



## 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 : 011-26129070 Email : amitkumar@ongc.co.in



### CENTRAL WORKING COMMITTEE

**No. ASTO/CWC/PRBS/2018-21/17**

**23.02.2021**

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

**Subject:** Reduction in ONGC's contribution towards PRBS

Sir,

As per DPE guidelines 30% of salary (Basic + DA) is being contributed towards post-retirement benefits out of which 15% is being contributed in PRBS by ONGC. PRBS as a scheme, has continued to sustain and improve because of collective efforts of ONGC and ASTO along with recognized unions. Any decision taken without involving the collectives with regard to PRBS can be detrimental to the overall scheme.

We have reason to believe that there is some proposal for reduction of percentage of ONGC's contribution in PRBS from back date which would have negative effect on the retirement kitty of the employees. We are bringing on record that no such discussion has taken place with ASTO in this regard. This news has come as a shocking surprise for us. Any such unilateral decision without proper consultations with the collectives may result in unnecessary resentments. Further, the proposal needs to be discussed in the PRBS trust board also which has the representation of employees.

Sir, as mentioned by you during the 72<sup>nd</sup> Republic day address, ONGC has already established the ONGC Post-Retirement Medical Benefits (PRMB) Trust to manage the funds for the post-retirement medical benefits, accordingly any new decision regarding distribution and calculation of kitty of 30% for post-retirement benefits needs to be taken only after the PRMB trust is operationalized and the income /expenditure of the said trust is taken into consideration for working out the PRMB percentage after taking into consideration the DPE guidelines in this regard which ONGC has not implemented so far.

Past one year was a period of pandemic which still continues and energy being the essential sector, ONGCians have continued to perform their duties with sincerity and full dedication despite the mental and physical pressures. At this point of pandemic the employees needs to be motivated and encouraged.

Sir, you have acknowledged the contribution of the ONGCians during your 72<sup>nd</sup> Republic day address:

*Quote*



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"2020 has been a special year when all the ONGCians have gone much extra miles beyond their mandates braving the extraordinary pandemic and have made exemplary contributions - by upholding the operations at the toughest time in the history of ONGC. Even the supreme sacrifice of some of your colleagues could not dent your resolve of working for the nation. Dear ONGCians, you all are winner of Annual Award this year....ONGC Management recognizes your commitment and dedication.

#### Unquote

As the DA is already freezed for employees as per Government directives, which also is debatable, and the fields going employees are waiting for their well-deserved field allowances, additional compensation for extra duty put in by them during Covid times, we feel such negative decision can further demoralize the employees.

In view of above, it is suggested that we should not go ahead with such reduction of PRBS contribution and should remain 15%. Further, it is requested to immediately convene a meeting of ASTO and representatives of recognized unions with Management, for discussions on this important matter that concerns the retirement life of employees.

With warm Regards

(Amit Kumar)  
President-CWC

(S K Chaturvedi)  
Gen. Secretary-CWC

(A K Sinha)  
Working President

(P N Pathak)  
Working President

(Ajay S Rawat)  
Working President

(S S Mayal)  
Vice-President

(Sanjay Varshney)  
Vice President

#### Copy to:

1. Director(Finance)
2. Director(HR)
3. GGM- Head ER
4. President/Secretary ASTO Units