



Minutes of the 76th JCM held on 28th October, 2015 at New Delhi

Shri Pradeep Sahariya, ED-Chief ER welcomed all the participants to the 76th JCM. He observed that though the JCM was convened after a year, other meetings with the General Secretaries of the recognised unions have taken place during the intervening period. He thanked and complimented the assembled Union representatives for their cooperation in maintaining harmonious and cordial relations. He conveyed his good wishes and looked forward for fruitful discussions in the meeting. He also briefly elucidated about the policy guidelines issued till date to resolve the issues raised by the unions in the past.

2. **Obituary reference:** Shri Vijay Raj, DGM (HR) I/C- Corporate IR read out the names of one hundred employees, who had expired in the intervening period since the last JCM, and the whole House conveyed its condolence to the departed souls, by observing two minutes' silence.

3. **Address by Director (HR):** At the very outset, Shri D.D.Misra, Director (HR) welcomed Shri Tapan Sen, MP(RS), Shri D.K.Sarraf, CMD, ONGC, Presidents of the Unions, Directors on the Board, other colleagues and Union representatives present to the 76th JCM at Delhi. He expressed strong views about increasing the frequency of meetings with collectives to strengthen the bilateral ties. He agreed that since the last JCM held in November, 2014 considerable time has elapsed, but affirmed that the management and the unions are in constant touch with each other to sort out the issues. He made a special mention of the HR Strategy Meet and briefed about the 10 new HR initiatives started through appointment of Process Drivers for each HR initiatives, with Shri S. Jandial as Key Executive - Special HR Initiatives to coordinate the whole exercise. He underlined the responsibility entrusted by the Govt. for enhancing organisational efficiency and to foster a climate of change in this Maharatna Organization. He recalled his statement made in the last JCM and advised each and every employee to live the Pledge being undertaken on the ONGC Day and motivated them to think not what ONGC can do for us, but what we could do for ONGC. He urged all present to work together for the brighter future of the company.

4. **Address by CMD, ONGC :** Shri D.K. Sarraf, CMD, ONGC welcomed the Union Presidents, Secretaries, ONGCians and other colleagues. In his opening address, a brief overview of exploration and production was highlighted, especially about the efforts made in past year to arrest the declining trend of offshore production and enhancement of reserve accretion. He pointed out that Offshore production had been increased by 15%. In this reference, he made a quick mention of projected investments for monetising the recent discoveries. At the same time a concern was also shared in the house about falling crude prices, which have dented ONGC prospects for future projects. The

**KARMA CHARI
SANGHATANA**

important projects at Eastern Offshore are also delayed due to lower gas pricing environment. While ONGC was being remunerated at \$3.8 MMBTU, LNG is being imported at \$8.00. This is not a sustainable model for ONGC and domestic gas prices have to be increased. In this regard, he solicited the support of the unions to bring forward ONGC's concerns before the Govt. of India.

He spoke about his review visits to work-centres, where he interacted with the collectives and the employees. A lot of effort is being made for improving Corporate Governance in order to infuse more transparency in our dealings. Accordingly, online portal i.e., Grievance redressal portal has been initiated for individual, public etc., but still we have got an 82 page agenda for discussion in the meeting. He queried whether a similar online portal can be created, where issues raised by unions can be resolved in a time bound manner. He shared his deep concern on the sad demise of about 100 employees in the intervening period of a year, with majority in the higher age bracket. He expressed that it is a serious issue, especially when ONGC provides the best health care. He urged the unions to raise awareness about good health and make employees adopt healthy lifestyles. He concluded his address by conveying his best wishes to everyone for the upcoming festival season.

5. **Address by Shri Tapan Sen, MP (RS), President, ONGC Workmen's Association, Kolkata :** In his address Shri Sen appreciated CMD, ONGC, Directors on Board and other officers of ONGC for convening the JCM. He shared his thoughts on the expectations of the Govt. of India from ONGC and expressed his confidence that ONGC management had the capacity to reshape the expectations. He opined that the role of the management is critical, while the role of the unions needs to be strategized. He exhorted the forum to be more activate, with regular interaction and deliberation of issues. There are number of issues that need to be resolved, which is reflected in the 82 page agenda for discussion and for this HR needs to be more focused. On company performance, he pointed out the stagnating production and considerable time taken in converting discoveries to production. A concern was also shared regarding ONGC discovered assets in the North East being handed over to Pvt. Sector. He urged that whatever is discovered by ONGC should be monetized and therefore, some synergy must be developed to quickly put the discoveries into production. Concerns about gas pricing were also raised to protect the interests of ONGC. He opined that the JCM should interact on micro issues, while bipartite forums at work-centre level should also be invigorated. On the issue of contingent workers of Kolkata, a onetime measure to regularize them was urged during the meeting. Finally, he also raised the issue of regularization of TBFOs and progressive improvement of the Fair Wage policy and its implementation.

6. **CMD's response:** CMD responded to the views of Shri Tapan Sen and clarified that the decision to handover 63 marginal discoveries to the private sector was taken by the Govt. of India. In the current fiscal regime, it may be viable for ONGC also to participate in clustering or linking these



marginal discoveries. At least some of them can be monetised. All these discoveries are in nomination blocks and together constitute 1% of ONGC reserves. E&P is like a treadmill and we need to keep moving to remain in the same place. 98/2 is in a cluster, but the current prices do not encourage us to monetise it now. IOR/EOR, which was launched 10 years ago, contributes to 34% of our current production.

