



## Ex-ONGC EXECUTIVES WELFARE ASSOCIATION, DELHI

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November 20, 2017

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Dear Shri Shashi Shanker,

At the outset, on behalf of our Ex ONGC Executives Welfare Association, Delhi, I would like to offer my sincere thanks to you for sparing your valuable time to meet our members in the evening of 15<sup>th</sup> November, 2017 at your Green Building office, Delhi, giving a patient hearing to our issues and giving assurance to look into those issues on priority.

This is just to assist you to recall the points we discussed on that day at your office in Delhi.

1. ONGC is providing following welfare benefits to retirees of prior 2007:

i) **Agrani Samman**:- This is an Ex-Gratia Benefit to those officers who retired/voluntarily retired or died after rendering minimum 10 years of service before 1.4.1991 and are not covered under any pension Scheme. Monthly benefit of Rs. 3000 for E0 to E3, Rs. 4500 to E4 to E6 and Rs.6000 to E7 and above, and DA as admissible from time to time is paid to the eligible retirees. At present total beneficiaries may be around 1400.

ii) **Asha Kiran**:- This benefit is meant for retirees of prior to 2007 and their spouses in case of death of officer to meet their Emergency needs other than Medical benefit. The maximum ceiling of this benefit to one employee is Rs.2.0 lakh per annum. But officers are able to claim around Rs.1 Lakh to 1.25 Lakh per annum since this is given only to meet the emergency needs. Further, this is given to the retirees or their spouses only if their income from all sources is less than Rs.10,000/- PM, which, in the present day scenario is almost what an unskilled worker gets as his minimum wage. Present Claimants for this scheme may be around 14000 annually.

iii) **Felicitation after attaining age of 70,75 and 80 years**:- ONGC gives Rs. 20,000/- at age 70, and Rs.25,000/- at age 75 and 80 years.

iv) **Medical Benefit to retired officer and his wife**:-ONGC has one of the best Medical welfare Scheme to its Employees including Retirees. We understand ONGC is considering extending this medical benefit to dependent parents of retired employees also which is a great initiative.

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2. The cost of living has gone up very high and the veterans of ONGC, particularly those who retired prior to 2007, are finding it very difficult to meet their routine expenses with the meagre amounts they are getting. We therefore suggest the following:-

**A) Creation of a Corpus:-**

DPE guide lines, through various circulars vide no. 2(81)/08-DPE(WC)-GL-XVI/2009 dated 8<sup>th</sup> July 2009, and even no. dated 20<sup>th</sup> July 2011, no. 2(1)/2013-DPE(WC)-GL-VI/13 dated 24<sup>th</sup> January 2013 and no. W-02/0028/2017-DPE (WC)-GL -XIII/17 dated 3<sup>rd</sup> August 2017, reiterate to create Corpus by contributing up to 1.5 % of PBT every year to meet the Medical and Emergency needs of retirees of prior to 2007. This Corpus has not yet been created though The retired employees have been losing the benefit due to non-creation of this corpus so far. We had requested earlier also to improve these benefits within the corpus amount of 1.5% of PBT. As per data provided by ONGC, money spent during last 3 years on these welfare measures on retirees under different heads and we observed that good amount of fund remained unspent in every year in last three years, which could have been accumulated to create a corpus as per directive of DPE to improve these welfare schemes. Thus, in line with the DPE Office circulars as stated at the beginning of this letter, a corpus be created w.e.f July 2009. The unspent amount, i.e the amount out of 1.5% PBT which has not been spent on these heads every year w.e.f July 2009 be carried forward to subsequent year to create this corpus in order to extend benefit to retirees.

**B) Agrani Samman and Asha Kiran :-**

The present benefit extended under these two schemes be enhanced and the limit of total income of Rs. 10,000 from all sources for eligibility for Asha Kiran scheme be increased to Rs. 25,000. The amount of assistance to the individuals be increased to at least twice the present level. It has also been suggested to look into the possibility to make a single policy by clubbing both Agrani Samman and Asha Kiran and give enhanced benefit to eligible officers i.e. retirees prior to 1.1.2007 commensurate with their rank at the time of retirement.

**C) Felicitation at age 70, 75 and 80 years:-**

ONGC officers who retired prior to 2007 are facing financial problems due to ever increasing cost of living and the low retirement benefits they are getting. We suggested that as a simple and quick relief to these stalwarts, the amount of felicitation be increased from the present Rs. 20,000 (to those attaining 70 years age) and Rs. 25,000 (to those attaining 75 or 80

years age) be increased to Rs. 1,00,000 and persons attaining higher ages in multiples of 5 (i.e 85, 90, 95 years etc) also be covered in the scheme. This would be a direct benefit to those who retired in the year 2007 or before that, as only they would be attaining these ages this year. This enhanced benefit can be extended with the approval of EC and within the available fund of 1.5% of PBT. Present outgo on this account is about Rs. 4 Crore which may go up to about Rs. 16 crores due to such enhancement.

Further there are some officers who could not get the benefit at the age 70 and crossed 75 years and same way few officers who crossed 80 years and could not claim benefit of 70 and 75 years. Though the circular does not specify that once a officer crossed 75 years he cannot claim for 70 years and so forth but so far such claim by officers have been denied. This being a very meagre amount in a span of 5 years we request ONGC to allow these officers (their number may be very small) to claim this amount retrospectively. It will be a great gesture from ONGC to help these retirees.

**D) EPS-95 benefit to ONGC officers.**

As per Supreme Court judgement order no 10013-10014 of 2016 dated 4<sup>th</sup> October 2016 all employees who contributed part of their total salary (12%) towards Provident Fund will be entitled to get pension as per revised pension scheme which will be much higher than what is being paid to employees now under Provident Fund pension scheme. However, Vide office order no Pension-1/12/33/EPS Amendment /96 Vol II/4432 dated 31<sup>st</sup> May 2017 by Sri Mukesh Kumar Regional PF commissioner (Pension) under Ministry of Labour and Employment, Govt Of India declared all PSU employees as exempted Category and not entitled to get this enhanced pension benefit. This is a one sided order issued by RPF commissioner and also not in line of Supreme Court judgement. Many officers of other PSUs have filed writ petition in High Court against this order of RPF commissioner. We request ONGC to take up this with PF commissioner and Hon'ble Minister of Labour and Employment to get an early and positive resolution to help the retirees of ONGC - none of the ONGC retirees have filed a case so far.


**E) A cashless system of issue of medicines:-**

Cash less purchase of Medicines from identified pharmacies may please be setup in all work Centers including at NCR Delhi region which would save the senior citizens from the hassles of filling up claim forms and submitting hard copies to ONGC for getting reimbursement of cost of Medicines and also the avoidable paperwork at ONGC.

Once again we would like to thank you for the kind hospitality extended to us during our visit and look forward to your continued support for the cause of retired ONGC Executives.

Wish you a very successful tenure as CMD of ONGC Group of Companies.


With warm wishes,

  
**(AK Hazarika)**  
President, EOEWDA Delhi.

To:

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CMD, ONGC Group of Companies  
Green Building, Vasant Kunj,  
New Delhi - 110070**

Copy to :

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Director (HR),  
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