



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

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Website : www.ksmumbai.com

REF. : ONGC/KS/09/2022

DATE : 24/01/2022

O/C

To,
The ED - HDS,
ONGC - WOU,
11 High, Bandra Sion Link Rd.,
Sion, Mumbai - 400017.

Subject: Arrears of overtime to "Field Operators", who performed duty in offshore in reference to the circular of pay revision.

Respected Sir,

This has reference to the circular no. **DDN/CORP-ER/Estt- Policy/2019/TBFO/502392 dtd. 10/04/2021** regarding pay revision of "**Field Operators**". The notional basic pay of Field Operators pay was enhanced from **Rs. 12000/-** to **Rs. 22500/-**. Accordingly the "**Signing Bonus**" of equal to three basic pay was released to the Field Operator considering new basic pay of Rs. 22500/-.

All these Field Operators have performed their duty in offshore during the pandemic of COVID 19. They have performed duty continuously for around 75 days, 60 days and 35 days respectively in their first, second and third shift.

Unfortunately, they are yet to be paid their overtime arrears as their notional basic is enhanced from **Rs. 12000/-** to **Rs. 22500/-**. It is pertinent to mention here that regular employees have already received their overtime arrears in the month of Dec. 2020 along with their pay revision arrears. It has been confirmed that there are around 550 Field Workers in **Rajahmundry** and **Karaikal** who have received arrears payment of overtime.

Your esteemed authority is requested to kindly give direction to the concerned authority for releasing the overtime arrears payment of "**Field Operators**" as it is already delayed by more than one year.

Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

Copy to:

- 1) CGM- I/c HR-ER, Services, ONGC-WOU, 11 High, Sion, Mumbai- 22.
- 2) All Rig Managers – Sagar Ratna, S/Uday, S/Kiran, S/Gaurav, S/Shakti, S/Jyoti, S/Vijay, S/Bhushan, 11 High, Sion, Mum 22.
- 3) DGM – I/c IR, ONGC-WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai 51.

25/1/2022



ऑयल एण्ड नैचुरल गैस कॉरपोरेशन लिमिटेड
Oil and Natural Gas Corporation Limited

निगमित नीति अनुभाग
Corporate Policy Section

"ग्रीन हिल्स", ग्राउण्ड फ्लोर ए-विंग, तेल भवन, देहरादून
'Green Hills', Ground Floor, A-Wing, Tel Bhavan, DEHRADU

No. DDN/Corp-ER/Estt-Policy/2019/TBFO/502392

Dated: 10.04.2021

OFFICE ORDER (10/2021)

Subject: Consolidated remuneration and other terms and conditions regarding engagement of Tenure based Field employees.

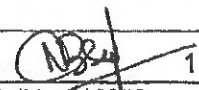
Issue regarding review of consolidated remuneration and other terms and conditions of engagement of Tenure based field operators and Tenure based field workers was discussed in 553rd EC meeting held on 08.04.2021 at New Delhi, wherein the following have been approved:-

(i) Consolidated remuneration of Tenure based field operators (TBFO) and Tenure based field workers (TBFW) are revised as under:-

SL. NO.	CATEGORY	ONSHORE (OTHER THAN NE)		OFFSHORE		NORTH-EAST (NE)	
		Existing (₹ p.m.)	Revised (₹ p.m.)	Existing (₹ p.m.)	Revised (₹ p.m.)	Existing (₹ p.m.)	Revised (₹ p.m.)
1.	Field Worker (Low Skilled)	₹24,300	₹34,000	₹25,500	₹39,000	₹25,500	₹35,400
2.	Field Operator (Semi-Skilled)	₹26,700	₹39,000	₹28,100	₹42,000	₹28,100	₹40,000

(ii) Other terms & conditions related to consolidated remuneration are as under:

Sl. No	Subject	Existing	Revised
1.	Tenure Pay	<ul style="list-style-type: none">Field Worker (Low Skilled) ₹10,000/-p.m.Field Operator (Semi Skilled) ₹11,000/-p.m.	<ul style="list-style-type: none">Field Worker (Low Skilled) ₹20,500/-p.m.Field Operator (Semi Skilled) ₹22,550/-p.m.
2.	Annual increase	3% of Tenure pay	No change
3.	Deemed Basic Pay for limited purpose of determining other admissible benefits.	<ul style="list-style-type: none">Field Worker (Low Skilled) ₹10,000/-.Field Operator (Semi Skilled) ₹11,000/-.	<ul style="list-style-type: none">Field Worker (Low skilled): ₹20,500/-.Field Operator (Semi skilled): ₹22,550/-.
4.	Overtime Payment	To be made with reference to applicable tenure pay for each category.	No change.

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(iii) Other terms & conditions of service would be as under:

Sl. No	Subject	Existing	Revised
1	Accommodation	The tenure appointees may be allotted residential accommodation (A Type) in ONGC colonies, if available, subject to recovery of applicable charges.	TBFO / TBFW may be allotted residential accommodation ('A' Type) in ONGC colonies, if available, subject to recovery of 10 % of consolidated remuneration as rent recovery, plus electricity charges on actual consumption basis and Gas charges, (if supplied). Income tax implications, if any, shall be borne by the individual.

(iv) The above modification shall be effective from 01.01.2019.

(v) Tenure based field operators and Tenure based field workers who have separated on or after 01.01.2019 shall be paid arrears from 01.01.2019 till their date of separation.

(vi) All other terms and conditions regarding engagement of Tenure based field employees shall remain unchanged.


10-4-2021
(N C Baliarsingh)
GM (HR) - Corporate Policy