



ऑयल एण्ड नैचुरल गैस कॉरपोरेशन लिमिटेड
Oil and Natural Gas Corporation Limited
Department of Employee Relations
Corporate Policy Section
"ग्रीन हिल्स", ग्राउण्ड फ्लोर ए-विंग, तेल भवन, देहरादून
'Green Hills', Ground Floor, A-Wing, Tel Bhavan, DEHRADUN
Tel No. 0135 – 2792177

No. DDN/CORP-ER/ESTT-POLICY/2022/Surety/926059

Dated: 01.08.2022

OFFICE ORDER (32/2022)

Subject : Amendments in HBA Scheme

Competent Authority has accorded approval for following amendments in HBA Scheme

1. An employee, who had stood surety for HBA and the said HBA amount is either fully paid or the house built/purchased is mortgaged in favour of ONGC, can be allowed to sign and execute a new Surety Bond.
2. In partial modification of Para 16 of HBA scheme, the surety bond for HBA loan may be furnished by two employees of either equal status or one level senior or one level junior.
3. Other terms and conditions of HBA Scheme shall remain the same.


(Vaskar Kr. Barai)
GM (HR)-I/c-Corporate Policy



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

Flat No.102, 1st Floor, Acme Hormony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/32/2022

DATE : 14/03/2022

To,
The Director - HR,
ONGC,
PDD Urja Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi- 1100070.

O/c

Subject: Agenda for JCM

Respected Sir,

ONGC (WOU) Karmachari Sanghatana takes the pleasure in submitting its agenda to be raised and discussed in the forthcoming JCM.

In view to the above agenda for JCM placed, need a successful upward settlement and resolving all the pending issues necessitates to be expedited. Please find copy attached for your perusal for bilateral negotiations and apt consideration.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

O/c

Copy to:

1. ED-Chief ER, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi- 1100070.
2. ED-HRO, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.
3. ED-Plant Manager, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat.
4. GGM-Head HRD, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi- 1100070.
5. GMM-Head ER, ONGC, Green Hills, Dehradun, Uttaranchal.
6. GM-Head R&P, ONGC, Green Hills, Dehradun, Uttaranchal.
7. GM-I/c HR/ER, ONGC, WOU, Dronagiri Bhavan, LPG Plant, Uran, Raigad.
8. GM- I/c Corporate IR, ONGC, Green Hills, Tel Bhavan, D' Dun, Uttaranchal.
9. GM-I/c HR/ER, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat
10. GM-I/c IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.
11. GM-I/c IR, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat.
12. DGM-I/c R&P, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.

JCM-2022
Points for agenda

Common Demands:

1. **Field Allowances** for Offshore and Onshore going employees and **Night Shift Allowance** to be settled immediately
2. **Field Allowances** and **Night Shift Allowance** to employees working in LPG Uran & Hazira Plant to be settled immediately
3. Reinstatement & payment of arrears of **freeze DA** for the period of **October 2020 to July 2021** to the workers as per DPE order Dated 8th January 2021 & payment of arrears.
4. **Self-lease / HRR** deduction from pay revision arrears should be reverted back
5. Regularization of **Field Operators** and **Paramedical Staff**
6. Recruitment of **Regular Employees** in unionized cadre
7. **Inter region mutual transfers** without affecting their seniority, orders to be issued immediately.
8. Employees transferred in the interest of organization, their seniority should be maintained (Cases of LPG Plant, Hazira)
9. Modification of **PRP policy**
10. To avail medicines on credit, a chain of medical stores to be introduced in maximum cities in Maharashtra and Gujrat.
11. Entitlement of **'C' type** colony accommodation to and above **S2 level** employees
12. Allotment of 'A' Type Quarters should be dispensed off.
13. Enhancement of ONGC **Sahayog Trust** Assistance limit from **Rs.5 lakhs to Rs.15 lakhs.**
14. Decentralize of purchasing of **PPE items**
15. **Pay Protection** of employees joined in ONGC from other **Govt. /State /PSU's**
16. Nomination of **Recognised Union Representative** in the purchase of **Safety Gears** i.e. Kits & Liveries for timely procurement.
17. Treatment taken in the hospitals other than panel hospital of **ONGC** be reimbursed at the rate of ONGC Panel hospitals in Mumbai and Surat, where ONGC Panel hospitals are not available.
18. Empanelment of hospitals be on PAN India where multi-specialty hospitals chain and sister concerns are available.
19. **Recognised Union Representative** in the **Sahayog Trust** Committees at Regional level in Mumbai/ Panvel/ Nhava/ Uran Plant/ Hazira Plant.
20. Payment of **Bonus/ Ex- Gratia** be paid to the **Paramedical Staff** as it is not paid to them since their joining. Payment of **Bonus/ Ex-gratia** with arrears from date of their joining be paid.
21. Recruitment of **W level employees** is long overdue, process may be initiated without further delay. The need was surfaced by all General Secretaries in the Recognised Union forum during our last **JCM.**

