



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 30 /2025

DATE : 25/03/2025

To,
The Chairman & CEO
ONGC,
PDD Urja Bhavan,
5, Nelson Mandela Marg,
Vasant kunj,
New Delhi - 110070.

afc

The Director (HR),
ONGC,
PDD Urja Bhavan,
5, Nelson Mandela Marg,
Vasant kunj,
New Delhi - 110070.

Subject: Post-Retirement Medical Facilities to the employees who have fallen short by very small margin of completing fifteen years of continuous service in ONGC.

Respected sir,

This has reference to the **Office order vide No. ONGC/ER/CP/MED/009 dated 19/06/2015** regarding "**Modification of Post-Retirement Medical Facility Scheme**". Please find enclosed the copy of the circular for your perusal. Unfortunately the Post-retirement medical facility of following two "**Sr. MRA**" have been discontinued referring to the email sent by **Shri Vaskar Kumar Barai, GM (HR) - I/c Corporate Policy** dated **25th Jan 2025**.

It is pertinent to mention here that in this **Office order No. ONGC/ER/CP/MED/009 dated 19/06/2015** at point no. IV it is clearly mentioned that the Condition of minimum of 15 years of service to be reddened at the time of superannuation will be applicable for the employees, who have joined ONGC after the date of issue of this office order. Even then the medical facility of **Shri Deepak Chakravarty. CPF No. 126555 & Shri Anil Gangadharan CPF No. 126557** who had joined ONGC On **10.09.2013 & 06.09.2013** respectively has been discontinued.

In the email dated 25th Jan 2025 it has been mentioned that revision of pay scales w.e.f. 01/01/2007 for Executives of **CPSEs vide OM No. 2(70)/08-DPE(WC) dated 26/11/2008 para V of Annexure IV** of the said OM provided as under.

Pension and medical benefits can be extended to those "**Executives**", who superannuate from CPSE and have put in a minimum 15 years of service in the CPSE prior to superannuation.

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The Office Memorandum **No.2 (70)/08-DPE (WC) dated 26/11/2008, Annexure IV (Para 12) at point no V** under the head, Superannuation Benefits also says that, the pension and Medical benefits can be extended to those **Executives** who superannuate from CPSE and have put in a minimum of 15 years of service in the CPSE prior to superannuation, which has been quoted in the email sent by Shri.Vaskar Kumar Barai, GM (HR) – I/c Corporate Policy.

The Office Memorandum issued by the **Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises; Govt. of India** mentions regarding Post-Retirement Medical facility to **“Executives”** only, I repeat **“Executives”** only, there is no mention of non-Executives in the said Office Memorandum for completion of 15 years continuous service in ONGC. It is pertinent to mention here that DPE guidelines are not applicable to unionized category. For Pay Revisions of Public Sector Undertakings, Committees are formed by the concerned organizations to negotiate the pay scales and other benefits / facilities with the unions. In ONGC these negotiations are done with only recognized unions.

The office order for Revision of board Level & below Board Level was issued after the Office Memorandum of CPSE dated 26th November 2008. Again there is no mention of Post-Retirement Medical Benefits to **“Executives”**, who will not complete continuous service of 15 years in ONGC.

Accordingly there is no mention of Post-Retirement Medical facility in the office order **(65/2010) dated 29th Sept 2010** & office order **(20/2020) dated 22nd Oct 2020** for the Unionized category employees who will not complete 15 years continuous service in ONGC at the time of superannuation. But the condition of minimum 15 years' service is not applicable if the employees join ONGC after the date of issue of this office order. Please find attached the copy of the circular for your perusal.

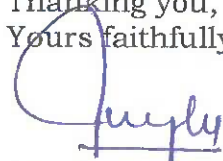
There are a total 16 Radio Operators and 10 Boiler Operators who joined as a regular employees in ONGC in the year 2013 and 2015 respectively. Prior to their regularization in ONGC they had worked as a **“Direct Employee”** from **1st April 1997** in the Mumbai offshore and LPG plant Uran, a core area of production and Drilling services. They were appointed as **“Direct Employee”**, in line to the Mumbai High Court verdict in the year **31st August 1996** by the **Hon. Judge Shri A. P. Shah** and were paid directly by ONGC. Prior to **01/04/1997** they all were working as **“Sr. MRA”** in the Mumbai offshore through contractors at least for 5 to 7 years. Out of 16 **“Sr. MRA”**, 5 employees, and out of 9 Boiler Operators 7 employees are completing 15 years continuous service in ONGC.

The question of extending post-retirement medical facility is of 7 employees only in Mumbai Region. They have not rendered their service as regular employees in ONGC but have rendered 20-22 year of service with all sincerity and dedication in Mumbai offshore of ONGC. Your authority must be aware that how crucial is Radio Officers position for offshore installation, by their dedicated service it has been proved many a times with their communication skills fatal accidents were averted mainly related to Helicopters. One example we must quote of the BHN platform accident where we could save the precious lives of 350 employees which was appreciated by all the agencies.

Boiler operators are no less crucial, steam being pivotal factor for smooth operation in process plants as well as offshore process operations, and both of them are not in large numbers counted few so also direct employees exists only in WOU, so there won't be more pockets seeking the same issue.

As they have given their life's Golden period to ONGC, considering their past dedicated and sincere service in ONGC without any lapses, more over there is no mention of unionized category in CPSE Office Memorandum, the post retired medical facility be extended to these two employees namely **Shri Deepak Chakravarty. CPF No. 126555 & Shri Anil Gangadharan CPF No. 126557** whose medical facilities are discontinued be reinstated at the earliest as there is widespread frustration and panic among these two employees, and **few others who will be subjected to same condition.**

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary



Copy to:

1. ED-Chief ER, ONGC, PDD Urja Bhavan, 5, Nelson Mandela Marg, Vasant kunj, New Delhi - 110070.
2. ED-CRO, ONGC WOU, NBP Green Heights, BKC, Bandra (E), Mum -51.
3. GM I/C, IR, ONGC WOU, NBP Green Heights, BKC, Bandra (E), Mum -51.
4. GM(HR)-I/C Corporate Policy, Green Bldg., Telbhavan, Deharadun, Uttarakhand.
5. DGM (Log), ONGC WOU, 11 High, Bandra Sion Link Road, Sion, Mum-17.

