



# 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)



AMIT KUMAR  
President - CWC

No. ASTO/CWC/Pres/2008-10/CMD-33

30.09.2008

To

**Chairman and Managing Director**  
ONGC Ltd.  
Jeevan Bharati Tower-II  
New Delhi

## **Sub : Notice of Direct Action on 21<sup>st</sup> October 2008**

Sir,

Please find enclosed the notice for the direct action programme of Oil Sector Officers' Association (OSOA) submitted to Hon' Minister of Petroleum & Natural Gas, Government of India on 29.09.2008 regarding the pay revision of Oil sector officers w.e.f. 1.1.2007(Annexure-I). ASTO being a constituent of OSOA shall also participate in the above mentioned Direct action plan in full strength.

2. In the same breath, we regret to bring out that many of the issues committed and agreed in the bilateral meeting have not seen the light of the day. Actually even the issues approved by the Executive Committee are not being implemented.

3. Due to above mentioned failure of the spirit of collective management and mutual trust we have no option left but to include issues related to ONGC also as cause of agitation. The onus of this agitation rests with the management. Issues are enclosed as Annexure-II.

4. We feel that despite several informal discussions after the formal bilateral meeting on 14th and 15th July, 2008 majority of the issues have not crystallized; even though the management announced these on the OR.net. It is important to mention that one of the major issues, regarding improvement of working and living condition, it is felt that management has failed to give desired impetus to the issue. Though the management agreed for time bound programme, management has failed to ensure the progress. Assets like Ahmedabad and North East etc. are suffering because of the unfocussed approach of the management. Further safety



has taken a back seat, it is essential to mention that ONGC has not implemented OISD norms in Offshore.

5. ASTO Team right from the beginning of this term has dedicated itself to the cause of organization, productivity improvement and cordial collective management system. But non resolution of issues has agitated the officers' community and hence this Direct Action Notice. The direct action will begin at 0600 hrs of 21.10.2008 and the onus will rest on the management.

With regards,

Yours sincerely,

  
30/10/2008  
**(Amit Kumar)**  
**President-CWC**

**Encl. As above.**

**Copy to:**

1. Director (HR), ONGC, New Delhi.
2. Director (Onshore), ONGC, New Delhi.
3. Director (Offshore), ONGC, New Delhi.
4. Director (T&FS), ONGC, New Delhi.
5. Director (Exploration), ONGC, New Delhi.
6. Director (Finance), ONGC, New Delhi.
7. ED-Chief ER, ONGC, Dehradun.
8. President/Secretary of All ASTO Units.



# OIL SECTOR OFFICERS' ASSOCIATION

(ONGC, OIL, IOCL, HPCL, CPCL, KRL, IBP, BL, GAIL, BRPL, BPCL, EIL, NRL, MRPL)

AMIT KUMAR  
PRESIDENT

No.OSOA/Pres/MoP&NG/18  
September 29, 2008

To,

**SHRI MURLI DEORA**

Hon'ble Minister of Petroleum & Natural Gas  
Govt. of India  
Ministry of Petroleum & Natural Gas  
Shastri Bhavan  
New Delhi

**Subject: Pay Revision of Oil Sector PSUs with effect from 01.01.2007:  
Notice of Direct Action w.e.f. 21<sup>st</sup> October 2008.**

Respected Sir,

You will recall that Oil Sector Officers' Association (OSOA) has been striving hard for pay revision of Oil Sector executives, which is long overdue. 50% DA merger w.e.f. 01.01.2005 was not implemented by the Government even after the assurance from the Hon'ble Prime Minister on 5<sup>th</sup> and 6<sup>th</sup> September 2006. Despite our repeated assertions through our presentation to the 2<sup>nd</sup> Pay Revision Committee, headed by Justice M J Rao, the committee failed to address the concern of Oil Sector PSU executives. Not only that but the committee has designed the pay scale in a manner where their own fitment formula is not fitting in the proposed pay scales and individual officers are getting stagnated on day one with huge deficit even in fitment.

