

PETROLEUM EMPLOYEES UNION

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SINCE : 1954

Dated : 10.12.2020

To,
The Director (HR),
Oil and Natural Gas Corporation Limited,
DD Urja Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj, New Delhi.

Respected Ma'am,

Subject: Review of stringent clause of ONGC Service Rules, 1995 related to Career growth (Unionized Category Employees).

We would like to bring your attention to the Point no. (e) of Sub-clause no. F. Seniority of Decentralised Cadres of Clause 19 Seniority of ONGC Service Rules, 1995. This clause was introduced to the Service Rules to discourage decentralised cadre employees from the transfers to the other regions to seek promotions, when earlier, decentralised cadre employees were used to be promoted to the next post on the basis of vacancies. After the introduction of SCF criteria in promotion policy, the vary purpose of this clause has been ended.

Till 2018, the employees who were moved / transferred on mutual consent were promoted to the next level without any cognizance to the said clause. However, all of sudden, since 2018, Corporate R&P is giving more cognizance to the said clause and denying promotion to the decentralised cadre.

It is our most humble request to the Management that they should consider the abolition / modification in the Point no. (e) of Sub-clause no. F. Seniority of Decentralised Cadres of Clause 19 Seniority of ONGC Service Rules, 1995 and promotion which are not considered due to the said clause may please be released with due effect to all the employees who are deprived of their career growth.

You are requested to consider the abolition of the said clause of ONGC Service Rules so as to facilitate employees to progress with their career growth. Also requested to immediately released promotion which were hold up for the employees who were transfer from one region to another on mutual consent.

Yours sincerely,

(Santosh J. Patil)
Acting General Secretary

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Copy to: -

CEA to CMD, ONGC, New Delhi.

CEA to Director (Offshore), ONGC, New Delhi / Mumbai.

ED – Chief ER, ONGC, New Delhi.

ED – Chief HRD, ONGC, New Delhi.

GGM – HRO, RO, Mumbai.

In-Charge, R&P, Corporate, DDN.

In-Charge R&P, WOU, NBP, Mumbai.