



# 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

Telefax : 011-26129098 Email : amitkumar@ongc.co.in



**AMIT KUMAR**  
PRESIDENT-CWC  
9868282105

No. ASTO/CWC/Pay Disparity/2018-20

17.12.2019

To,  
Director (HR)  
ONGC,  
5<sup>th</sup> Floor Deendayal Urja Bhawan  
New Delhi - 110070

**Sub: Representation for Resolution of Pay Disparity w.r.t. junior officers for E1-E2 level officers**

Madam,

1. We would again like draw your attention towards, 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. A meeting of ASTO CWC and Key executives of HR was held on 27<sup>th</sup> November 2018 at Mumbai, where this issue was discussed in detail. Subsequently a "Joint Working Group" of representatives from ASTO and Management was constituted vide message date 6<sup>th</sup> December 2018. Report was submitted on 30<sup>th</sup> January 2019. Joint working group unanimously agreed that there is disparity and the same needs to be addressed as had been done in the past for similar cases.
2. A large number of affected young executives have submitted representation seeking your urgent intervention for an early resolution of this issue which is a reflection of growing unease amongst the young executives. The young officers are increasingly feeling that once the disparity has been recognized then the same needs to be addressed on priority.
3. Apart from the above, it is also noticed that officers who had joined after 01.01.2007 are drawing less basic pay compared to their subordinate or junior officers. The differences in basic pay are very huge, around Rs. 20000/- to Rs. 30000/- per month, which does seem justifiable for senior officers compared to their juniors even if the junior officers are from upgraded category. Few representations are enclosed for your perusal. Such cases are being seen in almost all the graduate Engineers who have joined at E1 level from 01.01.2007 onwards.
4. Such cases exists in senior cadre also i.e. officers who have joined before 01.01.2007 but the difference in basic pay is ranging hardly from Rs. 200 to Rs. 1500 per month. This is mainly because the officers who have joined from 01.01.2007 have been fixed lower and the upgraded officers were having open ended scales where they had started drawing more basic than the minimum of scale of E1 much before their elevation.



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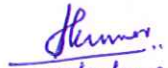


### CENTRAL WORKING COMMITTEE

5. The above difference is too huge even if we take into consideration the length of service.

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

With warm Regards

  
17/12/2019  
(Amit Kumar)  
President CWC

#### Copy to:

1. Dir(Finance)
2. GGM - Chief ER
3. President/Secretary – All ASTO units

To,  
I/c HR-ER  
ONGC, DUB,  
Vasant Kunj, New Delhi.

Date: 23.10.2019

**Subject: Pay Disparity – Stepping up of Basic Pay at par with the junior officer**

Dear Sir,

This is to bring to your kind attention about the pay disparity arising in undersigned's case. It has come to notice that the officer, who is junior to undersigned, is drawing higher Basic Pay than that of undersigned.

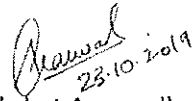
Please find below the comparison of undersigned's details with that of the junior officer along with seniority status and Basic Pay:

S. No.	Description	Details of Undersigned	Details of Junior officer
1	CPF	122491	58469
2	Name	Mr. Akshat Agarwal	Sh. Mahesh Kumar R. Patel
3	Discipline	Civil	Civil
4	E1 Since	31.10.2011 (Date of Joining)	01.01.2013
5	E2 Since	01.01.2016	01.01.2017
6	Level as on 01.01.2017	E2	E2
7	Seniority No. (As per Seniority List of E1-E4 Civil Executives dated 31.12.2017)	97	104
8	Basic Pay fixed as on 01.01.2017	77,390/-	Rs. 1,07,020/-

The above table indicates that the Basic Pay of junior officer has been fixed higher than that of undersigned (senior officer) as on 01.01.2017.

In view of the above, and in line with the recent guidelines that Basic Pay of Junior officer in the same cadre/ discipline should not be fixed higher than the Basic pay of senior officer, it is requested to step up undersigned's Basic Pay w.e.f. 01.01.2017 at par with the junior officer referred above i.e. Rs. 1,07,020/-.

It is requested to do the needful at the earliest.

  
(Akshat Agarwal)  
Executive Engineer (Civil)  
CPF – 122491  
Mobile – 9643 301 258

**Encl.:**

1. Pay Slip of applicant;
2. Seniority List (relevant portion).

Date: 24.10.2019

To,  
I/c HR-ER  
ONGC, DUB,  
Vasant Kunj, New Delhi.

