



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



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Newsletter-5 Dated: 5th October 2012

Dear ONGCians,

During the eight month tenure of ASTO-CWC, two rounds of bi-lateral meeting have been held between the ASTO and ONGC Management on various issues regarding Employee Welfare.

The first meeting was held on May 9, 2012 and the following issues were approved and have already been settled:

1. Payment of mining allowance @ 15% from November 2008, without any upper limit. A maximum of Rs. 5.00 lacs have been received by some employees in arrears.
2. Removal of pay anomaly arising due to special pay. Up to Rs. 2.50 lacs have been received by some employees as a result of removal of the anomaly.
3. Air entitlement for travel from E2 level instead of E3 level.
4. Restoration of facility for membership of professional bodies.

Apart from the above issues, which were taken up in the bilateral meeting, ASTO had also approached Management for rewarding employee's loyalty for long term services and the result is ***the institution of loyalty rewards in the form of gold coins up to a maximum of 130 grams at the time of retirement.***

While we are thankful to ONGC Management, which has been positive in its approach on employee welfare, certain issues which were discussed during the first bilateral meeting and were in principle agreed to by the Management are yet to be resolved.

The Second bilateral meeting to review the pending issues was held on September 26, 2012 at New Delhi. The meeting was chaired by Mr. K S Jamestin, Director (HR). During this review meeting the following issues were discussed:

1. **Enhancement of insurance cover under CSSS scheme** : The CSSS amount has been enhanced to Rs. 50. Lacs for E5 and above, Rs. 40.00 lacs from S level to E4 level, Rs. 30 lacs for others along with monthly contribution enhancement to Rs. 2000, Rs.1550 and Rs.1200 respectively. In case of survival the contributed amount along with a compound interest of 6% will be paid. The above insurance cover will be exclusive of Rs. 1.32 lacs under the EDLI / Group Insurance Scheme, which is currently included in the cover under CSSS scheme. As a result, the effective amount of cover for employees will be Rs. 51.32 lacs, Rs. 41.32 lacs and Rs. 31.32 lacs. Under the scheme 50% of the cover amount will be paid to the nominee immediately and the balance 50% in five equal annual instalments. The date of implementation of the scheme was kept as the date of approval; however *ASTO suggested that in view of the last revision for a period of five years, the current scheme should be implemented retrospectively from June 2011. The Management has agreed to review the date of implementation.*
2. **Leave Encashment Facility** A presentation was made by the Management for outsourcing Encashment of Leave through LIC. It was clarified by the Management, that employee's shall have no direct dealing with LIC for claiming Leave Encashment. The claim will be made as per the current process, and ONGC shall forward the claim online to LIC, who will release the payment to employee's bank account within 2-3 working days. ONGC will be able to claim income tax benefit on contribution made to LIC for the scheme. As an incentive for switching to the scheme, an insurance cover of Rs. 5.00 lacs will be offered to the employees. *ASTO suggested for enhancement of the cover to Rs. 10.00 lacs and sought more clarifications on the scheme.*
3. **Lease/ Self Lease issue:** *ASTO suggested that in view of the enhancement of lease recovery to 10%, the lease amount against self-lease facility should also be enhanced by 5% from HRA+10% to HRA+15%. The management has agreed to review the suggestion.*
4. **Restoration of Facilities:** The restoration of certain withdrawn facilities like provision of Laptop / mobile phone instrument / Internet data card etc., which had been agreed to in the last meeting are pending and are yet to be approved. It was informed by the Management that the Laptop and Mobile Phone scheme are at an advanced stage of approval. *ASTO also suggested that in line with the scheme in other Oil PSUs where employee is allowed to procure Laptop of his choice, ONGC should also allow employee to procure the laptop, instead of the company procuring it. Management has agreed to review our proposal.*
5. The proposal for extending regular designations and improved career growth for upgraded employees in cadres like Telephone operators, Wireless operators, crane operators etc is under active consideration of Management in line with benefits extended to cadres like Marine Radio operators, Pharmacists etc. Orders can be extended shortly.
6. The proposal for enhancement of Out of Pocket allowance is under active consideration.



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7. Presentation was made by the Management on ESSEnCE and GMS 2012 and requested wide publicity to encourage employee participation.
8. 2nd HBA for employees: The issue for 2nd HBA for buying a new house was discussed during the meeting and the Management has given positive feedback. This issue shall be resolved early.

Apart from the above issues discussed in the meeting, ASTO also made representation to the Management on the following issues:

1. Revoking of lateral shifting of CPOs/DEOs to Security / Fire discipline.
 2. The old pending issue of career growth.
 3. A four year promotion criteria for sports persons recruited between 1999 and 2003.
 4. Bilateral meeting with Chief Medical Services was held on 03.10.2012.
- i). **Availability of Fully Equipped Emergency Services Ambulance:**
Presently there are 2 ambulances available in the ONGC Hospital, Dehradun which is not equipped with Life saving equipments/instruments and even basic first aid to. ASTO demanded that 2 fully equipped ambulances to handle all kind of emergencies should be made available at ONGC Hospital. CMS has assured that a proposal for procurement of two fully equipped ambulances will be put up for approval of Competent Authority on fast track.
 - ii). **Non-availability of Orthopaedic Specialist:**
At present there is only one orthopaedic available in the ONGC Hospital, who being the senior most after Chief Medical Services is not available for the OPD patients due to his pre-occupation in the administrative work. This causes great inconvenience to the patients, as in absence of Dr. Goyal, no other Orthopaedic doctor is available.
CMS informed that in the absence of Dr. A.K Goyal, Orthopaedician; Dr. Peet Vasan, Surgeon and Dr. Pankaj, Surgeon have been directed to attend to OPD patients suffering from orthopaedic issues and they have also been authorised to give outstation references. ASTO requested Chief Medical Services to display these instructions at the registration counter and at Orthopaedic unit.
 - iii). **Local Purchase of medicines from vendors:**
The issue of local purchase of medicines from vendors was taken up with Chief medical Services on 3rd October 2012. ASTO demanded that this issue be resolved at the earliest wherein some of the vendors are demanding for photocopies of the medicine foils depicting the MRP printed. ASTO body further suggested Vendors may be provided space in ONGC hospital premises from where medicines can be dispensed.
CMS informed that the proposal is already in advanced stage of discussion and shall be implemented shortly.
 - iv). **Empanelment of Max Life Hospital and Synergy Hospital for ONGC patients :**
Two state of art Hospitals have recently started their operations at Dehradun where renowned specialists are available under one roof with all the latest facilities. ASTO body requested CMS that both these Hospitals may be empanelled at the earliest. CMS informed that due to non-registration of these hospitals under the Income Tax Act, they cannot be empanelled for direct billing. A senior Administrative Officer at Max Life Hospital was contacted who informed that they are awaiting Income Tax Exemption Certificate from Govt of India which is a mandatory for applying for empanelment and shall be provided very soon.
CMS informed that the moment proposals from Max Life Hospital and Synergy Hospital are received both these hospitals shall be empanelled on a fast track.

ASTO is further pursuing the long term service reward scheme for giving the rewards during the term of the service instead of at the time of retirement.

Friends, some of the officers who have not yet joined the ASTO community and wish to do so may become the members by opting for the membership recovery in webice through the following route: **Membership & other HR recoveries ----- Miscellaneous recoveries (opt for / select - ASTO recovery for Executives) and click 'Create New'.**

All are once again requested to register their mail ids at www.astodehradun.com, for receiving updates through e-mail.

Long Live ASTO Unity.