



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

OIL AND NATURAL GAS CORPORATION LIMITED, NEW DELHI

Registered with the Registrar of Societies U.P., Lucknow, Registration No. 172 (1967-68)



AMIT KUMAR
President - CWC

No. ASTO/CWC/.....Pres/2008-10/CMD-47

08.12.2008

To

Chairman and Managing Director,
Oil and Natural Gas Corporation Ltd.,
Jeevan Bharti Tower-II,
New Delhi

Subject: Introduction of e-PAR in ONGC.

Sir,

Kindly refer to our letter No.ASTO/cwc/Pres/2008-10/D(HR)-20 dated 08.06.2008 addressed to you and letter No.ASTO/CWC/Pres/2008-10(D(HR)-05, 19 & 20 dated 24.06.2008, 26.09.2008 and 18.11.2008 addressed to Director (HR). We may also remind that we were not able to discuss the issue on e-PAR in detail on 14th-15th July, 2008. Also enclosed is letter No.DDN/HRD/PAR/2007 dated 20.11.2008 issued by GGM-Chief HRD which clearly brings out that response to e-PAR by the officers community is only 26.2% till date. It clearly brings out that this process change has major lacunas and lacks clarity which is forcing non-acceptability of the same by ASTO as well as the overall officers community at large. It is not understood why management is enforcing a process change instead of bringing out clarity as well as taking inputs from ASTO. We are also concerned about how EC has taken a decision in the 328th EC meeting vide agenda item No.328.01 of hiring a consultant for relating performance related payment i.e. incentive payments based on e-PAR as no discussion has taken place with ASTO in this regard.

Sir, our aim is to see that such initiatives succeed. However, we need to take inputs and modify the e-par system so that it is accepted by one and all.

ASTO would once again reiterate that the policy of e-PAR can not be implemented till there is a clarity of non-linkage of e-PAR to the performance related payments. Number of times, ASTO has brought out to your notice that linking performance related payment to e-PAR ratings will literally demoralize the officer's community and also reduce the team building concept that ONGC follows in its work culture.

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It is again requested that immediately discussion be carried out with ASTO and the e-par system be modified so that initiative taken by management succeeds.

With regards,

Yours sincerely,


2/12/2002
(Amit Kumar)

Copy to:

1. Director (HR), ONGC, New Delhi.
2. Director (Onshore), ONGC, New Delhi.
3. Director (Offshore), ONGC, New Delhi.
4. Director (T&FS), ONGC, New Delhi.
5. Director (Exploration), ONGC, New Delhi.
6. Director (Finance), ONGC, New Delhi.
7. ED-Chief ER, ONGC, Dehradun.
8. GGM-Head HRD, ONGC, Dehradun.
9. All Units of ASTO **with a request to advise the members accordingly.**



Oil And Natural Gas Corporation Ltd.
Office of GGM-Head HRD
9th Floor, B. S. Negi Bhawan,
Tel Bhawan Campus: Dehradun – 248 003.
Phone No. (0135) 279-3478 FAX No. (0135) 2754542

No. DDN/HRD/PAR/2007

Dated: November 20, 2008

From: Shri Tauqir Hussain, GGM-Chief HRD, ONGC, Dehradun

To:

