



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-31

22.09.2008

To

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

Subject: Revision of Rates of CMRE

Sir,

This is in reference to o/o no. 18(7)/2002-CMRE/CP dated September 18th, 2008 (copy enclosed) regarding revision of rates of CMRE. It is to bring to your notice that while making the groups for different CMRE limits and maintenance charges, certain anomaly has occurred. There are four groups in Officer Cadre and in one of the groups; officers of E1 to E4 have been merged. The supervisor cadre is also included in this group.

You will appreciate that 15 to 25 years of services rendered by a E3/E4 officers can not be compared with the service of 4 years of E1 level officers. This merger has created widespread resentment amongst senior colleagues. It needs to be rationalized. In this connection, I would also like to bring certain facts in your knowledge that this sort of improper grouping is also being used in extending other welfare measures. You may kindly refer policy on communication, revision of DA rates on tour etc. where different methodology for forming groups have been adopted.

Sir, the logical uniformity has to be developed/maintained in all the cases and accordingly groupings are to be done so no anomaly is created and length of service/seniority is rewarded. Accordingly E3/E4 should be clubbed separately.

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Further, ASTO feels that fuel entitlement, rates for maintenance of the vehicle and market scenario have not been taken in revising the rates of CMRE. At entry level, officer should be entitled to 100 litres of fuel with Rs.4000/- maintenance charges and appropriate escalation for further senior levels. Simultaneously it is felt that it would be prudent to give recognition to the corporate level and allow chauffer allowance for all corporate level officers.

In view of the above mentioned facts we request you to pass instruction for reopening the case and settle the issue accordingly.

With regards,

Yours sincerely,


22/9/2012
(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 AND NATURAL GAS CORPORATION LIMITED
EMPLOYEE RELATIONS DEPARTMENT
CORPORATE POLICY SECTION
TEL BHAVAN : DEHRADUN

No. 18(7)/2002-CMRE/CP

Dated: September 18, 2008

OFFICE ORDER (77/2008)

Sub : Revision of rates of Conveyance Maintenance Reimbursement Expenditure (CMRE)

1. The matter regarding revision of existing rates of conveyance maintenance reimbursement expenditure (CMRE) for Car/ Scooter / Motor cycle and Moped has been under consideration for some time.
2. The issue was discussed in 328th EC meeting held on 7-8 August 2008 at New Delhi. It has been decided with the approval of EC to revise the existing rates of conveyance maintenance reimbursement expenditure (CMRE) for different types of vehicles as under:-

Mode of Conveyance	Level	Existing Rates of CMRE (Rs.)	Revised Rates of CMRE (Rs.)
Moped	Class III & IV	315	835
Scooter / Motor Cycles	Class III & IV	960	1925
Car →	E0/E1 & SI/S II level employees drawing Basic Pay from Rs.12,000/ to Rs. 14249	2025	3990
	<u>E-2/E-3/E-4/S-III & S-IV</u> employees including E-1 & S-II level drawing Basic Pay of Rs. 14250/- & above	3790	6845
	E-5/ E-6	3790	9475
	E7 to E9	3790	18330*

* This includes reimbursement of Rs. 6000/- p.m. towards driver subsidy, subject to self certification by the concerned officer that he was not availing the facility of staff car.

3. In addition to above rates of CMRE, employees (Executives/Non-Executives) shall be paid Transport Allowance as provided in Office Order (11/2006) No.18(7)/2005-CMRE/CP dated 13.2.2006, at following rates, as is being paid at present :-

Category of Employees	Rate of Transport Allowance
Employees entitled for CMRE for Car	Rs.800/- p.m.
Employees entitled for CMRE for Scooter/Motor /Cycle/Moped	Rs.500/-

4. Other terms and conditions of Conveyance Maintenance Reimbursement Expenditure (CMRE) scheme shall remain unchanged.

5. This order shall be effective from 1.9.2008


(S.K. TOMAR)

Manager (HR)-Corp. Policy

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