



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - li - 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/ 142/2021

DATE : 18/06/2021

To,  
The C&MD  
ONGC, PDD Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi- 110070.

a/c

Director (HR)  
ONGC, PDD Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi- 110070.

**Sub: Defreezing of IDA as per office memorandum dated 19<sup>th</sup> Nov 2020 and dated 08<sup>th</sup> Jan 2021 issued by Ministry of Heavy Industries and Public Enterprises, Department of Public Enterprises**

Respected Sir,

This has reference to the office memorandum no. **W-02/0039/2017-DPE(WC)-GL-XVI/20** dated 19<sup>th</sup> Nov 2020 regarding defreezing of IDA of the employees of Central Public Enterprises. Subsequently another office memorandum dated 08<sup>th</sup> Jan 2021, no. **W-02/0045/2020-DPE (WC)** was also issued by the same government authority which clarifies that order issued for freezing of IDA of public sector employees is not applicable to the unionized category. Please find attached the copies of circulars for your perusal. Accordingly the IDA was freed by ONGC management.

The issue of freezing of IDA was raised by all Labour Federations with Govt. Of India. Accordingly, office memorandum was issued towards defreezing of IDA by Ministry of Heavy Industries and Public Enterprises as mentioned above. As per the memorandum action was initiated by various public sector companies to defreeze the IDA of unionized category employees including oil industry. Please find enclosed the circulars issued for defreezing IDA by HPCL, IOC etc.

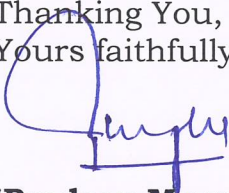
Our union has also raised this issue with the appropriate authority in WOU and it was also brought to the notice of head quarter vide our letter no. **ONGC/KS/83/2021 dated 11<sup>th</sup> Feb 2021**. Please find attached copy of our letter for your perusal. Even after a lapse of four months no action has been initiated by the concerned authorities to defreeze the IDA of ONGC employees. The memorandum issued by Heavy Industries and Public Enterprises is not being implemented/ honored by our management pertains to an act of insubordination, and is matter of serious concern.

Contd....2

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Unconcerned attitude and painstakingly slow or and no decision taken with such major policies prompts us to raise the level and bring it to the notice of your esteemed authority, requesting to kindly intervene in the matter and necessary directives may please be given down below to release the freezed IDA from month of October 2020 and continue the same.

Thanking You,  
Yours faithfully,



**(Pradeep Mayekar)**  
**General Secretary**

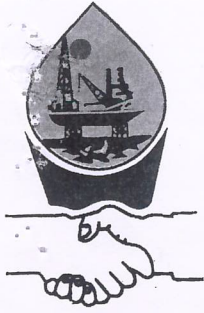
o/c

**Copy to:**

1. ED-Chief (ER), ONGC, Tel Bhavan, Green Hill, Dehradun
2. GGM-HRO, ONGC, WOU, Green Heights, BKC, Bandra (E), Mum-51.
3. Ministry of Petroleum & Natural Gas, Govt. of India, Shastri bhawan, New Delhi- 110001
4. Ministry of Labour & Employment, Govt. of India, Shramshakti Bhawan, Rafi Marg, New Delhi- 110001.
5. Secretary- MOPNG, Govt. of India, Shastri bhawan, New Delhi- 110001.
6. Secretary- Ministry of Labour & Employment, Govt. of India, Shram Shakti Bhawan, New Delhi- 110001.

1/2/21  
21/6/21 →





# **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 Hormony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/ 23 /2021

DATE : 11/02/2021

To,  
**The Director (HR)**  
ONGC,  
PDD Uraja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi 100 071

*[Handwritten signature]*

**The Director (Finance)**  
ONGC,  
PDD Uraja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi 100 071

**Subject: Request to issue the order for defreezing IDA of unionised category  
as per the order issued by department of Public Enterprises.**

Respected Madam/Sir,

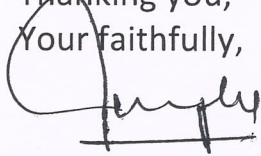
This has reference to the order **No. W-02/0039/2017-DPE(WC)-GL-XVI/20 dtd. 19<sup>th</sup> Nov.,2020** issued by Govt. of India, Ministry of Heavy Industries & Public Enterprises, and subsequent order **No. W-02/0045/2020-DPE (WC) dtd. 8<sup>th</sup> Jan.,2021**. According to first order, IDA of public sector employees has been freezed from October, 2020. Subsequently second order issued by the concerned department of Govt. Clarifies that order issued for freezing the IDA Of public sector employees is not applicable to the unionised category

It is pertinent to mention here that as per the second order issued by Ministry of Heavy Industries & Public Enterprises cited above dated 8<sup>th</sup> Jan.,2021. **Indian Oil Corporation Ltd.** and **Hindustan Petroleum Corporation Ltd.**, has initiated the action in line of defreezing IDA for employees of unionised category. Please find enclosed the copies of orders issued for releasing the freezed IDA by **IOCL & HPCL** for your perusal.

