



# 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/CMD-21

29.08.2008

To

**Chairman and Managing Director**

ONGC Ltd.

Jeevan Bharati Tower-II

New Delhi

**Subject: Role of Advisors in ONGC -- Specific case of Shri U.S. Hazra, Advisor (HSE), ONGC.**

Sir,

Recently we are seeing a trend in ONGC where officers who are retiring from ONGC are being engaged as advisors/consultants from the very next day of their retirement. ASTO understands and appreciates the intension of the management in utilizing knowledge and experiences of our ex-senior colleagues in Oil and Gas industry gained through out their career with ONGC. However, the trend that a large number of retired officers are becoming advisor/consultant to ONGC is very alarming. This is leading to erosion of quality in such appointments.

Sir, in case of Shri U.S. Hazra who retired as ED-Chief HSE during his tenure we saw major accidents in our organization, on his retirement he was taken as Advisor for one year. Now we understand that he does not want to continue as Advisor, copy of his letter is enclosed. But still ONGC continues to insisting upon him to continue as Advisor (HSE). This practice of engaging advisors is becoming very demoralizing for senior officers who are taking charge from their predecessors. Engagement of executives who have completed their services in ONGC as advisors/ consultants leads to a situation where they remain in the driver's seat even after being retired. This does not permit the development of the new leaders in the organisation.

**Contd..2.**



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It is requested that we should discontinue with this practice of taking advisors/consultants at large and we should try to keep such appointments only in areas where ONGC officers do not have expertise and core competency or the expertise we receive is of exceptionally high value. In this case we should not continue with Shri U.S. Hazra as Advisor (HSE).

With regards,

Yours sincerely,

**Encl. as above.**

  
(Amit Kumar)

**Copy to:**

1. Director (HR), ONGC, New Delhi.
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.

Date: 31.07.2008

To,

Sh. V. K. Jain  
GGM-Head Corporate HSE  
ONGC, Scope Minar,  
Delhi

Sub: Extending term as Advisor(HSE) for one year w.e.f. 14.09.2008

Ref: Letter No. ONGC/CHSE/Advisor/2008 dated 31.07.2008


Dear

I am grateful to ONGC Management for appointing me as Advisor(HSE) w.e.f. 14.09.2007 and also considering for extension of term for one more year.

Due to my personal engagements, it may not be possible for me to continue as Advisor(HSE) for one more year w.e.f. 14.09.2008.

With Regards,

Yours Sincerely,

  
(U.S. Hazra)

Advisor(HSE) ONGC

31/7/08