED - HRO, ONGC-WOU, Gr. Heights, Bandra (E), Mum : 51
3. ED - HDS, ONGC-WOU, 11 High Bandra-Sion Lk. Rd. Mum : 51
4. ED - MH Asset, ONGC-WOU, Gr. Heights, Bandra (E), Mum : 51
5. ED - B&S Asset, ONGC-WOU, Gr. Heights, Bandra (E), Mum : 51
6. ED - N&H Asset, ONGC-WOU, Gr. Heights, Bandra (E), Mum : 51
7. GGM - HRD, ONGC, Gr. Hills, Tel Bhavan, Dehradun.
8. GM - Head R&P, ONGC, Gr. Hills, Tel Bhavan, Dehradun.
9. DGM - I/c, Corporate IR, ONGC, Gr. Hills, Tel Bhavan, D'dun.
10. DGM - I/c, IR, ONGC-WOU, Gr. Hts, Bandra (E), Mum : 51
11. CLC (CL), Shramashakti Bhavan, Rafi marg New Delhi.
12. Dy.CLC(CL), Shramaraksha Bhavan, Chunabhatti, Sion, Mum. 22

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