



All India ONGC OBC & MOBC Employees Welfare Association

(Recognised by ONGC)

Regn No. 184/2014 Societies Registration Act, 1860

Head office: ONGC Cauvery Asset, Neravy Complex, Karaikal-609 604



Thanthai Periyar

Branches: Agartala, Ahmedabad, Ankleshwar, Baroda, Bokaro, Cambay, Cauvery, Chennai, Delhi, Dehradun, Goa, Hazira, Jodhpur, Jorhat, Kakinada, Kolkata, Mehsana, Mumbai, Silchar, Sivasagar & Nazira, Rajahmundry and Uran.

President
C. Sethupathi
94425 00777
ongcabc@gmail.com

Honorary President
Dr.K.Laxman, M.P(R/S)
Member Public Accounts Committee
National President -BJP OBC Morcha

General Secretary
Dr. Ajoy Lal Dutta
95311 07150
dutta_al@ongc.co.in

No. OBC/CWC/PRE (15) /2025

Date: 29th May 2025

Working President

Vaibhav Lavekar
Mumbai
99692 26898

To,
Director (HR), ONGC Ltd.
PDDU Bhavan, New Delhi.

Adl.Gen-Secretary
Devinder Singh
Dehradun
70602 05913

Sub: Agenda Points for CWC Meeting with the Management.

Respected Sir, *Vanakkam,*

We kindly seek your attention to the following important matters concerning the welfare and representation of OBC/MOBC employees in ONGC & submit the following Agenda points:

Joint Secretary
Lakhyaranjan Gohain
Sivasagar
70020 868812

1. **Transfers of CEC Members:** Immediate withdrawal of transfer orders of 04 CEC Members in accordance with the Constitution and Bye-law of our Association, as well as the established past practice, the elected Central Executive Committee (CEC) and Central Working Committee (CWC) Members are expected to serve their full tenure without being subjected to transfer, to ensure continuity and effective functioning of the Association. Exception on the represented cases may be granted.

Org. Secretary
Ankit Chudasama
Ahmedabad
94288 28407

2. **Age Relaxation Disparity in Recent E1 Recruitment Advertisement:** In a recent ONGC recruitment advertisement for E1 level, the age relaxation for OBC and other categories was reduced by 4 years, making eligible internal candidates ineligible to apply. This policy deviation must be corrected or addressed to ensure fair opportunity.

Treasurer
M.Karthikeyan
Karaikal
94425 93330

3. **CWC Office bearers having representatives of 22 Work-centres and 08 Core-Committee members constitutes the CWC body of our association. But the Corporate Management is not allowing the complete CWC office bearers body to participate in the periodic meetings.**

Advisor
Chetan Kadia
Cambay
99136 04633

4. **Thanthai Periyar Birth Anniversary Celebration grant need to be increased suitably. The grant limit has not been revised since 2014.**

5. **Representation in DPC:** According to ONGC's response, as of December 2024, there were approximately 7,357 OBC employees. Despite this, there were no OBC representatives at the ED level, only 02 at the GGM level, and just 21 at the CGM level. This creates a significant void for qualified and talented OBC members in higher management positions. Furthermore, we have noticed that OBC members are absent from the departmental promotion committee. As per letter number HRD/CORP_PROM/2023/025 dated December 26, 2023, there were no OBC member in DPC, it is essential to include one OBC member in the

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promotion committee to prevent any discrimination against OBC employees in higher-level promotions. OBC members should be given representation in the Departmental Promotion Committee (DPC).

