



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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AMIT KUMAR
PRESIDENT-CWC
9868282105

No. ASTO/CWC/Up-gradation/2018-20

22.01.2020

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

Sub: (A) Award of designation/career growth of upgraded officers
(B) Payment of PRP to the upgraded officers as per their pay scale group

Madam,

We would like to bring to your kind attention that the above referred issues were discussed during meeting of ASTO CWC with Director (HR), Chief ER, and Chief HRD on 27.11.2018 and Bilateral meeting with Management on 05.02.2019. It was decided that as the issue is related to R&P, it will be further discussed in the R&P review meeting.

ASTO has also brought out clarifications and recommendations in detail on the above issue in ASTO's R&P Committee report on 29.04.2019. Further, it is very important to mention here that the above issue was discussed for resolution in positive direction again in the meeting with Chief HRD and Corporate HRD on 04.11.2019.

We would again like to bring to your kind notice that Under MRPR-1980, personal up gradation is given without change in designation in certain disciplines like Head Operator-Wireless, Head Operator- Telecom, Senior Roustabout and Senior Winch Operator etc. Though these officers were given scales of E-1 to E-4 level as per their respected upgraded designation but they continue to be designated at E-0 level. Here, it is pertinent to mention that in the past on the issue of anomaly award of designation of the upgraded officers, the upgraded officers of disciplines like HCPO, Pharmacy etc. were laterally shifted to other parent disciplines and their career growth avenues and all facilities have been extended as per their pay scales.

Now, we have nearly 250-300 officers who have been classified as "upgraded executives" are working at E-1 to E-4 level. Experience has a very important role in any industry and neglecting years of experience of these officers who have given their whole life for the growth of organization have created resentment and discontentment.

Further, in reference to above, we want to bring to your kind notice following orders:

- i. OO No. 18(3)/07-OTA/CP dated 13.02.2008, which clarifies that the employees who have been upgraded to executive scale be treated as executives and accordingly be eligible for all the benefits applicable to executives.
- ii. OO No. 11(14)/13/CP dated 02.09.2015, for extension all facilities/benefits to these upgraded employees at par with the corresponding levels of executives based on the pay scales except PRP payment. After reviewing their cases sympathetically, Management was kind enough to extend all the benefits to these upgraded officers



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CENTRAL WORKING COMMITTEE

as per their pay scale except PRP. And, it is also mentioned in the above order that the entitlement of these upgraded employees for the purpose of PRP is as per the provisions of OM No. 2(70)/08-DPE (WC)-GL-XVI/08 dated 26.11.2008 of DPE.


- iii. We fail to understand under which clause of the above OM of DPE it is mentioned that PRP is not applicable to these "upgraded employees" as per their pay scale group. Further, OO No. 11(196)/17-PR/CP dated 27.10.2017 in subject of 'Pay Revision of Board level and below Board level executives w.e.f. 01.01.2017, Clause No. (X) says that 'Payment of PRP shall be regulated as per DPE guidelines from FY 2017-18 and onwards.' And, DPE OM No. W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03.08.2017 on the above subject in regards to admissibility, quantum and procedure for determination of PRP from FY 2017-18 onwards does not mention anything, which debar these "upgraded executives" for getting PRP as per their pay scale.
- iv. OO No. DDN/HRG/PRP-PMS/Adhoc/2017-2018 dated 03.10.2018 in regard to payment of interim advance against PRP for the year 2017-2018; wherein it was decided that **"upgraded employees shall be given advances as per their pay scale group"**. But when the final payment against PRP for the year 2017-18 was made, the payment was made to these upgraded officers in pay scale group of E0 (though they all are upgraded at E-1 to E-4 level). This has resulted less payment in comparison to their equivalent E-1 to E-4 level officers.

We have also come across cases that the ICE system is also restricting their facilities to E0 level which is clear violation of ONGC's office order mentioned at Sl. No. ii.

We earnestly submit that the PRP of an employee is an important motivating factor. It is a financial reward to the employees whose work is considered to have reached a required standard. PRP payment system should be simple, transparent and nondiscriminatory.

It is kindly requested that the guidelines of PRP be suitably modified so that payment is made to these officers, as per their pay scale group, before finalization of process of PRP payment for the year 2018-19 and their facilities be restored as per the office order mentioned at Sl. no. ii.

With warm Regards


22/1/2020
(Amit Kumar)
President CWC

Copy to:

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