



**ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS**  
OIL AND NATURAL GAS CORPORATION LIMITED, DEHRADUN  
Registered with the Registrar of Societies, Uttarakhand. Dehradun. Regd. No. 172 (1967 -1968)



**Amit Kumar**  
**President - CWC**

No. ASTO/CWC/Pres/2008-10/CMD-74  
To  
Chairman and Managing Director  
ONGC  
6<sup>th</sup> Floor Jeevan Bharti Tower-II  
New Delhi

Date 11.03.2010

**Sub: Notice from Income Tax Department in Western Region**

Sir,

It has come to our notice that the Income Tax department has issued notices to the individual employees at Vadodara, in the month of October 2009, at Ankleshwar Asset in the month of February, 2010 and are in the process of issuing the notice in the remaining western sector locations, citing that the employees have not mentioned the amount paid by ONGC as reimbursement on account of Uniform reimbursement, CMRE & Gold coin which was given as a gift as a part of the celebration of Golden Jubilee celebrations.

As per the IT dept, the individual has not mentioned the amount paid by the ONGC under the head salary and has escaped the tax therein during the assessment years 2006-07, 2007-08, & 2008-09. Now individual employee is asked to re-submit the return of the years mentioned above after adding the amount reflected in the notice for reassessment. We are sure that ONGC has taken all the necessary actions related to the concerned taxes as part of its obligation as an employer.

Moreover the individual employee was provided with the salary certificate by ONGC (Form 16) which forms the basis of the return for an individual and accordingly all the officers have filed their respective Income tax returns.

We would like to state that with the introduction of the Fringe Benefit Tax (FBT) from AY 2006-07, the two reimbursements and the gold coin as a gift, in question, were considered to be under the FBT where ONGC has taken care of all the tax liabilities.

Sir, today the individuals are running from pillar to post and are finding it very difficult to arrange the documents as well as interact with the Income tax authorities. This is also affecting the performance as it is taking away valuable time of the employees at various locations. The local ASTO units are making all out efforts to ensure justice for the employees. The prime responsibility lies with ONGC in this particular case and hence it would be beneficial for overall organization if the issue is handled by ONGC at corporate level.

Hence, it is requested that the matter may be taken up with the appropriate authority at ONGC level and may please be sorted out at the earliest rather than individual employees fighting their case for no fault of theirs.

With regards,

(Amit Kumar)  
Camp - Nazira

Copy to:

1. Director (Finance). ONGC, New Delhi.
2. GGM-Chief ER, ONGC, Dehradun.
3. To all ASTO Units.