



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/ 46 /2020

DATE : 15/12/2020

To,
The Director – HR,
ONGC,
PDD Urja Bhavan,
5, Nelson Mandela Marg, Vasant Kunj,
New Delhi.

o/c

प्राप्त
RECEIVED
17.12.2020
उप मुख्य श्रमिक (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (O)
मुंबई / Mumbai

Subject: Charter of demand to finalize the wage revision of Field Operators and Paramedical Staff.

Respected Madam,

We are submitting the minimum charter of demand towards wage revision of **Field Operators** which was fallen due **w.e.f. 1st Jan, 2015**.

Meanwhile ONGC has settled the wage revision of non-executives and it has been implemented from 1/1/2017 of the due date by paying arrears. We had submitted the charter of demand on 9/10/2015 as per then existing scales of A-1 & A-2 cadre in ONGC. As pay revision from 1/1/2017 has been settled and new pay scales from 1/1/2017 are formed by merging DA as on 31/12/2016 adding 15% Fitment Benefit. Now old proposal submitted on 9/10/2015 for pay revision of "Field Operators" has been discarded and we are compel to submit the new proposal as per new pay revision settled for regular employees. Please find attached a copy for your perusal.

The wage revision of **Field Operators** so also of **Paramedical staff** is enormously delayed i.e. already five years, as they are due from 1/1/2015. They have received only one pay revision throughout their service period of 20 to 22 years, which gross injustice is done to these Field Operators who have rendered long dedicated service of 20 to 22 years by giving Golden period of their life to ONGC. It is pertinent to mention hear that they are working in our **core activity of drilling** and have **worked as Roustabout, Rigman & Topman**. In our earlier letters also, we have explained everything in detail, we request your esteemed authority not to stretch it further.

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It is earnestly requested to your esteemed authority to finalize the wage revision of **Field Operators and Paramedical Staff** by constituting a committee of appropriate authority so that bilateral negotiation can be started with all recognised unions in line with the charter of demand enclosed.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary



Copy to :

1. ED, Chief ER, ONGC, Green Hills, Dehradun, Uttarakhand.
2. GGM-HRO, ONGC-WOU, Green Heights, BKC, Bandra (E), Mumbai.
3. GGM – Head ER, ONGC, Green Hills, Dehradun, Uttarakhand.
4. GM I/c Corporate IR, ONGC, Green Hills, Dehradun, Uttarakhand.
5. GM I/c IR, ONGC- WOU, Green Heights, BKC, Bandra (E), Mumbai.
6. DGM (HR) Corporate Policy, ONGC, Gr. Hills, D'dun, Uttarakhand.
7. CLC (CL), Shramshakti Bhavan, Rafi Marg, New Delhi.
8. RLC (CL), Shramraksha Bhavan, Sion, Chhatrapati, Mumbai.

**Charter of Demand for Pay Revision of Field Operators
and Paramedical staff**

W.E.F. 1st Jan. 2015

Pay revision of Field Operator from 1/1/2015 to 31/12/2016 should be settled as per our previous letter KS/395/2015 dated 9th Oct. 2015. Please find enclosed the copy for your perusal.

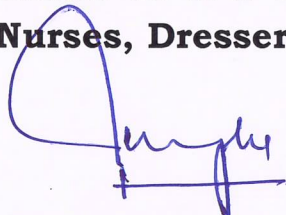
W.E.F. 1st Jan. 2017 to 31st Dec. 2021

1. Basic as on 31/12/2016 plus DA 119.5% plus 15% Fitment as on 31/12/2016 should be merged to form a **New Basic**
2. All increments earned by Tenure Base employees from the year 2000 should be added in new basic, so that pay fixation would be done and seniority will be maintained.
3. 24 % HRA on New Basic, as per the Govt. guidelines for Megacity.
4. 30 % Hard Duty allowance on New Basic.
5. Offshore Allowances, which will be decided to offshore going employees in place of mining allowance, night shift allowance to be paid to field operators.
6. Father, Mother Wife and Children's name should be included in "**Mediclaim Policy**" and mediclaim p[olicy limit should be enhanced upto Rs. 15 lakhs.
7. Lump sum amount to meet OPD expenses should be increased from Rs. 1000/- to Rs. 5000/- per month.
8. 35% Cafeteria on New Basic as per Govt. guidelines.

