



**ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS
OIL AND NATURAL GAS CORPORATION LIMITED**

Registered with the Registrar of Societies, Dehradun Uttarakhand, Registration No. 172 (1967-68)
Tel Bhavan, Dehradun - 248 003 Uttarakhand (India)
www : astodehradun.com



Ar il Negi
President
9410390177

Durgesh Bhatia
Vice President
9410391499

Nishant Kumar
Secretary
9410391736

Capt. S K Sangwan
Joint Secretary
9410391430

Atul Kumar Rajput
Treasurer
9410396059

Dehradun
June 7, 2012

To,
The Chairman & Managing Director,
ONGC,
Jeevan Bharti,
New Delhi.

SUB: EMPLOYEE WELFARE ISSUES.

Sir,

On behalf of all the members of ASTO, I would like to thank and congratulate ONGC Management for the progressive discussion during our first bilateral meeting. I reiterate our commitment to work in conjunction with ONGC Management for a bright future for our organization.

Sir, during our bilateral discussion, it was decided that the following issues may be pursued separately:

- Hill Compensatory Allowance (HCA):** At present HCA is paid at the rate of Rs. 300.00 per month in ONGC, while as per the recommendations of the 6th pay commission, which had been accepted by the Government of India vide notification no. 304 dated August 29, 2008 in The Gazette of India, the hill allowance has been enhanced to Rs. 600.00 per month. In view of above, it is proposed to kindly issue necessary instructions for initiating proposal for revision of HCA.
- Second HBA:** Provision to avail a second HBA for purchase of a new house after recovery of the first loan, may also be considered in ONGC.
- Increment for Small Family Norms:** Special increment for promoting small family norms has been merged under the cafeteria allowances in ONGC. However in some PSUs such as NTPC, it is still being paid over and above the cafeteria allowance, with increment being paid on the revised basic pay. It is proposed that ONGC should also consider payment of special increment for promoting small family norms out of the cafeteria allowance.
- Non-Practising Allowance:** The benefit of consideration of Non-Practising Allowance, paid to Medical Officers, for calculating allowances like Dearness



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Allowance, Gratuity and CPF had been withdrawn vide Office Order 52/2011 dated September 7, 2011. However in PSUs like OIL, NPA is counted as pay for the purposes of DA, CPF & Gratuity. It is proposed that the above office order may be reviewed in ONGC for including NPA as pay for limited purpose of calculating the above three allowances.

I sincerely request you to kindly consider reviewing of the above employee welfare issues in ONGC.

Yours truly,

(Nishant Kumar)
Additional General Secretary – ASTO CWC

Copy to:

1. The Director (HR), ONGC, Delhi.
2. The Director (Finance), ONGC, Delhi.
3. The Director (Offshore), ONGC, Delhi.
4. The Director (Onshore), ONGC, Delhi.
5. The Director (T&FS), ONGC, Delhi.
6. The Director (Exploration), ONGC, Delhi.
7. The ED - Chief (ER), ONGC, Dehradun.
8. Shri R P Pandey, President – ASTO-CWC.
9. Shri V Natarajan, General Secretary – ASTO-CWC.