He shared his sense of amazement at the sense of belongingness exhibited by the employees recently at Agartala and the suggestions received from the union. CMD explained the philosophy behind adopting the Fair Wage Policy. The coverage of Fair Wage Policy has been increased in the recent past and the process for coverage in offshore operations has also been initiated. He also narrated the first-hand experience of the MoS, MoPNG at Assam Asset and opined that creating awareness of the policy was also important. Instructions have also been issued to the work-centres in this regard.

7. **Address by Shri Jot Singh Gunsola, President, National Union of ONGC Employees, Dehradun :** In his address Shri Gunsola welcomed CMD, ONGC, Director (HR) and other Directors, other senior Officers, Presidents and General Secretaries of the Unions present. He endorsed the views of Shri Tapan Sen and appreciated his long association and rich experience in trade union activity, which is more than anybody present in the house. He spoke about the current volatile pricing of Oil and Gas in the existing market, which is adversely affecting ONGC, but also reminded of the time when the price of crude oil was high and the common man was suffering. Hence, the time has come for the Govt. of India to look into the concerns of both sides. He also mentioned about the recent ruling of the Supreme Court in the TBFOs case and regularization of casual labour at Karaikal and demanded benefit of regularization for all such categories of workers. A request for one time dispensation for promotion of left out Class IV workers was also raised. On implementation of Fair Wage Policy, the issue of arrear payment to contract workers and advance for celebrating Diwali was also raised.

8. **Address by Shri Swadesh Dev Roy, President, OWU, Agartala & TUOW, Cachar Project, Silchar :** Shri Dev Roy in his address shared some insight into the state of the Power Sector of India, its reflection on the state of the economy and also on the price volatility, which we are passing through. He made special mention about the systemic crisis in the oil sector and the role of Unions to enlighten themselves. He pointed to a number of local issues in the JCM agenda and asked for representation of Asset Management in the meeting to have better understanding and grip of the issues. He quickly recalled about his long association in this forum since 1994 and most of the occasion he urged for reorientation of this forum. He also recommended increase in the frequency of JCM, reviving of regional level JCM and Mini JCM where Gen. Secretaries and Presidents can discuss and sort out issues with management. He opined that for efficiency in decision making in the NE, Cachar Forward Base and A&AA Basin, Jorhat should be separated. Shri Dev Roy queried about the



status of setting up of Fertilizer Plant at Agartala, requirement of rig mobilization at Silchar and Agartala and construction of Office building at Tripura Asset. Demanding an increase in the recruitment of non-executives to address the reverse manpower ratio in ONGC, he also pointed out that review of the R&P Rules is a critical issue and an exclusive exercise should be conducted in this regard. He also opined that the 10 year periodicity of the previous Long Term Settlement was not acceptable it should be ideally of 5 years, as adopted in SAIL, CIL, HAL and NLC. ONGC unions should not agree for 10 years and should assert themselves in the next pay revision. He also advised the management to take up the issue of D.A merger with the Govt. of India in conjunction with other PSUs. He also stressed that the Fair Wage Policy should be institutionalised in ONGC.

9. **Address by Shri Girish C. Parmar, President, Petroleum Mazdoor Sangh, Ahmedabad:** Shri Parmar greeted CMD, Directors, Senior Officers of ONGC, Presidents and General Secretaries of Unions present in the 75th JCM. He shared his thoughts about his participation in this forum as President of the Union for the last three years. He stated that some issues have not been resolved though they have been discussed over many years. He pointed out that the regularization of TBFOs through Court orders could have been averted, if the requests of the unions had been agreed by the management. He advised the management to pay urgent attention on the issues of providing Laptops to all Class III and IV employees, filling up of vacancies for Class III posts, along with posting of good officers/staff at Ahmedabad. A query was also raised whether ONGC can take up providing piped gas services to homes in the smart city project of the Govt. of India.

10. **Address by Shri M.K.Mitra, Vice President, ONGC (BOP) Karmachari Sanghatana, Mumbai:** Shri Mitra in his address raised concern about belongingness in ONGC. He appreciated the Fair Wage Policy and stated that contract labour system cannot be abolished. Therefore providing social security and insurance cover for them is a good initiative. Hard Duty Allowance for offshore duty personnel has been pending for a very long time and requires early resolution. While the union appreciates the issues involved and have educated the members, still the matter needs to be followed up with the Govt. of India by the management. He also opined that the PRP Scheme needs re-modulation to address the outside influences on the bottom line of the company. At the same time issue of local R&P was also raised during the meeting stating that candidates are not able to apply for ONGC vacancies for Crane Operator, Boiler operator and Pharmacist etc. He also emphasised that R&P revision is overdue and needs to be discussed and finalised at the earliest.

CMD, ONGC acknowledged the points raised by the Presidents of the Unions and opined that such issues could be taken up through a virtual JCM in the Webice portal. He stressed upon the need to adopt and leverage technology for addressing such issues.



11. **Address by Shri Salil Biswas, Gen.Secretary, ONGC Workmens' Association :** Shri Salil Biswas briefly spoke on the long prevailing harmonious Industrial Relations in ONGC and also mentioned that there have been no agitations in ONGC for many years, but reminded that as Unions lot of issues are faced by them. In a previous JCM at Ahmedabad, meeting was organized for two days, but no decisions were taken on the pending issues. In the last few years recognised Unions have not been consulted on various matters by the management. He requested that views of Presidents at macro level and views of General Secretaries at micro level should be taken into consideration by the management. He further requested that all the General Secretaries be allowed to air their views in the meeting and the JCM be conducted over two days to ensure adequate deliberations on all the issues.

