



**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/DHR-01

Date 02.06.2011

To

Sh. K.S. Jamestin

Director (HR)

ONGC, 7<sup>th</sup> Floor Jeevan Bharti Tower-II

New Delhi

**Fax No. 011-23737971/022-2408821**

Sir,

We take this opportunity to congratulate you on your presidential appointment as Director (HR) of ONGC, on behalf of ASTO and the officer's community of ONGC. It is also fortunate for ONGC that you have been selected at the helm of HR affairs, keeping in view your experience in various capacities, in various work centers and especially the last six years which have been very effectively spent in spearheading various HR functions of ONGC. We have also seen you as a successful change management manager –while implementing Project ICE, E-par etc.

Sir, you are joining at a stage when we are facing lot of challenges – internal as well as external. There has been a complete breakdown of voice of the officer's community due to de-recognition of ASTO – an association that is the sole representative of the officer's community of ONGC. This has led to a demoralization of the work force, non-availability of grievance management system and the overall voice of the major work force has been stifled. The external challenges have grown in the meantime, as they have remained unchallenged during this period of internal turmoil.

We sincerely believe and hope that with you at helm of affairs we can and we shall overcome all these temporary bottlenecks and strive ahead with only one goal in mind – growth of the organization and growth of its people. ASTO, as the sole representative of the officer's community has always strived hard to maximize the productivity of our organization and promote the collective interest of the officer's community of ONGC. The ill-timed de-recognition of ASTO led to major demoralization of the majority work force. It also led to various litigations.

We feel that if we continue to look back, we shall be wasting further valuable time. Hence, we earnestly request you to review the decision of de-recognition of ASTO, create a congenial environment for starting the functioning of ASTO and to enable us to hold the elections for the new elected body for the term 2011-2013. This shall not only rejuvenate the work force but shall also go a long way in enhancing the productivity of our organization.

Sir, destiny gives opportunity to very few people in this world to create a mark in the society. I quote Dr. Daisaku Ikeda – leader of Japanese Buddhist organization, SGI-“*Our lives are endowed with boundless power that enables us to transform destiny into mission. Let's all pray resolutely, confident that “winter will always turns to spring”.* You have been given that opportunity amongst millions of us to change destiny into mission. We look forward to a successful tenure as Director (HR) of our company.

With best wishes and warm regards,

(Amit Kumar)  
Camp - Nazira

Copy to:

1. To all ASTO Units.