



**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.ASTO/ CWC/Welf./CPO/12-13

Date: September 26, 2012

To,
The Director (Human Resources)
Oil and Natural Gas Corporation Limited
Jeevan Bharti Bldg, Tower-II
124, Indira Chowk
New Delhi.

Sub: LATERAL SHIFTING OF CPOs/DEOs.

Sir,

The posts of Card Punch Operator (CPO) / Data Entry Operator (DEO) had been in existence in ONGC earlier. But with the implementation of ERP package on SAP platform, these posts had become redundant and the personnel holding these posts had been shifted to HR-ER / Security discipline vide office order no. RXPL/L-Shift/CPO/10 dated October 13, 2010.

Sir, the lateral shifting has led to resentment amongst these employees, specifically among those shifted to the security discipline on the following grounds:

1. Most of these employees are into their late forties and security discipline demands a minimum level of fitness and field work, which they are not accustomed to.
2. Their technical expertise is still required for certain jobs like the management of Corporate Seismic Data Repository at GEOPIC. In fact, Head-GEOPIC on several occasions had recommended retaining these employees for the Repository services. Still the lateral shifting was made and new recruitments of technicians for the Repository services has been recommended. This while at one end leads to overstaffing in the security discipline and at the other end leads to underutilization of existing capabilities of the employees. Repository services are not just required at GEOPIC but at other seismic data processing centres also.



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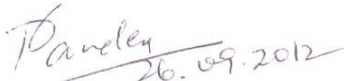
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3. The choice of the employees had not been given a due consideration in deciding the lateral shifting. Some personnel had chosen to be shifted to HR-ER discipline while some had also given an undertaking to forego further promotions in future if allowed to continue in their present discipline.

Sir, we request your kind intervention in the above matter and request that these personnel be either allowed to continue in their present discipline on the basis of undertaking given by them or considering their age they be laterally shifted to discipline other than security / fire.

Yours Sincerely,


26.09.2012
(R.P. Pandey)
President – ASTO CWC