



# OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

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REF. : ONGC/KS/769/2011

DATE : 25/08/2011

To,  
The Hon. Prime Minister  
Govt. of India  
South Block, Raisina Hill  
New Delhi : 110101.

g/c

**Subject : DPE guidelines leading to gradual erosion of ONGCs freedom to decide its Future.**

Respected Sir,

We the employees (Executives & Non- Executives) of ONGC remain deeply concerned of the present turmoil in the country with the issue of corruption but we also rest assured, the colossal economist and administrator in you will pave a way that will balance the sentiments of the mob as well as will take corrective and prompt steps to eradicate corruption from the face of our country. It will also work as damage control of our nation's image internationally.

It is an earnest appeal to your esteem self that the contention and timing of this letter may please not be designated in the same bogie that of activist Shri Anna Hazare, as we have travelled with our appeals for the past three years knocking the doors of DPE as well as with the P&NG ministry in co-ordination with our management.

With the vision of "**Brighter Tomorrow**" and the sole mission of making the "**Country Energy Independent**" we have traveled 56 long years without compromising whatever road blocks came our way, in consonance to the above pursuit we are placed differently, acknowledged as Maharatna and a Fortune – Globle 500 Company. We did not stop at this, today we are rated the Numero Uno E&P Company in the world and is amongst top 4 Energy Companies in Asia. These unparallel heights could be achieved due to our highly professional Board of Directors and amalgamation of extraordinary Human Resources with work environment to get the best output.

Sir, our wage revisions which had fallen due from January 2007, even though it will be immature to appraise you about the performance of the company, I still take the opportunity to quote bellow as it will be a ready reckoner for you so that we can draw your attention to our claims without losing time to collect the data's, correlating the same from 2007.

**Subsidy extended to downstream Co. in crores.**

2005/06.....	Rs. 11956/- Cr.
2006/07.....	Rs. 17024/- Cr.
2007/08.....	Rs. 22001/- Cr.
2008/09.....	Rs. 28225/- Cr.
2009/10.....	Rs. 11554/- Cr.

**Net profit, after tax and subsidy in crores.**

2005/06.....	Rs. 14431/- Cr.
2006/07.....	Rs. 15643/- Cr.
2007/08.....	Rs. 16702/- Cr.
2008/09.....	Rs. 16126/- Cr.
2009/10.....	Rs. 16768/- Cr.

With this performance in mind we had painted a wage revision, but to our shock the first guidelines of DPE got floated that sunk us knee deep in water as the pay scales decided, got our scales equated with companies smaller in size and whose profits were miles away from us, whose scales were Rs. 4200/- less than ours, further the decision of population based HRA saw us losing our salaries by 2.5% to 12.5% even before any negotiation got started.

The directives of cafeteria approach inclusive all allowances with a capping of 50% of basic pay exposed us to a very pedestrian change and not what we were due in comparison towards compensation of our organizational performance and toughest work environment. This has not only dented our motivation they have fractured our moral.

Keeping in view the working conditions in North East and coming down to OFFSHORE activities as far as 168 km from shore in the Arabian Sea, equating our salaries with other CPSEs is a disproportion application of mind, adoption of new policies should be improvisation and not demolition of the existing ones. The present Directives of DPE has completely ceased the freedom of CPSEs to extend perks to its employees in respect to its business volume. The guidelines also terminate the allowances that motivate a individual to continue to work in the above conditions. **“IT IS LIKE DESIGNING OUR COFFINS EVEN BEFORE WE HAVE SIZED TO LIVE”.**

Presently another nail from MOPNG vide No.G38001/3/2010-fin-III dated 11<sup>th</sup> August 2011 was stuck in the act of crucification which has directed our organization (ONGC) to further erode our salaries.

As an ambassador of CPSEs we request you esteem self to advocate our case With DPE to be more rational allowing the board of directors to carry the organization forward by keeping their employees motivation at peak, and these demands more freedom to provide by means of perks and allowances which are not tailored.



We never wanted in the past nor we wish to take shelter of agitations, but things are becoming very volatile and uncontrolled, as it can be seen with the implementation of DPE guidelines we will practically have no wage revision for 20 years, we seek your intervention and peripheral protection so that another strike in OIL INDUSTRY is avoided.

