



OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/458/2016

DATE : 5/01/2016

To,
The ED - MH Asset,
ONGC-WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai 400051.

Subject : Appeal to arrest inappropriate down slide of PAR, which is conceiving de-motivated employees.

Respected Sir,

This has reference to the PAR review appeals enclosed for your perusal and kind consideration, of three Asst. Tech. (P)'s from MHN-MNW as mentioned below.

- | | |
|----------------------|--------|
| 1. Atul U. Gaikwad, | AT (P) |
| 2. Mayur R. Phanse, | AT (P) |
| 3. Swapnil T. Gaikar | AT (P) |

Certain facts every PAR officer atleast in field area must keep in mind that they cannot change certain policies, which is decided by the EC, how so ever it may be doing injustice to field employees unintentionally.

We feel it is pertinent to mention why today every offshore employee is under motivated reasons being :

- Rwd 1/1/16
On Anasir,*
1. He doesn't gets his rightful hard duty allowance i.e. 33% of his current basic, even when duty in offshore has become 10 folds harder since this allowance was introduced, mainly due to aging of installation & fields.

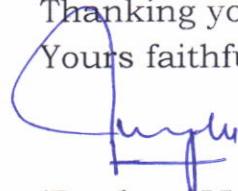
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2. Agreement of Aug 2004 has brought down Q2 qualified employees from being inducted at top of class III i.e. Jr. Engineer to Asst. Tech.
3. Multi skilling is largely practiced in offshore. The detail of work as projected in every individuals review appeal, very openly speaks that they are performing jobs pertaining to Roustabout as well as by Executives, along with the jobs performed by technicians.
4. PAR status heavily impacts the PRP, so also non presence of incremental profit of the organization reduces PRP by 40%.

It is very unfortunate to find these outstanding performers with near 100% attendance find their PAR rating sliding bellow "A+ i.e. 95 ", with the harsh conditions prevailing we are performing nothing less, that it should be brought down below 95.

Only thing available in hand to maintain employees moral & motivation high of field persons by giving appropriate PAR. Your authority is kindly requested to advice concerned authorities i.e. OIM's & MM's to do the needful and review as per the Job performed, they certainly deserve A+ rating.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary



Copy to :

1. GGM – HRO, ONGC-WOU, Green Heights, Bandra (E), Mumbai.
2. GGM, Surface Manager, MH-Asset, Gr. Heights, Bandra (E), Mum.
3. DGM, I/c HR-ER, ONGC-WOU, MH-Asset, Gr. Heights, Mumbai.
4. DGM I/c IR, ONGC-WOU, Green Heights, Bandra (E), Mumbai.

