



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

OIL AND NATURAL GAS CORPORATION LIMITED, NEW DELHI

Registered with the Registrar of Societies U.P., Lucknow, Registration No. 172 (1967-68)



AMIT KUMAR
President - CWC

No. ASTO/CWC/Pres/2008-10/D(HR)-20

18.11.2008

To

Director (HR)

Oil and Natural Gas Corporation Ltd.
Jeevan Bharti Tower-II
New Delhi

Subject: Introduction of e-PAR in ONGC.

Sir,

Kindly refer to our letter No.ASTO/CWC/Pres/2008-10/D(HR)-19 Dated 26.09.2008 and also our previous letter Nos. ASTO/CWC/Pres/2008-10/CMD-6 dated 08.06.2008 and letter No. ASTO/CWC/Pres/2008-10/D(HR) dated 24.06.2008 on the above subject.

ASTO would once again reiterate that the policy of e-PAR can not be implemented till there is a clarity of non-linkage of e-PAR to the performance related payments. Number of times, ASTO has brought out to your notice that linking performance related payment to e-PAR ratings will literally demoralize the officer's community and also reduce the team building concept that ONGC follows in its work culture.

In view of above, It is, requested that implementation of e-PAR be kept in abeyance till the detailed discussion takes place between ASTO and Management at the earliest.

With regards,

Yours sincerely,


(Amit Kumar)

Copy to:

1. CMD, ONGC, New Delhi-for information pl.
2. Director (Onshore), ONGC, New Delhi.
3. Director (Offshore), ONGC, New Delhi.
4. Director (T&FS), ONGC, New Delhi.
5. Director (Exploration), ONGC, New Delhi.
6. Director (Finance), ONGC, New Delhi.
7. ED-Chief ER, ONGC, Dehradun.
8. GGM-Head HRD, ONGC, Dehradun.
9. All Units of ASTO **with a request to advise the members accordingly.**