



Association of Scientific & Technical Officers  
Oil and Natural Gas Corporation Limited  
Registered with Registrar of Society, Uttarakhand, Dehradun, Regd.No.172 (1967-1968)



R. P. Pandey  
President-CWC

No. ASTO/CWC/Pres/2011-13/

Date: 09.07.2013

To,  
The Chairman & Managing Director  
Oil and Natural Gas Corporation Limited  
Jeevan Bharti Bldg, Tower-II  
124, Indira Chowk  
New Delhi.

**Sub.: Pay anomaly**

Dear Sir,

The sixth pay revision was implemented in ONGC in the year 2009 w.e.f January 01, 2007 as per the DPE guidelines. The pay scale for E1 level executive as per the guidelines was Rs. 24900 – Rs. 50900. The basic pay of all the employees existing as on December 2006 was fixed on 01.01.2007 by merging 78.3% DA with the last basic drawn and allowing a fitment benefit of 30%. The basic pay of employees joining at E1 after 01.01.2007 was fixed at the lowest of the scale for E1 i.e. Rs. 24,900.00.

The pay fixation as per the above methodology has resulted in wide variation in the salary structure of employees joining in the year 2007 vis-à-vis the employees who joined in the year 2006. The anomaly can be explained through the following table:

Details	BP before pay revision			BP on pay revision w.e.f. 1.1.2007			%
	2006 Batch	2007 Batch	Diff.	2006 Batch	2007 Batch	Diff.	
Basic during 2006	12,000	NA	NA	NA	NA	NA	NA
Basic as on 1.1.07	12,480	12,000	480	<u>28,910</u>	24,900	4,010	16
Basic as on 1.1.08	12,979	12,480	499	29,780	<u>25,650</u>	4,130	16

From the above table it can be clearly seen that an employee recruited at E1 level in the year 2006 was drawing a basic pay of Rs. 28,910.00 after one year of service (i.e. after first increment) whereas an employee recruited at E1 in the year 2007 was drawing a basic of Rs. 25,650.00 after one year of service (after first increment) i.e. a difference of Rs. 3,260.00.

This anomaly will get compounded with every year of service and promotion. Considering other benefits related to basic pay, the anomaly will be more than Rs. 10,000.00 per month.

The above anomaly has resulted in a lot of resentment amongst all Graduate Trainees recruited during and after the year 2007. Similar anomalies existing in other oil PSUs like Oil India Ltd. and Indian Oil Corporation have been resolved amicably. It is thus, requested that the above-mentioned anomalies may kindly be reviewed and in the pay structure and resolved.

With Regards,

*Pandey*  
09.07.2013  
(R P Pandey)

President – ASTO CWC

Copy to:

1. Director (HR), ONGC, JBB, New Delhi.