12. **Address by Shri H.K.Patel, President, ONGC Employees Mazdoor Sabha, Mehsana :** Shri Patel in his address thanked the management for upgrading Cambay as a full-fledged Asset and requested not to perceive the issues raised by the Unions with a negative mind-set. On the Land acquisition issues, he requested for strengthening the manpower. He also mentioned that the TBFO issue was unnecessarily dragged through the Courts and should have been settled bilaterally with the unions. He complained of lack of adequate response from the management even after the issues are raised by the union in writing. Shri Patel pointed out that the newly recruited Jr.Asst.Rigmen are being assigned the job of Topman, which is a serious issue, as they lack the required experience and skill to handle the job. He also demanded that considering the operational requirement the union had been co-operating with the management. However, if the situation is not addressed urgently by providing some form of incentive for these personnel, operational issues would need to be addressed. He also raised concern on the less number of executives opting for transfer to Mehsana, which is partially due to pathetic condition of Colony and Bachelor Accommodation at Mehsana. He urged immediate management attention for early resolution of the issues.

13. **Address by Shri Mohibul Hussain, Vice President, ONGC Purbanchal Employees' Association, Sivasagar :** Shri Hussain raised concern about the decline in the Oil and Gas production from Assam Asset and urged for an urgent joint discussion/review. In this regard, issue of three years transfer policy and 21 days On/Off was raised during the meeting, which he stated is significantly affecting the performance of Assam Asset. He also sought for creation of a promotion channel from Class IV to Class III pointing out that a number of employees join in Class-IV and retire from the same cadre, after long service in ONGC, which is matter of great concern. He also raised the issue related to pendency of decision related to demands of the unions relating to Laptop, Data Card, CMRE, Car advance before the management and expectation of the employees on this forum. He requested to give due recognition to these expectations.



14. **Address by Shri D.V.Krishnam Raju, General Secretary, Petroleum Employees Union, Rajahmundry :** Shri Raju highlighted the performance of Rajahmundry Asset, which is adjudged as best performing Asset in onshore and Eastern Offshore Asset. The exploration activities i.e. rig movement and production is better than any other onshore Asset and requested the board of Directors to visit their work-centre to boost the morale of the employees. He also conveyed appreciation for according recognition to three constituencies i.e. Rajahmundry-Eastern Offshore, Karaikal and Chennai. It is to be acknowledged that there is no serious IR situation in this sector for last 25 years. He stressed the importance of the bilateral forum and the necessity to hold the JCM on six-monthly basis. He also urged that the Co-ordination Committee of the Unions should be leveraged to settle the long pending issues. He briefly highlighted the issue related to facilities to 'S' category employees, Change in promotion policy, promotion of Class-IV to Class-III based on experience criteria, issue of Asstt. Rigman and Asstt. Technician, Regularisation of Term based employees' w.e.f. 01.01.1988, issue of casual labour in Rajahmundry and their regularisation, wage revision of TBFOs and issue of Radio operators.

15. **Address by Shri R.H.Pathan, General Secretary, ONG Mazdoor Sangh, Ankleshwar :** Shri Pathan in his address emphasised the importance of periodic discussions with the Unions and observed that since last 3 to 4 years they feel neglected. He requested to agree to the genuine demands and implementation of any decision taken by the management. On the operational front issue of failure of Tubing, lack of fencing of Wells, development of carpet road up to the producing wells, issue of occupational health as raised by DGMS, issue of Rigman-Topman and their parity of Scale, recruitment of topman was taken up. He raised a concern regarding non-implementation of decisions taken in the JCM regarding EWC and demanded restoration of Air Entitlement to 'S' category employees, issue of medical facility at Ankleshwar Asset, up gradation of residential quarter entitlement at Ankleshwar. On the implementation of Fair Wage issue of arrear payment due to non-finalisation by Tender Committee, withdrawal of court cases and associated practical problem in such withdrawal process were also highlighted. Posting of adequate HR and LAQ personnel at Ankleshwar Asset and partial implementation of MOU-2004 was also raised in the meeting. He urged to restore the trust and spirit of JCM and sought for more support to the Asset management. He also requested the Directors to visit the Asset, hold discussions with the collectives and boost the morale of the employees.

16. **Presentation on Organisational update by Corporate Planning:** A Presentation on Organizational updates was made by Shri G.R.Reddy, DGM(Chem)-Corp.Planning before the house regarding current E&P state of affairs of ONGC. The presentation broadly highlighted the performance of the company and ONGC Group of companies. The deliverables also included recent discoveries in E&P by ONGC along with CAPEX plan to monetise the discoveries. The market



capitalisation of ONGC as on date stood at Rs.2,19,393/- Crore and production of Crude Oil and Natural Gas for the FY2015 is 37.46 MMT and 33.66 BCM. The reserve accretion is more than 1 and is at present 61.05 MMT of ultimate reserve. The Western Offshore crude production rose by 14.6% in FY2015. The other broad details regarding projects approved since 2014 and completed during 2014-15 and also the status of project completed till September, 2015 was shared with the house. The status of OVL, MRPL, OMPL, Opal, OTPC and Shale gas, CBM and Wind Farm was also presented. ONGC continues its quest to make positive, tangible difference in lives of the vulnerable & disenfranchised stakeholders through the CSR, Swacch Bharat Abhiyan, Make in India initiative.

Various issues were raised by the Unions pertaining to the status of completion of ARP, status of CBM and Policy on shale gas which were clarified. It was clarified that our fields are 30-50 years old and there is decline of 10-20% and it is a big concern. Director(Onshore) clarified that the activities are going on and there is no reduction in any activity. Due to the fall in global crude prices, services are available at 20-25% less rate and we are taking advantage of this opportunity.

