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Oil and Natural Gas Corporation Limited
Department of Employee Relations
Corporate Policy Section
तेल भवन, देहरादून : TEL BHAVAN, DEHRADUN

No.11(24)/12 –WR97/CP

Date: August 24, 2012

OFFICE ORDER (60/2012)

Subject: Pay aberration arising out of wage revision w.e.f.01.01.1997

The Board, in its 233rd meeting held on 10.7.2012 at New Delhi, approved the resolution of the issue of pay aberration arising out of Wage Revision of unionized category of employees w.e.f. 1.1.1997 as follows:

All unionized category of employees other than Top of Class – III (Top of Class – III scale was not impacted by the aberration) who joined on or after 01-01-1997 upto 31-12-2006 shall be granted the benefit of additional increments during fixation of pay in the revised scales w.e.f. 01.01.2007, as detailed below:

(i) Category 1:

Those employees who have joined on or after 01-01-1997 and up to 11-07-2000 (i.e. prior to date of signing of LTS) shall be granted additional three increments on the basic pay as on 31-12-2006. The increment rate shall be the percentage entitled to at the time of induction.

(ii) Category 2:

Those employees who have joined on or after 12-07-2000 (date of signing the LTS) up to 31-12-2006 shall be granted additional two increments on the basic pay as on 31-12-2006. The increment rate shall be the percentage entitled to at the time of induction.

(iii) **Category 3:**

Employees who joined / inducted at AIV level will be eligible for only one increment on the basic pay as on 31-12-2006. The increment rate shall be the percentage entitled to at the time of induction.

- (iv) Unionized category of employees who have been promoted to executive cadre on or before 01-01-2007 shall not be entitled for grant of any additional increments.
- (v) Unionized category of employees who have separated from the Company due to resignation, disciplinary action shall not be granted the benefit of any additional increments.
- (vi) In case of unauthorized absence, decision for grant of additional increment shall be considered only if the period of unauthorized absence is regularized.


(S.K. Tomar)
Chief Manager(HR)-CP