

ALL INDIA ONGC TRADE UNIONS' CO-ORDINATION COMMITTEE

C/o Petroleum Employees Union
ONGC, Godavari Bhawan, Base Complex
Rajahmundry - 533106

D V Krishnam Raju
Chief Co-ordinator &
GS, Rajahmundry

No. ALOTUCC/Pay-Rev/03/2018

Date: 04.11.2018

R H Pathan
GS, Ankleshwar

To,
The Director(HR)
Oil and Natural Gas Corporation Ltd.
5th Floor,
DDU Bhavan,
Nelson Mandela Marg,
Vasant Kunj,
New Delhi.

Tusar D Majumdar
GS, Agartala

(Through : ED-Chief ER, ONGC)

A R Tadvi
GS, Mehsana

Subject: Modification in Charter of Demands for Wage Revision of Unionized Category of Employees.

Pradeep Mayekar
GS, Mumbai

Respected Sir,

Sanjeeb Boruah
GS, Sivasagar

This has reference to our Letter No. ALOTUCC/01/2018 Dated 06.02.2018 regarding submission of COD for Wage Revision on Unionized Category of Employees w.e.f. 01.01.2017. During our internal meeting of ALOTUCC held on 03rd November, 2018 at Delhi, it has been decided to modify the following clauses of already submitted COD dated 06.02.2018, which may be replaced as mentioned below in main COD.

Ashok Baidya
GS, Silchar

Clause No. 3.2 PERIODICITY OF SETTLEMENT

V Gopinathan
GS, Chennai

The new settlement of wage revision shall be effective from 1st January, 2017 for a period of 10 years/co-terminus with executives, but not later than 10 years.

Ajay Sharma
GS, Dehradun

Clause No. 3.3 SCALES OF PAY

M S Dhandapani
GS, Karaikal

SCALE	EXISTING PAY SCALES (Rs.)		REVISED PAY SCALES (Rs.)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
SCALE CODE I	10,000.00	18,000.00	38,000.00	80,000.00
SCALE CODE II	10,500.00	21,000.00	40,000.00	85,000.00
SCALE CODE III	11,000.00	24,000.00	42,000.00	90,000.00
SCALE CODE IV	12,000.00	27,000.00	45,500.00	1,10,000.00
SCALE CODE V	13,500.00	31,000.00	47,000.00	1,20,000.00
SCALE CODE VI	15,000.00	35,000.00	48,500.00	1,40,000.00
SCALE CODE VII	16,000.00	36,000.00	TO BE SCRAPPED	
S-I/W VII	20,000.00	45,000.00	49,400.00	1,58,000.00
S-II/W VIII	24,000.00	48,500.00	59,300.00	1,78,000.00
S-III	28,000.00	52,500.00	69,200.00	1,98,000.00
S-IV	32,000.00	56,000.00	79,000.00	2,18,000.00
S-V			88,900.00	2,37,000.00
S-VI			98,800.00	2,57,000.00

Basudeb Bhatta
GS, Kolkata

Shailesh Joshi
GS, Ahmedabad

(Handwritten signatures and dates)
11/11/2018

(Handwritten signatures and dates)
11/11/18

(Handwritten signature and date)
Basudeb Bhatta
11/11/18

Clause no. 3.4 FITMENT FOR REVISED PAY:

- a) Basic pay + PP-07 as on 31/12/2016 plus
- b) DA as on 01/01/2017 (119.50%) plus
- c) Add 40.00% of total (a+b) as fitment benefit. plus
- d) The amount arrived at (c) shall be rounded off to next Rs. 10/- which will be the revised basic pay corresponding to the pre revised basic as of 31/12/2016. plus
- e) Annual increment due w.e.f 1/1/2017 shall be added at the revised increment rate on basic pay, arrived at (d) above, thereafter to be rounded off to next Rs. 10/- plus
- f) For existing unionized employees five (5) increments on new rate to be added on amount so derived at (e), thereafter rounding off to next Rs. 10/- will be the New Basic Pay as on 01/01/2017.
- g) Additionally for every completed 5 years of service one additional increment has to be given for all employees on new rate to be added on amount so derived at (f) thereafter rounding off to next Rs. 10/- will be the New Basic Pay as on 01/01/2017.

****PP-17** - In case where full amount of annual/promotion increment cannot be granted due to restriction in maximum of scale the difference shall be treated as (PP-17), which shall be considered as Basic Pay for all purposes including PRP and Terminal Benefits.

Clause no. 3.16 FOOD COMPENSATORY ALLOWANCE

Food Compensatory Allowance should be paid Rs. 750.00 per day for actual number of days spent on duty for field going employees.

Clause no. 3.17 SHIFT ALLOWANCE:

The rate of shift allowance should be revised w.e.f. 01.01.2017 and it should be at par for all employees irrespective of their levels those who are performing any type of shift duty in office/field :

Description	8Hrs. duty (Rate per shift in Rs.)	12 Hrs. duty (Rate per shift in Rs.)
For Non-Executives		
i) 'S' Level		
General Shift*	400.00	500.00
Morning/Evening Shift Or Day Shift	500.00	600.00
Night Shift	600.00	700.00
ii) Other than 'S' Level		
General Shift*	300.00	400.00
Morning/Evening Shift Or Day Shift	400.00	500.00
Night Shift	500.00	600.00

Additional Allowances to be incorporated in COD

Add Clause 3.29 DRILL SITE COMPENSATORY ALLOWANCE

Drill Site Compensatory allowance to re-introduced @ 30% of Revised Basic Pay.

Add Clause 3.30 SPECIAL ALLOWANCE FOR ELECTRICAL PERSONS HOLDING MINES CERTIFICATE @ 10% OF REVISED BASIC PAY.

[Handwritten signatures and dates: 11-11-2018, 04/11/18, and other illegible signatures]

Add Clause 3.31 ADDITIONAL INCREMENT FOR TERRITORIAL ARMY PERSONNELS

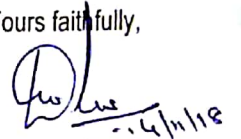
Grant of Additional Increment to employees joining Territorial Army and have completed minimum 2 Annual Training Camps.

The above points needs to be incorporated in our main COD dated 06.02.2018, the other points remains unchanged in main COD.

Thanking you in anticipation.

With Warm regards,

Yours faithfully,



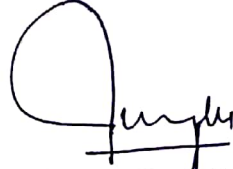
(D. V. Krishnam Raju)

Chief Co-ordinator & GS, Rajahmundry

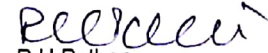
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Tusar D Majumdar
GS, Agartala



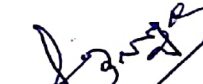
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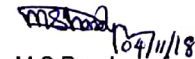


04/11/2018.

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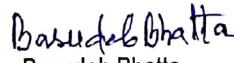


04/11/18

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Copy to :

- 1) OSD(HR), ONGC, DDU, Vasant Kunj, New Delhi.
- 2) ED-Chief ER, ONGC, Tel Bhavan, Dehradun.
- 3) GM(HR)-Incharge Corp. IR, ONGC, Green Hills, Tel Bhavan, Dehradun.