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22. Quota for recruitment of **Project Affected Persons** (PAP).
23. In PAR Chain minimum controlling authority should be E5 level.
24. Air facility to Class-III and Class-IV employees.
25. Job related training to the field going employees on priority.
26. EL encashment may be allowed twice a year.
27. Compulsion of selling of Two Wheeler to avail CMRE of Four Wheeler should be removed.

Offshore:

1. Modify the leave apply system in webice (single day system) for Offshore going employees.
2. Claiming of OT to be allowed by **concerned individual employee** in webice
3. Withdrawal of order of **C/off** lapsing, if not availed within **3 months**
4. C/off to be converted into Earn Leave.
5. Compensation to Offshore going employees for **Gazette Holidays** falling during the duty in offshore
6. Offshore training as per MOS should be conducted
7. Inclusion of **Union Representative** in **Offshore Safety Committee**.
8. Paternity leave clarification for offshore going employees
9. Kits and liveries shall be procured and distributed in time.
10. **Air facility** to **Tenure base and Marine Security Supervisors** working in offshore on 14 days on/off pattern.
11. Discrimination in **CPP charges** for field going employees (Offshore & Onshore) between officers & staff to be rectified.
12. Revised the wages of **TBFO** is in contradiction to standing orders of **GOI**.
13. Pay revision of paramedical staff from **01.01.2017** in line with medics.

HBA:

1. Interest rate of HBA to be reduced
2. **HBA rules for surety to be changed as discussed.**
3. Allow to purchase or construction of **second house** in the same district through ONGC housing loan.
4. Second HBA be allowed to the employees if remaining service and paying capacity is exist.

R&P:

1. Convening of immediate meeting on R&P issues.
2. Creation level for **'W' cadre of W8 & W9** also for **'S' cadre of S5 & S6**
3. Up gradation of **class IV fire personal** to **class III** as per GOI notifications.
4. Up gradation of **class IV employees to class III** as agreed in Ahmedabad JCM
5. Immediate change in nomenclature of posts of class IV employees.
6. Extension of age limit for **50 years to 60 years** for field operators.

7. Today we have shifted to **GATE**, to be eligible for induction at 'E-1' level. Criteria to appear for GATE does not have percentage criteria, so also it is demanded that ONGC should dispense the condition of **60%**, this will enable departmental candidates to compete with and join as AEE's.
8. Employees with Q1, Q2 and Q3 qualification and designated as class-IV should be upgraded, this issue has precipitated for too long, a large group of such employees are existing since their inception, they are directed and are required to look into all technical/ maintenance job that are performed by Class- III, E0 and above officers.
9. Up Gradation reservation of 25% on acquiring Q3 qualification.

Welfare:

1. Yearly income ceiling for dependency of parents to be enhanced up to **Rs.2,40,000/- (Rupees Two Lakh Forty Thousand)** per year
2. Enhancement of nursing / physio charges (**Old order issued in year 2015**)
3. Four Wheeler loan of **Rs.5.0 Lakhs (Rupees Five Lakhs)** to class III & class IV employees
4. Four Wheeler loan to be enhanced to **Rs. 7.0 Lakhs (Rupees Seven Lakhs) to 'S' Cadre.**
5. White Good Scheme amount to be enhanced to **Rs.2.0 lakhs** to class IV employees & **Rs.3.0 lakhs** to class III employees.
6. Amount of Mobile handset to be revised to **Rs.20,000/- (Rupees Twenty Thousand)**
7. Enhancement of briefcase amount to **Rs.8000/- (Rupees Eight Thousand)**
8. Enhancement of Limit of Hearing Aids (Last order issued in month of August 2008)
9. Two wheeler loan to be enhanced up to **Rs.1.5 Lakh (Rupees One Lakh Fifty Thousand)**
10. Amount of '**Lasik Eye Surgery**' to be enhanced
11. Condition of intimation within six months for family planning to be withdrawn
12. Status of appointments of wards of the employees expired due to COVID19.
13. Extension of special incentive to the regular paramedics staff, field Operators, Direct Employees & Contractual paramedics for duty performed during pandemic of COVID-19 as given to regular employee.
14. **Extending Employment Assistance to the dependents of contingent, term based, casual and contractual employees expired due to COVID19.**
15. Revision of **Fare Wage Policy** with effect from **01.04.2017.**
16. Separate **Mahila Samiti** formation for wives of Non-Executives.
17. Formation of **Staff Club** in Mumbai and Hazira.