17. Discussion on Agenda points: Thereafter, the listed agenda points were taken up for discussion as under: -

Sl. No.	Issue	Discussion /Status
1	Proper survey work and maintenance of data base to explore new and proven oil fields.	<p>The unions raised the issue that Cairn Energy has discovered oil & gas from Barmer field, which was relinquished by ONGC. They also alleged that proper survey has not been conducted in Cambay Gulf area and despite huge investment; we are not able to get production. They further stated that there is oil in Bhuj, Bhavnagar.</p> <p>The nuances of E&P activities were elaborated by Exploration Group. It was explained that no work was done by ONGC in Barmer, the field was handed over by Shell to Cairn Energy.</p> <p>It was explained to the Unions that the E&P activities being essentially knowledge based, primary focus has been towards ensuring proper survey work and maintenance of database for proper storage and easy retrieval. Director (Offshore) also explained that outcome of the studies are yet</p>

		<p>to come. The days of easy oil are long past.</p> <p>On the issue of posting of GTs to field, it was informed that 98% GTs are posted to field. It was further informed that R&D cadre has been identified and Key Executives have been mentoring the new GTs.</p> <p>Director (Offshore) also explained that Govt. has given some areas on nomination basis to assess the shale gas potential in India. Fifty seven wells are to be drilled for collecting information. Studies on the quality of shale need to be done, which will enable the Govt. to decide on the policy. The next 2-4 years will be used for research in the area. At present there is no plan for commercial exploitation of Shale gas.</p>
2	Joint Venture is being introduced at CBM-DP. What is the future plan/programme?	<p>The status of joint venture and future plan was explained to the Unions. ONGC has shortlisted two companies against each of its four CBM blocks. These companies were offered farm-in PLs and negotiations were held and clarifications sought. Farming out efforts are yet to be concluded in 3 of the blocks, while in North Karanpur block, the permission of the Govt. is awaited. The future programme of continuing the efforts through in-house efforts or through farm out ventures in each of the blocks will depend on the result of farming out efforts in the respective blocks.</p>
3.	Starting of activities at Nagayalanka area.	<p>It was explained to Unions that the block KG-ONN-2003/1 was awarded under NELP-V round and currently held on a JV partnership between ONGC and Cairn India Ltd. with 51% and 49% stake. During exploration phase, two discoveries were made i.e., Nagayalanka-IZ and Nagayalanka SE-1. Subsequently, the operatorship has been transferred to ONGC.</p> <p>In this difficult HPHT field, 2 pilot wells of 4200-5000 mts depth are proposed to be drilled.</p>
4.	Cachar Forward Base to be upgraded as Basin and	<p>Union brought out the geographical problems being faced and stated that for every decision any type of support like</p>

	Taskforce for exploration activities.	<p>tools, logging unit etc. CFB has to depend on Regional HQ, Nazira or Basin Office, Jorhat and exploration work is not progressing. So they made the demand for upgradation of Silchar as a full-fledged Basin.</p> <p>CMD explained that the Management has considered the demand and the present arrangement is to be maintained for the time being. Management will take a holistic view and decide which model will be best suited for CFB. The issues of Tripura were also discussed earlier in the meeting held at Agartala.</p> <p>Union also wanted to know the progress of drilling activities in Mizoram.</p>
5.	Forward Base Upgradation at Tripura	<p>CMD informed that the Tichna location is inside a wildlife sanctuary. CMD further explained that he had discussions with Chief Minister twice and positive response has been received for early starting of activities. He further explained that position of supply of gas is not bad and we are meeting our commitment for OTPC.</p>

Thereafter, some welfare issues were taken up for discussion as under:

18. Corporate Policy related issues:

1.	Car Advance for Class III & IV	<p>The unions demanded Car Advance and CMRE for all the employees of unionised category as has been extended to 'S' level employees. The unions mentioned that this issue was also discussed in 73rd JCM at length.</p> <p>After extensive discussions, CMD informed that a final view on this issue will be taken within 3 months and all conveyance advance related issues will be decided.</p> <p style="text-align: right;">Action: Chief ER</p>
2.	Laptop/Data Card/ Internet	<p>Union explained that today the manpower is qualified and</p>

	facilities be restored for all the employees of unionised category.	<p>moreover they have to work on online systems. The facility at present is given to all level of employees except 'A' and 'W' level and demanded for extension of the same to all employees of unionised category.</p> <p>CMD informed that this issue will also be decided in 3 months' time.</p> <p style="text-align: right;">Action: Chief ER</p>
3.	Restoration of Gold Coin Scheme.	<p>It was clarified to the unions that the issue was being pursued at the industry level and a meeting of Directors (HR) of oil PSUs was held on 27th Oct 2015 at New Delhi for this purpose. The issue will be taken forward to the Ministry for clearance, before a Long Service Award Scheme is introduced in the Company.</p> <p style="text-align: right;">Action: Chief ER</p>
4.	Discrimination in reference to executive category with 'S' category be erased for conveyance advance such as four wheeler advance/ laptop facilities and air entitlement facilities at par with E-1 level executives	<p>Unions explained that earlier all entitlements were linked with basic pay and now, after pay revision, this has been completely changed. They demanded similar treatment as extended to E-1 level for S-2 to S-4 level employees with regard air travel entitlement.</p> <p>The unions further stated that financial implication for extension of air entitlement is limited mainly for attending training programmes.</p> <p>CMD observed that the demand of the unions has been noted. CMD further explained that as far as training is concerned, it is investment and not treated as expenditure. He further stated that some of the issues we may agree in principle, but will link to the next LTS.</p> <p style="text-align: right;">Action: Chief ER</p>





