



# 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

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### CENTRAL WORKING COMMITTEE

**No. ASTO/CWC/Disaster-COVID-19/2018-21/7**

**21.06.2020**

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

#### **Sub: Transfers during pandemic COVID-19 – Orders for Relieving of Officers on deferred Transfers**

Madam,

The novel coronavirus disease (COVID-19) has threatened the health and lives of millions of people. Highly contagious, it has stunned the whole world and countries across the globe are trying to overcome this unprecedented challenge. So is India and ONGC in particular doing everything possible to overcome this challenge. Your latest circular dated 15<sup>th</sup> June 2020 in this regard has clearly brought out the concern.

ONGC had brought in travelling restrictions for its employees since 16.03.2020 and subsequently, ONGC deferred all the transfer orders vide their orders dated 23.03.2020, 21.04.2020 and 06.05.2020. Vide our letter dated 25<sup>th</sup> May 2020 addressed to CMD we had requested that transfers should be kept in abeyance till the situation normalizes and then relieve all the transferees including the ones under transfer in AT-2020.

Madam, in this COVID-19 pandemic millions of lives have been significantly altered, a global, multi-level, and demanding stress-coping-adjustment process is going on across the country. The pandemic is ever increasing and most of the work centres where ONGC operates are the ones that are worst affected. In fact people who are travelling are getting infected more and more and the result is that number of states are either going for the institutional quarantine/home quarantine of the people coming in. Daily we are adding around 14000 cases now in the country. Number of our colleagues in office or who have travelled for on/off duty have also got infected. There are cases where complete operations have come to halt due to COVID positive cases. Some of them have even lost their lives to this deadly disease. The recent one being a 59 year officer posted in field operation in Western Region.

However, we were surprised to see that some officers started receiving emails that they shall stand relieved by 15<sup>th</sup> July 2020 and they should keep themselves ready. Initially ASTO could not believe that in this ongoing pandemic which is worsening day by day, ONGC advising their employees to take all precautions, follow the SOPs and GOI guidelines, then how relieving orders can be issued.

ASTO suggests that we should continue to keep the transfer process on hold because of following reasons:

1. There are cases where the officers have small children, aged parents living with them, families that are having underlying conditions/co-morbidities, officers themselves have been exempted to come to office due to their underlying conditions. Number of representations are being received from the affected officers. Some of them have very small children, one officer has a mother around 80 years old having leakages in valves of her heart, another lady officer has 84 years dependant mother, another officer himself has undergone bypass surgery, another officer has differently abled child, one of them have a father suffering from



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cancer, one of them has a child undergoing psychological therapy, number of them have children preparing for competitive examinations/board examinations.

2. There can be operational gaps of manpower due to implementation of some transfers as per order dated 06.05.2020. It may lead to scarcity of manpower in operational areas as AT-2020 transfers are completely deferred, relieving officers who are on deferred transfer (AT-2019 or earlier) shall create gaps which shall not be filled. Also superannuation shall lead to further gaps.
3. Some of these officers in deferred cases have gone back to their family stations after nearly 70 days of duty in field operations. Asking them to move on transfer and move their family at this stage may not be feasible in present circumstances.
4. Officers with children have already taken admission in the next class, paid the fees and the session has started online for all of them.
5. The board exams have been rescheduled and the same shall now be held in July 2020 after which the results shall be available for future planning.
6. The entrance exams for the professional colleges have been deferred and probably shall take place only after the board exams. All colleges have postponed their examinations.
7. The travelling modes have been selectively opened but have laid down SOPs including some restrictions by states on their own which shall restrict the safe movement of our employees. Our field employees are doing longer duties in their on/off pattern in order to ensure smooth operations.
8. Whether Officers shall be able to move with their families to highly vulnerable cities like Mumbai, Delhi, Chennai, Surat, Ahmedabad, Jodhpur, Kolkata etc. as old parents, children, pregnant wives, and employees with co-morbidities are more vulnerable to infection. All the family members including parents shall be completely exposed to the virus during travel and the new place of posting. As per latest information cities like Jorhat, Sibsagar, Tripura, Goa and areas around our work centres like Rajahmundry, Cauvery etc. are being impacted and cases are on the rise.
9. Few employees who had joined new place of posting just before the onset of this pandemic have still not been able to get houses or shift their families except in one or two cases that too at senior level. We are doubtful whether officers who move on transfer shall be able to get houses. Further, with families with conditions as brought out above it is next to impossible for arranging necessary requirements like NOC, logistics etc.
10. We are also being told that even in the cases where relieving orders have been issued, there has been pick and choose. Some deferred cases have been further deferred while some



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officers despite the above constraints have been issued the relieving orders. As management we should treat all the employees equally and the policy should be applied equally to all.

11. We are asking them to go on transfer along with their families to the new place of posting, exposing them to unnecessary risk and also against the GOI guidelines. ONGC as per Article 12 of the Constitution of India falls under the category of State and definitely we are bound to follow GOI guidelines.

We would like to bring out that this is the time to collaborate to fight this pandemic together. Therefore, we request that immediately an e-meeting be held with core group of ASTO to iron out the way forward on this issue as well as other issues brought out by us in our previous letters. We request that the meeting be held preferably in next seven days.

Madam, the situation right now is not at all conducive to transfer people as brought out above. We therefore request that the Transfers of all categories may please be continued to be deferred and once the overall situation stabilises in near future, risk is reduced then we may review the relieving of officers on transfer and also give effect to the transfers of AT-2020, specifically those in North East as most of them are staying on bachelor status and may be willing to move alone on transfer.

With warm Regards

(Amit Kumar)  
**President CWC**

#### Copy to:

1. CMD pl.
2. Dir(Fin)/Dir(Off)/Dir(On)/Dir(Expl)/Dir(T&FS)
3. ED - Chief HRD/ Chief ER
4. President/Secretary - All ASTO units