



**OIL AND NATURAL GAS CORPORATION LIMITED**  
**DEPARTMENT OF EMPLOYEE RELATIONS**  
CORPORATE POLICY SECTION

File No: 103(92)/03-EP

Dated: 8<sup>th</sup> October 2004

To

Asset Manager/Basin Manager/Head of Regional Offices/Head of Institutes/  
Offices

**SUB: Grant of 'Agrani Samman' ex-gratia benefit to pre-15.10.1959 / post-14.10.1959 employees.**

This is in continuation to the letters of even number dated 7.1.2003, 4.4.2003 and 25.6.2003 on the subject cited above.

2. As per instructions contained in 'Agrani Samman' Ex-gratia Benefit Scheme, those ex-employees who have rendered a minimum of 10 years service in ONGC and fulfill other eligibility conditions of the scheme are eligible for 'Agrani Samman' ex-gratia. It is further provided in the scheme that the fraction of a year equal to six months and above shall be treated as full year for calculating the length of service of the ex-employee.

3. In view of above, it is enjoined upon all concerned that the requests of all those ex-employees who have rendered a net service of 9 years and six months or more but less than 10 years prior to their superannuation/voluntarily retirement/death and fulfill all other terms & conditions of the scheme, be reviewed and necessary action be taken for payment of 'Agrani Samman' ex-gratia to such ex-employees / spouses accordingly.

4. This issues with the approval of Competent Authority.

(N. Mani)

Chief Manager (P&A) – Corp. Policy