19. Safety Issues:

1.	Improvement of Safety scenario and timely supply of core Safety items.	<p>The unions mentioned that though the management is laying strong emphasis on adopting best safety practices but in reality the condition of field is very bad. Gen.Secretary of Mumbai complained that safety shoes have not been issued since 2012.</p> <p>CMD explained that he is aware that safety shoes and core safety items have not been issued. He informed the status in this regard and elaborated the process and informed that purchase at local level has been allowed. The Rate contract is under finalisation. He observed that safety concern is topmost for him. He expressed the need to establish a sustainable system and stated that any suggestion on safety may be sent to him through mail or SMS.</p> <p>PEU Karaikal raised the issue that the meeting of safety committees in mines have been discontinued. He further stated that newly recruited employees are being sent to mines without Mines Vocational training.</p> <p>CMD desired to take up the issue with all Asset Managers to provide list of employees who have not taken mandatory training and they will be provided MVT training accordingly.</p> <p style="text-align: right;">Action: Chief HSE</p> <p>ONG MS, Ankleshwar mentioned that procurement of PPE is given the least priority in the Asset. The Unions further requested to nominate FPR for supply of PPE and ensuring Mines Vocational Training.</p> <p>On the observation of the unions that the issue of core safety items is raised and discussed at every JCM, CMD clarified that this issue will not be taken up in the next JCM as all the issues will be settled before that. MM Group would be the FPR in this respect. He desired that a timeframe for</p>
----	--	---

procurement be prepared and circulated. He also desired that for the interim procurement, milestones need to be prescribed, which are achievable. HCA will provide weekly status updates to CMD on the procurement of PPEs.

Action: Chief HSE/Chief MM/HCA

OPEA, Assam Asset mentioned that cotton dangry have not been issued since 2012. He further stated that newly recruited persons are sent to Derrick floor without PPEs. CMD desired to examine the case.

Action: Chief HSE

Director (HR) mentioned that PPE is a basic item and management should take full responsibility. He assured personal attention in the matter. CMD further observed that every new employee should be handed over PPE the day he joins.

DGM(Elect.)-Corp. HSE explained in detail the status on safety audits. Board Sub-committee reviews HSE performance of the work-centres on quarterly basis. Further decision has been taken by EC that Directors will make periodical visits to the field sites. Safety audits have been done in Ankleshwar and are in progress in Agartala. SOP has been developed for each and every sector and CMD has issued IOM for compliance. Surprise audit have been started. The impact of change is going to take some time.

Gen. Secretary, OPEA shared photographs of Assam Asset drillsites affected by monsoon, indicating the lack of safe working conditions. Director (HR) appreciated the concerns of the unions and reiterated that the management was equally concerned on safety issues. He mentioned that safety review meetings are being taken by the EC periodically.

Gen.Secretary, ONGMS stated that Workmen Inspector's observations should be monitored. Though emphasis is on

		<p>improving things, but there is no improvement on the ground.</p> <p>Gen.Secretary, OWU observed that this year, the fatal and major incidents are more than previous years and suggested surprise visits of Directors to rigs.</p> <p>Director (Offshore) remarked that all employees need to work responsibly as though they were Safety Officers. He also declared that a number of decisions have been taken by the EC, implementation is underway and the effects will be visible in 2-3 years.</p> <p>Director (HR) stated that the management is sensitised by the views of the unions. The Board has been giving safety the highest priority, with compliance and monitoring being reviewed by an Independent Director. He advised the unions to have faith in the system.</p> <p>Gen. Secy., PEU, Cauvery stated that they have written many letters to Chief ER and Chief HSE highlighting safety issues. It was desired to take up the issue with the concerned work-centre, with a copy to the union.</p> <p style="text-align: right;">Action: Chief HSE/Union</p>
2	Occupational Health Centre should be opened at Karaikal.	<p>It was informed to the union that Occupational Health Centre of Cauvery Asset is currently operated as a part of health centre, which is managed by a Medical Officer (OH) on contract as per HQ Guidelines.</p> <p>Union Gen.Secretary pointed out the lack of panel Hospitals at Karaikal. It was clarified that this needs to be taken up with the Asset management.</p> <p>It was explained to the unions that there are regular and contract doctors and wherever there is request for contract doctors the same is considered. It was further informed that there are 3 regular doctors in Western sector for</p>



		<p>occupational health.</p> <p>On the issue raised by other unions it was informed that occupational health training will be given to other doctors to carry out the requirement.</p> <p>Action: Chief MS</p>
3.	DOD case of Shri Manohar Dataniya	<p>Gen. Secy., PMS took up the case of Late Manohar Dataniya. He stated that this was a clear case of a fatal accident on duty and the case had been awaiting approval for a long time. It was clarified that the case is already under consideration and would be cleared at the earliest.</p>
4.	Contingent employees.	<p>President of the OWA, Kolkata requested for considering regularization of the contingent employees. It was also demanded that the previous medical facility should be restored for contingent employees, instead of the present Group Medclaim policy for indoor treatment.</p> <p>CMD desired to re-examine the issue of medical facility raised by the union.</p> <p>Action: ED-Chief ER</p>
5.	Medical facility to parents of retired employees.	<p>CMD explained that if this is considered, then as per the DPE guidelines, it would impact the employer contribution towards PRBS. Therefore, a considered decision is required to be taken in the matter. The issue is already under examination at HQ. He also desired that the likely financial impact may be calculated and shared with the unions and ASTO, so that a feedback may be obtained from them.</p> <p>Action: ED-Chief ER</p>
6.	Upgradation of Class IV to Class III.	<p>Gen. Secy., NUOE, Dehradun raised the issue for automatic upgradation of qualified Class IV employees to Class III. It was explained that such employees can apply against the regular vacancies notified and they will be granted age</p>