1. Shri Apurba Saha, ED- Asset Manager-MH Asset , Mumbai
2. Shri P.K. Borthakur, ED-Asset Manager- B& S Asset, Mumbai
3. Shri N.V. Subramanyam, GGM-Asset Manager- N&H Asset, Mumbai
4. Shri Brij Mohan Singh, ED-Asset Manager – Ahmedabad Asset, Ahmedabad
5. Shri Chatar Singh, ED-Asset Manager- Ankleshwar Asset, Ankleshwar
6. Shri A.K.Gupta, ED-Asset Manager- Mehsana Asset, Mehsana
7. Shri Ashok Verma, ED-Asset Manager- Assam Asset, Nazira
8. Shri Biplab Guha, ED-Asset Manager – Tripura Asset, Agartala
9. Shri A.A.Khan, ED-Asset Manager – Rajahmundry Asset, Rajahmundry
10. Shri K.Anjaneyulu, GGM-Asset Manager- Cauvery Asset, Karalkal
11. Shri S.V.Rao, ED-Basin Manager-Western Offshore, Mumbai
12. Shri D.P.Sahastrabudhe, ED-Basin Manager-Western Onshore, Baroda
13. Shri Satyajit Choudhury, GGM-Basin Manager -A&AA Basin, Jorhat
14. Shri A.K.Biswas, GGM-Basin Manager – MBA Basin, Kolkata
15. Shri Y.M.S.Reddy, ED-Basin Manager-KG Basin, Chennai
16. Shri J.S.Sekhon, GGM-Basin Manager Cauvery Basin, Chennai
17. Shri James Peters, GM-Basin Manager- Frontier Basin, Dehradun
18. Shri Anil Johari, ED-Head Hazira Plant, Hazira
19. Shri U.S. Doshmukh, GGM-Head-Uran Plant, Mumbai
20. Shri P.K.Bhowmick, ED-Head KDMIPE, Dehradun
21. Shri Jagannath T.Mahavar, ED-Head IEOT, Mumbai
22. Shri M.L. Panwar, GGM-Head IOGPT, Mumbai
23. Dr. R.V. Marathe, GGM-Head IRS, Ahmedabad
24. Ms. Priti Mathur, GGM-Head ONGC Academy, Dehradun
25. Shri Subrata Kr. Dass, GGM-Head GEOPIC, Dehradun
26. Shri V.K.Jain, GGM-Head IDT, Dehradun
27. Shri K.L.A. Khan, GM-Head IPSHEM, Goa
28. Shri B.C. Nayak, ED-Chief Security, Dehradun
29. Shri Sushant Vats, ED-Chief ER, Dehradun
30. Shri P.S.N.Kutty, ED-Chief Geophysical Services, Mumbai
31. Shri Dinesh Chandra, ED-Chief Logging Services, Mumbai
32. Shri S.K. Jain, ED-Chief Offshore Logistics, Mumbai
33. Shri M.D. Joshi, ED-Chief Drilling Services, Mumbai
34. Shri S. Vasudeva, ED- Chief Offshore JV(PSC), Mumbai.
35. Shri Promod Seth, ED-Chief Corporate Planning, New Delhi
36. Shri A.K.Sood, ED-Chief Well Services, New Delhi
37. Shri S.R.Athawale, ED-Chief MM, Scope Minar, Delhi.
38. Shri M.Thyagaraj, ED-Chief Infocom, Scope Minar, New Delhi
39. Dr. C.S. Jain, GGM-Chief CEG-OG, Scope Complex, New Delhi
40. Shri K.S. Jamestin, GGM-Head- RO, Mumbai Region, Mumbai
41. Shri P.K. Johri, ED-Chief Offshore Engineering Services, Mumbai
42. Shri Mukesh Sharma, GGM- Chief Onshore Engg. Services, Scope Minar, New Delhi
43. Shri A.K. Jain, GGM – Head Marine logistics, Nhava Supply Base, Nhava
44. Shri P.K.Ghosh, GGM-Chief Marketing, Mumbai
45. Shri V.K.Jain, GGM-Chief HSE, Scope Minar, Delhi
46. Shri S.Ramachandran, GGM-Head BD& JV, New Delhi
47. Shri D.P. Mukherjee, GM-Head Internal Audit, New Delhi
48. Dr. K.C.S.Rawat, GGM-Chief Medical Service, Dehradun
49. Shri Anup Kumar, GGM-Chief Technical Services, Dehradun
50. Shri C.K. Prasad, GGM-Project Manager – CBM Dev. Project, Bokaro.
51. Ms. J. Peters, GM-Chief Coordination, New Delhi.
52. Shri A.K. Srivastava, GM-Chief Legal, New Delhi
53. Dr. Anil Bhandari, GM-FB Manager, Cachar Forward Base, Silchar
54. Shri S.K. Biswas, GM- FB Manager, Jodhpur Forward Base, Jodhpur
55. Dr. J.K. Jassal, GM-Sub-Asset Manger, Cambay Sub Asset, Cambay

Cc : All Heads/In-charges HR/ER

SUB:- Implementation of e-PAR

This is in continuation to earlier communications from this office dated May 31, June 19, July 2, July 18, September 18 and October 1, 2008 regarding introduction, roll out and implementation of e-PAR in ONGC from 2008-09. As you are aware the EC approved launch of the e-PAR process to cover E1 to E6 level of executives in the first phase for Assessment Year 2008-09.