..2..

Your esteemed authorities are requested to kindly give direction to the concerned authority in our organization for initiating and implementing the action for defreezing the IDA of unionised category, in line with the Govt. orders. Accordingly, order may also please be issued to that effect for further action at the earliest.

Thanking you,  
Your faithfully,



**(Pradeep Mayekar)**  
**General Secretary**

*a/c*

**Copy to:**

1. ED-Chief ER, ONGC, Green Heels, Tel Bhavan, Dehradun.
2. ED-Chief Offshore Finance, ONGC, WOU, V.Bhavan, Bandra (E), Mumbai 51.
3. GGM-HRO, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai 400 051.
4. GM-I/c.-IR, ONGC, WOU, NBP Gr.Heights, BKC, Bandra (E), Mumbai 400 051.
5. DGM-Head Corporate Policy, ONGC, Green Heels, Tel Bhavan, Dehradun.
6. All General Secretaries- Recognised Unions of ONGC

*V.K.L.*  
*15/2/21*

*M. Wate*  
*12/2/2021*



No. W-02/0039/2017-DPE(WC)- GL-XVI/20  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises  
\*\*\*\*\*

Public Enterprise Bhawan  
Block No. 14, CGO Complex,  
Lodhi Road, New Delhi-110003  
Dated, the 19<sup>th</sup> November, 2020

**OFFICE MEMORANDUM**

**Subject:- Freezing of Dearness Allowance to Employees of Central Public Sector Enterprises (CPSEs) drawing pay as per 2017, 2007, 1997, 1992 & 1987 IDA pay revision guidelines at current rates till 30<sup>th</sup> June, 2021-reg**

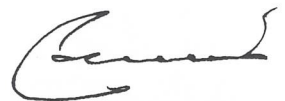
The undersigned is directed to say that in view of the crisis arising out of COVID-19, it has been decided that additional installments of Dearness Allowance payable to Employees of Central Public Sector Enterprises (CPSEs) drawing pay as per 2017, 2007, 1997, 1992 & 1987 IDA pay revision guidelines, due from 01.10.2020 shall not be paid. The additional installments of Dearness Allowances due from 01.01.2021 & 01.04.2021, shall also not be paid. However, Dearness Allowance at current rates (w.e.f. 01.07.2020) will continue to be paid.

2. As and when the decision to release the future installment of Dearness Allowance due from 01.07.2021 is taken by the Government, the rates of Dearness Allowance as effective from 01.10.2020, 01.01.2021 & 01.04.2021 will be restored prospectively and will be subsumed in the cumulative revised rate effective from 01.07.2021. No arrears for the period from 01.10.2020 till 30.06.2021 shall be paid

3. The above guidelines shall be applicable in case of Executives and Non-Unionised Supervisors of CPSEs drawing 2017, 2007, 1997, 1992 & 1987 IDA pay scales. The DA rates in case of CPSE employees drawing CDA pay scales has already been frozen vide DPE's OM No. W-02/0038/2017-DPE(WC)-GL-IX/20 dated 28.04.2020 in line with the Department of Expenditure's OM No. 1/1/2020- E.II(B) dated 23.04.2020 in this regard.

4. All administrative Ministries/Departments of Government of India are requested to bring the foregoing to the notice of the CPSEs under their administrative control for necessary action at their end.

5. This issues with the approval of the Minister (HI&PE).



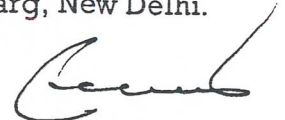
(P K Saha)  
Director

To

The Secretaries of all administrative Ministries/Departments of the Government of India.

Copy to:

1. The Secretary, Department of Expenditure, North Block, New Delhi
2. The Chief Executives of Central Public Sector Enterprises.
3. Financial Advisers in the Administrative Ministries/Departments.
4. The Comptroller & Auditor General of India, 9 Deen Dayal Upadhayay Marg, New Delhi.
5. NIC, DPE with the request to upload this OM on the DPE website.



(P K Saha)  
Director

No W-02/0045/2020-DPE(WC)  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

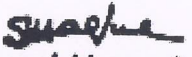
Public Enterprises Bhawan,  
Block No.14, CGO Complex,  
Lodhi Road, New Delhi-110003.  
Dated 8<sup>th</sup> January, 2021

**OFFICE MEMORANDUM**

**Subject: Freezing of Dearness Allowance of Employees of CPSEs -reg.**

The undersigned is directed to refer to Ministry of Coal (MoC)'s OM No 49015/1/2020-LA&IR dated 07.12.2020 and Ministry of Mines (MoM) 11/18/2020 Mat.1 dated 14.12.2020 seeking clarifications in the matter cited above.