**Subject: Pay Disparity – Stepping up of Basic Pay at par with the junior officer**

Dear Sir,

This is to bring to your kind attention about the pay disparity arising in my case. It has come to the notice that the officer, who is junior to myself, is drawing higher Basic Pay than that of mine.

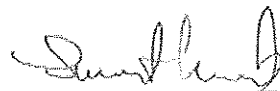
Please find below the comparison of my details with that of the junior officer along with seniority status and Basic Pay:

S. No.	Description	Details of Self	Details of Junior officer
1	CPF	123611	69801
2	Name	Mr. Sumit Kant	Shri Pramodkumar Mafatlal Patel
3	Discipline	Electrical	Electrical
4	E1 Since	23.04.2012 (Date of Joining)	01.01.2013
5	E2 Since	01.01.2017	01.01.2017
7	Level as on 01.01.2017	E2	E2
8	Seniority No. (As per Seniority List of E1-E4 Electrical Executives dated 31.12.2017)	598	620
9	Basic Pay fixed as on 01.01.2017	75100/-	Rs.101430/-

The above table indicates that the Basic Pay of junior officer has been fixed higher than myself (senior officer) as on 31.12.2017.

In view of the above, and in line with the recent guidelines that Basic Pay of Junior officer in the same cadre/ discipline should not be fixed higher than the Basic pay of Senior officer, it is requested to step up my Basic Pay w.e.f. 01.01.2017 at par with the junior officer referred above i.e. Rs. 101430/-.

It is requested to do the needful at the earliest.

  
(Sumit Kant) 24/10/2019  
Executive Engineer (Electrical)  
CPF – 123611  
Mobile – 7042693184

Date: 24.10.2019

To,  
I/c HR-ER  
ONGC, DUB,  
Vasant Kunj, New Delhi.

**Subject: Pay Disparity – Stepping up of Basic Pay at par with the junior officer**

Dear Sir,

This is to bring to your kind attention about the pay disparity arising in my case. It has come to the notice that the officer, who is junior to myself, is drawing higher Basic Pay than that of mine.

Please find below the comparison of my details with that of the junior officer along with seniority status and Basic Pay:

S. No.	Description	Details of Self	Details of Junior officer
1	CPF	123620	69801
2	Name	Mr. Jitendra Kumar	Shri Pramodkumar MafatLal Patel
3	Discipline	Electrical	Electrical
4	E1 Since	23.04.2012 (Date of Joining)	01.01.2013
5	E2 Since	01.01.2017	01.01.2017
7	Level as on 01.01.2017	E2	E2
8	Seniority No. (As per Seniority List of E1-E4 Electrical Executives dated 31.12.2017)	604	620
9	Basic Pay fixed as on 01.01.2017	75100/-	Rs.101430 /-

The above table indicates that the Basic Pay of junior officer has been fixed higher than myself (senior officer) as on 01.01.2017.

In view of the above, and in line with the recent guidelines that Basic Pay of Junior officer in the same cadre/ discipline should not be fixed higher than the Basic pay of Senior officer, it is requested to step up my Basic Pay w.e.f. 01.01.2017 at par with the junior officer referred above i.e. Rs. 101430/-.

It is requested to do the needful at the earliest.

*Jitendra*  
(Jitendra Kumar) 24/10/2019.  
Executive Engineer (Electrical)  
CPF – 123620  
Mobile – 9643301377

To,  
I/c HR-ER  
ONGC, DUB,  
Vasant Kunj, New Delhi.

Date: 30.10.2019

**Subject: Pay Disparity – Stepping up of Basic Pay at par with the junior officer**

Dear Sir,

This is to bring to your kind attention about the pay disparity arising in undersigned's case. It has come to notice that the officer, who is junior to undersigned, is drawing higher Basic Pay than that of undersigned.

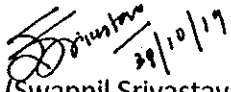
Please find below the comparison of undersigned's details with that of the junior officer along with seniority status and Basic Pay:

S. No.	Description	Details of Undersigned	Details of Junior officer
1	CPF	121892	58469
2	Name	Mr. Swapnil Srivastava	Sh. Mahesh Kumar R. Patel
3	Discipline	Civil	Civil
4	E1 Since	30.12.2010 (Date of Joining)	01.01.2013
5	E2 Since	01.01.2015	01.01.2017
6	Level as on 01.01.2017	E2	E2
7	Seniority No. (As per Seniority List of E1-E4 Civil Executives dated 31.12.2017)	68	104
8	Basic Pay fixed as on 01.01.2017	79,730/-	Rs. 1,07,020/-

The above table indicates that the Basic Pay of junior officer has been fixed higher than that of undersigned (senior officer) as on 01.01.2017.

