



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

OIL AND NATURAL GAS CORPORATION LIMITED, NEW DELHI

Registered with the Registrar of Societies U.P., Lucknow, Registration No. 172 (1967-68) November 21



NEWSLETTER - 18

AMIT KUMAR
President - CWC

"Stop not till the goal is achieved"

ON PATH TO VICTORY - STILL MILES TO GO.....

Dear Friends,

On 20th November, 2008 the Cabinet took the decision on revising the Pay scales for employees of CPSUs w.e.f. 01.01.2007. The details have already been made available to you on our website www.astodelhi.com. Despite a clear cut understanding in the meeting on 17th November, 2008 with 3 cabinet Ministers it has been seen that none of our genuine concerns have been addressed in the cabinet decision. Below is the comparative chart digging out the recommendation of Justice Rao Committee. From the chart it is very clear that cabinet has further reduced the benefits that Justice Rao had offered. More over we are also seeing that most of our genuine concerns have not been addressed.

Recommendation of Justice Rao, OSOA's Demands vis-à-vis Cabinet Recommendation

Sl. No.	Justice Rao Committee Recommendation	OSOA Demands	Cabinet Recommendation
1.	Categorization of PSUs on the basis of Manpower has resulted in relegating organizations like OIL, NRL, CPCL, EIL & B&L to lower categorization.	Basis of categorization is not acceptable as all oil PSUs Executives are performing similar nature of jobs and all along draw uniform scales. Hence, uniform scales to be maintained.	Partially Accepted. However, all A,B,C & D have been made same. No special dispensation to oil sector.
2.	Neither considered the market reality nor do the scales recommended have enough spans to implement the Pay Fixation Formula.	To offer a market indexed Pay package to Oil PSU executives in order to rejuvenate the Oil PSUs so that they could withstand the onslaught or private players.	Not accepted. Scales and benefits even lower than proposed by Justice Rao.
3.	Close ended and narrow span scales which results in stagnation on the pay one i.e. 01.01.2007, of pay revision as well as unionized staff drawing more salaries that the executives which is happening in certain oil PSUs.	Open ended pay scales to avoid - anomaly of unionized staff drawing more salary than the executives which is happening in certain Oil PSUs. Stagnation on the day 1 of pay revision i.e. 01.01.2007 due to narrow range of pay scales recommended by Justice Rao Committee.	Not Accepted. Only scales at the maximum elongated.
4.	CMD pay Rs. 1 lakh fixed Director pay Rs. 80,000 fixed.	Pay Scales of Chairman & Directors should be enhanced to Rs. 300,000 & Rs. 250,000 respectively in line with 6 th CPC.	Not Accepted. Salary reduced from Rs. 1 lak to Rs. 80,000 for CMDs.
5.	BP + Stag on 01.01.2007 + 68.8% DA + Graded Fitment based on category and level.	Fitment benefit must be uniform at all level and must be improved upon as it is not sufficient to compensate. Leave to individual companies to decide within the pay structure.	Not Accepted. Fitment benefit reduced from 42% as proposed by Justice Rao to 30%.
6.	Risk Pay based on various scales ranging from 10% to 25% of minimum scales.	Uniform Risk Pay @ 25% of minimum of scales for all levels.	Not Accepted. Risk pay practically abolished leading to huge financial loss as compared to the report of Justice Rao.
7.	Annual Increment ranging from 2 to 4 per cent based on individual performance appraisal and ability	Uniform Annual Increment of 4% and Promotional Increment of 6% to continue.	Not Accepted. Increment reduced to 3%.

	of the Company to pay.		
8.	No periodicity.	Periodicity to be 5 years.	Not Accepted. No mention in the Report.
9.	Ceiling of 50% on Perks & Allowances.	Removal of 50% ceiling on perks & allowances.	Accepted partially with a flexibility to follow a cafeteria approach.
10.	3 new parameters based on population introduced for HRA.	Existing bands of HRA to continue.	Not Accepted.
11.	CTC (Cost to Company) limitations recommended.	Limitation on CTC to be removed and the companies to be allowed to fix limits based on compensation package and ability to pay.	Not Accepted.
12.	Cumbersome performance related pay formula.	To be reviewed and left to the individual companies to decided.	Not Accepted.
13.	Conveyance facility below Board Level withdrawn.	To be continued.	Nothing mentioned.

Friends, we have followed a very clear cut approach of a process of discussion, and sensitising the govt regarding our demands as well as the strength that the oil sector has. However, we find that Govt does not want to maintain the promises that were made to us.

Meeting of OSOA has been called on 24th November, 2008 where we shall be discussing threadbare the details of the Cabinet Decision and finalising the future course of action.

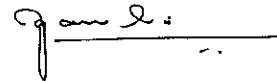
Friends, it is very clear that the D date of 2nd December, 2008 for the final onslaught is need of the hour and unitedly we have to answer back to the Govt. Today Govt is forcing us to follow the path of confrontation and Direct Action. So let us answer with the full force to the Govt on 2nd December, 2008.

Regards,

Long Live ASTO unity



(Amit Kumar)
President-CWC



(Rajan Pillai)
General Secretary-CWC