



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 - 6

Arise Awake Stop Not Till the Goal Is Reached

Dear Friends,

First CWC of ASTO tenure for 2018-2020 was held on 4th and 5th February 2019. The meeting was inaugurated by Sh. Dharmendra Pradhan, Hon'ble Minister for Petroleum and Natural Gas. He lauded the work done by ASTO and appreciated its efforts for ONGC and country at large. He advised ONGC management to release LSRS for employees. We celebrated 50 golden years of ASTO on this occasion. Bilateral meeting on the Agenda Submitted by us vide letter dated 7th August 2018 was held on 5th February 2019. Director (Exploration) and Director (HR) were present from management side along with Key Executives. Following issues were discussed:

1. ASTO raised the issue that when there was an option available with ONGC for acquiring any of the downstream company i.e. BPCL / IOC / HPCL, why HPCL was acquired and was there any pressure for acquiring the same and what are the benefits organization will yield in due course of time. ASTO also raised the issue that why ONGC's name is not being announced by HPCL as promoter of the Company. Management gave the justification for acquiring HPCL and also assured that the concern of ASTO of declaring ONGC as promoter by HPCL shall be taken up at appropriate forum. Further a meeting on this aspect shall be held with ASTO again.
2. As regard to GSPC acquisition, Management justified and assured that acquisition of GSPC is going to yield profit for ONGC in coming future and the recent results of oil & gas wells, recoverable reserves and the cost of acquisition in view, the ONGC's step of acquiring GSPC shall be gainful. Director (Expl) agreed to share a detailed paper on this acquisition.
3. Issue of provision of safety shoes was discussed and it was agreed to modify the specifications in order to ensure procurement of quality shoes. It was further agreed that specifications of the core PPE items shall be reviewed by a committee consisting of representative of management, ASTO and Unions in the next 45 days. A Joint Working Group of ASTO and Management shall be formed to work out way forward on HSE report submitted by ASTO.
4. Management shared the status of production enhancement contracts where they brought out that in order to induct new technology and faster implementation such contract are beneficial to enhance production. The PEC contractor shall be paid on the incremental production that is achieved over and above the baseline production agreed for that field. ASTO expressed its reservation and opposed this move. ASTO suggested that if ONGC after due diligence can buy GSPC and HPCL on nomination basis without any watchdog raising any alarm then why not ONGC goes for Technology induction on nomination basis. ASTO further suggested that an MDT may be formed where ASTO is also willing to participate in order to enhance production from such fields. Management has agreed to look into our suggestions.
5. ASTO brought out that since Hon'ble Minister has advised to re initiate LSRS in ONGC, Therefore onus is now on management to implement the same on priority. Management requested for a letter to this effect which was immediately emailed to management. Management assured to get the approval from the board at the earliest.
6. Management assured that payment for the PRP (2017-2018) shall be made along with salary of February 2019. Efforts are also being made to make similar payment to OVL also.
7. During discussion on field allowances, ASTO emphasized that report of joint working group should immediately be finalized and accepted and taken up in EC for approval and immediate start of field allowances. ASTO made it clear that it cannot be acceptable that field going



