ALL INDIA ONGC TRADE UNIONS CO-ORDINATION COMMITTEE (AIOTUCC)
C/o ONGC Purbanchal Employees' Association
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AIOTUCC/DIR-ER-ANOM/2026-06 Date: 15-07-2026

To,
The Director (HR),
Oil and Natural Gas Corporation Limited,
DUB, ONGC, New Delhi.

Subject: Urgent resolution of long pending Pay Anomaly arising out of Wage Revision w.e.f. 01.01.1997 for unionised category employees - correction of induction-level scale fixation and consequential protection through 2007, 2017 and future wage revisions.

Respected Sir,

On behalf of the All India ONGC Trade Unions Coordination Committee and the recognised unions representing the unionised category of employees across ONGC, we respectfully submit this representation for decisive resolution of the long pending pay anomaly arising out of the wage revision effective from 01.01.1997.

This is not a fresh or isolated demand. It is a documented, admitted and repeatedly examined issue. The employees who joined ONGC on or after 01.01.1997 were placed at the minimum of the revised scale without the benefit of the fitment formula, while employees on roll as on 31.12.1996 received fitment. The result was a structural depression of induction-level basic pay. That lower base travelled through annual increments, promotions, the 2007 wage revision, the 2017 wage revision and all linked benefits, creating a continuing financial loss for nearly three decades.

The issue now requires a final equitable settlement in the same spirit in which ONGC has earlier resolved pay anomalies for executives and has also stepped up pay where pay-revision design produced unjust senior-junior outcomes.

1. Documentary Position And Chronology

Date / Stage	Documented position
01.01.1997	Wage revision for unionised category became effective. The fitment formula applied to employees on roll as on 31.12.1996, but fresh entrants on or after 01.01.1997 were deemed appointed in the revised scale at the minimum, without fitment benefit.
1997 structure	The revised minima of Scale Code I, III and IV were fixed at Rs.4300, Rs.4700 and Rs.5100 respectively, whereas the formula-driven minima shown in the available presentation/analysis were materially higher, such as Rs.5721, Rs.5934 and Rs.6181.
2007 revision	The lower 1997 base carried into 2007. Even the partial 2012 compensation was calculated only on basic as on 31.12.2006 and did not correct the original scale minimum.
25-26.08.2010	In a memorandum during wage revision discussions, management agreed to constitute a joint committee to examine discrepancy arising out of the 01.01.1997 wage revision for employees joining on or after 01.01.1997.
31.08.2010	Committee was constituted to examine the issue. The committee proceedings recorded the union contention that the minimum of each revised scale did not provide full fitment benefit and was fixed lower than the fitment-formula result.

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18.04.2011	Committee proceedings recorded that there had been aberrations in formation of 1997 pay scales; full fitment as per formula could not be given in the pay scale and the minimum was fixed more than Rs.1000 lower than what would have come by following the formula.
10.07.2012	The Board, in its 233rd meeting, approved a limited resolution for pay aberration arising out of wage revision w.e.f. 01.01.1997.
24.08.2012	Office Order No. 60/2012 granted only 3 increments, 2 increments or 1 increment to limited categories up to 31.12.2006. This compensated only a small part of the loss and did not correct the continuing scale anomaly.
2017 revision	The 2017 wage revision again operated on the existing basic as on 31.12.2016 plus IDA at 119.5% and 15% fitment. Therefore, any unrepaired 1997 depression compounded again in 2017 and will continue into the next wage revision.

2. Why The 1997 Anomaly Is Genuine

- The fitment formula was the accepted mechanism to neutralise DA, provide fitment benefit and move employees into the revised wage structure. However, in the case of fresh entrants after 01.01.1997, the revised scale minimum itself was not built by applying the same fitment logic.

- The anomaly is visible even between employees separated by only one day. A person joining before 31.12.1996 could move to a formula-driven revised basic, whereas a person joining on or after 01.01.1997 in the same or even higher level was placed at a lower minimum.

- The committee proceedings themselves recorded that the induction-level scales were fixed on the lower side and that the minimum was more than Rs.1000 below the fitment-formula result. This is an admission of structural aberration, not merely an individual grievance.

- The 2012 relief was limited to additional increments. It did not reconstruct the revised minimum scales from 01.01.1997, did not restore full fitment benefit, and did not neutralise the full compounding loss through 2007 and 2017.

- The issue is not limited to monthly basic pay. Lower basic also affects DA, annual increments, promotion fixation, HRA/pay-linked allowances, PF, gratuity, leave encashment, superannuation-linked calculations and future wage revisions wherever linked to basic pay.

3. Management Precedents Support Correction

- Executive E-2 to E-5 anomaly: ONGC recognised that executives in E-2 to E-5 were placed in lower scales compared to downstream oil PSUs. The Board, in its 166th meeting held on 10.05.2007, approved compensation through notional fixation for the period 01.01.1997 to 31.12.2006, and payment was ordered by 15.07.2007 to the tune of 270 crore.

