



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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Website : www.ksmumbai.com

REF. : ONGC/KS/099/2022

DATE : 23/08/2022

To,
The ED - HRO,
ONGC - WOU,
NBP Green Heights, BKC,
Bandra (East),
Mumbai: 400 051.

O/C

Subject: "Work Based Hardship Duty Allowance" to offshore going employees in Mumbai Region as per the LTS signed on 20.10.2020

Respected Sir,

This has reference to our earlier letter no. ONGC/KS/175/2021 dated 08.09.2021 regarding protection of "**Hard Duty Allowance**" prior to signing LTS on 20.10.2020. Please find attached copy of our letter for your perusal which is self-explanatory.

Your authority must be aware that particularly our union had reservation to sign the LTS for the following demand:

Existing Hard Duty Allowance prior to pay revision should be protected because in some cases of employees the Hard Duty Allowance was reducing, as 12%. Hard Duty allowance has been declared on new basic vide our agreement w.e.f. 01.01.2017 where by clause no. 9.1, the existing **Hard Duty Allowance** has been protected.

After issuing this letter till date no Hard Duty Allowance is protected of the employees working in offshore. Employees performing duty in offshore are receiving **Work Based Hardship Duty Allowance** at the rate of 12% on new basic which is less than **Hard Duty Allowance** which they were getting them prior to pay revision.

Kindly refer our LTS signed on 20.10.2020 in presence of Regional Labour Commissioner, Dehradun, where clause 9.1 (A) (IV) clarifies on the issue mentioned above of "Work Based Hard Ship Duty Allowance" it reads as under:

In case the amount drawn under "Work Based Hardship Duty Allowance" is less than the existing "Offshore Hard Duty Allowance" the same shall be protected till the amount of Work Based Hardship Duty Allowance reaches at par with "Offshore Hard Duty Allowance".

After issuing our letter, we will be completing one year on 07.09.2022 after one month but decision is yet to see the light of the day. For example we are enclosing the pay slips of **Shri. Pravin Bodade, Jr. Asst. Operator (HE), CPF No. 135137** working on NQO Platform where his Hard Duty Allowance is still not protected, He was getting **HDA of Rs. 3980/-** prior to pay revision and now his **HDA is Rs.3595/.**

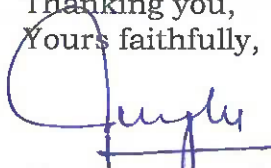
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Your esteemed authority is requested to intervene in the matter and direction be given to concerned authority to protect the **Work Based Hardship Duty Allowance** of all the employees working in Mumbai offshore till the amount of worked based hardship allowance reaches at par with **Offshore Hard Duty Allowance**. **At the same time arrears for the amount deducted from their salary be paid back at the earliest.**

Thanking you,
Yours faithfully,

o/c



(Pradeep Mayekar)
General Secretary

Copy to:

1. GGM- I/c HR/ER, MH Asset, ONGC, WOU, Gr. Hts, Bandra (E), Mum-51.
2. GM- I/c HR/ER, Services, ONGC, WOU, 11 High, Sion, Mumbai- 400017.
3. GM-I/c, IR, ONGC-WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.

M. Wate
23/8/2022