

## R.K Gupta

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**From:** R.K Gupta [guptark@sumona.in]  
**Sent:** 02 June 2023 13:18  
**To:** 'subimalmondal@indianoil.in'  
**Subject:** Meeting with IROWA on 31.5.2023

Dear Shri Subimal Mondal,

Meeting you and exchanging views on subject of common interest was indeed a pleasure, when our Mr A K Rauniar, Mr Suresh Arora and I met you in your chamber on 31<sup>st</sup> May'23 afternoon. We will ever cherish the frank discussion we had with you. Though a number of long pending issues were discussed, a lot of emphasis was put by us on the following few major pain points faced by the retired officers.

1. The Retired officers have contributed most valuable years of their life in building this Great "Indian Oil Corporation", the first Fortune 500 Company of India to such heights. IOC Management also has never treated us as an inseparable part. The management apart from the medical facility have of their own have brought many beneficial schemes like ex gratia, felicitation award etc and had contributed twice heavy amounts, totalling to around 1000 crores in the PRMBF fund. Since last about 35 years IROWA have been getting IOC facilities for conducting our monthly meetings, Such meetings neither cost anything additional nor in any way disturb IOC's working as these are always held on IOC's holidays only. This facility needs to be resumed urgently as these meetings play a vital role in keeping our retired officers in touch with their alma mater, their own colleagues and keep track of the developments in the corporation.
2. Like any other PSUs, IOC had been helping IROWA to bring out its quarterly 16 page Newsletter by giving its advertisements since beginning. Corporate communication based on our requests have been taking approval of competent authority and have been awarding us the yearly contract. Last such approval (for 4 quarterly issues for Oct'22, Jan'23, Ap'23 and July'23) was granted by Corporate Communication department vide their letter CPR/28/74(22-23) DATED 19.12.2022. Though we have submitted our bills strictly in line with IOC's format, our payment has not been released as about 4 months ago some disgruntled individual had made complaint to vigilance. We fail to understand as how such contract awarded to IROWA is being tagged with the complaint. You very kindly assured us to look into it and get our pending bills cleared.
3. PRMS, as was known then, was introduced in 1985. The Fund under the scheme was totally contributed/replenished by the Corporation. Only at the time of retirement, the retiring officer, by way of contribution, had to pay a lump sum as per his grade and this practice is being followed presently also. PRMS stipulated that this Medical Benefit will be extended to the employee only after the officer retires from the service of the Corporation. It was, therefore, by its very nature a 'Deferred Benefit', which would be admissible only after the employee retires from the service of the Corporation. And hence, it constituted a "Condition of service" and a "Contract of employment" both for the Employees serving the Corporation then and the Employer ie IOC. Funding of PRMBF "out of 30% retiral benefit" as a concept is applicable only to officers joining IOC on or after 1.1.2007. IOC cannot unilaterally change service conditions after the officer had retired. Moreover, serving officers funding PRMS of retired officer is not correct and hence needs correction immediately.
4. From the year 2012, there has been considerable rise in the prices of medicines (especially in respect of chronic ailments), consultation fees of Doctors and charges for various Pathological Tests. With falling real value of the already meagre annuity, steep fall in interest income from FDs (which is the primary source of sustenance for most of the

retirees), rising living costs, and rising healthcare costs, the hardships of retired officers have increased tremendously. PRMBF, therefore, needs revision immediately considering all the related aspects including Miscellaneous Expenses in entirety.

5. Ex gratia should be paid in full to all the retirees, without adjusting the annuity they receive from LIC/SBI Life etc, as applicable to their grades.
6. Under existing PRMBF rules, in case of hospitalization treatment for a non-specified disease in nominated / non-nominated hospital, the retired officer is required to pay 15% of hospitalization expenses and 85% is born by the corporation. For retired officers this 15% is a big burden in the present context of heavy hospitalisation bills and as such this 15% clause should be removed and full 100% payment should be made by IOC as is being reimbursed to serving officers.
7. After having discussions on 27.2.2023 with Mr Manish Patil, the then ED (HR) and his team, we had forwarded on 16.3.2023 a list of 16 issues. Quite a number of them need only either administrative orders or are resolvable easily. All these 16 issues need your urgent kind attention.

Regards,

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