



ऑयल एण्ड नैचुरल गैस कॉर्पोरेशन लिमिटेड  
Oil and Natural Gas Corporation Limited  
Department of Employee Relations  
Corporate Policy Section  
तेल भवन, देहरादून : TEL BHAVAN, DEHRADUN

No. ONGC/ER/CP/MED/018

Dated: 30<sup>th</sup> October, 2012

**OFFICE ORDER (69/2012)**

**Subject : Revision of Remuneration and other terms and conditions of engagement in respect of Medical Officers and Para-medical staff engaged on contract.**

Executive Committee in its 416<sup>th</sup> meeting held on 8<sup>th</sup> June, 2012 and 420<sup>th</sup> meeting held on 5<sup>th</sup> September, 2012 at New Delhi approved revision of remuneration and other benefits to Medical Officers and Para-medical staff engaged on contract as given hereunder:-

Category	Existing Honorarium (₹/per month)		Revised Remuneration (₹/per month)		
	Full time	Part time	Full time		Part time
			Office	Field	
General Doctor	35,000	20,000	55,000	60,000	31,400
Specialist (with Post Graduate Diploma of one year or more duration in respective stream)	40,000	22,500	60,000	--	33,750
Specialist (with Post Graduate Degree qualification in respective stream)	45,000	25,000	64,000	--	35,500
<b>Para-medical staff</b>					
Psychologist/Psychology counselor (with post graduate or equivalent qualification in respective stream)	17,500	--	26,500	--	--
Physiotherapist (with Graduate or equivalent qualification in Physiotherapy)	17,500	--	24,000	--	--
Dietician or Nutritionist (with Post Graduate or equivalent qualification in Dietary / Nutritional Science)	17,500	--	24,000	--	--
Pharmacist (Allopathy), Pharmacist (Homeopathy), Nurse, Technician (Pathology/Radiology/OT/Physiotherapy/Plaster/ECG/Dental/Eye/Anesthesia/ CSSD) holding recognized diploma/certificate course of two or more years' duration from council/statutory body in respective stream)	11,500	--	23,000	--	--
Assistant Dietician/ Nutritionist holding Graduate or equivalent qualification in Dietary/ Nutritional Science.	11,500	--	20,000	--	--

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Category	Existing Honorarium (₹/per month)		Revised Remuneration (₹/per month)		
	Full time	Part time	Full time		Part time
			Office	Field	
Assistant Pharmacist (Allopathy), Pharmacist (Homeopathy), Nurse, Technician (Pathology/ Radiology/ OT/ Physiotherapy/ Plaster/ ECG/ Dental/ Eye/ Anesthesia/ CSSD) holding recognized Diploma / Certificate course of less than two years duration from council/statutory body or more than one year experience in respective stream.	9,500	--	19,000	--	--
Dresser/Hospital worker	7,500	--	15,000	--	--

## 2 Payment for short clinics or visits of Super specialist Doctors / Specialist Doctors

The maximum frequency of visit or engagement for holding short clinics (upto 2 hours/day) of Super Specialist Doctors/Specialist Doctors at ONGC Hospitals/ Health Centers is hereby increased to three per week with the existing rates for such visits/engagement as under:-

	Existing Honorarium		
	Delhi, Kolkata & Chennai	Mumbai,	Other places
Super Specialist	₹2500/-		₹2000/-
Specialist Doctor (both PG Degree/Diploma qualification)	₹2000/-		₹1500/-
General Doctor/ Biochemist/ Dentist/ Homeopath	₹1500/-		₹1000/-

## 3. Annual Increase

An annual increase as indicated below shall be considered and allowed after successful completion of one year tenure:-

Category	Annual increase in ₹	
	Full Time	Part Time
Doctor	750	375
Specialist (with post graduate diploma)	820	410
Specialist (with post graduate degree)	880	440
Psychologist/Psychology counselor (with post graduate or equivalent qualification in respective stream)	330	-
Physiotherapist (with Graduate or equivalent qualification in Physiotherapy)	330	-
Dietician or Nutritionist (with Post Graduate or equivalent qualification in Dietary / Nutritional Science)	330	-

Category	Annual increase in ₹	
	Full Time	Part Time
Pharmacist (Allopathy), Pharmacist (Homeopathy), Nurse, Technician (Pathology/Radiology/ OT/CSSD) holding recognized diploma/certificate course of two or more years' duration from council/statutory body in respective stream)	330	-
Assistant Dietician/ Nutritionist holding Graduate or equivalent qualification in Dietary/ Nutritional Science	275	-
Assistant Pharmacist (Allopathy), Pharmacist (Homeopathy), Nurse, Technician (Pathology/ Radiology/ OT/ Physiotherapy/Plaster/ ECG/ Dental/ Eye/ Anesthesia/ CSSD) holding recognized Diploma / Certificate course of less than two years duration from council/statutory body or more than one year experience in respective stream.	275	-
Dresser/Hospital Worker	220	-

#### 4. Remuneration in case of selection for fresh tenure

On successful completion of the existing contract, if medical officers/ para-medical staff are selected for a fresh contract, the remuneration payable during the fresh contract shall be consolidated remuneration applicable to that category but not less than the amount drawn in the last year of the previous tenure.

#### 5. Medical facility

Full time doctors and para-medical staff engaged on contract shall be extended medical facility as mentioned hereunder:-

Existing	Revised
Family floater cover of ₹ 5 lakhs for indoor treatment in respect of self & outdoor as well as indoor treatment for spouse & two immediate dependents i.e. children and/or parents.	<p><b>A. For all work centers except Metros</b></p> <p>i) In-house OPD facility where ONGC hospitals / dispensaries exist in respect of self, spouse &amp; two immediate dependents i.e. children and/or parents. However, outside reference for medicine/consultation shall not be permissible.</p> <p>ii) Family floater cover of ₹ 5 lakhs for indoor treatment in respect of self, spouse &amp; two immediate dependents i.e. children and/or parents.</p>

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	<p><b>B. For Metros and location not having in-house pharmacy</b></p> <p>i) ₹1000 per month to meet OPD expenses. This amount shall be paid on monthly basis along with consolidated remuneration.</p> <p>ii) Family floater cover of ₹ 5 lakhs for indoor treatment in respect of self, spouse &amp; two immediate dependents i.e. children and/or parents.</p>
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**6 Colony Accommodation**

Allotment of colony accommodation to medical officers/ para-medical staff on contract, if available may be considered for Dehradun and Sivasagar only as per existing entitlement subject to deduction of 10% of consolidated remuneration as rent recovery plus electricity charges on actual consumption basis.

**7 Effective Date**

The revised rate of remuneration and other benefits shall be effective from 1<sup>st</sup> September, 2012.

  
(S. K. Tomar)

Chief Manager (HR)-Corp. Policy