In order to facilitate setting of KRA/KPIs by appraisees and appraisers, an exhaustive list of suggested KPIs was hosted in OR.net as well as linkage given to the e-PAR process. All appraisees and assessors may make use of this table as reference during the process of setting of KPIs with the advice to modify them suitably to facilitate exact fit of particular work situation.


The e-PAR was rolled out on June 4, 2008. However, in response to requests from many quarters, the first phase of implementation i.e. last date of initial setting of KPIs was extended upto 31.10.2008 in stages. It is noted with concern that the status after 5 months of initiation is not encouraging. Only in 26.2% cases, the process for initial setting of KRA/KPIs is complete in all respect. The Work-Centrewise status of e-PAR is given hereunder:

| Location | Total No. of E1 - E6 | Total e-PAR Forms generated | Setting of KRA/KPI completed | %age of completion |
|--------------------|----------------------|-----------------------------|------------------------------|--------------------|
| AGARTALA | 499 | 490 | 273 | 54.71 |
| AHMEDABAD | 1378 | 1314 | 101 | 7.33 |
| AHMEDABAD-IRS | 163 | 160 | 20 | 12.27 |
| AHMEDABAD-WSS | 72 | 72 | 32 | 44.44 |
| ANKLESHWAR | 1460 | 1255 | 6 | 0.41 |
| BARODA | 828 | 793 | 234 | 28.28 |
| CAMBAY | 144 | 134 | 2 | 1.39 |
| CHENNAI | 589 | 553 | 422 | 74.17 |
| DEHRADUN | 716 | 663 | 167 | 23.32 |
| DEHRADUN-FB | 182 | 181 | 154 | 84.82 |
| DEHRADUN-IDT | 92 | 90 | 87 | 94.57 |
| DEHRADUN-KDMIPE | 376 | 382 | 202 | 53.72 |
| DEHRADUN-OA | 323 | 46 | 40 | 12.39 |
| DEHRAUN-GEOPIC | 127 | 123 | 50 | 39.37 |
| DELHI | 657 | 648 | 118 | 17.96 |
| DELHI-OVL | 162 | 159 | 21 | 12.96 |
| GOA | 41 | 37 | 32 | 78.05 |
| HAZIRA | 555 | 550 | 7 | 1.28 |
| JODHPUR | 107 | 105 | 99 | 92.52 |
| JORHAT | 729 | 718 | 6 | 0.69 |
| KARAIKAL | 710 | 697 | 422 | 59.44 |
| KOLKATA | 316 | 308 | 233 | 73.97 |
| KOLKATA-BOKARO | 208 | 207 | 47 | 22.60 |
| MEHSANA | 1190 | 1177 | 156 | 13.11 |
| MUM-B&S ASSET | 270 | 268 | 48 | 17.78 |
| MUM-ES | 535 | 534 | 40 | 7.48 |
| MUM-IEOT | 82 | 60 | 58 | 93.55 |
| MUM-IOGPT | 81 | 79 | 77 | 95.06 |
| MUM-MH ASSET | 940 | 905 | 66 | 10.21 |
| MUM-N&H | 289 | 288 | 287 | 92.39 |
| MUM-NAVA | 119 | 118 | 16 | 13.45 |
| MGM-PANVEL | 54 | 49 | 42 | 77.78 |
| MUM-RO | 386 | 385 | 167 | 42.17 |
| MUM-SERVICES | 976 | 883 | 127 | 13.03 |
| MUM-URAN | 445 | 439 | 14 | 3.15 |
| MUM-WOB | 509 | 507 | 464 | 91.18 |
| NAZIRA | 2752 | 2610 | 824 | 22.67 |
| RAJAHMUNDRY | 923 | 908 | 227 | 24.59 |
| SILCHAR | 194 | 191 | 86 | 44.33 |
| Grand Total | 20147 | 18963 | 5283 | 26.22 |

Hence, it is reiterated that the process for the remaining cases may kindly be got completed without any further delay, before closure of the window which has already continued beyond the stipulated last date. This also needs to be adhered to as the next phase of the process i.e. Mid-term review is scheduled to be opened in December, 2008.

I request you for your personal indulgence to ensure success of this HR initiative. You may like to issue suitable instructions to the executives under your control to adhere to the policy of the company and complete the process. Cooperation of all is solicited since implementation of e-PAR process has linkage with all future HR interventions.

With best wishes,


20/11/08
(Tauqir Hussain)
GGM-Chief HRD

Copy for information to:-

1. GM-Head ICE, Delhi.
2. CEA to CMD/ All Directors