



निगमित आरक्षण सेल, ग्रीन हिल्स, ए-विंग, भूतल,  
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No. 2(1)/OBC/CWC/CEC/2025-26

Dated: 24.09.2025

**SUB: Minutes of meeting of AIOOBC & MOBCEWA with ONGC Management held on 04.07.2025 at Dehradun.**

Please find attached herewith a copy of Minutes of the meeting of CEC/CWC office bearers of AIOOBC & MOBCEWA with the Management held on 04.07.2025 at Dehradun.

It is requested that the necessary action on the points pertaining to the respective sections/offices may kindly be taken and action taken report / status thereof may be forwarded to this office for further appraisal of the Competent Authority at an early date.

Warm regards,

(Rajesh Kalekuri)  
General Manager (HR)  
Incharge Corporate Reservation Cell

Encls: as above

Distribution:

1. ED-Chief ER, ONGC, New Delhi
2. ED-Chief HRD, ONGC, New Delhi
3. ED-CEA to Director (HR), ONGC, New Delhi
4. CGM(HR)-Head HR (Staff)-ONGC, Tel Bhavan, Dehradun
5. CGM(HR)-Head Corporate Establishment, Tel Bhavan Dehradun
6. CGM(Mech)-CLO-OBC, Rajahmundry
7. GM(HR)- Incharge Corporate IR, ONGC, New Delhi
8. DGM(IE)-Incharge Recruitment, ONGC, Tel Bhavan, Dehradun.
9. President (CWC)-AIOOBC & MOBCEWA, Karaikal
10. Working President / General Secretary (CWC)-AIOOBC & MOBCEWA.
11. Guard File.

**MINUTES OF BILATERAL MEETING OF CWC OFFICE BEARERS OF AI ONGC OBC & MOBC  
EWA WITH ONGC MANAGEMENT HELD ON 4<sup>TH</sup> JULY, 2025 AT BS NEGI BHAVAN,  
DEHRADUN**

The bilateral meeting of Central Working Committee of All India ONGC OBC & MOBC Employees' Welfare Association with the Management was convened on 4<sup>th</sup> July, 2025 at BS Negi Bhavan, Dehradun. The meeting witnessed active participation of AI ONGC OBC & MOBC EWA members from across all the Work Centre's (**List of participants is attached at Annexure-A**).

The meeting started with a short safety briefing followed by the ONGC song. Thereafter, the meeting commenced with the lighting of the ceremonial lamp and paying floral tributes to Thanthai Periyar and Dr. BR Ambedkar.

Shri Rajan Asthana, ED-Chief ER, Shri Sheel Sood, ED-Chief HRD along with other senior executives, on behalf of Management and members of CWC viz. Shri C. Sethupathi, President CWC, Dr. Ajoy Lal Dutta, General Secretary and all other CWC members of AI ONGC OBC & MOBC EWA were present in the meeting. Shri Manish Soni, GM (IE)- Liaison Officer for OBC-Dehradun welcomed all the participants of the meeting.

During his welcome address, Shri Rajan Asthana, ED-Chief ER greeted all participants and emphasized that the Association has always been supportive to ONGC Management and is an important link between the employees and the society by extending the benefits to society through its various welfare activities. He also appreciated the supportive role played by OBC Association in addressing issues pertaining to the OBC and other underprivileged communities. Shri Asthana expressed his gratitude to MCoD, Chairman and Director (HR) for their supportive attitude towards welfare of underprivileged society.

Shri Sheel Sood, ED-Chief HRD in his opening remarks expressed his gratitude to the Association and appreciated the positive environment created in the meeting hall by all the CWC members. Shri Sood appreciated the Association for constructive work. He believed that the meeting would be concluded in a fruitful manner.

Shri C. Sethupathi, President-CWC in his introductory speech conveyed heartfelt gratitude to the Management for the bilateral meeting which was due since long for resolving various issues that needed deliberation. He recounted the inception of the Association and remembered the past collective efforts of ONGC Management and the Association.

