



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/R&P /2018-20

8th October 2018

To

✓ Chairman & Managing Director

ONGC Ltd.

5th Floor Deendayal Urja Bhawan

New Delhi – 110070

Fax No: 011-26129021

Sub: Corporate Level Promotions w.e.f. 1st January 2019

Sir,

The exercise for corporate level promotions w.e.f. 1st January 2019 has been initiated. It is a known fact that till last year corporate promotions did not commensurate to the overall candidates considered for promotions as well as requirement of senior level officers for ever expanding operations of ONGC.

It has also not kept pace with the overall aspirations of officer's community as well as trend of Oil PSUs. All Oil PSUs including our subsidiary MRPL gave a position elevation to all its officers in 2017. This has disadvantaged ONGC to a very large extent resulting in our officers being considered junior to officers from other PSUs. Recent case is of interviews conducted by PESB for post of Director (HR)-ONGC where an officer from MRPL was ranked senior to our officers just because of this position elevation. Therefore it is imminent that we take corrective measures for the same. We would like to bring to your notice following facts:

1. As per the seniority list available in public domain we have following statistics at GM (E7 level):
 - 1.1 Total GMs as on 01.01.2018: **519**
 - 1.2 Supernumerary Promotions in 2018: **30 (all retiring by 31.12.2018)**
 - 1.3 Total GMs available as 01.01.2019: **489**
 - 1.4 Total GMs retiring in 2019: **172 out of 489**
 - 1.5 Officers for promotions to E7 w.e.f 01.01.2019 (i.e. DGMs upto 2014): **1199**
 - 1.6 DGMs (upto 2014) retiring in 2018 and 2019: **261 out of 1199**
2. Statistics for GGM (E8 level):
 - 2.1 Total GGMs as on 01.01.2018: **101**
 - 2.2 Supernumerary Promotions in 2018: **13 (all retiring by 31.12.2018)**
 - 2.3 Total GGMs available as 01.01.2019: **88**
 - 2.4 Total GGMs retiring in 2019: **35 out of 88**
 - 2.5 Officers for promotions to E8 w.e.f 01.01.2019 (i.e. GMs upto 2017): **372**
 - 2.6 GMs (upto 2017) retiring in 2018 and 2019: **153 out of 372**



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CENTRAL WORKING COMMITTEE

- 2.7 GMs promoted to GGMs in 2018: **48 (excluding supernumerary)**
2.8 Total EDs retiring in 2018 & 2019 : **52 (excluding supernumerary)**


We would like to bring to your notice stagnation of officers especially at E5 and E6 levels due to projection of purportedly inadequate vacancies. It is leading to lot of genuine and deserving candidates being left out as well as widespread frustration amongst middle management. There are number of officers at E4 and E5 levels who are nearing their superannuation but are not considered for supernumerary promotions even after more than 10 years at the same level.

With present vacancies it is shall be herculean task not only to do justice to eligible officers but also to ensure required bench strength for taking up key positions in future. In turn it is also hampering our succession planning.

ASTO therefore proposes as follows:

1. Vacancies for GM level should not be less than 259 (excluding supernumerary promotions) as can be seen from above statistics and if we maintain the same number of EDs, then minimum elevation at GGM level shall not be less than 87 (excluding supernumerary).
2. Subsequently vacancies at E5 and E6 level shall also increase keeping a ratio of 1:3. It would be a good gesture to give supernumerary promotion at E5 and E6 levels keeping in view that number of them have been at these levels for more than 10 years also.
3. Preference needs to be given to officers working in field operations.

With warm regards


8/10/2018
(Amit Kumar)
President CWC

Copy to:

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- 6) ED- OSD-HR
- 7) ED-Chief HRD
- 8) President /Secretary – All ASTO units