



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

Registered with the Registrar of Societies Uttarakhand Govt., Registration No. 172 (1967-68)

OIL AND NATURAL GAS CORPORATION LTD.

Room No. 2016, 2nd Floor, Tower-A, Vasant Kunj, New Delhi-110070

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AMIT KUMAR
PRESIDENT-CWC
9868282105

No. ASTO/CWC/E1-Pay Anomaly/2018-20

01.07.2019

To,
Chairman and Managing Director
ONGC,
5th Floor Deendayal Urja Bhawan
New Delhi - 110070

Sub: Resolution of E1 Pay Anomaly

Sir,

We would like to bring to your notice, long pending issue of pay disparity of officers in ONGC after 01.01.2007 due to lower fixation during implementation of pay revision of 01.01.2007.

This issue has been discussed at various forums for quite some time. In fact, in post felicitation programme of yours at Delhi Office on 13.10.2017, number of young executives had met you personally and apprised you regarding the same. You had immediately advised the then ED-CCF to examine the same and apprise to you. The same was done and the note was put up to you vide a not dated 03.11.2017. ASTO was able to get a copy of the same. It is attached as **Annexure-1**.

ASTO has been representing this issue from day one since **22nd June 2018**. ASTO CEC had also passed resolutions also on this important issue. However, there has not been any progress on such a vital issue which involves nearly 5000 of our young officers.

We would like to bring to your notice the efforts made by ASTO till date which are as follows:

1. ONGC had constituted a committee of ASTO representatives for giving suggestions on pay anomaly. The committee had met on 25th & 26th July, 2018 at Vadodara and had submitted its report on **06.08.2018**.
2. No action was taken by management till we held a meeting with them on **27th November 2018** where we reminded them about our report. Then a "Joint Working Group" of representatives from ASTO and Management was constituted vide message date 6th December 2018. This group met twice 12 & 13 December 2018 and again on 30th January 2019 at Dehradun and submitted its report. Official copy of report is not available with us. **Joint working group unanimously agreed that there is disparity and the same needs to be addressed as was done earlier.**
3. The issue was again discussed in detail during our 1st bilateral meeting with management and ASTO CWC which was held on **05.02.2019** where we had been assured that this issue shall be resolved positively at the earliest.
4. Further in the 2nd CEC meeting of ASTO held at Mumbai on 27th and 28th April 2019, you had also advised that since it involves 5000 young officers we need to resolve the same at the earliest. You had also enquired about the comments of the then ED-CCF. Sir, the same has been enclosed for your perusal at Annexure-1.



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CENTRAL WORKING COMMITTEE

Sir, you can realize that ASTO has been persevering for last one year patiently and supporting the management as well as keeping the morale of our young officers high. The issue has been recognized as pay disparity by both management and ASTO. It is now requested that we need to adopt the solution for the same which have been suggested by ASTO and joint working group.

Sir, this issue has been going on for quite some time and these young officers are feeling that once the disparity has been recognized then the same needs to be addressed on priority as had been done for unionized category of employees.

We therefore request you to kindly resolve this issue on top most priority in order to ensure that justice is done with our young officers.

With warm Regards

Amit Kumar
1/7/2019
(Amit Kumar)
President CWC

Copy to:

1. Dir(Expl)/Dir(Fin)/Dir(Off)/Dir(On)/Dir(T&FS)/Dir(HR)
2. ED - Chief ER
3. President/Secretary - All ASTO units



No. DLH/ED-CCF/PAY-DISP.E1-E2/17-18

Date: 03.11.2017

Subject: Pay disparity issue related to directly recruited officers in ONGC after 01.01.2007 due to lower fixation during implementation of 2nd PRC

Post felicitation programme of respected CMD and open forum on 13.10.2017, the above mentioned issue was discussed with respected CMD. Respected CMD advised to apprise the issue to ED-CCF.

