



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/D(HR)-19

26.09.2008

To

Director (HR)

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/CMD-6 dated 08.06.2008 and letter No.ASTO/CWC/Pres/2008-10/D(HR)/05 dated 24.06.2008 on the above subject. I may also draw your attention to the minutes of the meeting held between ONGC management and ASTO-CWC on 14th and 15th July, 2008 at New Delhi. On page 3 of the minutes it is very clearly mentioned that the time frame for submitting e-par is shifted to 31st October, 2008. However, we find that the management still wants to implement it by 30th September, 2008 without taking into consideration the inputs that ASTO would like to give after discussing threadbare on this issue. You would remember that the meeting had ended with the discussion only on 18 points out of 38 points and management had agreed to reconvene the meeting at the earliest. Despite that assurance the meeting has not taken place so far and most of the issues are remaining unresolved especially related to HR.

In view of above it is requested that the implementation of e-par be kept in abeyance till a detailed discussion takes place between ASTO and management because it may have major implications on our performance related payments which ASTO is already opposing in principle.

With regards,

Yours sincerely,


(Amit Kumar)

Copy to:

1. CMD, ONGC, New Delhi-for information pl.
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.**

our conduct with outsiders. He reiterated the fact that ONGC management will not be found lagging behind in contributing to the improvement of overall conditions of employees.

Drawing attention to the fact that today the global oil industry is passing through an unprecedented set of challenges and that we are not insulated from them, CMD said that in India, the expectations from ONGC are more demanding than ever before. In this connection, he also referred to his recent discussion with the Hon'ble Minister of P&NG, Govt of India, when the Hon'ble minister had expressed his serious concerns about the energy security and economic growth of the nation. ONGC has got to play a very pivotal role in this regard, he added.

Speaking on the Safety front, CMD said that he was happy that the meeting started with reference to safety practices. In this context, he said that our priority is undoubtedly on proper implementation of safety practices and procedures. He added that we will never compromise on safety aspects. CMD urged ASTO to list out the areas where opportunities exist for improvements, reduce wasteful expenditure for sustainable growth and prosperity. He also lauded the ASTO body for coming forward with innovative ideas for improving the quality of life. He however reminded that we need to bear in mind that we are amongst the PSUs and all these have definite implications on the PSU fraternity. He further said that maintaining the credibility of the organization in the long run, rather than clinching one issue is more important and assured that the management of the organization has a very open, transparent and positive approach on all these issues.

Referring to the slide show presentation made by President, ASTO- CWC, CMD said that this slide show is now available for reference and he would be happy to see the changes in the next slide show after six months. Complimenting each member of the ASTO body, CMD remembered the harmonious and vibrant relationship enjoyed by different stake holders. He pointed out that our objectives are same only the means could be different. He concluded by wishing the CWC meet a grand success and hoped that the deliberation to follow would definitely narrow down the areas of concern.

Presentation on Corporate Performance

A presentation on Corporate Performance for the year 2007-08 was made by Mr. Sanjeev Kumar, CM (F&A), Corporate Planning Dept. The presentation highlighted the business scenario, performance, initiatives and concerns. The performance of ONGC included 35 discoveries, highest reserve accretion in last decade, highest turnover, profits, dividend, contribution to exchequer and CAPEX. Production levels and Reserve Ratio were maintained and IOR/EOR campaign yielded results. The areas of concerns highlighted were Rig hiring rates, rising fuel cost, subsidy pay out, gas pricing and attrition. Various initiatives like major projects worth Rs.28,000 crore, HSE, CBM Project and Energy Trust were also highlighted. HR initiatives including the ER initiatives were also highlighted. ASTO pointed out that some of the HR initiatives highlighted are not truly initiatives, but only compliance of the instructions of the Govt.

Presentation on e-PAR

Introducing the subject, Mr. K.S. Jamestin, GGM-Head, HRD complimented the new ASTO team. He opined that both ASTO and Management work for the same common interest. He explained the background of introducing e-PAR. Thereafter, a presentation on e-PAR was made by Mr. P.K. Sarmah, Chief Manager(HR)-Corporate PAR.

ASTO representatives wanted to know the necessity of implementing the system. They mentioned that the computer literacy level is not conducive to implementation of e-PAR and raised various other issues. They also raised the issue of connectivity, which has worsened consequent upon implementation of SAMPARC for various claims. They were of the view that we should concentrate on production and performance of ONGC, rather than such initiatives which are time consuming. The points raised by the ASTO representatives were clarified by Head, HRD. However, the ASTO requested for more lead time for implementation of the system. After discussions, the time frame for submitting e-PAR 2008-09 was shifted to 31st October, 2008.

The following Agenda issues were discussed on 15th July 2008 during the bilateral discussions:

