



# **OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA**

**AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA**

Reg. No. (By - II - 8268)

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REF.: ONGC/KS/ 72 /2021

DATE: 05/02/2021

**To,**

The Director - HR,  
ONGC,  
Deendayal Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi 110070.

*af*

**Subject: Request to enhance the income limit of Rs. 72000/- (Rupees Seventy Two Thousand only) per year of dependent parent of ONGC employees.**

Respected Madam,

This has reference to our circular no. **ONGC/ER/CP/MED/010 dated 26<sup>th</sup> Sept 2007** regarding income limit for obtaining dependency of parents which is Rs. 72000/- (Rupees seventy two thousand only) per year. As per the circular the limit of Rs. 72000/- per year has remained stagnant since it was decided in the year 2007. Almost now more than 13 (thirteen) years have passed but we have not revised the income limit of Rs. 72000/- per year i.e. Rs. 6000/- per month. It needs no elaboration that under today's prevailing inflated circumstances in no way any individual can meet his and his wife's medical needs, hence this request for review and enhance the dependency limits.

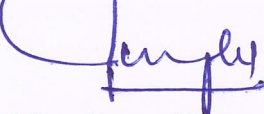
It is pertinent to mention here that during last 13 years total scenario of nation has changed. Prices on every area be it essential commodities, education invariably medication have rocketed sky high, as a result Dearness allowance has also considerably increased from 0 pt. to 143.2 pts during this 13 year. Very rightly we have done away with minimum wages and have adopted fair wage policy, falling back on all the above upward changes reviewing and enhancing the dependency limit has become an ethical need.

Please find attached the chart of changes of Minimum Wage, Dearness allowance, panel hospital rates of ONGC during last 13 (thirteen) years.

:: 2 ::

Your esteemed authority is requested to kindly consider the facts mentioned above and give direction to concerned authorities for enhancement of income limit for dependency of parents to at least **Rs. 20000/- (Rupees Twenty thousand only) per month** as it is long overdue.

Thanking you,  
Yours faithfully,



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

a/c

**Copy to:**

1. ED – Chief ER, ONGC, Tel Bhavan, Uttaranchal, Dehradun.
2. GGM – HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mum 51.
3. GM - I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
4. DGM -Head Corporate Policy, ONGC, Tel Bhavan, Uttaranchal, D'dun.

V. P. K. S.  
8/2/21

*Noted*  
8/2/2021





OIL AND NATURAL GAS CORPORATION LIMITED  
(CORPORATE POLICY GROUP)  
TEL BHAVAN: DEHRADUN

No. ONGC/ER/CP/ MED/010

Dated 26<sup>th</sup> September, 2007

OFFICE ORDER ( 71/2007)

Sub: **Income ceilings for determining the dependency of parents.**

The Executive Committee in its 314<sup>th</sup> meeting held on 28.08.2007 has decided to enhance the existing income ceilings for determining the dependency of parents, as under:

Facility	Monthly income ceiling	
	Existing	Revised
Medical	Rs.4000/-	Rs.6000/-
Availing of LFA & TTA (on transfer)	Rs.3000/-	Rs.4500/-
Encashment of LFA	Rs. 800/-	No change

2. The Executive Committee has also decided that —

2.1 For availing of medical facility only, the amount of pension drawn by the parents who are wholly dependent on the employee may be ignored while assessing the income. In other words, the pension drawn by the wholly dependent parents will not be considered for computing the total income.

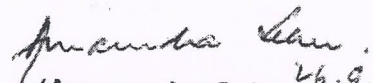
2.2 Lump sum non-recurring income e.g. Contributory Provident Benefits, Government of India Prize Bonds, Gratuity and Insurance Benefit would not be regarded as "income" for assessing the monthly income for the above purposes. Recurring monthly income from other sources such as property, investments and landholding will however be taken into account.

2.3 For the purpose of availing medical facility, age of dependency of son is raised from 25 years to 30 years or until he starts earning whichever is earlier. In such cases where medical facility of the dependent son has been ceased on attaining the age of 25 years, the same would be re-stored.

2.4 A standardized, transparent and uniform procedure for acceptance of dependency of parents as detailed hereunder, shall be followed at all ONGC work centers:

Contd...2/-

- I. Request for declaring dependency of parents/family would be submitted to the concerned Incharge, HR/ER on revised Dependency Declaration Form-GEN- DEC-04 (**Annexure-A**).
  - II. In order to assess the income, the employee concerned will have to furnish the following documents /income proof along-with the request-
    - a. Income Certificate from Tehsildar/Revenue Officer of the concerned area.
    - b. In respect of pensioner, a photocopy of Pension Pay Order indicating the pension amount without commutation and a certificate from the pension disbursement authority indicating the current pension including all components.
    - c. A duly notarized affidavit as per **Annexure-B** on a non-judicial stamp paper of requisite value.
    - d. If brother(s)/sister(s) of the employee are employed, a certificate from their employer certifying that they are not claiming any facility in respect of parents from their department/organization.
  - III. All employees whose parents/family members are dependent shall have to submit compulsorily an affidavit mentioned above at 2.4.II.c, to the concerned Incharge, HR/ER in the month of January every year. The Incharge, HR/ER shall ensure compliance in this regard.
- 2.5 Other conditions regarding minimum period of residing of parents with the employee shall remain unchanged.
3. This order shall take effect from the date of issue.

  
(Amarendra Sahu) 26.9.2022

Chief Manager (HR)-Corp. Policy

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