Accordingly, this important issue which has been overlooked since last 8 years, affecting around 4700 GTs, who have joined ONGC after 01.01.2007, is explained as under:

1. Issue of Pay Disparity @ E1 level due to lower fixation during implementation of 2nd PRC:

Issue is concerned with officers directly recruited after 01.01.07 at E1 level. Pay scale of E1 level officer after 1997 pay revision (1st PRC) was Rs. 12000- 17500. At the time of fixation pay, casual standard was adopted for officers who joined after 01.01.07. On one hand, for officers who joined before 01.01.07, (i.e. 2006 batch) with basic of Rs.12000, the new basic was fixed at Rs. 27800 (12000*1.782*1.30), whereas on the other hand, for post 01.01.2007 officers the same Rs.12000 has been fixed lower at Rs 24900.

As a consequence, pay of officers who joined after 01.01.2007 has been fixed at Rs 24900, which is lower than Rs 27800 by Rs. 2900 (12% approx.).

2. Reasons for emergence of Pay disparity:

2.1 The 2nd PRC had proposed five separate sets (A+, A, B, C and D) of enterprises categories, for giving revised pay scales and fitment. Fitment for A+ type CPSE was recommended to 30%. However, GOI while approving the same had approved one set of pay scale for all CPSEs, which they did by picking up minimum pay scale of D category of CPSE (whose fitment was kept deliberately low at 3% as they were financially weak). This way Rs. 12000 of E1 scale got translated & fixed to a much lower amount of Rs. 24900. Otherwise, Rs. 13000-18250 scale for A+ type CPSE was recommended by 2nd PRC to a higher band of Rs. 31500-42600.

Minimum of pay scales (fixed under 2nd PRC) for E0 to E4, being used presently, are lower than the amount arrived after applying the fitment of 30% and are not meeting the criteria of fitment for A+ Company (30%). However, all the employees at E0 to E4 level (who have joined before 01.01.07), in spite of being placed in lower fitted pay scale, were able to achieve higher basic pay (than the minimum of pay scale) due to Fitment benefit/ Pay Protection. So, only E1 level officers who joined after 01.01.2007 did not get the benefit of fitment while all others including unionized employees who joined after 01.01.2007 got the benefit of fitment factor of 2.316 (i.e. 30% fitment).

2.2 This all has happened due to adoption of a general word "minimum" under sl. no. (r) General (iii), in the ONGC OO (30/2009) dt. 22.06.2009 (Annex-1), wherein it has been mentioned that freshly appointed executives in ONGC shall be appointed in the revised scales of pay at the "minimum" of pay scales. It may be noted that no such word "minimum" has been mentioned in the in pay revision order issued by DPE. Therefore this word "minimum" has been used erroneously by ONGC while inferring DPE OMs dated

26/11/2008 (Annex-II) and 02/04/2009 (Annex-III) while implementation of 2nd PRC for pay scale of E1 officers, who joined after 01.01.2007.

RTI reply, vide no. W-03/0019/2016-DPE (WC) dated 04/03/2016 (Annex-IV), the Additional Secretary in DPE has categorically informed DPE had not issued guidelines on the pay fixation of executives on the minimum basic of pay scale. In turn, DPE had given full scope to employer to redress & remove the gap between executives joining before & after implementation of 2nd PRC. Also in the DPE OM dated 02/04/2009, it is mentioned that DPE is ready to decide on any proposal regarding intermediate pay without altering the minimum and maximum of pay scale in exceptional cases.

3. Pay revision implementation during 1st PRC (1997) vs. 2nd PRC (2007):

1st PRC approved pay scale w.e.f. 01.01.1997:

Level	Existing Pay Scales	1st PRC scale in ONGC	Revised Pay Scales				Approved
			Basic pay	DA	Fitment	Total	
E-0	4500-7150	10750-16750	4500	1939	900	7339	10750
E-1 (Entry)	5000-8275	12000-17500	5000	2075	1000	8075	12000
E-2	6000-9425	13750-18700	6000	2490	1200	9690	13750
E-3	7000-9600	16000-20800	7000	2698	1400	11098	16000
E-4	7500-9900	17500-22300	7500	2698	1500	11698	17500
E-5	8250-10050	18500-23900	8250	2739	1650	12639	18500
E-6	9000-10500	19500-25600	9000	3154	1800	14703	19500

- From above table it can be observed that approved minimum of pay scales was always higher than the amount arrived after applying fitment benefit.