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- Stepping up after 1997 revision: ONGC issued instructions to step up senior employees where juniors started drawing higher pay as a direct result of pay revision effective 01.01.1997. This proves that pay revision anomalies can and should be corrected when they create irrational outcomes.

- Committee comparison with downstream PSUs: The committee proceedings record that IOC, BPCL and HPCL extended full fitment benefit to employees joining after the effective date of settlement up to the date of signing of the settlement. The proceedings also record the union submission that GAIL resolved a similar anomaly through additional increments and proper fixation in the 2007 scales.

4. Present Position After 2017

After the 2017 wage revision, the defect has become more severe because the revised basic pay was again calculated from the depressed 31.12.2016 basic. The 2017 formula did not independently cure the 1997 defect; it multiplied it. Therefore, limiting the issue to the period ending 31.12.2006 is no longer adequate or equitable.

The earlier limited benefit of 3/2 increments could not wipe out the actual gap which, as shown in the earlier union presentation, was equivalent to several increments at induction levels and resulted in substantial differences by 2017. Employees who joined in 1997-2016 have suffered not as a matter of performance or qualification, but only because of the manner in which the revised scale minima were designed.

5. Union Demand For Final Settlement

We therefore request ONGC Management to resolve the issue through a time-bound bilateral settlement on the following lines:

- Recognise the pay anomaly of 1997 as a continuing structural anomaly of induction-level scale fixation for the unionised category, already admitted in committee proceedings and partly acted upon by Office Order dated 24.08.2012.

- Reconstruct the notional induction-level basic pay from 01.01.1997 by applying the fitment formula to the scale minimum, or alternatively by granting equivalent corrective increments sufficient to bridge the formula-driven gap at W1, A1, A2 and similarly affected levels.

- Re-fix affected employees notionally through 01.01.2007 and 01.01.2017 by carrying the corrected 1997 base into the respective wage revision formulas, including annual increments and promotion fixation wherever applicable.

- Grant actual monetary benefit prospectively from an agreed current date, with arrears/compensation for past period to be settled through a mutually agreed formula so that the matter is resolved finally without avoidable litigation.

- Extend benefit to serving employees and to employees who retired, died in service or superannuated after suffering the anomaly, on a fair pro-rata basis wherever records permit.

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- Ensure that the correction is reflected in basic pay for all future wage revisions, so that the same injustice is not carried into the next revision cycle.
- **Constitute a empowered joint group of Management and union representatives to finalise the level-wise calculation sheet within 60 days and place the proposal before the competent authority/Board.**

6. Suggested Calculation Principle

Without prejudice to the union's right to claim full restoration, the following practical methodology may be adopted for discussion:

- Step 1: Determine the formula-driven minimum basic for each affected induction level as on 01.01.1997.
- Step 2: Compare it with the actual minimum fixed in the 1997 wage revision and identify the gap.
- Step 3: Convert the gap into equivalent increments or a protected notional basic, level-wise.
- Step 4: Carry the corrected basic through annual increments and actual career movement up to 31.12.2006.
- Step 5: Apply the 2007 wage revision formula on the corrected 31.12.2006 basic.
- Step 6: Carry the corrected basic through annual increments and career movement up to 31.12.2016.
- Step 7: Apply the 2017 wage revision formula on the corrected 31.12.2016 basic and fix present basic accordingly.
- Step 8: Decide past arrears/compensation and prospective monetary date through bilateral agreement.

7. Prayer

In view of the above, we earnestly request the Management to treat this matter as a priority industrial relations issue and not as a routine representation. The employees concerned have waited from 1997 to 2026. The anomaly has already crossed nearly three decades, multiple wage revisions and several rounds of committee-level discussion. A partial increment-based relief in 2012 cannot be treated as full justice when the root defect in scale fixation continues to affect basic pay.

ONGC has the institutional maturity and precedent to correct such anomalies. A fair settlement now will restore confidence, reduce avoidable dispute, and demonstrate that the organisation values equity for the staff category employees who have contributed to ONGC's operations across fields, installations, offices and remote work-centres. We therefore request that this submission be taken on record in the bilateral meeting and that a time-bound decision be initiated for final resolution of Pay Anomaly-1997.

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Annexure - Key Documents Relied Upon

- Memorandum / MOS of Wage Revision 1997 for unionised category.
- Pay Revisions compilation containing 1997 executive and non-executive pay revision provisions.
- MOU dated 25-26.08.2010 constituting joint committee for the 1997 pay discrepancy.
- Proceedings of committee constituted for examining anomaly arising out of wage revision of 01.01.1997.
- Office Order dated 24.08.2012 on pay aberration arising out of wage revision w.e.f. 01.01.1997.
- Office Orders dated 27.06.2007 regarding compensation towards pay scale anomaly for E-2 to E-5 executives.
- Wage Revision 2017 settlement and prior union presentation on propagation of 1997 anomaly.

With Best Regards,

Yours sincerely,

15/07/25.

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Copy for the information and necessary action please:-

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2. The ED- Chief ER, DUB, ONGC, New Delhi.
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