



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/PRP/2018-21/32

14.10.2021

To,
Chairman and Managing Director,
ONGC,
5th Floor Deendayal Urja Bhawan,
New Delhi-110070

Subject: SBU Ratings for 2019-20 for PRP Payment

Respected Sir,

MoU Score and Rating have been issued by DPE vide OM No. M-05/0009/2021-DPE (MoU) dated 11.10.2021 for calculation of final PRP payment for the year 2019-20. We have been judged unfairly without going into the way upstream industry works and cannot be compared to other industries/Refineries/marketing etc. PRP pay-out depends upon ONGC MoU rating (50%), SBU rating (30%) and Individual PAR (20%). Therefore, 30% weightage of SBU ratings is an important factor for determination of the payable amount and the ratings are to be decided internally based on PMBG evaluations.

ONGC as an upstream Oil & Gas company has been facing a very challenging time as the era of easy Oil is over long time back. Maintaining and increasing production with aging field and in absence of any new significant findings, achieving target has become quite difficult. However, ONGC under the guidance of EC, took the challenge head on and notwithstanding the significant challenges all the ONGCians maintained the Oil & Gas productions for the country. During the year (2019-20) some of the significant achievements by our company were:

1. 12 Discoveries: 7 in Onshore & 5 in Offshore
2. 2P reserve accretion was 53.21 MMTOE, RRR of 1.19
3. We Produced O+OEG of 44.57 MMTOE
4. We drilled 500 wells, the fourth consecutive year to have drilled 500 wells or more
5. Despite major decline in Crude Oil market price, our PAT was Rs.13445 Crores
6. ONGC Videsh recorded its highest ever O+OEG of 14.98 MMTOE

Sir, as per information available, ratings of SBUs like Assets /Basins are evaluated either fair or poor for the year 2019-20. Considering the ground realities as well as the challenges that our employees had faced in the field throughout the year and especially Covid-19 pandemic this is not at all reflecting the performance of our hard working employees.

Sir, in view of above, we request you to review the SBU ratings and upgrade them, so that the negative impact of SBU ratings on performance related payments for the year 2019-20 is not there on our employees working in field operations. It is pertinent to mention here that our employees have gone beyond their capacities and personal safety to ensure Oil & Gas production for the ONGC in particular and Country in general.

With Warm Regards,

Amit Kumar
President - CWC

Copy to:

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