Thereafter, Shri Rajesh Kalekuri, GM (HR) – In-charge, Corporate Reservation Cell, initiated discussions on the agenda points submitted by the President of CWC-AIOBC & MOBC, dated 29.05.2025.



The details are as under: -

Sl.	Agenda Points	Discussions and Reply
1.	<p><b>Transfer of CEC Members:</b>  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.</p>	<p>The Association expressed deep concern regarding the implementation of PLT at the E0 level this year. They highlighted apprehensions about the financial sustainability of employees upon transfer to another city. It was requested that E0-level employees be given adequate time to mentally prepare, and that PLT be considered only after their promotion to the E1 level.</p> <p>ED-Chief HRD explained in detail the Job Rotation and Transfer Policy (JRPT) and the transfers being carried out currently in the interest of Organization.</p> <p>He further explained the present business scenario of ONGC and informed that in view of cost control/economy measures, no new recruitment is taking place. This has resulted in the imbalanced structure of manpower at work-centers. Therefore, excess manpower of a work-center is being re-allocated to other locations where the manpower requirement is needed.</p> <p>After detailed discussions, the Executive Director – Chief HRD agreed to incorporate a provision in Webice from next year onwards, enabling all employees who are eligible for promotion from A4 to E0/ F3 to E0 and E0 to E1 level to exercise the option for transfer on medical grounds.</p> <p>The request of the Association for priority in allotment of colony quarters to the transferees of E0/E1 Level has been noted.</p> <p>Action: Head HR Planner/ HRD</p>
2	<p><b>Age Relaxation Disparity in Recent E1 Recruitment Advertisement:</b>  In a recent ONGC recruitment advertisement for E-1 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.</p>	<p>ED-Chief HRD and In-charge – Corporate Recruitment explained that ONGC Board vide its 372nd meeting dated 25.10.2023 had revised the maximum age for recruitment to posts in ONGC from 30 years to 27 years for other disciplines where essential qualification was a Post-Graduate Degree and Maximum 26 years for Engineering disciplines.</p>



		<p>Also, OBC Departmental candidates are already being provided age relaxation to the extent of service rendered in ONGC in addition to above mentioned 3 years age relaxation.</p> <p>In view of the above the agenda point was dropped.</p>
3.	<p>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 period meetings.</p>	<p>ED-Chief ER explained that as per prevalent practice, whenever a bilateral meeting is organized, all CWC members are invited to attend the meeting irrespective of their place of posting. Further, all CEC members are allowed to attend the CEC meeting, whenever it is organized.</p> <p>Since no further action is required, the point is dropped.</p>
4.	<p>Thanthai Periyar Birth Anniversary Celebration grant need to be increased suitably. The grant limit has not been revised since 2014.</p>	<p>This issue was discussed in detail. It was brought to the notice by the Association members that all Branches of the Association are utilizing the sanctioned fund for charity and welfare of under-privileged community only.</p> <p>In view of this, it was decided that President-CWC may give a proposal for increase of grant for Birth Anniversary Celebration of Thanthai Periyar.</p> <p><b>Action: President-CWC</b></p>
5.	<p><b>Representation in DPC:</b> 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 26.12.2023, there were no OBC member in DPC, it is essential to include one OBC members in the Promotion Committee to prevent any discrimination</p>	<p>ED-Chief HRD explained that the reservation for OBC in recruitment was started in September 1993. The recruitment of OBC candidates in ONGC commenced thereafter, and they are yet to attain positions at the E8/E9 levels. The current E8/E9 level executives from the OBC category were originally recruited under the General category. However, it is anticipated that within the next 3–4 years, candidates who were recruited as OBCs will begin to assume senior positions such as Executive Director (ED) and Group General Manager (GGM), given the adequate strength of OBC executives presently in the feeder cadres at E6 and E7 levels.</p> <p>So far as representative of OBC category in DPC is concerned, it is informed that constitution of DPC along with representation of reserved category / minority / women etc is done as per</p>