		relaxation and if selected, their names will be released first.
7.	Income Tax Exemption on retiral benefits.	<p>Gen. Secy, ONGC WU, Agartala stated that huge income tax burden is levied on the retiree employee. The same may be exempted and discussion be started with CBDT and Ministry.</p> <p>It was explained to the Union that the benefits of CPF, Gratuity, commutation of pension, remittance by PRBS Trust to insurers for securing pension payments, payment from CSS Trust to nominees of deceased employees are fully non-taxable. We have to go by Govt. decision as far as income tax is concerned. Exemption from taxation on other retiral benefits may be taken up with the Govt.</p>
8.	Sahayog Trust	<p>Gen. Secy, ONGC WA, Kolkata requested that unions may be involved in the screening committee of Sahayog Trust at local level. It was clarified that the existing instructions are adequate to ensure proper consideration of all requests for assistance from the Sahayog Trust.</p>
7	Paramedical Staff	<p>Gen. Secy., ONGC (BOP) KS, Mumbai demanded that the paramedical staff be treated at par with Tenure base employees.</p> <p>Director (HR) explained that ED-Chief ER and GGM-CMS are working on this and assured that positive decision will come out. It was assured that none of the existing paramedical staff would be adversely affected.</p> <p>Regarding change of qualification, it was informed that EC Agenda has been put up for paramedical staff.</p>

20. Drilling Services related Issues

20.1.	Procurement of departmental Drilling/workover rigs to curtail costs and for proper production	<p>In an effort to curtail costs and improve productivity, ONGC has procured new generation drilling Rigs. As on data 5 new VFD rigs have been commissioned in 2014-15 in Rajahmundry (one), Ankleshwar(one) and Sivasagar (3) and</p>
-------	---	--

	<p>and productivity of the company.</p> <p>Modernization of drilling rigs & workover rigs.</p>	<p>one more new rig is under transportation /commissioning in Karaikal.</p> <p>Further procurement of drilling rigs will be reviewed after finalisation and approval of Rig ownership policy for Onshore & Offshore, on the basis of health check-up of onshore rigs and Rig Discard Policy approved by EC.</p> <p>On the issue of maintenance of drilling rigs, it was observed that there is scope for improvement.</p> <p>Director (Onshore) informed that we are in process of instituting third party inspection of all rigs for replacement. With the technology change, we might not be required to work on top. It was further informed that we are purchasing new equipment and in 6-7 years entire fleet of rigs will be new.</p>
20.2.	<p>Cachar Forward Base is facing problem with proper testing of well. Lot of time is wasted awaiting further programme and also due to shortage of manpower and testing equipment compressor, Nitrogen unit and logging unit.</p>	<p>The problem faced by the Forward Base was appreciated and Director (Offshore) emphasised the need for proper testing. It was further stated that the facility of Nitrogen unit will be augmented at Agartala to cater to the requirement at Silchar also.</p> <p>The point raised by Mehsana will also be examined.</p>
20.3.	<p>Non availability of quality spare parts and hand tools for smooth operation & maintenance of equipment at drill sites and installations leading to loss of efficiency and productivity as well as creating safety threats.</p>	<p>Majority of spare parts and handling tools are procured from OEM/reputed manufacture under RC by Assets as per requirement and efforts are made to procure quality items as per existing guidelines of MM Manual.</p> <p>Order has already been placed on two companies. It was informed to unions that there will be no compromise and quality will be ensured towards procurement of spares and tools. It was assured to address the acute shortage of spares at Lakwa raised by the OPEA.</p>



21. Corporate Logistics related issues

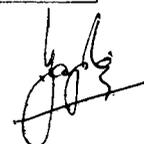
21.1.	Provision of Air conditioned light vehicles and shift buses	<p>It was informed that EC has approved hiring of light vehicles with AC round the year in its 472nd meeting held on 17.08.2015 and orders have been issued on 02.09.2015.</p> <p>Unions opined that the body of the shift bus should be built by OEM only instead of other body fitters to ensure longevity and safety. Gen.Secy, OWU also raised the issue regarding N2N vehicles, Ambulance etc.</p> <p>It was informed that Agenda is under submission to EC in this regard.</p>
-------	---	---

22. ICE related Issues

22.1	General kits & liveries items should be considered via ICE platform to avoid procurement delay i.e. towels, soaps etc.	<p>Unions suggested to process general K&L items under reimbursement basis as done in the case of spectacles, instead of procuring under MM procedure, which delays the process.</p> <p>It was informed by Director (HR) that it will be ensured that procurement is done in time.</p> <p>The issue raised by the ONGMS, Ankleshwar regarding long pending reimbursement of stitching charges to Field operators, will be sent to Lead HR-ICE.</p> <p>The process of option for issue of safety shoe under ICE was also explained to the unions. The Unions also raised the issue that due to non-authorisation to officiating officer for sanction of OTA, the claims are being delayed.</p>
------	--	---

23. CSR related Issues

23.1	CSR – request to include one each representative from ASTO and Union in scrutiny committee of CSR proposals	Chief CSR explained the process of consideration of proposals and allotment of funds. He stated that need of every work-centre is assessed by the scrutiny committee, the proposals up to ₹ 1 crore are submitted to EC and proposals
------	---	---



