



**ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS**  
OIL AND NATURAL GAS CORPORATION LIMITED, DEHRADUN  
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**Amit Kumar**  
**President - CWC**

No. ASTO/CWC/Pres/2008-10/CMD-78  
To  
Chairman and Managing Director  
ONGC, 6<sup>th</sup> Floor Jeevan Bharti Tower-II  
New Delhi

Date 12.07.2010

**Sub: Changes in the QTF facility for North East**  
**Ref: 1. Office Order No. 18(5)/04/ON-Off Shift/CP Dated 21.08.2008**  
**2. Office Order No. 18(5)/04/ON-Off Shift/CP Dated 09.07.2010**

Sir,

Kindly refer to the above mentioned circular regarding review of the QTF facility for North East. It was with great difficulty that some semblance was restored on the basis of bilateral discussion with ASTO on this issue in July, 2008. However the latest circular on the issue has not only shocked the officer's community but most of us are confused as to what the management shall achieve from all this.

If the aim of EC is to improve the working at North East then definitely this latest initiative of EC shall not only dampen the sagging spirits of the employees but also have a further negative effect on the growth of the organization. Sir, we shall also remind you that this order has not taken into consideration the ground realities as well as the core issues afflicting the north east Assets. We bring out following issues for the EC members to deliberate:

- In **North-East Sector**, those employees who are entitled to avail QTF are staying in Bachelor accommodation not by choice but are forced by the prevailing family circumstances. Given a choice everybody would like to stay with families only.
- Referring to the latest Office Order, only two QTF are entitled for employees, whereas the other two QTF are meant for dependent family members.
  - QTF for family is not possible for following reasons:
    - a) Employees availing QTF are keeping their families at places where they are able to meet all the family obligations like – children education, medical care for family and old parents etc. In number of cases the employee shall have to leave his/her old parents alone and shall be forced to bring his family to north east which shall not be possible at all. In fact this shall create more problems as the employee may get stressed, deviate his focus from the work apart from having serious effect on his/her health.
    - b) Further, the educational curriculum and the academic calendar shall not allow the families to avail this facility twice in a financial year, especially most of us have children in such a stage that number of them have to augment their study efforts by taking additional coaching classes during the vacations. Such a policy shall hamper their academic growth as well as may affect their chances in the competitive examinations/career.
    - c) The ground reality is that already the bachelor accommodation is in a bad shape and we shall only be increasing the problems by asking our families also to stay in such situation. The issues are:

- i) The medical services are very skeletal and at the most limited to providing first aid only. It shall create unnecessary burden on the already insufficient medical services.
- ii) In the shared accommodation it is surprising that EC expects an employee's family to stay with the bachelor accommodation partner, during the duty hours which may be night shifts? It may turn out to be social head ache for the organization which it can ill afford.
- iii) Every family wants privacy in their personal life, as per the latest order, EC is encroaching upon the personal life of family of ONGC employees. It appears to be a violation of human rights.
- iv) This so-called bachelor accommodation is having only one common kitchen, one toilet, and one bath-room etc. EC is working on the premise that one partner shall leave when the other partner's family is visiting is totally impractical as such the possibility is very remote.
- v) In the twin-sharing or three-person sharing accommodation, if the families of these employees visit at a time (during the vacation), how they can be accommodated?
- vi) ONGC has only provided in the form of furniture like one single cot, one chair, one table, etc. to each one of the employee at bachelor status. How each employee consisting of minimum 4 members of his family can accommodate altogether with other employee with his family in the so-called shared accommodation?

Sir, the numbers of officers who are doing QTF are around approx. 400. This is not even 10% of the total working population. In fact we would request that EC looks into the more urgent requirement of starting ON/OFF in drilling services as this shall actually enhance the performance and shall further reduce the number of officers doing QTF.

It would not be out of place to mention that all these facilities are part of bilateral MOUs and should not be violated by one sided decisions. In light of above facts it is requested that the above referred circular dated 09.07.2010 be immediately withdrawn and status quo of the scheme be maintained.

With regards,



(Amit Kumar)  
Camp - Nazira

Copy to:

1. Director (HR). ONGC, New Delhi.
2. Director (Onshore). ONGC, New Delhi.
3. Director (Exploration). ONGC, New Delhi.
4. Director (T&FS). ONGC, New Delhi.
5. Director (Finance). ONGC, New Delhi.
6. Director (Offshore). ONGC, New Delhi.
7. ED-Chief-ER, ONGC, Dehradun.
8. To all ASTO Units.