



# ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

Registered with the Registrar of Societies Uttarakhand Govt., Registration No. 172 (1967-68)

## OIL AND NATURAL GAS CORPORATION LTD.

Room No. 2016, 2nd Floor, Tower-A, Vasant Kunj, New Delhi-110070

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### CENTRAL WORKING COMMITTEE

#### ASTO CWC NEWSLETTER - 4

#### *Arise Awake Stop Not Till the Goal Is Achieved*

Dear Friends,

ASTO has been continuously pursuing issues during last 120 days and has submitted three reports so far on field allowances, pay anomaly and EPS-1995. ASTO CWC has also held interactions with members of Western region, Dehradun, Kolkata and Offshore Installations of western offshore. During last few months various issues like Hard Duty Allowance for performing offshore duty, amendment to laptop scheme, immediate procurement of safety shoes, advance PRP etc. have been resolved.

On management's request, ASTO-CWC had a meeting with Director (HR) and Chief ER, Chief HRD and their team on the agenda submitted vide letter date 07.08.2018 on 27<sup>th</sup> November 2018 at Mumbai before bilateral meeting scheduled tentatively in mid-December 2018.

The meeting was held in a positive environment and we could see lot of commitment from management's side to resolve the issues. Following issues were discussed:

1. A Joint working group of ASTO and Management to meet on 30.11.2018 to finalize revision of field allowances. Subsequently the meeting was held as scheduled and suggestions are being worked out.
2. Issue of up-gradation of posts of executives (re-designation), in line with other companies was discussed in detail. Management has asked us to submit a proposal. We are submitting the same shortly.
3. Our efforts for restoration of LSRS are bearing fruit and Director (HR) has assured of restoration of LSRS shortly.
4. Third party lease enhancement is again being put up to EC for early resolution.
5. A Joint working group of ASTO and Management to workout solution of Pay scales disparities for executives joined on or after 01.01.2007 at E1 level and other pay anomaly ( of E0/S1level) shall meet and finalize within 15 days.
6. Revision of HBA scheme to enhance the HBA amount, 2<sup>nd</sup> HBA for second house, reduction in time line at E1 level was discussed in detail and Management shall be putting up the proposal for the same shortly.
7. Journey DA to officers doing On/Off field duties has been agreed and proposal for the same is being put up to EC.
8. Orders for Pay anomaly of E5 to E9 level officers due to Pay Revision 01.01.2017 are expected shortly after EC approval.
9. Orders to include dependent parents for the purpose of medical dependency (of both employee and spouse, working with ONGC) has been submitted for consideration of EC.
10. Joint committee to finalize the report on "Medical dependency for parents of retired employees" is being held on 3<sup>rd</sup> and 4<sup>th</sup> December 2018.
11. Revision of CMRE was discussed in detail and it was agreed for revision.

*Jh*

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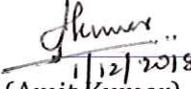


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12. Additional insurance for offshore/onshore going employees was taken up and the management has agreed to prepare a scheme in line with CSSS where annual contribution for the same shall be made by ONGC.
13. Further issues related to school admission fees on transfer, transport and shifting reimbursement in case of shifting within the work center and club membership reimbursement shall be worked out after examining the way it is being handled in other PSUs.
14. Briefcase reimbursement shall be enhanced shortly.
15. ASTO raised the issues related to participation of spouse also in "Superannuation/retirement Training" as a goodwill gesture and the same was agreed to by management.
16. It was also agreed to enhance the rates for reregistration at settlement place of superannuated employees.

All the issues shall be discussed in detail in the ensuing bilateral meeting which is proposed to be held shortly.

*Long Live ASTO Unity*

  
11/12/2018  
(Amit Kumar)  
President ASTO - CWC

  
(S K Chaturvedi)  
General Secretary - CWC