	<p>and Asset/basin level VCB on CSR.</p> <p>To approve the forwarded CSR proposals of Tripura Asset.</p>	<p>above ₹ 1 crore are submitted to the Board.</p> <p>Unions demanded that they also be involved in the scrutiny committee and there should be budget at work-centre to address the need of the people. The proposals given by the union were noted by Chief CSR.</p> <p>Director (HR) explained that the PURA project is being revived with an amount of ₹ 20 crore, given under the PURA Trust.</p> <p>The unions were advised to identify viable and sustainable projects, and take it up with the local management so that the good projects are taken up under CSR. Director (HR) explained that 30% of the budget is to be utilised in proactive CSR, for which the need is to be assessed at the work-centre level. Collectives need to contribute with their valuable inputs in such efforts of the local management.</p> <p>PEU, Karaikal opined that despite the CSR work undertaken by the Asset, there is no tangible benefit to the company. There is a need to be more aggressive and vibrant in CSR activities.</p> <p style="text-align: right;">Action: Chief CSR/ Unions</p> <p>The status of the new Hospital Project at Sivasagar under CSR was also shared with the unions. It was stated that the hospital will be on philanthropy model and not profit making. Discussions with Narayana Hrudayalaya Limited, Bengaluru, which has presence across States and especially in Assam, have been initiated. The agenda has already been submitted and will be discussed shortly in the EC to take it forward.</p>
24.	Corporate MM related issues	
24.1.	Surplus and scrap disposal	The unions mentioned that surplus and scrap materials are getting accumulated day by day in all the Assets, Basins and





		<p>Plants. These scrap cannot be processed for disposal due to lack of documents. They also stated that thousands of crores may be earned by disposing this accumulated scrap material, while huge storage space can also be made free. They requested for taking appropriate measures in this regard.</p> <p>It was informed to the unions that two lots of scrap have already been disposed and action is in hand for further disposal.</p> <p style="text-align: right;">Action: Chief MM</p>
24.2	Stop purchase of China made tubing.	<p>The unions demanded for banning the firms giving China made tubing as they have failed very quickly. As a result fishing jobs have increased and producing wells are becoming sick.</p> <p>It was informed that a Committee has been constituted to look into the issue and based on its report; a final decision can be taken. Director (T&FS) stated that the Assets and Basins should send reports on failure of the tubing, so that appropriate action can be taken against the firms. The need for getting good quality tubing was also expressed by the Directors.</p> <p style="text-align: right;">Action: Chief MM</p>

25. Medical related issues

25.1	a) Empanelment / credit facilities of doctors / hospitals for indoor treatment at Ankleshwar.	<p>CMS informed that an EC agenda has been submitted for revising the guidelines for empanelling private Hospitals. Once a decision is taken in the matter, the problems currently faced will be addressed.</p> <p style="text-align: right;">Action: Chief MS</p>
	b) In emergency, if patient is admitted in any hospital at Ankleshwar he is paying high amount billed by the	<p>It was informed to the union that a committee is looking into this issue of empanelling hospitals at Ankleshwar. Rates will be benchmarked to empanelled hospital rates and not KEM, Pune rates. Upward revision of KEM rates is also</p>

	Hospital but he is getting very mere reimbursement at the rate of KEM as Ankleshwar is falling in C class city.	under consideration. Action: Chief MS
25.2.	Shortage of specialist doctors at Dehradun.	The union pointed out the shortage of specialists in Skin, Orthopaedics and Cardiology. They suggested that due to shortage of specialised doctors, the patients should be referred to empanelled hospitals. It was informed to the unions that the reference system is also under revision. A consultant has been hired in this regard. A system of 24x7 helpline number with back office is under consideration, which will provide guidance to patients. There will be regular interaction with treating doctor by ONGC doctors and online monitoring of treatment. Action: Chief MS
25.3.	Procurement of bulk purchase of medicines may be informed. It is observed that some internationally banned companies like Ranbaxy are getting preference from ONGC especially in Ahmedabad, affecting the medical health of employees.	CMS explained that lot of brands of medicines are available in the market and it is difficult to purchase all the brands and store them. Action is in hand for finalising a Rate Contract for procurement of medicines. Companies registered with MSO will be considered. Discount will also be available and we will get reputed medicines along with timely procurement. Action: Chief MS
25.4.	Medical facilities should be given to Field operator and contractual labour at par to ONGC employees meeting on duty accidents.	It was informed to the unions that medical facility in case of 'on-duty' accident is provided to Field operators and contractual labour on case to case basis. There is no need to issue separate orders.



25.5.	Medical treatment – better treatment at outside as per the reference of Specialist in different discipline at Silchar.	It was informed that the empanelment of Income Tax Dept exempted Hospitals is taken up so that employees do not have to bear the burden of taxation on medical treatment. If any assistance is required in empanelment of the Hospitals, CMS may be consulted.
-------	--	--

Due to paucity of time, it was decided to adjourn the meeting and take up the rest of the agenda in the next session to be convened at a convenient date and venue. However, it was informed that in the meantime, the sectoral meeting on R&P issues of Western Sector will be held on 18th Nov., 2015 at Vadodara. The meeting thereafter ended with a vote of thanks to the Chair.


 (Vijay Raj)
 DGM(HR)-I/c Corp. IR

Encl: List of participants.

