



# 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/ 69 /2021

DATE : 5/2/2021

To,  
The Director (HR),  
ONGC,  
Deendayal Urja Bhavan,  
5, Nelson Mandela Marg, Vasant Kunj,  
New Delhi 110070.

*a/c*

**Subject : Request to consider the promotion and release the promotion of employees joined on "mutual transfer" from various regions / projects.**

Respected Madame,

This has in reference to our earlier letter no. **ONGC/KS/34/2020 dated 25/11/ 2020** regarding employees, whose request for mutual transfers were considered in entire ONGC projects. They were all mutually transferred without losing their seniority i.e. considering their **"physical experience"** in ONGC.

Almost more than 100 employees of different cadres from various projects were given mutual transfers. Now there are very few cases pending for mutual transfer in various projects of ONGC. As there is clause in R&P that on mutual transfers in own interest employee will lose his seniority, the few cases applied are still on hold in head quarter. We request your esteemed authority to kindly consider the following points / suggestions on sympathetic ground and these few cases be considered for mutual transfer without losing their seniority:

- All employees considered for mutual transfer are of almost same age profile.
- Employees given mutual transfers are of same qualification and designation i.e. JAT (P); AT (Fitter); JAT (Machining) AT (Prod), AT (Mech) etc.
- All such employees considered for mutual transfers are working in the operational field only i.e. onshore & offshore,
- ONGC has already taken decision and discontinued the recruitment of Term based / Field operators. Therefore, in future no such cases will come up for mutual transfers.
- ONGC has saved substantial amount incurred towards air and surface logistics and saved Travelling Time of employees also.
- The sympathetically considered mutual transfers have helped the employees to enjoy their family life. In most of the cases families were disturbed due to old age of their parents, got relief from the mental agony they were going through.

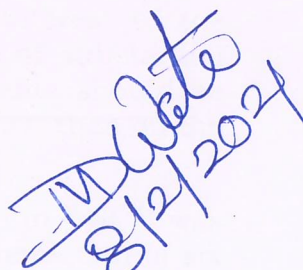
- This situation has arisen as there was recruitment of "Term Base" employees in all over ONGC projects and as they were considered as departmental candidates applied against vacancies circulated in different projects.
- In the past mutual transfers were considered without substitute and in such cases the clause in R&P mentions that individual has to forgo his seniority.
- ONGC has changed / altered / revised / reviewed their policies number of times keeping in view the "**Welfare of the Employees**" as some of rules & regulations were absolute also.
- Mutual transfers with substitutes are also mainly considered, because it has been always seen that no operation in the field is hampered or affected.
- Moreover mutually transferring them has boosted their moral as well as they have motivated also which has directly help to enhance / maintain the production of Oil & Gas in ONGC.

Your esteemed authority is requested to kindly look into the matter very sympathetically as these mutual transfers have saved huge money and time of ONGC and employees respectively. Moreover this may please be consider as **Welfare Measure of ONGC** employees and simultaneously it has helped to improve the working atmosphere in the operational fields and directly affected positively to maintain the production of Oil & Gas. This rule of losing seniority must have been incorporated in R&P to restrict the transfers, otherwise it would have affected operations and project would be losing their manpower in those days.

Thanking You,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

a/c

  
8/2/2024

**Copy to :**

1. ED – Chief ER, ONGC, Tel Bhavan, Uttaranchal, Dehradun.
2. GGM – Head R&P, ONGC, Tel Bhavan, Uttaranchal, Dehradun.
3. GGM – HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
4. GM - I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
5. DGM - Head Corporate Policy, ONGC, Tel Bhavan, Uttaranchal, Dehradun.

  
8/2/24



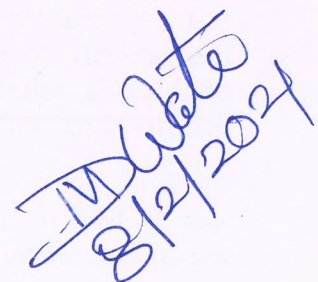
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