



CENTRAL WORKING COMMITTEE

No. ASTO/CWC/PAR/2018-22/36

24.07.2022

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

Sub: Review of PAR Assessment System introduced from the year 2019-2020

Respected Madam,

This is with reference to the bilateral meeting held on 22nd July 2022 between Management and ASTO, where the issues related to the PAR Assessment System introduced from the year 2019-20 were discussed in detail with Chief -ER and Chief-HRD and their teams.

ASTO brought out that the main objective of performance appraisals is to measure and improve the performance of employees and increase their future potential and value to the company. Other objectives include facilitating promotion decisions, providing feedback, understanding training needs, PRP and annual awards.

The restriction of performance appraisal has led to many deserving officers getting 94.99 with accepting officers mentioning that he deserves better but due to system restriction we are unable to rate him excellent.

Controlling officers identify the potential of their subordinates and assign the tasks as per their best capabilities and it is his prime responsibility to keep them motivated and take best work out of them. They need to award the PAR grade as per the contribution, capabilities and with the objective to develop an officer so that he/she realizes his/her true potential. PAR grading is an important tool available for motivation. Restricting the same has reduced the judgmental freedom.

Chief-HRD understood the practical inadequacies of the system implemented and agreed to take the review of the present PAR system for approval of the competent authority.

After detailed deliberations it was agreed that ASTO shall give further suggestions in addition to the comprehensive suggestions given earlier in our letter No. ASTO/CWC/PAR/2018-21/12 dated 12.10.2020.

Following are our suggestions:

1. The number of outstanding grade (A+) in PAR up to E6 level has been now restricted to 50% at controlling officer level and 40% at Accepting level. This leads to lot of constraints at both the levels and at reviewing officer level as well. This constraint has led to a negative impact on team work, especially in field operations. Our entire operations are based on team work and every team member has a role to play. The success depends on efforts of entire team. It is therefore proposed that the restriction be brought back to the levels of 2019-20 i.e. 70% at Controlling Officers. For reviewing and accepting officers the same may be restricted to 60%.



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

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2. The discretionary powers of key executives in the form of an additional 10% PAR over and above their prescribed limits, may be provided so that they can review and approve some of the PARs that could not be rated excellent (A+) due to system constraints.
3. Restriction of A+ grading should not be made level specific. Instead Controlling officers should be given the authority of grading 70% of his subordinates as A+, irrespective of their levels. For example: if one controlling officer has two E3 and two E2 level officers than gross total of officers i.e. 04 officers should be taken and 70 % of the total may be given A+ as the output may not depend upon the level. Controlling officers should be at liberty to select his best performer, irrespective of their levels. The same system should be available to Accepting Officers. We may club the Levels in three groups as E1-E4, E5-E6 & E7 and above.

The above suggestions shall bring about the required corrections in the PAR system and the constraints being faced by the controlling, reviewing, accepting officers as well as Key executives.

With highest Regards

Sanjay Varshney
General Secretary-CWC

Copy to:

1. CMD
2. Dir (Expl)/Dir (T&FS)/Dir (Onshore)/ Dir (Offshore)/ Dir (Fin)
3. ED - Chief ER
4. GGM-Chief HRD
5. President/Secretary - All ASTO units