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- officers gets remuneration equivalent to office going executives. Early action in this regard, shall be beneficial to ONGC. Management agreed to finalize and complete the required procedure and get the report of joint working group approved at the earliest. However, ASTO stressed that the Agenda should be brought in the Board Meeting latest by March. ASTO also requested that till such time Management may start paying allowances on the pre-revised Basic, as per old rates. Management assured to look into the same.
8. Management assured that revised Third Party Lease orders shall be issued by end of February 2019.
 9. Re-designation shall also be approved by end of February 2019.
 10. Enhancement of HBA shall be up to Rs. 80 Lakhs, working spouses in ONGC shall also be eligible separately, E1 shall be eligible after three years of service and second HBA shall be moved simultaneously. The process of approval shall take around three months.
 11. Joint Working Group on the issue of E0 and E1 pay anomaly submitted its report on 30.01.2019. The group agreed there is disparity between officers who joined ONGC after 01.01.2007 and those joined before this date. Chief ER assured that the report shall be examined and a positive way forward to resolve this pay disparity shall be finalized within two months.
 12. Issue of stepping up of pay of juniors drawing more than seniors has been put up to EC for deliberations for last five months. Management assured that the same shall be approved shortly.
 13. Issue of communication facility in field areas was deliberated at length. The new CIO was very positive and wanted to bring about major improvements in the deterioration of services in last 2-3 years. He suggested that whenever issues related to communication are faced by users in field areas, E-mail be sent to him at his CPF no. 58746.
 14. ASTO brought out order related to six year tenure at Karaikal and CBM. ASTO insisted that same should be implemented in true letter and spirit. Management agreed to do the same. Further it was agreed to start ON-OFF facility at Cambay. ASTO also raised the issue of curtailing ON-OFF of officers at Assam Asset. Management agreed to discuss the same with Assam Asset and review the same.
 15. Payment of 40% component of PRP for year 2012-2013. Chief HRD appreciated the efforts of present CWC and assured that it shall be followed up on priority for necessary clarification from MoPNG.
 16. Issue of extending medical facilities to dependent parents after superannuation. ASTO brought out that report of Joint Working Group has been submitted on 24.01.2019 and therefore now management needs to take up this issue on top most priority. Management assured that this shall be finalized on priority.
 17. Through CSSS, insurance scheme for Offshore/Onshore going employees shall be introduced in case of any accidental death while working in field operations.
 18. Car loan facility shall now be available on completion of probation for E1 level officers and for E0 level officers immediately after promotion to E0.
 19. Allotment of C type quarters in ONGC colony to Non-Entitled category of officers shall be allowed wherever they are lying vacant and there is no demand. Management shall be issuing a circular in this regard.
 20. ASTO brought out that one time reimbursement of transfer and shifting allowance in case an officer shifts house within the work center should be provided. Management agreed to prepare a proposal in this regard.
 21. ASTO brought the issue of reimbursement of school admission fee on transfer of employee to other work center. Management agreed to prepare a proposal in this regard.



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22. Enhancement of Briefcase reimbursement. Management agreed to enhance the same and proposal in this regard shall be put up shortly.
23. Management in principle has agreed to enhance the CMRE in line with ASTO's suggestions. However mechanism to make it non-taxable shall be taken up later. Proposal shall be put up shortly.
24. ASTO made it very clear that no officer upgraded or freshly recruited shall be doing the duty of Topman. In case they are forced to do so then management shall only be responsible for any subsequent consequences. Issue of review of Job rotation & transfer policy (JRTP) and Recruitment & Promotion policy (R&P), Management needs ASTO's suggestion on the issues. ASTO committees will meet soon to finalize the report.
25. Club membership facility where ONGC is not having own club facilities was brought out by ASTO, Management agreed and informed that a pilot club membership proposal for Delhi is under consideration and it will be replicated to other work centers thereafter.
26. Issue of review of out of pocket allowance and its extension to field going officers and sanctioning power to controlling officer was discussed and management agreed and proposal in this regard shall be put up on top most priority.
27. ASTO raised the issue of infrastructure facilities to be developed at various work-centers including Office Building / Bachelor accommodation at Kolkata, Silchar, Ahmedabad and other work centers. ASTO also suggested for fixed tenure for Kakinada, Bokaro, Cambay, Ankleshwar and Mehsana in line of Karaikal and Assam. Management informed that infrastructure facilities are being developed at various work-centers, number of bunk-houses are under procurement. Steps are taken for providing better bachelor accommodation with all furniture and fixtures, as per Building Construction Policy of ONGC. Fixed tenures for places requested by ASTO shall be considered after examination.

ASTO brought out state of infrastructure, unsafe conditions, dwindling production and lack of welfare measures for our field going officers. Management could not bring out any suggestions for enhancing the production during this year. ASTO suggested various measures like forming a Well analysis group to analyze each flowing / non-flowing/sick well, pipeline groups at work centers to ensure maintenance and replacement of ageing pipe lines, strengthening LAQ cadre, replacement of ageing equipment as per equipment policy, revamping of installations and timely completion of LSTK projects. Management appreciated the suggestions and agreed to hold a special EC to discuss all these suggestions including welfare issues.

Friends, onus is now on management as ASTO has been giving its suggestions regularly, sensitizing them on deteriorating morale, working and living conditions and management has to now make efforts to re-connect with employees and take care of their wellbeing. ASTO shall continue making all efforts to ensure that productivity and performance of our organization improves.

Long Live ASTO Unity


(Amit Kumar)
President ASTO - CWC


(S K Chaturvedi)
General Secretary - CWC