



PM Cell – MM

## Oil and Natural Gas Corporation Ltd Corporate Materials Management

9<sup>th</sup> Floor, South Tower, SCOPE Minar,  
Laxmi Nagar, Delhi -110 092  
Tel – (011) 22406044 Fax – (011) 22446494

Circular No. 15/2015

No: MAT/PMC/13(29)4-SC/2015

Dated: 22.04.2015

**Sub: Fair Wage Policy (FWP).**

Reference is invited to Circular No. 28/2013 dated 28.10.2013, whereby in accordance with the guidelines dated 11.03.2013 issued by ED-Chief ER, instructions for implementation of Fair Wage Policy in the types of contracts mentioned therein were issued for compliance.

With respect to applicability of the aforesaid policy in case of expired contracts a query has been received from one of the work centres. It is clarified that, FWP is required to be implemented with retrospective effect from 01.04.2012. Hence, subject to the compliance of other terms and conditions of the FWP, where the contracts have expired before implementation of the Fair Wage Policy and the contract(s) is/are subsequently awarded to some other successful bidder, the FWP should be implemented through the present contractor(s) subject to the compliance of other terms and conditions of the Fair Wage Policy by carrying out suitable modifications in the contract conditions as per provisions of Integrated MM Manual on Post Contract Issues.

Above guidelines should be meticulously followed by all concerned.

  
(Anil Kumar Sachan) 22.04.15  
ED-Chief MM Services

Distribution: (Through ONGC's intranet website 'ongcreports.net').

**All concerned may download the circular from the site. Hard copies are not distributed separately.**

Copy to:

1. EO to CMD, ONGC, Jeevan Bharti Building, New Delhi.
2. CEA to Director (Finance) / Director (T&FS) / Director (Offshore) / Director (HR) / Director (Onshore) / Director (Exploration), ONGC, Jeevan Bharti Building, New Delhi.
3. CVO, ONGC, Jeevan Bharti Building, New Delhi.