



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 : 011-26129070 Email : amitkumar@ongc.co.in



CENTRAL WORKING COMMITTEE

No. ASTO/CWC/PMBG/2018-21/13

20.10.2020

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

Sub: Ratings of SBUs as finalized by PMBG for FY 2019-20

Sir,

The financial year 2019-20 has been a year which started with challenges and continued to enhance the challenges ending with one of the biggest challenge that the world is facing i.e. the pandemic Covid-19 which has continued awaited.

FY2019-20 turned out to one of the most challenging year for the Upstream Oil & Gas companies like ours. However, ONGC under your leadership took the challenge head on and notwithstanding the significant logistic challenges all the ONGCians maintained the Oil & Gas productions for the country especially our employees working in field operations sacrificing their personal comfort and the fear of Covid-19. During the year some of the significant achievement by the company under your leadership 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.

Wherever there has been a dip in our performance it has been mainly due to circumstances beyond our control. Kudos to your leadership during these challenging times as you not only converted these challenges into opportunities but led with complete empathy for all the employees and their families.

However, unfortunately it is not understood as to what parameters have been used by PMBG vide which the performance of majority of E&P SBUs is either Fair or Poor. The details as available in public domain are as follows:

1. Assets: 17 (Very Good-03, Good-05, Satisfactory-03, Poor-06)
2. Basins: 07 (Good-01, Poor-06)
3. Plants: 03 (Very Good-02, Good-01)
4. Field Services: 11 (Excellent-02, Very Good-04, Good-02, Satisfactory-03)
5. Institutes: 11 (Excellent-05, Good-02, Satisfactory-01, Poor-03)

It is a surprising and shocking fact that the KPIs set by PMBG is not reflecting the performance of our hard working employees and not taking into consideration the ground realities as well as the challenges that our employees faced in the field throughout the year and continue to face.

Majority of the Key Executives have informally shared that PMBG has not been able to accommodate the views of the Key Executives to reflect the challenges being faced in field operations. It is unfortunate that the performance of our employees and organization is not



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correctly reflected by the data being projected by the PMBG. The SBUs performance being shown by PMBG is based on KPIs and their targets which are not assigned as per the ground reality as well as the performance put in by our employees in fields.

Sir, in view of above facts we request you to review the KPIs set by PMBG and moderate them so that the negative impact of SBUs ratings on our employees working in field operations is not there on performance related payments, especially when 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(Fin)/Dir(Offshore)/ Dir(HR)/Dir(Expl)/Dir(T&FS)/Dir(On)
2. ED - Chief ER/Chief HRD
3. All ASTO Units