2nd PRC approved pay scales as on 01.01.2007:

Level	1st PRC scale in ONGC	2nd PRC scale	2nd PRC Implementation				Approved	Remark
			Basic	DA (78%)	Fitment (30%)	Total		
E0	10750-16750	20600-46500	10750	8407	5747	24903	24910	Protection
E1 (Entry) (2006 batch)	12000-17500	24900-50500	12480	9760	6672	28912	28920	Protection
E1 (Entry) (2007 onward)	12000-17500	24900-50500	12000	9384	6415	27799	24900	Min. of scale (placed lower)
E2	13750-18700	29100-54500	13750	10753	7351	31853	31860	Protection
E3	16000-20800	32900-58000	16000	12512	8554	37066	37070	Protection
E4	17500-22300	36600-62000	17500	13685	9356	40541	40550	Protection
E5	18500-23900	43200-66000	18500	14467	9890	42857	43200	higher fitment
E6	19500-25600	51300-73000	19500	15249	10425	45174	51300	higher fitment

- From above table it can be observed that E1 level officers who joined after 01.01.2007 were placed lower, at minimum of pay scale i.e Rs. 24900, against Rs. 27800 (amount arrived after applying fitment benefit), as already explained in para 2.2 above.
- Hence, the E1 executives who joined after 01.01.2007 should have been placed at-least at Rs. 27800.

4. Pay revision implementation for Unionized/ Staff:

An exactly similar pay disparity that happened with unionized category employees during 1997 pay revision and the same was resolved positively for staff employees who joined after 01.01.2007.



5. Precedence in ONGC for resolution of pay scale anomaly with other Oil PSUs in the past :

In the past, a pay anomaly issue wherein ONGC executives (E-2 to E-5) who were placed at lower pay scales as compared to their counterparts in other downstream Oil PSUs was addressed positively by the ONGC Management vide OO No. 11 (19)/07-Pay Anomaly/CP/A "Compensation towards Pay Scale Anomaly in respect of E-2 to E-5 level Executives" dated 27-06-2007 (Annex-V). The affected executives were compensated for the difference with the Oil PSUs by giving a one-time notional up-gradation. Hence, we also have precedence in ONGC for resolving pay anomaly issue when compared with other PSUs.

6. Action taken by other PSUs to resolve pay disparity issue:

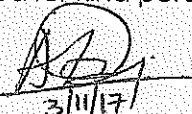
Different ways have been adopted by different PSUs to address this pay disparity issue. However, one thing is clear the anomaly has been addressed positively by these PSUs. Some PSUs have resolved the issue by skipping and opting for higher pay scale, while few others have done it by giving additional increments.


7. Possible Solutions:


- 7.1. Fixation of basic at Rs. 27800 in pay scale of Rs. 24900-50500, for all officers who had joined at E1 level on or after 01.01.2007; or
- 7.2. Up gradation of E2 scale to E3 scale (combining E2 & E3 scales) to address and resolve pay disparity/anomaly as done by other oil PSUs.

In view of above facts, it is requested to resolve the long pending grievance of GTs who have joined after 01.01.2007. It is our earnest belief that a favourable & speedy resolution on this matter would go a long way in boosting the morale of the young GTs of ONGC.

Submitted for kind perusal and recommendation please.


3/11/17
(Aishwarya Dubey)
DM (F&A)


3/11/17
(Amif S. Lugun)
Sr. F&A Officer


2/11/17
(Anilush Khanuja)
Ex. Engr. (Elec.)

ED-CCF pl.

These officers met CMD after open forum on 13-1-17.
The undersigned was directed to look into the matter.
The representation of the officers has the merits submitted
for kind perusal pl.

CMD pl.

AG/td
3/11/17

Office of ED-CCF
Dy. No. 5066
Date: 3.11.17