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	<p>against OBC employees in higher-level promotions. OBC members should be given representation in the Departmental Promotion Committee (DPC).</p>	<p>guidelines of DPE. The Association was advised that the instant suggestion will be implemented if the same is part of DPE guidelines. Since no further action is required, the point is dropped.</p>
6.	<p><b>Maintenance of Reservation &amp; Recruitment Rosters and Checking:</b> 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 &amp; CWC.</p>	<p>In-charge - Corporate Recruitment/ rosters explained that the GOI has already established a mechanism for regular inspections of registers and rosters through issued guidelines and procedures. Designated Chief Liaison Officers are tasked with conducting annual inspections of reservation registers and rosters to ensure proper implementation of reservation policies. They also oversee the timely submission of reports regarding the appointment and representation of SC, ST, OBC, PwBD, EWS, and Ex-servicemen by the appointing authorities in the ministries/departments.</p> <p>Reservation Rosters have been updated till 2024 and are ready for inspection by MOP&amp;NG which are likely to be completed at the earliest.</p> <p><b>Action: Corporate Recruitment/ HRD</b></p>
7.	<p><b>Maintaining OBC Quota in Promotions:</b> The 27% OBC quota for promotions at the Executive and Senior Executive levels must be strictly adhered to, ensuring equitable representation for OBC employees.</p>	<p>ED - Chief HRD explained that the promotions in Group D, C, B and upto E2 level of Group A are time bound promotions where all eligible employees including those belonging to OBC category, meeting the minimum criteria are promoted to next higher level irrespective of vacancy. Hence the reservation in promotions in ONGC on these levels is not applicable as per DPE OM No. 6/27-85 DPE(SC/ST Cell) dated 29.06.1987.</p> <p>He further stated that the Govt. of India has not prescribed any kind of reservation in promotion for OBC. ED-Chief HRD while sharing the recent promotion data, stated that a sufficient number of employees from the OBC category are being promoted.</p> <p>Management has provided the following year wise promotion percentages for OBC/ MOBCs: 2022-25%, 2023-29%, 2024-27%, 2025-31% Since no further action is required, the point is dropped.</p>

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8.	Maintain proportionate representation in Unnati Sikhar for OBC/MOBC employees.	ED-Chief ER explained that the scheme is based on talent identification and has no bearing on promotion, therefore the representation in the scheme will not yield any advantage.  Therefore, this point was dropped.
9.	<b>Regular OBC Cadre Review &amp; Representation Audit &amp; Maintenance of Rosters:</b> Conduct regular audits of OBC representation in various grades and departments to ensure that the Job Rotation & Transfer Policy (JRPT) is to be implemented transparently with proper OBC representation, avoiding bias or unfair hardship postings.	Association raised their concern on mutual transfer at staff level employees. Chief –HRD explained that an SOP has been prepared for Mutual transfers at Staff level and on medical grounds in consultation with Chief-ER. Further emphasis was placed on encouraging staff to apply for executive-level promotion to enhance their career growth and improve prospects for their families, particularly in relation to transfer opportunities.  It was suggested to submit the names of employees for Mutual transfers at Staff level and on medical grounds to Chief HRD office. <b>Action: HRD</b>
10.	<b>Annual OBC Welfare Budget under CSR for Community Outreach &amp; Component Plan funds for OBC/MOBC's:</b> 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.	ED - Chief ER explained that the SC/ST component plan is as per Government of India Guidelines.  At present there is no such guidelines for dedicated funds for OBC under CSR. Corporate CSR will implement government guidelines regarding any such fund in future.  However, funds under CSR are earmarked for the underprivileged society/ BPL families irrespective of their community. There is provision for scholarships of OBC students under ONGC scholarship scheme.  It was emphasized that the CSR fund should be utilized for the broader benefit of all vulnerable sections of society.  Association further requested for sensitization of current CSR portal and rules in ONGC, for all work centres through online training. <b>Action: Chief-CSR</b>
11.	<b>Establishment of OBC Welfare &amp; Grievances Cells in All Regions/Offices:</b>	ED-Chief ER explained that ONGC has a well-defined Grievance Procedure established since 1981 for redressal of grievances of employees.

