



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

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OIL AND NATURAL GAS CORPORATION LTD.

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CENTRAL WORKING COMMITTEE

No. ASTO/CWC/e-PAR/2018-21

14.05.2020

To,
Director (HR) ONGC,
5th Floor Deendayal Urja Bhawan
New Delhi - 110070

Sub: Modified Performance Appraisal System (e-PAR system) and extension of Date filling of e-PAR.

Respected Madam,

On behalf of all the employees we would like to thank EC for being always ahead in taking proactive decisions to contain the pandemic of COVID-19. Despite a lot of apprehensions, the crew change for Offshore and Onshore Operations is going on with timely intervention and guidance of ONGC Management.

During this trying period, modified PAR system was launched and as per the instructions, last date of filling e-PAR for the assessment year 2019-20 is 15.05.2020. In this regard, we would like to submit that under this critical phase of lock downs and crew change, large numbers of officers are affected. Some officers are working in Offshore and Onshore Assets and they are in movements for crew change. Moreover, many officers are living in red zone areas and not able to come to offices. Some are either working from home or quarantined by the government authorities. In such situations, it has become challenging to follow the deadline dates of e-PAR activities though everybody is making all the efforts.

Further, in between the period of lockdown and the process of crew change, issuance of order on 27.03.2020 on modifications of Performance Appraisal System i.e. Assessment Year 2019-20 has created some apprehensions amongst the officers' community. This order has certain restrictions and having direct impact on Promotion of the employees. Therefore, it is felt that the apprehensions that the officers are having needs to be discussed with ASTO. We have also discussed this in our R&P committee report and also during various discussion with HR Team on review of R&P on the need to have detailed deliberations on some apprehensions on these modifications.

We would therefore request your good office to advise Chief HRD to have a video meeting with ASTO so that the apprehensions can be clarified for all the employees. Further keeping in view the present circumstances it is requested that e-PAR assessment last date may be advanced to 30th June 2020 in order to give time to employees to complete the process.

With warm Regards

(Amit Kumar)
President CWC

Copy to:

1. ED -Chief HRD
2. President/Secretary – All ASTO units