2. In this regard we request you to kindly refer our following letters:
  - i. Letter No. OSOA/Pres/MoP&NG/01 dtd. 28<sup>th</sup> August, 2008 – requesting you to discuss the issue of pay revision w.e.f. 01.01.2007 for Oil Sector Officers
  - ii. Letter No. OSOA/Pres/MoP&NG/11 dtd. 19<sup>th</sup> September, 2008 – attaching our report and once again humbly requesting you to discuss the issue of pay revision w.e.f. 01.01.2007 for Oil Sector Officers by 26<sup>th</sup> September, 2008.
3. In the process of ensuring justice for oil sector executives we have been trying to explore all the avenues we find relevant. In this regard we had personal meetings with:
  - a. Hon'ble Minister Sh. Raghunath Jha and gave our memorandum No. OSOA/Pres/MoP&NG/05 dtd. 3<sup>rd</sup> September, 2008. We requested him also to take care of the genuine concerns pointed out by us.

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- b. We also met Sh. R Bandhopadhyay, Secretary DPE on 19<sup>th</sup> September, 2008 and submitted our views on 2<sup>nd</sup> Pay revision committee report submitted by Justice Rao vide letter no. OSOA/Pres/MOP&NG/12 dtd. 19<sup>th</sup> September, 2008.
- c. We also had an opportunity to explain our concern to Dr. Akhilesh Prasad Singh, Hon'ble Minister of State for Agriculture, Consumer Affairs, Food and Public Distribution on 24<sup>th</sup> September 2008, who not only gave a patient hearing but also appreciated our concern with regards to Justice M J Rao Committee report. He also has communicated this to you through his letter dated 24<sup>th</sup> September, 2008.
4. We need not emphasise that today oil sector contributes to exchequer nearly Rs.90,000 crores in the form of taxes, cess and duties and nearly Rs.1,45,000 crores in the form of subsidy.
5. Sir, with great pain we put it on record that despite our honest and earnest efforts to find amicable solution through dialogue, we have not received any communication either from your good office or from the Secretary, MOP&NG till date. This shows that Government has no concern for officers of oil PSUs. This situation has tested the patience of Oil Sector officers and OSOA being the sole representative of the executives of Oil Sector PSUs has to represent and find ways for redressal of the grievances of its members.
6. Sir, to fulfil this ethical duty, come true to the faith and to achieve justice for all OSOA members with great pain and grief we are compelled to notify to you that OSOA has resolved to go on Direct Action including striking the work w.e.f. 0600 hrs of 21.10.2008. Resolution of the OSOA to this effect, along with the Action Programme, is enclosed herewith. Our demands are as per the report already submitted to you vide letter no. OSOA/Pres/MOP&NG/13 dated September 23, 2008.
7. Sir, we expect that with your intervention, the issues can be resolved amicably, however if not resolved then we will have no option but to resort to agitation and strike which we shall be forced to continue even beyond 0600 hrs of 22.10.2008.

With regards ,

Yours sincerely,

  
29/9/2008  
(Amit Kumar)

**Copy to:**

1. Secretary-MoP&NG, Govt. of India, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
2. Addl. Secretary, MoP&NG, Govt. of India, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
3. Addl. Secretary & Financial Advisor, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
4. Chairman and Managing Director, ONGC, OIL, IOCL, HPCL, CPCL, KRL, IBP, BL, GAIL, BRPL, BPCL, EIL, NRL, MRPL.
5. All the OSOA constituents.





## Annexure-II

1. Implementation of Safety norms.
2. Improvement of Working and Living condition.
3. Modification of ONGC Car Advance as agreed with ASTO CWC.
4. White Goods Scheme instead of lump sum advance.
5. Gyan Vridhi Sahyog (Soft loan for pursuing higher Education).
6. Modification of CMRE policy as agreed with ASTO-CWC.
7. Implementation of e-par to be stopped.
8. Enhancement of HBA and de linking 2nd HBA from 1st HBA.
9. Review of R&P Policy as per the agenda point already submitted earlier.
10. Review of Job Rotation & Transfer Policy as per agenda point already submitted earlier.
11. Recruitment of working level Manpower.
12. Air conditioned shift vehicles for field going personnel.
13. Operation allowance for Heli-base and SPIC.
14. Personal belongings like pen drive, laptops, mobile etc. of ONGCian's to be allowed to be taken to offshore.
15. Enhancement of DA for field parties
16. 6% increment w.e.f. 1.1.1997 to maintain parity in pay scales in Oil Sector (Letter already issued in this regard).
17. Release of Annual Incentive & additional annual incentive immediately.