

OIL & NATURAL GAS CORPORATION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 40/2026

DATE : 18/05/2026

To,
The GM - I/c HR/ER, Services
ONGC - WOU
11 High, Sion Bandra Link Road,
Sion,
Mumbai - 400 017

afk

**Subject: Request for Review & Rationalization of HRA Recovery in Respect of
Shri Vishal Mhatre (CPF No. 96669), Field Operator.**

Respected Sir/Madam,

We are in receipt of matter of serious concern affecting **Shri Vishal Mhatre (CPF No. 96669)**, presently working as **Field Operator (FO)** & serving his current tenure from 22.05.2024 to 21.05.2028 on Rig Sagar Ratna.

It has been brought to our notice that in his recent salary slip of April 2026, a substantial amount of ₹3,96,884/- has been recovered towards HRA. Due to this unusually heavy deduction in a single installment, Shri Vishal Mhatre has been left with almost no take-home salary for the month. Such a sudden & significant recovery has caused acute financial distress to him & his family.

We fully appreciate & respect the organization's policies & financial discipline; we are equally concerned about the humanitarian & practical implications of such recoveries when effected in lump sum. A recovery of this magnitude, without adequate staggering, severely disrupts the financial stability of an employee who depends solely on his monthly salary for sustenance.

Shri Vishal Mhatre has been serving ONGC since 2008 with dedication & sincerity. Over the years, he has discharged his duties as a Field Operator with commitment & discipline. At present, he has approximately 24 months of tenure remaining. After the recent deduction, the balance HRA recovery amount stands at ₹2,96,211/-. Considering his remaining tenure, we respectfully propose that this balance amount may be spread over the remaining 24 months. This would result in a manageable monthly deduction of approximately ₹12,342/-, which would be far more practical & humane.

Such a staggered recovery mechanism would not only safeguard the organization's financial interests but also ensure that the employee is not pushed into undue hardship. The present mode of recovery, if continued in the same pattern, would make it extremely difficult for him to meet even his basic household expenses.

Contd.....2

We would also like to request your kind consideration to examine whether the HRA recovery can be calculated based on his Basic Pay, if permissible under applicable rules. A review of the calculation method may provide some relief & ensure proportionality in recovery, particularly in cases where employees are not in a position to absorb large deductions at once.

Sir/Madam, Shri Vishal Mhatre has five dependent family members. His aged parents, 68 & 76 years old respectively, require regular medical attention & ongoing healthcare expenditure. His children are school-going, & his wife is a homemaker with no independent source of income. The entire family is solely dependent on his salary. A drastic reduction in take-home pay not only affects routine household expenditure but also jeopardizes medical treatment, children's education, & other essential commitments.

As a responsible trade union, our objective is not to contest policy but to ensure that implementation is fair, reasonable, & sensitive to genuine hardship. ONGC has always upheld a strong tradition of employee welfare & compassionate administration. We firmly believe that this case deserves sympathetic consideration in line with that legacy.

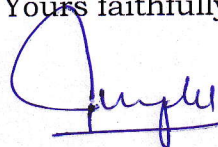
We therefore earnestly request the Management to:

- Review the HRA recovery effected in the current payslip.
- Permit the balance recovery amount of ₹2,96,211/- to be spread evenly over the remaining 24 months of his tenure.
- Examine the possibility of calculating the recovery on Basic Pay, if consistent with existing rules & guidelines.
- Ensure that future recoveries, if any, are structured in a manner that does not render the employee financially vulnerable.

We are confident that the Management will appreciate the gravity of the situation & extend necessary relief in the interest of equity & employee welfare. A compassionate & balanced approach in such matters greatly strengthens industrial harmony & reinforces the confidence of the workforce in the organization's leadership.

We shall be grateful for your early & favourable consideration of this request.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

1. GM (F&A), Mumbai D.S. (Finance Head) - ONGC - WOU, 11 High, Sion Bandra
Link Road, Sion, Mumbai - 400 017
2. GM-I/c IR, Head FMG, ONGC-WOU, NBP Green Heights, Bandra (E), Mumbai - 51

From: VR Mhatre/ONGCL
To: RAVINDRAH MHATRE/ONGCL@ONGCL, MANJU AJI/ONGCL@ONGCL, ARUN PAHADIA/ONGCL@ONGCL, Shubhra Kumari/ONGCL@ONGCL, Priya Rawat/ONGCL@ONGCL
Cc: MANENDRA KUMAR/ONGCL@ONGCL, NC BALIARSINGH/ONGCL@ONGCL, RAVI SHANKAR/ONGCL@ONGCL, NAVNATH S TEMKAR/ONGCL@ONGCL, PRABHAKAR KUMAR/ONGCL@ONGCL, Vaibhav M Lavekar/ONGCL@ONGCL, Sainath Ganpat Gondhali/ONGCL@ONGCL

Date: Wednesday, May 06, 2026 04:54PM
Subject: Request for Rescheduling of HRA Recovery

Respected Sir,
I, Mr. Vishal Mhatre (CPF No. 96669), have been working as FO since 2008. My current tenure is from 22.05.2024 to 21.05.2028. In my present payslip, an HRA recovery amount of ₹3,96,884 has been deducted. Due to this substantial deduction, I am left with almost no take-home salary for the month. If such heavy recoveries continue in the coming months, it will become extremely difficult for me to manage my basic household expenses.
As my remaining tenure is 24 months, I kindly request that the balance HRA recovery amount of ₹2,96,211 may please be spread over the remaining 24 months. This would result in a manageable deduction of approximately ₹12,342 per month, allowing me to meet my financial obligations more effectively.
I would also request your kind consideration to calculate the HRA recovery based on my basic pay. I have five dependent family members. My parents, aged 68 and 76, require regular medical care. My children are school-going, and my wife is a homemaker. I do not have any additional source of income, and my salary is the sole means of supporting my family.
In view of the above, I sincerely request your kind consideration and support in this matter.

Thanking you.
Yours faithfully,
Vishal Mhatre
CPF No. 96669
Sagar Ratna

Regards,

Vishal R Mhatre
Field Operator-MUMB
CPF- 96669
Mob- 8976059977

E-mail: Mhatre_VR@ongcl.co.in