6. **Maintenance of Reservation & Recruitment Rosters & Checking:** The ONGC Management is maintaining discipline-based rosters which is against the laid down guidelines of the DoPT, furthermore, Recruitment roster points must be periodically checked region-wise by one of the office bearers of BEC & CWC.
7. **Maintaining OBC Quota in Promotions:** The 27% OBC quota for promotions at the Executive and Senior Executive levels must be strictly adhered to, ensuring equitable representation for OBC employees.
8. **Maintain proportionate representation in Unnati Sikhar for OBC/MOBC employees.**
9. **Regular OBC Cadre Review & Representation Audit & Maintenance of Rosters:** Conduct regular audits of OBC representation in various grades and departments to ensure that the Job Rotation & Transfer Policy (JRTP) is to be implemented transparently with proper OBC representation, avoiding bias or unfair hardship postings.
10. **Annual OBC Welfare Budget under CSR for Community Outreach & Component Plan funds for OBC/MOBC's:** Allocate a portion of ONGC's CSR funds for uplifting OBC communities in operational areas – including education, skill development, and healthcare & Component Plan funds for OBC/MOBC's as like for SC/ST's.
11. **Establishment of OBC Welfare & Grievances Cells in all Regions/Offices:** Set up dedicated OBC Welfare & Grievances Cells in every regional/zonal office to address grievances, monitor implementation of welfare schemes, and promote inclusivity. It would be a robust and independent mechanism to address discrimination, delay in benefits, or reservation policy violations.
12. **Training on Reservation Policy, Workshops on Leadership and Team Building in Offline mode:** Due to a lack of awareness among OBC members, at least two training sessions per year in offline mode should be conducted at the regional level on the reservation policy, with 20 employees from each work centre and a total batch size of 60-70 employees as per past practice pre Covid -19. Two workshops/seminars per year in offline mode to make it more attentive & interactive should be organized for CEC/BEC members on leadership and team building, with the assistance of reputed management consultants.
13. **Quarterly Meetings with NCBC Members:** Quarterly meetings should be arranged between Hon'ble NCBC members and CWC members (region-wise) along with the President/Working President/General Secretary to discuss regional points related to OBC/MOBC members.
14. **Regional Meetings for OBC/MOBC Issues:** Management should hold regional meetings semi-annually at convenient locations to discuss common issues of OBC/MOBC members and address productivity enhancement of the organization.
15. **Transfer Policy Review (Special Consideration for E0 and E1 Executives):**
We respectfully suggest that CEC Members During their tenure and the executives at E0 and E1 levels, particularly those in Q2 and Q3 categories (typically aged 40+), be exempted from PLT. With substantial family responsibilities and key operational roles, allowing them to serve closer to their native regions will promote stability and efficiency. Additionally, these employees often face long waiting periods—up to four years—for promotion from E0 to E1, despite holding critical roles such as SIC, MIC, and EIC. We request a review and reduction of the promotion span to encourage career progression and optimize experienced manpower.

e.g. Gupta
29/05/2025

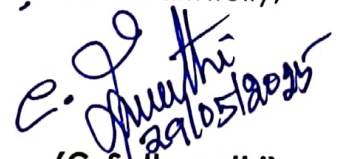
16. **Reservation in Departmental Exams & LDCE:** Ensure proper reservation for OBC employees in Limited Departmental Competitive Exams (LDCE), internal selections, and other departmental qualifying exams. Campus recruitment should be stopped with immediate effect.
17. **SMP & AMP (Senior/Advanced Management Programme) :** Trainings for OBC Officers. Special focus to be given to provide exclusive SMP/AMP trainings for OBC officers to enhance their leadership, administrative, and functional skills.
18. **Awareness Drives on Rights, Schemes & Legal Protections for OBCs:** ONGC should conduct regular awareness drives and seminars for OBC employees on available central/state schemes, rights under constitution, and legal safeguards.
19. **Increase in Recruitment Vacancies:** There is an urgent need to increase the number of vacancies in new recruitment notices. Currently, 15 to 20 employees retire each month, and inadequate recruitment is leading to significant work disruptions.
20. **Lack of Posting Options and Arbitrary PLT Transfers and new JRTP:** Employees were not given an opportunity to indicate posting preferences. Promotion Linked Transfer (PLT) orders were issued randomly without employee consultation. No option was provided to Q1-qualified employees to choose whether they wanted PLT this year. Some employees have applied through Webice to forgo their promotion and PLT, but management has not communicated any decision yet. There is a discrepancy in vintage calculation under the current JRTP, which now considers Class III cadre entry instead of the executive (E-1) level, adversely affecting transfer eligibility. Previously, an 8-year tenure in the executive cadre allowed for effective leadership grooming. Many Q2/Q3 entrants reach executive level after 21-22 years of service, leaving only 8-12 years before retirement. Transferring them at this stage disrupts accumulated expertise and incurs high costs without clear benefits. Employees who forgo promotion to avoid transfer help fill manpower gaps and reduce structural and financial strain. Retaining such staff in their current locations ensures leadership continuity and optimizes remaining service value.
21. **Issues Related to Medical Bill Processing by TPA:** Submission is restricted to a maximum of two medical bills at a time, which should be increased to 04 Nos. TPA officials are only available during working hours, which creates inconvenience for field staff on general duty. Medical bill approvals are delayed significantly. There is no clear or timely response regarding bill deductions or special sanctions. Once an amount is cut or sanctioned, no authority provides clarification or accountability.
22. **FDE Claim Process for ON-OFF Duty Employees:** Approving authorities should be granted editing rights for FDE claims of employees performing ON-OFF duty.
23. **Restrictions on Territorial Army Enrolment:** Employees from drilling departments are not being permitted to join the Territorial Army. Clarification and reconsideration of this restriction is requested.
24. **Implementation of OBC/MOBC Reservation in ONGC Contracts:** Proper implementation of OBC/MOBC reservations for the secondary workforce & out sourced jobs in all ONGC contracts should be ensured. Additionally, a list of such contractual workers should be provided to the Association at all ONGC work centres.
25. **Acceptance of State Caste Certificates:** ONGC should accept state-issued Caste certificates as valid documentation for declaring OBC status.
26. **Representation in Committees:** At least one or two Office Bearers of the OBC/MOBC must be included in all committees such as CSR, Canteen, EWC, and Sports at all work centres and projects. Orders for this should be issued by headquarters immediately.
27. **Maintaining Parity in Key Postings & Overseas Assignments:** Parity must be ensured in the posting of officers to key positions & overseas assignments across ONGC.