File No.22 (1)/2011-13-IR

Date: 25 Jan 2016

Distribution:

1. General Secretary, National Union of ONGC Employees, Dehradun
2. General Secretary, ONGC Employees Mazdoor Sabha, Mehsana
3. General Secretary, ONG Mazdoor Sangh, Ankleshwar
4. General Secretary, Petroleum Mazdoor Sangh, Ahmedabad
5. General Secretary, ONGC Workmens' Association, Kolkata
6. General Secretary, ONGC(BOP) Karamchari Sanghatana, Mumbai
7. General Secretary, ONGC Purbanchal Employees Association, Sivasagar
8. General Secretary, ONGC Workers' Union, Agartala
9. General Secretary, Trade Union of ONGC Workers, Silchar
10. General Secretary, Petroleum Employees Union, Rajahmundry.
11. General Secretary, Petroleum Employees Union, Chennai.
12. General Secretary, Petroleum Employees Union, Karaikal.
13. ED-Chief ER, ONGC, Dehradun
14. ED-Chief-HRD, ONGC, Dehradun
15. ED-Chief-MM, ONGC, New Delhi
16. ED-Chief- HSE, ONGC, New Delhi
17. GGM-Chief-CSR, ONGC, New Delhi
18. GGM-Chief Medical Services, ONGC, Dehradun
19. GM(HR)-Head ER, ONGC, Dehradun
20. Head Corporate Admn, ONGC, Dehradun.
21. Asset Managers / Basin Managers /Plant Managers / Head Regional Office, Mumbai
22. Head HR / I/c HR/ER of all work-centres

2016 JAN 25 PM 03:10
 SAHCHATAANA

Copy for information to:

1. EO to CMD, ONGC, JBB, N.Delhi.
2. CEA to Director T&FS /Offshore / HR/ Exploration/ Onshore / Finance, ONGC, N.Delhi

LIST OF PARTICIPANTS OF THE 76TH JCM HELD ON 28TH OCTOBER, 2015 AT NEW DELHI

Management participants S/Shri	Recognised Union	Union Participants S/Shri
1. D.K. Sarraf, CMD 2. Shashi Shanker, Dir (T&FS) 3. T.K. Sengupta, Dir(Offshore) 4. D.D. Misra, Dir(HR) 5. V.P. Mahawar, Dir(Onshore) 6. A.K. Srinivasan, Dir (Fin) 7. P.K. Rao, Dir(Operations) OVL 8. Pradeep Sahariya, ED-Chief ER 9. C.R. Mohanty, ED-Chief MM, New Delhi 10. Sidhartha Sur, ED-Chief Corp. Planning, New Delhi 11. Avinash Chandra, ED-HOI, ONGC Academy, DDN 12. Alok Misra, ED-Chief HRD, DDN 13. Ajay Kumar, GGM-Civil, Infrastructure Group, New Delhi 14. H.M. Vyas, GGM(Civil)-Head Infrastructure Group, DDN 15. V.J. Pandya, GGM-CDS-Onshore, Vododara 16. S. Gopinath, GGM-Head R.O, Mumbai 17. Dr. A.K. Goyal, GGM-CMS, DDN 18. S.S.C. Parthiban, GGM-Chief CSR, New Delhi 19. M.V. Cherian, GM(HR), Chennai 20. V.K. Verma, GM(HR)-Head Corp. R&P, DDN 21. R.P. Dubey, GM(HR), Mumbai 22. Manoj Barthwal, GM(HR)-Head-Coord, New Delhi 23. A. Sahu, GM(HR)-Head ER, DDN 24. V. Subbarao, DGM(F&A)-Head HQF, DDN 25. Vijay Raj, DGM(HR)- I/c Corp.IR, DDN 26. S.K. Tomar, DGM(HR)-I/c Corp. Policy, DDN 27. M. Ganeshan, DGM(HR)-IR, DDN 28. Amit Kumar, DGM(Elec)-HSE, New Delhi 29. G.S. Panwar, Mgr (HR)-IR, DDN 30. P.J. Purty, Sr. HRE-IR, DDN 31. Mohan Singh, AG-II (P&A)-IR, DDN	ONGC Employees Mazdoor Sabha, Mehsana	1. H.K. Patel, President 2. A.R. Tadvi, Gen. Secy. 3. D.S. Paatel 4. G.D. Wankhede, Baroda 5. R.S. Vasava, CWS 6. N.U. Parmar, Cambay 7. Tahseen Khan, Jodupur
	ONGC (BOP) Karmachari Sanghatna, Mumbai	1. M.K. Mitra, Vice President 2. Pradeep Mayekar, Gen, Secy. 3. P.D. Keluskar, Uran 4. Deepak Patel, Hazira 5. Pradip Mhadut, Offshore
	ONGC Workmen's Association, Kolkata	1. Tapan Sen, President 2. Salil Kr. Biswas, Gen. Secy.
	ONG Mazdoor Sangh, Ankleshwar	1. Bharat Khedawala, Vice President 2. R.H. Pathan, Gen. Secy. 3. D.P. Rana
	National Union of ONGC Employees, Dehradun	1. Jot Singh Gunsola, President 2. A.P. Joshi, Gen. Secy 3. Shiv Nath Panwar, Org. Secy
	Petroleum Employees Union, Southern Sector	1. D.V. Krishanam Raju, Chairman 2. V. Gopinathan, Gen. Secy. Chennai 3. D. Maheshan, Gen. Secy. KKL 4. K. Suresh Kumar. Gen. Secy. RJY.
	ONGC Workers' Union, Agartala	1. Tushar D. Kanumdar, Gen. Secy. 2. B.C. Deb, V/President 3. C. Majumdar, Jt. Secy.
	ONGC Purbanchal Employees Association, Sivasagar	1. Ohid Ullah, Vice President 2. Sanjeeb Boruah, Gen, Secy. 3. Mahibul Hussain 4. Bhuben Ch. Nath 5. Subhas Chandra Dey 6. S.M. Hussain
	Trade Union of ONGC Workers, Silchar	1. Swadesh Deb Roy, President 2. Ashok Baidya, Gen. Secy.
	Petroleum Mazdoor Sangh, Ahmedabad	1. Girish C. Parmar, President 2. D.J. Chaudhary, Gen. Secy. 3. S.K. Gupta

