ओएनजीसी
ONGC

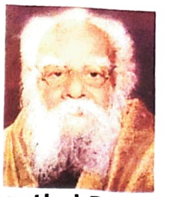
All India ONGC OBC & MOBC Employees Welfare Association

(Recognised by ONGC)

Regn No. 184/2014 Societies Registration Act, 1860

Head office: ONGC Cauvery Asset, Neravy Complex, Karaikal-609 604

Branches: Agartala, Ahmedabad, Ankleshwar, Baroda, Bokaro, Cambay, Cauvery, Chennai, Delhi, Dehradun, Goa, Hazira, Jodhpur, Jorhat, Kakinada, Kolkata, Mehsana, Mumbai, Silchar, Sivasagar & Nazira, Rajahmundry and Uran.



Thanthai Periyar

President
C. Sethupathi
94425 00777
ongcobc@gmail.com

Honorary President
Dr.K.Laxman, M.P
Member of Parliament (R/S)
Hyderabad (Andra)

General Secretary
Dr. Ajoy Lal Dutta
95311 07150
Dutta_al@ongc.co.in

Working President
Vaibhav Lavekar
Mumbai
99692 26898

Adl.Gen-Secretary
Devinder Singh
Dehradun
70602 05913

Joint Secretary
Lakhyaranjan Gohain
Sivasagar
94019 90907

Org. Secretary
Ankit Chudasama
Ahmedabad
94288 28407

Treasurer
M.Karthikeyan
Karaikal
94425 93330

Advisor
Chetan G Kadia
Cambay
99136 04633

No. OBC/CWC/PRE (21) /2026 *Date: 19/07/2026*

To,
Director (HR),
Oil and Natural Gas Corporation (ONGC) Ltd.,
PDDU Bhavan, Vasant Kunj, New Delhi.

Subject: Representation regarding the adjustment in Employer's Contribution towards the Post-Retirement Benefit Scheme (PRBS/NPS) and constructive suggestions for the funding of the Post-Retirement Medical Benefit (PRMB) Trust.

Respected Sir,

The All India ONGC OBC & MOBC Employees Welfare Association (EWA) presents its compliments to the management. As an association deeply committed to the growth of ONGC and the socio-economic welfare of its workforce, we write to you in a spirit of constructive dialogue, mutual respect, and collaborative problem-solving.

While we hold the utmost respect for the organization's legacy and fully understand the management's responsibility to manage long-term financial liabilities, we wish to submit our earnest apprehensions regarding the recent administrative decision to reduce the employer's contribution to the retirement corpus (PRBS/NPS) from **14.5% to 9.3%**—a sudden **5.2% reduction**—to meet the rising requirements of the Post-Retirement Medical Benefit (PRMB) scheme.

We wish to bring to your immediate attention that this adjustment has created widespread industrial concern across the organization. To prevent further escalation and to protect the interests of the workforce, we kindly request your empathetic consideration of the following critical points:

1. Hardships and Long-Term Impact on Serving Employees

While we completely acknowledge the complex challenges management faces due to escalating post-retirement medical costs, we wish to highlight the severe stress this adjustment places on the future financial stability of serving employees:

- **The Compounding Disadvantage:** While a 5.2% reduction might seem manageable on a month-to-month basis, the long-term impact on a younger employee's corpus over a 25 to 30-year career horizon is highly significant due to the loss of cumulative compounding, heavily diminishing future monthly pensions.

- **Disruption of Financial Planning:** Employees have structured their long-term family responsibilities, investments, and home planning based on the established retirement benefit structure. A sudden shift mid-career creates genuine anxiety regarding post-retirement security.
- **Compromising One Safety Net for Another:** We firmly believe that protecting medical security should not come at the cost of weakening the primary pension corpus. Both are equally vital safety nets for an individual in their twilight years.

2. Constructive Alternatives for Funding the PRMB Trust

Before permanently altering the retirement funds of active employees, we respectfully suggest that management explore alternative institutional pathways:

- **Utilization of Corporate Reserves:** Since the welfare of retirees is a shared organizational pride, we request management to explore whether a portion of the PRMB deficit can be supplemented through corporate reserves or separate budgetary allocations, subject to regulatory permissions.
- **Addressing Demographic Shifts Holistically:** We understand that the strain on the PRMB Trust is largely due to a changing contributor-to-beneficiary ratio. Rather than executing financial reductions that disproportionately impact younger employees, a more sustainable approach lies in structural changes, such as rationalized manpower induction to broaden the core contributor base over time.

In light of the severe legal obligations and the escalating risk of nationwide industrial unrest, the Association submits the following prayers for your urgent consideration:

1. **Keep the Reduction in Abeyance:** We pray that the decision to reduce the employer's contribution to the PRBS/NPS corpus be kept in abeyance immediately, and the original contribution of 14.5% be restored pending a joint, transparent review to protect the status quo ante.
2. **Transparency through Actuarial Reports:** We request that the actuarial valuation reports of the PRMB Trust be shared transparently with employee collectives to help us better understand the structural needs and suggest collaborative solutions.
3. **Respect Trust Governance & MoS:** We request that any future alterations to the superannuation benefits strictly honour the 2013 MoS and be routed through formal PRBS Trust board meetings with the active participation of the Trustees.
4. **Autonomy of Choice for Employees:** In the spirit of equity, we request that individual employees be granted the autonomy to choose their preferred ratio of allocation between PRBS and PRMB based on their unique career stages and financial horizons.

We offer these submissions with the highest regard and with the sole intent of working hand-in-hand with management to prevent systemic complications, resolve ongoing industrial friction, and ensure a secure, vibrant future for both the active and retired ONGC family.

Thanking you in anticipation.

Yours faithfully,

19/07/26

(Vaibhav M. Lavekar)
Working President – CWC
All India ONGC OBC & MOBC Employees Welfare Association (EWA)

Copy to :

1. The Director - T&FS/Finance/Production/ Exploration, DUB, ONGC New Delhi.
2. ED – Chief Employee Relations ONGC, PDDU Bhavan, Vasant Kunj, New Delhi.
3. ED – Chief HRD, ONGC, PDDU Bhavan, Vasant Kunj, New Delhi.
4. GM (HR), I/C- Corporate IR, PDDU Bhavan, Vasant Kunj, New Delhi.
5. CLO for AI ONGC OBC & MOBC EWA.
6. President / General Secretary (CWC), AI ONGC OBC & MOBC EWA.
7. Guard File- OBC Head Office: ONGC, Cauvery Asset, Neravy Complex, Karaikal-609604.