



THE 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 : 094357 44241

**V. Natarajan**

General Secretary - CWC

Mob : 094283 32019

No. ASTO/CWC/2011-12

Dated: 28.09.12

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

Sub: Grant of one additional mark for promotion from E0 to E4-regarding.

R/Sir,

As per the MOU dtd. 04.08.2004 between ASTO and ONGC Management, one additional mark was to be allotted to all executives as an **incentive for 5 years or more service in field postings**, while considering them for promotion under the quantification scheme.

This additional mark was to be granted only when it would make material difference in selection/non-selection of the individual under quantification scheme. An additional mark for field experience had been granted to all executives as an incentive, in promotion between 01.01.2004 to 01.01.2010 and a total of 782 executives have been promoted under this scheme.

The scheme of granting an additional mark for field experience in promotion from E0 to E4 was discontinued from 01.01.2011 by EC.

It is hereby earnestly requested that one additional mark for field experience may be granted to all the executives, where it makes a material difference in selection process for promotion w.e.f. 01.01.2011 and 01.01.2012. It is therefore, requested that the suitable amendments in R&P Policy may please be incorporated.

Further, to the above, as discussed during the bilateral meeting held on 26<sup>th</sup> September 2012 at New Delhi, it is requested that the marks for experience may be upgraded to 16 marks from 15, w.e.f. 01.01.2013 to all executives.

With regards

Sincerely yours

*R. P. Pandey* 28/9/12  
(R P Pandey)

President- CWC