



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/034/2020

DATE : 25/11/2020

To,
The GGM-HRO,
ONGC, WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai- 400 051.

a/c

Subject: Request to release the promotions of enlisted employees joined Mumbai Region on "Mutual Transfer" from other Regions

Respected Sir,

This has reference to the promotions of enlisted employees who have joined ONGC Mumbai Region on "**Mutual Transfer**". Prior to their appointment in ONGC on regular basis they all were working as **Field Operator** in Mumbai Region. They have applied against vacancies circulated in ONGC as a departmental candidates and got selected and joined to other regions so also employees working as field operator in other region also joined ONGC Mumbai Region on their appointments.

These mutual transfer cases were initiated by our union as all these employees were doing ON/OFF duty either in offshore or onshore installations. As your authority is aware all these employees working in the field are entitle for air journey to reach their native place/residence ONGC were spending huge amount on their air journey both way for doing ON/OFF duty to Offshore as well as to the employees staying in Mumbai and doing ONN/OFF duty to Onshore.

We remain grateful to the management as all these cases were considered and were given **Mutual Transfers**, this was not only in the interest of the individuals but also the organization looking to the saving of substantial financial implication incurred towards logistics. So the benefits should be shared, on the organizational side when it was financial benefits, then on the other side the benefit of promotion should not be denied.

While promoting them to next scale their physical experience in ONGC was considered by head quarter and they were promoted after completion of six years of their date of joining in ONGC irrespective of their regions.

As per our R&P in mutual transfer individual has to forgo his seniority while joining to other region. Accordingly, promotions of around thirteen (13) employees has been detained by Mumbai Region those who have joined from other regions on mutual transfer. Please find attached the list of employees whose promotions are detained for your perusal. Same decision has been taken by other regions and promotions of employees working in their regions have not been released yet.

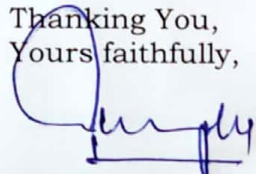
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Now there are two sets of employees in entire ONGC where one set of employees have been promoted after considering their six years physical experience in ONGC irrespective of regions. Whereas for other set of employees have been denied promotions and considering their promotions only after completion of six years where they have joined on mutual transfer to present region.

Your esteemed authority is requested to kindly look into the matter as more than forty (40) employees have been deprived of their promotions in entire ONGC. In future no such cases will arise as we have discontinued appointments of field operators and recruiting employees on regular basis. We request your esteemed authority, as a special case and one time measure these promotions may please be considered. An early action in the matter will be highly appreciated.

Thanking You,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

a/c

Copy to:

1. ED-Chief ER, ONGC, Gr. Hill, Tel Bhavan, Dehradun
2. GGM-Head R&P, ONGC, Gr. Hill, Tel Bhavan, Dehradun
3. GM, I/c-IR, ONGC, WOU, NBPGH, Bandra (E), Mumbai-400 051
4. DGM, I/c R&P, ONGC, WOU, NBPGH, Bandra (E), Mumbai-400 051

MD/late
26/11/2020