In view of the above, and in line with the recent guidelines that Basic Pay of Junior officer in the same cadre/ discipline should not be fixed higher than the Basic pay of senior officer, it is requested to step up undersigned's Basic Pay w.e.f. 01.01.2017 at par with the junior officer referred above i.e. Rs. 1,07,020/-.

It is requested to do the needful at the earliest.

  
(Swapnil Srivastava)  
Executive Engineer (Civil)  
CPF – 121892  
Mobile – 9968282449

**Encl.:**

1. Pay Slip of applicant;
2. Seniority List (relevant portion).

To,  
I/c HR-ER  
ONGC, DUB,  
Vasant Kunj, New Delhi.

Date: 01.11.2019

**Subject: Pay Anomaly/Disparity -- Stepping up of Basic Pay at par with the Junior Officer of Employee - Rajat Chanana CPF no: 106302.**

Dear Sir/ Madam,

This is to bring to your kind attention about the pay anomaly/disparity arising in the undersigned's case. It has come to notice that the officer, who is junior to the undersigned in the seniority list (As per Seniority List of E1-E4 Instrumentation Executives up to 31.12.2017 - Enclosed at Annexure 1) is drawing higher Basic Pay than that of undersigned since 01.01.2014.

Please find below the comparison of undersigned's details with that of the junior officer along with seniority status and Basic Pay:

S. No.	Description	Details of Undersigned	Details of Junior officer
1	CPF	106302	58107
2	Name	Mr. Rajat Chanana	Mr. Mukesh R. Pujara
3	Discipline	Instrumentation	Instrumentation
4	E1 Since	01.02.2010 (Date of Joining)	01.01.2014
5	E2 Since	01.01.2015	01.01.2018
7	Seniority No. (As per Seniority List of E1-E4 Instrumentation Executives dated 31.12.2017)	136	250
8	Basic Pay As on 01.01.2014	Rs 28,040/-	Rs 35,630/-
9	Basic Pay As on 01.01.2015	Rs 29,760/-	Rs 36,700/-
10	Basic Pay As on 01.01.2016	Rs 30,660/-	Rs 37,810/-
11	Basic Pay As on 01.01.2017	Rs 79,730/-	Rs 98,320/-
12	Basic Pay As on 01.01.2018	Rs 82,130/-	Rs 104,310/-
13	Basic Pay As on 01.01.2019	Rs 84,600/-	Rs 107,440/-

The above table indicates that the Basic Pay of junior officer has been higher than that of undersigned (senior officer) since 01.01.2014.



To,  
I/c HR-ER  
ONGC, DUB,  
Vasant Kunj, New Delhi.

Date: 21.10.2019

**Subject: Pay Disparity – Stepping up of Basic Pay at par with the junior officer**

Dear Sir,

This is to bring to your kind attention about the pay disparity arising in my case. It has come to the notice that the officer, who is junior to myself, is drawing higher Basic Pay than that of mine.

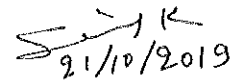
Please find below the comparison of my details with that of the junior officer along with seniority status and Basic Pay:

S. No.	Description	Details of Self	Details of Junior officer
1	CPF	105959	51966
2	Name	Mr. Shailesh Kumar	Shri Bondikayala Srigriridhar
3	Discipline	Electrical	Electrical
4	E1 Since	15.09.2008 (Date of Joining)	01.01.2009
5	E2 Since	01.01.2013	01.01.2013
6	E3 Since	01.01.2018	01.01.2018
7	Level as on 01.01.2017	E2	E2
8	Seniority No. (As per Seniority List of E1-E4 Electrical Executives dated 31.12.2017)	358	365
9	Basic Pay fixed as on 01.01.2017	84,590/-	Rs. 1,10,140/-

The above table indicates that the Basic Pay of junior officer has been fixed higher than myself (Senior officer) as on 01.01.2017.

In view of the above, and in line with the recent guidelines that Basic Pay of Junior officer in the same cadre/ discipline should not be fixed higher than the Basic pay of Senior officer, it is requested to step up my Basic Pay w.e.f. 01.01.2017 at par with the junior officer referred above i.e. Rs. 1,10,140/-.

It is requested to do the needful at the earliest.

  
21/10/2019

(Shailesh Kumar)  
Superintending Engineer (Electrical)  
CPF – 105959  
Mobile – 7042692328

**Shailesh Kumar**  
Suptdg. Engineer (Elect.)  
ONGC, Deendayal Urja Bhawan  
Vasant Kunj, New Delhi-110070