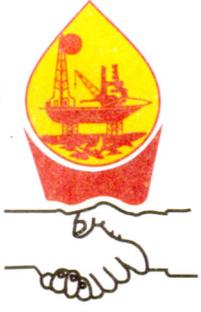


OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Krishna Kunj No. 2, C-Wing, Flat No. 304, Tambe Nagar, Mulund (W), Mumbai - 400 080.



REF. : ONGC/KS/ 46D/2009

DATE : 25/08/2009

To

The Director- HR
ONGC, Jeevan Bharti, Tower II,
Indira Gandhi Chowk,
New Delhi : 1100 01.

e/c



Subject : Monetary ceiling of conveyance advance to "S" category employees, and bellow.

Respected Sir,

This is in reference to the office order released on 17th August, 2009 vide letter No.ONGC/ER/CP/ADV/07.

Once again it is observed that biased approach is adopted in bringing change towards betterment of existing facilities of ONGCians. Earlier it was only two steps i.e. E-4 and bellow, E-5 and above, presently to accommodate higher ranges four steps are incorporated from E-1 and above.

Nothing wrong, we appreciate that with their length of service and revised wages their repaying capacity has increased, more over it gives them an opportunity, with the options available in today's market they can maintain the purchase value of car and their status in proportion.

We wish that same principle /approach could have been maintained at "S" category also, hence it is requested that S-1 and bellow i.e. A&W level those who are in the eligible basic range of conveyance advance be brought at par with E-0, S-2&S-3 be equated with E-1&E-2 and S-4 be equated with E-3 &E-4.

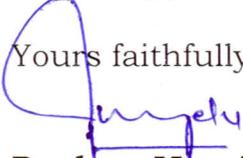
It is pertinent to quote a sizable percentage of executive cadre have grown from the non executives, as well as the present non executives contribution to the cause of the organization is worthy enough and certainly deserves to be honoured. The above biased and secondary approach could only result into detrimental effects and draw us into faith stained relations.

Once again requesting your esteemed authority to look into the matter and initiate necessary action so that the non executives are not deprived of their contributions value towards a Navaratna organization like ours.

With regards.

Thanking you,

Yours faithfully,


Pradeep Mayekar
(General Secretary)

etc



C.C. :

1. ED-Chief, ER. ONGC, Negi Bhavan, Deheradun Uttaranchal.
2. GGM-Head HRD, ONGC, Negi Bhavan, Deheradun Uttaranchal
3. GGM-HRO,ONGC- WOU, NSE Plaza, BKC Rd, Bandra (E), Mumbai.
4. GM - Head (R&P), Negi Bhavan, Deheradun Uttaranchal.
5. DGM-HR(IR),ONGC- WOU, NSE Plaza, BKC Rd, Bandra (E), Mumbai.
6. CM (HR), Corporate Policy, Negi Bhavan, Deheradun Uttaranchal
7. All General Secretaries, Recognized Unions.



20/8/09