



## ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

### OIL AND NATURAL GAS CORPORATION LIMITED

Registered with the Registrar of Societies, Dehradun Uttarakhand, Registration No. 172 (1967-68)  
Tel Bhavan, Dehradun - 248 003 Uttarakhand (India)  
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No.ASTO/Presi-DDN/D(HR)/PRBS/1

January 17, 2013

To  
The Director (HR),  
Oil and Natural Gas Corporation Limited,  
Jeevan Bharti, Tower-II,  
124-Indira Chowk, Connaught Place,  
New Delhi-110001.

Subject: Request for review of levied Penal Interest on under recovery of PRBS amount.

Sir,

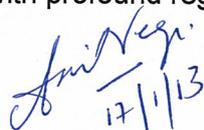
Under your leadership, ONGC has made various efforts in HR domain to design mechanisms which have led to substantial improvement of systems and procedures. This has resulted in improved Employees Relation and is quite evident that Management is proactive towards enhancing systems efficacy.

However there are some anomalies which need to be addressed. One such anomaly has been highlighted through the case of Dr. PK Gupta, Chief Chemist, who is superannuating in January 2013. Sir, he has been wrongly penalised for PRBS under recoveries. As has been brought to my notice, through his letter addressed to your office, that due to various factors such as error in computing, inadequate data management of PRBS deductions prior to computerisation and lack of coordination between PCS and Finance section, the PRBS deductions were not only erroneously computed but also penal interest was unduly levied during recovery of under recovered PRBS amount. Further, his detailed request for review of recoveries addressed to the Executive Officer of PRBS was probably given a casual treatment. **There are many more such cases.**

It appears that due to shortcomings in the system and lack of coordination amongst PRBS, PCS and Finance the individuals stand monetarily deprived of their dues. Since the issue of short recoveries of PRBS arise mainly due to wrong fixing of PRBS deduction rate by PRBS office, it is humbly suggested that the orders may be reviewed for withdrawing the penal interest levied.

Sir, we are ever striving for continual improvements in systems and this grievance is apparently due to a lapse in prevailing mechanisms which needs to be addressed on priority. I am sure that such small corrections and subsequent necessary corrective and preventive actions would go a long way in improving the quality of HR practices in ONGC.

With profound regards,

  
(Anil Negi)