



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

Registered with the Registrar of Societies Uttarakhand Govt., Registration No. 172 (1967-68)

OIL AND NATURAL GAS CORPORATION LTD.

Room No. 2016, 2nd Floor, Tower-A, Vasant Kunj, New Delhi-110070

Telefax : 011-26129098 Email : amitkumar@ongc.co.in



AMIT KUMAR
PRESIDENT-CWC
9868282105

No. ASTO/CWC/R&P /2018-20

7th December 2018

To

✓ Chairman & Managing Director

ONGC Ltd.

5th Floor Deendayal Urja Bhawan

New Delhi – 110070

Fax No: 011-26129021

Sub: Moderation of E6 level PAR Score(s) in consideration for E7 to E8 and E8 to E9 Promotional Process

Sir,

This is with respect to the consideration of PAR(s) of executives being considered for promotion from E7 to E8 and E8 to E9. We would like to bring your notice following aspects related to the promotion process:

- i) E7 to E8 and E8 to E9 promotions experience eligibility is minimum 2 years and 1 year of experience respectively.
- ii) Average of last five PAR scores is to be considered to evaluate individual's performance.
- iii) The experience at present level when short of 5 years (which is bound to be as per policy) necessitates inclusion of PAR score of level below than the present post held by the individual. For example:
 - (a) For promotions of E7 to E8, cut-off year is 1.1.2017. In the present scenario, E6 level PAR(s) shall also be considered for 2014 to 2017 batches of E7 eligible for promotion to E8 post.
 - (b) For the promotions of E8 to E9, the cut-off year is 1.1.2018. In case of E8 promoted w.e.f. 2018 (who were GM from 1.1.2014), E6 level PAR score of 2013-14 have to be considered to meet PAR criteria.
- iv) Policy on E7 to E8 and E8 to E9 Promotions defines 60% weightage for PAR score besides 20% for ADC, 5% for Experience and 15% for Interview.
- v) PAR Format for E6 is defined by ONGC and it does not carry any weightage of company's performance.
- vi) PAR format for E7 to E9 executives is defined by the DPE and carries 25% weightage of Company's MOU Performance Rating for the respective year. The E7 to E9 Executive's individual performance weightage is for balance 75%.
- vii) Average performance ratings of individuals' varies from 80 to 99 whereas that of company for the last 5 years in consideration varied from 67.25 to 88.10.
- viii) It is therefore clear that 25% of company's performance weightage when added to 75% weightage for individual's performance level creates disparity in overall PAR score ratings when compared to E6 Par scale. The PAR score of E7 level executive



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CENTRAL WORKING COMMITTEE

with the same level of performance with PAR format of E6 level will certainly be less.


The impact of same is brought out clearly in the table attached as Annexure-1. From the table it can be easily seen that the senior officers shall be at a disadvantage of nearly 2.70 marks when their PARs are considered for overall tally of marks for promotion as E6 PARs of senior executives being considered are less compared to junior level officers.

It is therefore suggested that the PARs of concerned officers of E6 level needs to be rationalized in order to match with PARs as per DPE guidelines. ASTO therefore suggests Moderation of E6 PAR scores falling in the preceding 5 years of PAR under consideration is simple by applying formula as given here under:

Moderated score of E6 level for promotional consideration for E7 and above level	$(0.75 \times \text{Actual E6 level PAR score}) + (\text{ONGC's MOU Parameter score on a scale of } 100/4)$
Example E6 PAR score for 2013-14 = 98 marks and Company's performance score for 2013-14 = 88.10 marks (1.476 rating - Excellent)	Moderated score of E6 PAR score, $= 0.75 \times 98 + 88.10/4, = 95.525$

Sir, since last three years the process may have been vitiated because of this anomaly in the quantification process. It is therefore requested that our views may be please be got examined and if found fit may please be followed in the present process of corporate promotions w.e.f. 01.01.2019.

With warm regards


2/12/18
(Amit Kumar)
President CWC

Copy to:

- 1) Director (Expl) ONGC Ltd., 5th Floor DUB Fax No. : 011-26129027
- 2) Director (Fin) ONGC Ltd., 5th Floor DUB Fax No. : 011-26129028
- 3) Director (Off) ONGC Ltd., 5th Floor DUB Fax No. : 011-26129023
- 4) Director (On) ONGC Ltd., 5th Floor DUB Fax No. : 011-26129024
- 5) Director (T&FS), ONGC Ltd., 5th Floor DUB Fax No. : 011-26129022
- 6) Director (HR), ONGC Ltd., 5th Floor DUB Fax No. : 011-26129025
- 7) ED-Chief HRD, Dehradun
- 8) President /Secretary – All ASTO units