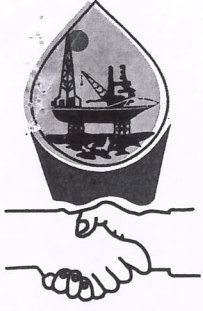
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9. Tenure Pay should be paid of three new basics at the following rates as earlier being paid :
- | | |
|--------------------|--------------|
| Field Worker - | Rs. 80000/- |
| Field Operator - | Rs. 100000/- |
| Field Technician - | Rs. 125000/- |
10. After merger of DA, balance DA after 1/1/2017 should be paid separately in New Pay Structure.
11. Overtime should be calculated on Basic + DA for the Tenure Employees.
12. PRP should be paid as regular employees on performance basis.
13. Provident Fund should be deducted on Basic + DA.
14. Consolidated remuneration amount to be paid **two times** at the rate of last drawn salary by Field Operators and paramedical staff, of the previous year on re-engagement for fresh tenure.
15. Periodicity of wage revision should be Five Years i.e. **from 1/1/2017 to 31/12/2021.**
16. **The same principle should be adopted while finalizing pay revision for paramedical staff by considering new pay scales of A-1 & A-2 cadre i.e. Pharmacists, Technicians, Nurses, Dressers Etc.**



(Pradeep Mayekar)
General Secretary



OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

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

REF. : ONGC/KS/ 395/20 15

DATE : 9/10/2015

To,

The Director – HR,
ONGC-WOU,
Jeevan Bharti, Tower II,
New Delhi.

O/c

Subject : Appeal to initiate wage revision of Field Operators.

Respected Sir,

We are submitting the minimum charter of demand towards wage revision of **Field Operators** which has fallen due **w.e.f. 1st Jan, 2015**.

It is earnestly requested to your esteemed authority to initiate and constitute a committee of appropriate authority so that bilateral negotiation can be started with all recognised unions in line with the charter of demand enclosed.

Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

O/c

Copy to :

1. ED, Chief ER, ONGC, Green Building, Dehradun, Uttaranchal.
2. GGM-HRO, ONGC-WOU, Green Heights, BKC, Bandra (E), Mumbai.
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6. CM I/c IR, ONGC- WOU, Green Heights, BKC, Bandra (E), Mumbai.
7. CLC (CL), Shramshakti Bhavan, New Delhi.
8. RLC (CL), Shramraksha Bhavan, Sion, Chunabhatti, Mumbai.

13/10

13/10/15

Charter of Demand for Pay Revision of Field Operators

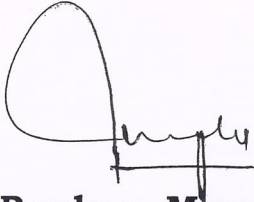
W.E.F. 1st Jan. 2015

1. Basic as on 31/12/2014 plus DA as on 31/12/2014 should be merged to form a new basic
2. All increments earned by Tenure Base employees from the year 2000 should be added in new basic, so that pay fixation would be done and seniority will be maintained.
3. 30 % HRA on New Basic. As per the Govt. directives for Megacity.
4. 30 % Hard Duty allowance on New Basic.
5. 15% Mining allowance on New Basic.
6. Father, Mother Wife and Children's name should be included in "Mediclaim Policy"
7. Lump sum amount to meet OPD expenses should be increased from Rs. 1000/- to Rs. 5000/-.
8. 47% Cafeteria on New Basic.
9. Tenure Pay should be paid at the following rates :

Field Worker –	Rs. 20000/-
Field Operator -	Rs. 25000/-
Field Technician -	Rs. 35000/-
10. Balance DA as on 31/12/20014 should be given separately in New Pay Structure.
11. Overtime should be calculated on Basic + DA of the Tenure Employees.
12. Provident Fund should be deducted on consolidated salary.

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13. Consolidated remuneration amount to be paid **two times** at the rate of last drawn salary of the previous year on re-engagement for fresh tenure.
14. Field Operator should be included in the **skilled category** as he is ITI + NCTVT passed instead of semi skilled category.



(Pradeep Mayekar)
General Secretary

प्राप्त
RECEIVED
12/10/15
उप मुख्य श्रम (उप-मुख्य) कार्यालय
Office of the Dy. Chief Labour Commissioner (C)
मुंबई/Mumbai