



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS
OIL AND NATURAL GAS CORPORATION LIMITED, DEHRADUN
Registered with the Registrar of Societies, Uttarakhand. Dehradun. Regd. No. 172 (1967 -1968)



Amit Kumar
President - CWC

No. ASTO/CWC/Pres/2008-10/CMD-83

Date 17.02.2011

To
Chairman and Managing Director
ONGC, 6th Floor Jeevan Bharti Tower-II
New Delhi **Fax No. 011-23313028**

Sub: Enhancement of North East Tenure

Sir,

We would like to draw your attention to the office order no. 18(05)/ON-OFF Shift/EP/CP dated 7th February, 2011 vide which EC has enhanced the tenure of stay for the employees that are posted in North East region and also for the employees who shall be coming this year to North East..

This order has not only shocked the already demoralized officer's community of ONGC but has also been hurt by the very basis on which the hard working officers in the field have been hit more despite trying their level best against a very harsh environment and improper facilities in North East. Unfortunately, the work force that has taken a hit is not even ten percent of the total population posted in North East areas. The cause of concern is that all this has been done in order to improve the performance of North East sector which in last few years has been better than most of the other sectors.

Overall the performance in terms of production of oil and gas has been declining at all the fields of ONGC and probably blaming the tenure policy is not justified. There has been decline in production at Mumbai offshore, western onshore also. The reasons for this decline across the organization are many and of course the main is the aging fields, aging technology and aging manpower. In fact with the same limit of tenure of working in North East during the last five years the production levels have been maintained and ONGC was able to achieve the targets upto December, 2010. Despite all this average ONGCian has been putting in his/her best and has been giving his/her 100% to the organization. However, when they see that their efforts are being appreciated only in words and not in action then they feel very dejected and frustrated.

Sir, today the employees working in ON/OFF pattern are the back bone of the operations, as it is we are subjecting them to hazardous operations, harsh terrain, insecure life and also as per the Industrial Establishment Act, Factories Act and Mines Act they are putting in much more hours of duty than others even if we compare only on the basis of the normal hours of duty. Hence differentiating the tenure on the basis of type of duty is incorrect and also discriminatory. In fact people who work in the field, we consider such duties as hard duty and hence the tenure should be lesser.

Sir, ON/Off pattern exists at other locations of ONGC also. However, we do not differentiate the tenure amongst the employees on the basis of duty pattern at other locations. Then why we have done so in case of North East is not understood.

Sir, we would also like to clarify that North east is like a project in totality and the differentiation of base duty and on/off duty has a very thin line that too probably for some disciplines only. Overall enhancing the tenure without taking into consideration the infrastructure scenario at North east can only be considered a regressive step rather than a positive step.

Sir, we would like to draw your attention to another fact that Government of India circulars from Ministry of Finance as well as from Department of Public Enterprises (DPE) are very clear on the limit of tenure at North East. In the circular no. 20014/3/83.E-IV dated 14th December, 1983 and 1988 government clearly stipulates tenure of three years for postings in North East. This guideline has been followed across the organization by one and all.

Sir, a tripartite MOU was signed by the representatives of MOPNG, ONGC Management & ASTO on 14.09.1991. While making changes to the policy in July, 2008 management made the changes after due understanding with ASTO. Further, management had made a statement in the H'ble Delhi High court in a case filed by ASTO, CWC that they are adhering to all the MOUs signed with ASTO despite the association being derecognized.

Sir, as brought out above and also seeing the frustration of the demoralized employees, the feeling at large, may compel employees to seek legal recourse which may be very unfortunate for us.

Sir, unilateral changes in the understanding is not sending the right signal amongst the employees. Such decision needs to be taken keeping the ground realities in mind which are otherwise totally different from the picture that has been painted.

Sir, we request that this order of enhancing the tenure at North East be kept in abeyance and the policy as agreed to in 2008 be continued immediately. Sir, we say this because all the employees are looking upto the present management to carry out positive reforms and have great faith and trust in all of you.

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. All Asset Managers/Basin Managers/Key Executives
9. To all ASTO Units.