



**CENTRAL WORKING COMMITTEE**

**No. ASTO/CWC/Field Allowances/2018-21/29**

**25.09.2021**

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

**Sub: Payment of Field Allowances to officers working in field Operations in ONGC**

Sir,

ASTO Units of Western Region met on 25<sup>th</sup> September 2021 at Ahmedabad where CWC members from Agartala, Mumbai, Delhi and Dehradun were also present. Detailed discussion on non-payment of field allowances to officers working in field operations were held. We would like to bring to your notice non-payment of compensation to officers working in the field operations. Kindly refer to our earlier letters which are as follows:

1. ASTO's report on field allowances submitted to ONGC on 05.09.2018.
2. Joint working group of representatives from ASTO and Management met twice in December'2018/January'2019. Management representatives could not come to a common conclusion.
3. The issue was again discussed in detailed during 1<sup>st</sup> bilateral meeting with Management and ASTO CWC held on 05.02.2019.
4. ASTO vide its letter dated 27.02.2019 communicated that other PSUs are still continuing to compensate their officers working in field operations. ASTO provided the order of other PSUs as well as Pay slips to show payment being made by them.
5. ASTO vide its letter dated 11.03.2019 provided legal opinion of senior advocate of Hon'ble Supreme court regarding statutory payments to be made under the relevant statutes of Mines Act 1952 for compensating the class of officer engaged in hard duty and under considerable stress and hazardous and also working overtime without any additional benefits.
6. ONGC had also sought legal opinion from Shri. Jamshed P Cama, Senior Advocate of Hon'ble Supreme Court of India. Sh. Cama provided a written advise dated 30.04.2019 to ONGC where the learned senior advocate has clearly mentioned that the conditions imposed for employing persons in exploration and production in Oil and gas mines in India are applicable upto the Indian territorial waters.
7. Vide letters No ASTO/CWC/Field Allowances/2018-20 dated 27<sup>th</sup> June 2019 and 19<sup>th</sup> July 2019, we had submitted documents related to compensation to be paid to our officers working in field operations as per the provision of Acts and Regulations.
8. ASTO as part of delegation from Federation of Oil PSUs Officers (FOPO), had met Secretary, Ministry of Petroleum and Natural Gas, GOI and had submitted a letter bringing out violations of provisions of Mines Act, exemptions as per Act, vide letter no. ASTO/MoPNG/Field Allowances/2018-20 dated 22<sup>nd</sup> July 2019.
9. After lot of persuasion by ASTO the meeting of Joint working group was again held at Chennai in December 2019 where again management representatives could not come to a common conclusion. ASTO had requested that statutory payments do not require any clarifications. However nothing positive happened in this regard.
10. Vide our letter dated 25.02.2021 we had again brought out the statutory requirements for payment of field allowances and enclosed RTI queries raised to DGMS which ASTO was in possession of. The reply to RTI query sought by Shri Mukesh Jain, Ankleshwar clearly bring out the applicability of the



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Gazette Notification dated 30.06.2014 regarding conditions for persons employed in Exploration and Production Oil and Gas mines and the statutory conditions to be enforced by Mine Management.

11. In the same letter we enclosed the RTI query to DPE sought by Shri Rahul, Rajasthan specifically asking whether statutory payments shall be part of 35% perks and allowances. DPE vide their reply dated 27.11.2020 have clarified that DPE OMs dated 03.08.2017, 04.08.2017 and 07.09.2017 are the applicable circulars and are self-explanatory and may be referred to. Needless to say that none of these circulars restrict statutory payments.

12. We have also personally met you and other Directors on several occasions during last two months for resolving this most important issue.

Sir, from the above it is amply clear that payment of additional compensation to our officers working in field operations is statutory payment and legally valid which is unjustifiably being denied to our officers working in Field operations. Non-payment of fair compensation to the Officers undergoing hard duty violates the provisions of Article 14, 16 and 21 of the Constitution of India. Furthermore, this has effectively resulted in the creation of a class within a class since now there are two sets of officers who are at the same level, earning the same amount of remuneration/compensation but one class of Officers are engaged in hard duty at far off areas and under considerable stress and hazards and also working overtime without any additional benefits whereas the other class of Officers is engaged in duty with reasonable working hours supporting these officers.

Sir, we have been relentlessly updating you on this issue for last two and a half years. We are therefore once again approaching you for resolution of this important issue. We therefore again request that the statutory payments be made to the officers working in field operations w.e.f. 01.01.2017.

With warm Regards

*(Amrikumar) President ASTO CWC*  
*(S.R. Chaturvedi) Gen. Secy*  
*(AK Surbe) Working President ASTO CWC*  
*(Bharat Chavda) VP-ANK*  
*(S.S. Mayat) V.P. & W.C.*  
*(CTC Dewayal) P.N. Pathan President ASTO Mumbai*  
*(D. S. Bhattacharya) VP-Delhi*  
*(M. K. Pareek) Secretary, Delhi*  
*(Valmiki Khandale) Jr. Secy - Mumbai*  
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*(R. K. Rathi) Jt. Secy Hazira*  
*(Vivek Singh) Jt. Secy. ASTO, Ahmedabad*  
*(Deepak Khandelwal) Treasurer - AMD*  
*(S. R. Pathan) Treasurer*  
*(T. Delhi)*  
 Copy to:  
 1. Dir(Finance)/ Dir(HR)/Dir(Expl)/Dir(T&FS)/Dir(Onshore)/ Dir(Offshore)  
 2. ED-Chief ER, ONGC  
 3. President/Secretary - All ASTO Units  
 25/9/2021  
 V.N. Jaiswal  
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