Pradeep Mayekar
(General Secretary)



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Website : www.ksmumbai.com

REF. : ONGC/KS/170/2021

DATE : 19/08/2021

To,
The Director (HR),
ONGC,
PDU Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi- 110070

o/c

Subject: Request to amend the rules/conditions for sureties for availing House Building Advance to our employees

Respected Madam,

This has reference to sanctioning **House Building Advance** to our employees after completion of three years in ONGC. One of the conditions to avail HBA is that employee has to obtain two sureties. Your authority must be aware that there was no recruitment in ONGC from 1995 to 2009 as a result a big vacuum has been created so as to get sureties, on the other hand executive as well as non-executive are superannuating every month. In the last calendar year more than 400 employees retired in and from 1st Jan 2021 to 31st July 2021 around 350 more employees have retired in Mumbai Region.

Not only two sureties are required for each employee, the retirement of the sureties must be beyond the retirement of the loanee. As mentioned above, there was no recruitment for a period of more than fifteen years, Individuals are finding it very difficult to get sureties as majority of them are young employee's and are in the age group of 22 to 30 years. One more condition of HBA is only one employee can remain surety for one HBA loanee.

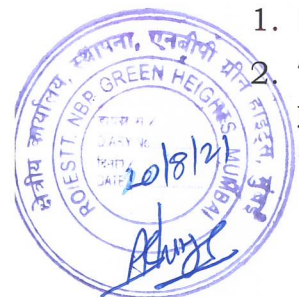
It clearly means one HBA availing employee is blocking two employees as surety, which creates further scarcity of sureties. This has created panic situation for newly recruited employees as they are not getting sureties to sign their HBA forms. All precondition compiled it is increasingly becoming HBA facility will remain on a facility quoted in our policies.

We would like to quote example, out of 100 employees only 66 can avail the loan because for remaining 33 employees no surety will be available for availing the HBA.

To overcome this problem, we suggest as undermentioned:

1. One employee may please be allowed to remain surety for two HBA loanee.
2. The HBA loan is given to employees by considering 300 instalments for 25 years. So, employees having 20 to 25 years of service to retire may also be allowed to remain as surety though he/she is retiring before HBA loanee.

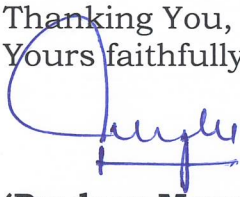
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3. Most importantly, Nationalised banks sanctions House Building loans without taking any surety, flat/land purchased is mortgaged with the bank. ONGC is also mortgaging the flat/land while disbursing HBA. Hence the need to amending the rules for HBA, condition of surety can be dispensed from the existing rules of being supported with two sureties.

We request your esteemed authority to kindly look into the matter as all employees in various regions are facing the same problem mentioned above. If we allow one person to give surety to two employees the problem can be resolved to a larger extent or like nationalised banks, when we are mortgaging the property (flats or land) with ONGC, we can do without taking any surety.

Thanking You,
Yours faithfully,

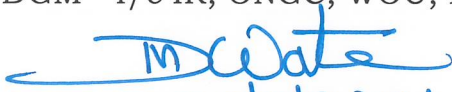


(Pradeep Mayekar)
General Secretary

a/c

Copy to:

1. ED- Chief ER, ONGC, Green Hills, Tel Bhavan, Dehradun.
2. GGM-Head HRD, ONGC, PD Urja Bhavan, Vasant Kunj, 5 Nelson Mandela Marg, New Delhi - 110070.
3. GGM - HRO, ONGC, WOU, NBP Green Hts., Bandra (E), Mumbai-400051.
4. CGM (HR) - Corporate Policy, ONGC, Green Hills, Tel Bhavan, Dehradun.
5. CGM (HR),RO, ONGC, WOU, NBP Green Hts., Bandra (E), Mumbai-400051.
6. DGM - I/c IR, ONGC, WOU, NBP Green Hts., Bandra (E), Mumbai-400051.


20/8/2021