With regards,  
Thanking you,  
Yours faithfully,

**(Pradeep Mayekar)**  
**General Secretary**

**Copy to :**

01. Sh. S. Jaipal Reddy, Hon. Minister P&NG, New Delhi.
02. Sh. C.C.Chaturvedi, Secretary- MOPNG, New Delhi,
03. Labour Minister – Shram Mantralaya, New Delhi.
04. Secretary Labour, Shram Mantralaya, New Delhi.
05. Chairman Cum Managing Director, ONGC, Jeevan Bharati-II, New Delhi
06. The Director - HR, ONGC, Jeevan Bharati-II, New Delhi
07. The Director – Offshore, ONGC, Jeevan Bharati-II, New Delhi
08. The Director – Onshore, ONGC, Jeevan Bharati-II, New Delhi
09. The Director – Exploration, ONGC, Jeevan Bharati-II, New Delhi
10. The Director – T & FS, ONGC, Jeevan Bharati-II, New Delhi
11. The Director – Finance, ONGC, Jeevan Bharati-II, New Delhi
12. ED – CDS, ONGC, 11-High, Sion Mumbai : 400 017.
13. ED – Chief ER, ONGC, Negi Bhavan, Dehradun Uttranchal.
14. ED – Chief HRD, ONGC, Negi Bhavan, Dehradun Uttranchal.
15. HRO, ONGC, NSC plaza, BKC, Bandra (E), Mumbai : 400 051
16. ED – HDS, ONGC, 11-High, Sion Mumbai : 400 017.
17. ED – Deep Water (Drilling), ONGC, 11-High, Sion Mumbai : 400 017.
18. ED-MH, Asset, ONGC, Vasudhara Bhavan, Bandra (E), Mumbai : 400 051.
19. ED-N&H, Asset, ONGC, Vasudhara Bhavan, Bandra (E), Mumbai : 400 051.
20. ED-B&S, Asset, ONGC, Vasudhara Bhavan, Bandra (E), Mumbai : 400 051.
21. ED-Plant Manager, ONGC, Uran plant, Uran Raigad.
22. ED-Plant Manager, ONGC, Hazira plant, Hazira, Surat Gujrat.
23. ED-COES, ONGC, 11-High, Sion Mumbai : 400 017.
24. ED-HOW, ONGC, 11-High, Sion Mumbai : 400 017.
25. ED-HOL, ONGC, 11-High, Sion Mumbai : 400 017.
26. ED-COD, Bassin Manager, WOB, ONGC, Priydarshani, Sion, Mumbai:400 022.
27. ED-Head Geophycist, ONGC, WOB, Priydarshani, Sion, Mumbai :400 022.
28. ED-HGS, ONGC, WOB, Priydarshani, Sion, Mumbai :400 022.

29. ED-CMF, ONGC, WOB, Priyadarshani, Sion, Mumbai :400 022.
30. ED-IOGPT, ONGC, Phase-II, Panvel Raigad.
31. ED-IOT, ONGC, Phase-II, Panvel Raigad.
32. ED-IOGPT, ONGC, Phase-II, Panvel Raigad.
33. GGM-COF, ONGC, Vasudhara Bhavan, Bandra (E), Mumbai : 400 051.
34. GGM- HR, ONGC, Uran plant, Uran Raigad.
35. GGM-RCL, ONGC, Phase-II, Panvel Raigad.
36. Rig Manager's : S-Pragati/S-Shakti/S-Kiran/S-Bhushan/S-Vijay,/S-Uday/  
S-Ratna/S-Jyoti/S-Gaurav
37. Area Manager's : MH-Asset/Neelam & Heera/B&S-Asset.
38. Location Manager's : BHS-WIS/SCA/ICP/SHP/MNW/S-Samrat/NQO/WIN  
Neelam/Heera/BPA/BPB/S-Laxmi
39. GM-RGL, ONGC, Phase-II, Panvel Raigad.
40. GM- HR, Services, ONGC, 11-High, Sion Mumbai : 400 017.
41. GM-HR, MH-Asset, ONGC, Vasudhara Bhavan, Bandra (E), Mumbai:400 051.
42. GM-(HR) IR, ONGC, Tel Bhavan Bhavan, Dehradun Uttranchal.
43. DGM-RTI, ONGC, Phase-II, Panvel Raigad.
44. DGM-HR, B&S, Asset, ONGC, V. Bhavan, Bandra (E), Mumbai : 400 051
45. DGM-HR, WOB,ONGC, Priyadarshani, Chunnabhatti Sion Mumbai:400 022.
46. DGM-HR, ONGC, Hospital Building, Panvel Raigad.
47. DGM-HR, ONGC, Hazira plant, Hazira, Surat, Gujarat.
48. CM-HR, ONGC, Nhava Supply Base, Nhava, Raigad.
49. CM-HR, N&H, Asset, ONGC, V. Bhavan, Bandra (E), Mumbai : 400 051
50. CM(HR) IR, ONGC, Tel Bhavan Bhavan, Dehradun Uttranchal.
51. CM(HR) IR, ONGC, NSC plaza, BKC, Bandra (E), Mumbai : 400 051
52. CM-HR (IR), ONGC, NSC plaza, BKC, Bandra (E), Mumbai : 400 051
53. General Secretary, ONGC Employees Mazdoor Sabha, Baroda.
54. General Secretary, ONGC Workmen's Association, Kolkata.
55. General Secretary, ONGC Mazdoor Sangh, Ankleshwar.
56. General Secretary, National Union Of ONGC Employees, Dehradun.
57. General Secretary, Petroleum Employees Union, Chennai.
58. General Secretary, ONGC Purbanchal Employees Association, Sivasagar.
59. General Secretary, ONGC Workers Union, Agartala.
60. General Secretary, Petroleum Mazdoor Sangh, Ahmedabad.
61. General Secretary, Trade Union of ONGC Workers, Silchar.
62. CLC (CL), Ministry of Labour, Shram Mantralaya New Delhi,
63. Dy. CLC (CL), Chunabhatti, Sion, Mumbai : 400 022.

o/c