



ऑयल एण्ड नैचुरल गैस कॉरपोरेशन लिमिटेड

Oil and Natural Gas Corporation Limited

Department of Employee Relations

Corporate Policy Section

तेल भवन, देहरादून : TEL BHAVAN, DEHRADUN

No 11(19)/09/CP

Dated 15th August, 2012

OFFICE ORDER (52 /2012)

Subject : Removal of pay anomaly consequent upon revision of pay scales of executives w.e.f. 01.01.2007

Reference is invited to O.O. (75 / 2010) No.11(19)/09/CP dated 15.11.2010 vide which instructions were issued for stepping up of pay of senior executives w.e.f. 1.1.2007 equal to the revised basic pay drawn by the junior subject to fulfillment of certain conditions mentioned therein.

2. The anomaly in many cases, particularly at E-8 and E-9 level, could not be rectified by application of above mentioned Office Order dated 15.11.2010.

3. The issue regarding removal of Pay Anomaly between Senior and Junior Executives consequent upon revision of Pay Scales of Executives w.e.f. 01.01.2007 was considered by Executive Committee in its 417th Meeting held on 2nd & 3rd July, 2012 at New Delhi. The Executive Committee has approved the following :-

- (i) In case of executives stagnating at maximum of their pay scales or in receipt of stagnation increments applicable to the post held as on 1.1.2007 in 1997 pay structure, the maximum of pre-revised scale shall be taken as Basic Pay for the purpose of fitment in the revised 2007 pay scales. Accordingly, revised Basic Pay shall be re-fixed in all such cases w.e.f. 01.01.2007.
- (ii) Pay anomaly, in cases which remain unresolved even after implementation of the above mentioned methodology, will be removed by stepping up the Basic Pay of senior Executive equal to Basic Pay of junior executive as per existing provisions relating to stepping up of pay.
- (iii) All E-8 and E-9 Executives are to be treated as common cadre, irrespective of their discipline, for fixing / stepping up of their Basic Pay at par with their juniors.


(SUNDAR LAL)

Executive Director – Chief, ER