2. DPE vide OM dated 19.11.2020 has issued guidelines on freezing of IDA rate w.e.f. 01.10.2020 till 30.06.2021, in respect of Executives and Non - Unionized Supervisors of CPSEs following 2017, 2007, 1997, 1992 & 1987 IDA pay scales. Para 3 of the said OM, inter-alia, states that "The above guidelines shall be applicable in case of Executives and Non-unionized Supervisors of CPSEs drawing 2017, 2007, 1997, 1992 & 1987 IDA pay scales." The other employees including workmen of CPSEs are not covered under these guidelines

  
(Samsul Haque)  
Under Secretary

**Ministry of Coal,**  
(Shri Ram Shiromani Saroj, Dy. Secretary)  
Lok Nayak Bhawan, Khan Market, New Delhi.

**Ministry of Mines,**  
(Shri Adhir Kumar Malik, Under Secretary)  
Shastri Bhawan, New Delhi





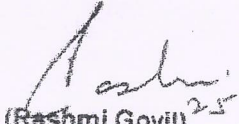
CORPORATE OFFICE - HR  
INTER OFFICE MEMO

Ref: DP/1/2/4 Date: 25.01.2021	
From	CO (HR), New Delhi
To	ED (HR), Mktg.- HO, Mumbai ED (HR), Ref HO, New Delhi ED (HR), PL-HO, Noida CGM (HR), R & D Centre, Faridabad

Sub: Payment of DA

The IDA for the quarter October – December, 2020 was payable to workmen @20.9%, linked to average AICPI of 335.33.

Based on the AICPI figures of September 2020, October 2020 and November 2020, the average AICPI {2001=100 series} for these months has been worked out to 343. Accordingly, as per the provisions of Public Sector DA Scheme (with base figure of 277.33), the IDA w.e.f. 01.01.2021 shall be payable to workmen @23.7%.

  
(Rashmi Govil) 25/1/2021  
CGM (HR)

cc: ED I/c (IS)-CO, CBTC Gurugram

ED (Fin.), Pl. HO, Noida



## हिन्दुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड

### परिपत्र

सभी अप्रबंधन कर्मचारी  
(पोर्टल के माध्यम से)

प्रधान कार्यालय  
पेट्रोलियम हाउस

सीएम: जीएनपी:एसके:01:2021  
25 जनवरी, 2021

**महंगाई भत्ते को अनफ्रीज करना  
अप्रबंधकीय कर्मचारियों के लिए 1 अक्टूबर, 2020 से प्रभावी**

यह हमारे पूर्व परिपत्र सीएम:जीएनपी:एसके:11:2020 दिनांक 27 नवंबर, 2020 के संदर्भ में है, जिसमें 1 अक्टूबर, 2020 से महंगाई भत्ते को फ्रीज करने के बारे में सूचित किया गया था।

सार्वजनिक उपक्रम विभाग द्वारा जारी स्पष्टीकरण ज्ञापन संख्या.डब्ल्यू-02/0045/2020-डीपीई (डबल्यूसी) दिनांक 8 जनवरी 2021 के अनुसार अप्रबंधकीय कर्मचारियों को 1 अक्टूबर, 2020 से देय महंगाई भत्ते के किस्तों का भुगतान जारी किए जा रहा है।

गुरुप्रसाद पाटील  
महाप्रबंधक - प्रतिफल प्रबंधन

प्रतिलिपि : अध्यक्ष एवं प्रबंध निदेशक  
प्रतिलिपि : सभी कार्यमूलक निदेशक





**HINDUSTAN PETROLEUM CORPORATION LIMITED**

**CIRCULAR**

**HEADQUARTERS OFFICE  
Petroleum House**

**All Non-management Employees  
(thru Portal)**

CM:GNP:SK:01:2021

January 25, 2021

**Unfreezing of Dearness Allowance  
Effective 1<sup>st</sup> Oct. 2020 for non-management employees**

This refers circular CM:GNP:SK:11:2020 dt. 27<sup>th</sup> November, 2020 advising freezing of Dearness Allowance effective 1<sup>st</sup> October, 2020.

In line with the clarification issued by the Department of Public Enterprises vide Memorandum No. W-02/0045/2020-DPE(WC) dt. 8<sup>th</sup> January 2021, instalments of Dearness Allowance payable to non-management employees due from 1<sup>st</sup> October, 2020 are being released.

Guruprasad Patil  
General Manager -  
Compensation Management

cc : C&MD  
cc : Functional Directors