E. J. Pinto
29/05/2025

28. **Sponsoring Quota for ONGC Employees' Children in Kendriya Vidyalayas:** As per the Revised Guidelines in Office Memorandum No. F.11331/2022-23/KVS (HQ)/Academic, dated 25.04.2022, the sponsoring and chairman quotas for Kendriya Vidyalaya admissions have been abolished. This has made it nearly impossible for ONGC employees' children to secure admissions from Standard 2 onwards via the offline mode. Given that ONGC fulfils the financial and infrastructure needs of Kendriya Vidyalayas, the sponsoring agency quota should be reinstated for the children of ONGC employees.
29. **Support for Higher Education (MBA,CA,ICWA,etc.) :** Provide study leave, reimbursement of course fees, and recognition for OBC employees pursuing higher education and Professional Certifications.
30. **Upgradation of Firemen and Security Personnel:** Junior Firemen/Security personnel should be upgraded from W1 (Class IV) to A1 (Class III).
31. **Regularization of Tenure-Based Employees & Paramedics:** Existing Tenure-based field operators, technicians, and marine security supervisors, Paramedics should be regularized.
32. **Seniority Loss in Inter-Region Transfers:** Under the current transfer policy, staff employees face a loss of seniority when transferred out of their region under the mutual transfer policy. This, in turn, adversely affects the individual's career growth. Since it is a mutual transfer, this practice should be discontinued to ensure fair career progression for the employees involved.
33. **Request for consideration to Promotion in 'S' Level instead of E-0 Level.** Goru Someswara Rao, Sr. Asstt. (Accounts), CPF NO.81195, Secretary- Baroda Unit.
34. **Transfer on Compassionate Ground:** Transfer request of Mr. Vijaykumar Kashelkar (Dy. Tech Elex), CPF No. 124412, Logging Services, A&A Basin, Jorhat, Assam, to Mumbai on compassionate grounds. Disha file pending with HR Planner.

We sincerely hope that these issues will be addressed and resolved at the earliest to ensure fairness and inclusivity for OBC/MOBC employees in ONGC.

with Sincere Regards, Yours faithfully,


(C. Sethupathi)
President - CWC

Copy to:

1. ED – Chief ER, ONGC Ltd, PDDU Bhavan, New Delhi.
2. CLO for AI ONGC OBC MOBC EWA.
3. All CEC & CWC office Bearers.
4. Guard File.