



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

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

REF. : ONGC/KS/827/2012

DATE : 5/01/2012

To,
The C & MD
ONGC,
Jeevan Bharati, Tower-II,
New Delhi.

g/c

The Director (HR)
ONGC,
Jeevan Bharati, Tower-II,
New Delhi.

Subject : Payment of PRP for the year 2010-11 to Non Executives.

R/Sir,

We remain overly concerned about the rating of our organization by the government for the past 3 yrs. With all our performance and achievements along with the amount of subsidy extended to down stream Oil companies, "excellent" rating continues to deceive us. This has become a critical organizational issue which needs to be shared with complete transparency. When 40% of PRP is on organizational performance, and being partners in this joint venture we feel equally responsible, hence need your guidance and directives so that we can contribute our best of efforts to raise our rating to "**Excellent**".

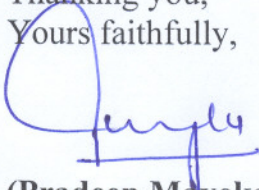
Principally the existing PRP modalities for **non executives** were agreed for three years, hence meeting for negotiation towards PRP payment for the year 2010-11 falls due, more over the existing modalities has many queries unanswered, demanding more transparency, like -

- **Additional intensive to field personnel**
- **Population taken to form the bells.**
- **Why follow "bell curve" in ONGC when an upstream PSU company Oil India Ltd. (OIL) has not adopted the same, etc.**

Vide office order DDN/HRG/PRP-PMS/Payout 2010-11, dated December 31, 2011 payment of PRP for the year 2010-11 was extended to all executives (E0-E9), initiation towards meeting with all recognized unions for the above PRP payment of **non-executives** needs to be done without delay, as payment of the same was expected in the salary of Dec, 2011.

It is earnestly requested to call a meeting along with wage committee for the above issue within seven days of the issuance of this letter as the atmosphere is becoming very volatile among **non-executives**.

With regards,
Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary



Copy to:

1. ED - Chief ER, ONGC, Negi Bhavan, Dehradun, Uttaranchal.
2. ED - Head HRD, ONGC, Negi Bhavan, Dehradun, Uttaranchal.
3. HRO, ONGC, WOU, NSC Plaza, BKC, Bandra-East, Mumbai-51.
4. GM (HR), IR, ONGC, Tel Bhavan, Dehradun, Uttaranchal.
5. DGM (HR) – Corp. Policy, Negi Bhavan, Dehradun, Uttaranchal.
6. DGM (IE), Head HRG, ONGC, Tel Bhavan, Dehradun, Uttaranchal.
7. CM (HR) IR, ONGC Tel Bhavan, Dehradun,. Uttaranchal.
8. CM (HR) IR, ONGC – WOU, NSE, BKC, Bandra-East, Mumbai-51.

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AD
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