



CENTRAL WORKING COMMITTEE

No. ASTO/CWC/E5-Corp Promotions/2018-22

02.09.2022

To,
CMD
ONGC
New Delhi - 110001

Sub: Review of R&P Policy for Executives before the corporate level promotions of E5 Level w.e.f. 01.01.2023

Respected Sir,

On behalf of the executive community of ONGC, we take this opportunity to wish you a very successful tenure as CMD of ONGC and Chairman ONGC group of companies. Under your exemplary leadership we are very sure that ONGC shall excel further.

We would like to draw your kind attention to the issue related to corporate level promotions especially at E5 level. The exercise for corporate level promotions w.e.f. 01.01.2023 has been initiated and circular related to cut-off for corporate level promotions for promotion to E5, E6, E7, E8 and E9 level w.e.f. 01.01.2023 has been issued on 18.08.2022. As per the circular, cut-off for promotion to E5 level w.e.f. 01.01.2023 is E4 level executive w.e.f. 01.01.2020 and earlier batches & for promotion to E6 level w.e.f. 01.01.2023 is E5 level executive w.e.f. 01.01.2020 and earlier batches respectively. And, as per circular dated 18.08.2022, cut-off was decided by EC based on the success percentage, batches covered at each level during the past year, number of executives available for consideration and future superannuation trend.

These are supposed to be based on Board approved modalities for corporate level promotions vide OO No. No. 11(34)/RP-C/2015/OO-Corp. Prom/CP dated 15.10.2015, which states that *“Depending upon the number of eligible executives and number of positions to be filled in, the actual cut-off batch for promotion is to be decided by EC”*

ASTO has carried out analysis based on the data available in the public domain and are of the opinion that there would not be many executives eligible for promotions to E5 level. The details are as follows:

Point 1: Success percentage:

Analysis of success percentage of last 3 year promotion to E5, E6 and E7 level is shown in table below:

Promotion	Promotion Level	Eligible Executive	Promoted executive	Percentage
01.01.2020	E4 to E5	894	262	29.3%
01.01.2021	E4 to E5	1109*	362	32.6%**



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01.01.2022	E4 to E5	738	218	29.5%
01.01.2020	E5 to E6	1160	288	24.8%
01.01.2021	E5 to E6	1355*	391	28.8%
01.01.2022	E5 to E6	1097	298	27.1%
01.01.2020	E6 to E7	1354	251(RP) + 110(SP)	18.5 % (26.7%)
01.01.2021	E6 to E7	1261	187(RP) + 100(SP)	14.8 % (22.7%)
01.01.2022	E6 to E7	1151	182(RP) + 123(SP)	15.8 % (26.4%)

RG: Regular Promotion SP: Supernumerary Promotion

*Two batches (E4 & E5 from 1.1.2017 & 1.1.2018) included for promotion w.e.f. 01.01.2021.

** Higher percentage for promotion of drilling executives (approx. 48% of eligible executive).

It is clear from above table, approx. 30% promotion criterion adopted every year by DPC for promotion from E4 to E5. In 2021, percentage is little bit more because of higher percentage of promotion of executives in drilling and cementing discipline. Therefore, we are very hopeful and expect that EC shall continue to maintain the same percentage i.e. 30% for E4 to E5 level promotions.

Point 2: Batches Covered:

Analysis of batches covered for consideration in last 4 year promotion of E5 level is shown in table below:

Promotion	Promotion Level	Eligible Batches
01.01.2020	E4 to E5	E4 level executive w.e.f. 01.01.2016 and earlier batches
01.01.2021	E4 to E5	E4 level executive w.e.f. 01.01.2018 and earlier batches
01.01.2022	E4 to E5	E4 level executive w.e.f. 01.01.2019 and earlier batches
01.01.2023	E4 to E5	E4 level executive w.e.f. 01.01.2020 and earlier batches
01.01.2020	E5 to E6	E5 level executive w.e.f. 01.01.2016 and earlier batches



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01.01.2021	E5 to E6	E5 level executive w.e.f. 01.01.2018 and earlier batches
01.01.2022	E5 to E6	E5 level executive w.e.f. 01.01.2019 and earlier batches
01.01.2023	E5 to E6	E5 level executive w.e.f. 01.01.2020 and earlier batches
01.01.2020	E6 to E7	E6 level executive w.e.f. 01.01.2016 and earlier batches
01.01.2021	E6 to E7	E6 level executive w.e.f. 01.01.2017 and earlier batches
01.01.2022	E6 to E7	E6 level executive w.e.f. 01.01.2018 and earlier batches
01.01.2023	E6 to E7	E6 level executive w.e.f. 01.01.2019 and earlier batches

Table shows that every year one batch is added to previous one except promotion w.e.f. 01.01.2021(for promotion of E5 and E6 level).

Point 3: Executive available for consideration:

(i) **For E4 to E5 promotion:** (status as on 31.12.2022)

Total eligible E4 executive as per cut-off: 737

Total eligible E4 executive with Q1 qualification: 458

Total eligible E4 executive with Q2 qualification: 279

Out of total eligible 737 executives, 164 executives (Q1-25 & Q2-139) are 57 year and above age. And, out of these 164 executives; 66, 46 and 52 are superannuating in 2023, 2024 and 2025 respectively.

(ii) **For E5 to E6 promotion:** (status as on 31.12.2022)

Total eligible E5 executive as per cut-off: 893

Total eligible E5 executive with Q1 qualification: 620

Total eligible E5 executive with Q2 qualification: 273

Out of 893 executives, 326 executives (Q1-167 & Q2-159) are 57 year and above age. And, out of these 326 executives; 119, 102 and 105 are superannuating in 2023, 2024 and 2025 respectively.

(iii) **For E6 to E7 promotion:** (status on 31.12.2022)

Total eligible E6 executive as per cut-off: 1324 (Q1-Qualification)

Out of 1324 executives, 536 executives are 57 year and above age.



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Point 4: Future superannuation trend:

Analysis of superannuation trend of next three year promotion is shown in table below:

Level	Manpower as on 31.12.2022	Retirement till 31.12.23	Retirement till 31.12.24	Retirement till 31.12.25
E5	1460	141	137	130
E6	1881	217	237	240
E7	569	84	114	108

It can be seen that there is a decreasing trend of executives who shall become eligible for promotion to E5 level. This trend shall further block future promotions to higher levels. E5 promotion is the entry point for further corporate level promotions, so required number of promotion in E5 is necessary for organizational growth.

ASTO had brought the above issue of less manpower at E4 level in 2nd R&P Joint review meeting at Dehradun on 31.01.2020 & 01.02.2020 and during online R&P meeting on 02.05.2022. This situation is not going to improve till 2028 due to induction of small GT batches in the year 2005, 2006, 2007, 2008 & 2009. This is very less in comparison to numbers of superannuation till the year 2028. ASTO in its suggestions had brought out that the R&P review for executives be carried out on priority and review the MOU of 2004 so that the recommendations of the revised MOU with ASTO can be implemented before starting the process of E5 promotion w.e.f. 01.01.2023.

In view of above, we request that the review of R&P needs to be carried on top most priority before starting the process of E5 promotion w.e.f. 01.01.2023.

With highest regards.


Sanjay Varshney
General Secretary -CWC

Copy to:

1. Dir (HR)/Dir(Expl)/Dir(T&FS)/Dir(Onshore)/ Dir(Offshore)/ Dir(Finance)
2. ED-Chief ER/ GGM-Chief HRD
3. President/Secretary - All ASTO Units