



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-19/2018-21/4

25.05.2020

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

Sub: Transfers during pandemic COVID-19

Sir,

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. The COVID-19 disease is a pandemic. The WHO and GOI have issued various guidelines and advisories for managing the problem from both medical and psychological points of view.

During these extremely challenging situation, under your Leadership, the EC and ONGC has been very effectively dealing with this crisis. Our employees in field have put their heart and soul to ensure that the production of Oil and Gas continues. All our employees are giving their best and striving to ensure that Oil and Gas continues to flow for the nation. Under your leadership the herculean task of crew change across the work centres of ONGC could take place successfully. It was a huge morale booster for field employees. After nearly 70 days in field our colleagues have returned to their family stations only because of the initiative taken by you and EC.

Sir, 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. Though, prima facie intent of the orders remained the same but inherent contradictions of the provisions in last order, led to number of officers seeking clarifications. On one hand there are people in AT-2020 who would want to get relieved, officers who have been given promotion linked transfers are feeling helpless, whereas officers who have small children, pregnant wives, old parents to move with them, officers with co-morbidities, who on one hand are not being asked to come to office, but may be asked to move on transfer.

Sir, 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 home quarantine of the people coming in, institutional quarantine or simply not allowing them at all. Daily we are adding around 6000 cases now in the country. Number of our colleagues have also got infected.

In AT-2020 we had issued transfer orders for nearly 1500 officers including transfer for Key executives, promotion linked transfers, succession planning transfers. Out of 21 nos. of Key Executives (E9 level) postings, 4 executives have to join new pace of posting. And, out of 35 nos. E8 level transfers, 10 officers are transferred out of region. Around 36 Officers are on promotion linked transfers. Therefore, ASTO suggests that we should continue to keep the transfer process on hold because of following reasons:

1. 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



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- or earlier) shall create gaps which shall not be filled. Also superannuation shall lead to further gaps.
2. 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.
 3. Officers with children have already taken admission in the next class, paid the fees and the session has started online for all of them.
 4. 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.
 5. 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.
 6. 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.
 7. 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.
 8. 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.
 9. Incoming transfers for Chennai, Delhi, Dehradun and Kolkata for AT-2020 have still not been issued.
 10. Vide orders dated 22.05.2020, ED-Chief ER has already restricted movement of employees within the work centre by allowing only 50% to come on alternate days.

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 and there is more clarity on the education process then we may review the relieving of officers on transfer including those in AT-2020. In the mean time we also request to kindly allow officers on promotion to join at their elevated positions at their present place of posting with an undertaking that they shall move on transfer as and when the situation permits.

With warm Regards


(Amit Kumar)
President CWC

Copy to:

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