



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS
OIL AND NATURAL GAS CORPORATION LTD., NEW DELHI
Registered with the Registrar of Societies, U.P., Lucknow, Registration No. 172 (1967-68)



R. P. Pandey
President CWC
Mob.: 09435744241

V. Natarajan
General Secretary- CWC
Mob.: 09428332019

NO. ONGC/ASTO/CWC/CG/2012-13

DATE: SEPTEMBER 26, 2012

To,

The Director (HR)
ONGC
New Delhi 110 001.

Sub.: Grant of 1/3rd relaxation under MOU dated 07.09.1993 to the affected employees.

Sir,

The issue pertains to long outstanding promotion anomaly which was caused due to wrong interpretation of Claus 6 of the MOU dated 07.09.1993 relating to 1/3rd relaxation in respect of some employees.

As per provision of Clause 3 of MOU dated 07.09.1993, the Class-III & IV employees promoted w.e.f. 01.01.1988, 01.01.1989 & 01.01.1990 were to be considered for predating of promotion by two year i.e. 01.01.1986, 01.01.1987 and 01.01.1988 respectively and those promoted w.e.f. 01.01.1991 were to be considered for predating of promotion by one year i.e. from 01.01.1990 under the Career Growth Scheme. Under the same scheme some employees had been predated, but some had been deprived of their right of predating of their promotion on the basis of clause 6 of the above said MOU.

Clause 6 of MOU stipulated that employees already benefited by any special elevation scheme in the past would not be covered under the provision and that the seniority would not be disturbed. In this context, it is stated that they have never been given any benefits under any scheme of ONGC introduced so far whereas their colleagues in other regions have been benefited under the same scheme. In an organization there should be no discrimination against a particular set of employees, if anybody is given some privilege/benefit in the form of some special dispensation, other similarly placed employees should also be passed the same privilege/benefit.

Further, amongst those affected employees certain adhoc decision were also taken for unknown reasons for the predation i.e. as per the MOU dated 07.09.1993 employees promoted w.e.f. 01.01.1988, 01.01.1989, 01.01.1990 & 01.01.1991 were to be considered for predating of promotion by 'two year' but surprisingly many employees were given one year predating and many were even deprived of one year. This has created wide degree of resentment and frustration amongst the affected employees.



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It is understood that the matter has been examined and discussed number of times at different forums, but it is to our utter surprise that no decision in the matter has been taken so far. This delay amounts to denial of natural justice to the concerned employees as unreasonable time has been wasted in the name of addressing an issue which could have been settled quite some time back. Interestingly, it may be brought to your kind notice that the kind approval of the then Director (HR) for granting aforesaid relaxation to the affected employees was accorded on 27.02.1999 itself.

The case requires immediate attention from your end as the delay is generating immense frustration and heart-burn within the affected employees. The facts and the case file are understood to be available with the office of Head Corporate R&P and the decision in the matter may be taken forthwith without any delay.

I, therefore, request you to look into the matter and get the issue decided amicably to avoid further agitation and unnecessary court case.

An early action in the matter will be highly appreciated.

With regards,

(R.P. Pandey)
President ASTO-CWC

Copy to:

ASTO, Dehradun unit.