	<p>Set up dedicated OBC Welfare &amp; 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.</p>	<p>Later this grievance procedure was updated and replaced by Grievance Management System in October, 1990, setting up detailed procedures and provisions of Informal &amp; Formal Channels, and also for appeal. Based on experience, there was further amendment made in 2012 and the existing, Grievance Management System continues to provide effective platform for redressal of grievances of employees.</p> <p>The GMS is applicable to all regular employees working in the Corporation, as such the OBC employees are covered by the Grievance Management System.</p> <p>He further shared that since there is a scarcity of manpower, it is not possible to constitute a separate OBC Welfare &amp; Grievances Cell in every Regional/Zonal office. At present, Liaison Officers at respective locations and In charge-Corporate Reservation Cell at Dehradun are held responsible to address the grievances of OBC employees.</p> <p style="text-align: right;"><b>Action: Corporate IR</b></p>
12.	<p><b>Training on Reservation Policy, Workshops on Leadership and Team Building in Offline mode:</b></p> <p>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 and interactive should be organized for CEC/BEC members on leadership and team building, with the assistance of reputed management Consultants.</p>	<p>ED-Chief ER addressed the issue that workshop on Reservation Policy for SC/ST/OBC have been organized in the past. Further, SDC has been organizing training on general awareness programmes for all the employees as per the guidelines on the subject. Management will discuss with D(HR) Office and SDC regarding the possibility of restarting these training programs.</p> <p>He further advised association to submit course topics for organizing the workshop/ trainings for the benefit of OBC/SC/ST employees.</p> <p style="text-align: right;"><b>Action: President-CWC</b></p>
13.	<p><b>Quarterly meetings with NCBC Members:</b></p> <p>Quarterly meetings should be arranged between Hon'ble NCBC members and CWC members (Region-wise) along with the President/Working</p>	<p>ED-Chief ER explained that whenever a meeting is called by the NCBC / Statutory Bodies, all CWC Core Committee office bearers (08) of the Association are also invited to attend the meeting.</p>

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	President/General Secretary to discuss regional points related to OBC/MOBC members.	Since there was no requirement of organizing quarterly meetings with NCBC members, the point was dropped.
14.	<b>Regional meetings for OBC/MOBC Issues:</b> 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.	It was emphasized to utilize virtual mode for such meetings.
15.	<b>Transfer Policy Review (Special consideration for E-0 and E-1 Executives):</b> We respectfully suggest that CEC members during their tenure and the executives at E-0 and E-1 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 E-0 to E-1, 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.	ED-Chief HRD informed that as per JRTP, the transfers will be decided in view of operational/administrative requirement and in promotion cases only.  ONGC has well defined and properly documented Promotion Regulations which exist since 1974 and have been amended from time-to-time. The rules have been designed to meet career aspirations of individuals, as well as develop a professional and motivated workforce to meet the challenges of global competition. This is a growth-oriented promotion policy on the lines of the time bound promotion scheme. As per present policy, E0 employees having Q1 qualification are promoted in 2 years to E1 level which is faster than normal promotion span of 4 years in E1, E2 & E3 level. Air entitlement for joining the promoted post at new location for E0 employees are under consideration. Management has informed that employees with more than three years of service left are considered to be in the transfer zone.  <b>Action: Head HR Planner/ HRD</b>
16.	<b>Reservation in Departmental Exams &amp; LDCE:</b> 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.	ED-Chief HRD explained that ONGC is a Public Sector undertaking under Govt. of India and follows the reservation policy as per guidelines of Govt. of India in all type of Direct recruitments including departmental candidates. As per order dated 04.10.2013 issued on the subject, departmental candidates are given first consideration in recruitment which involves a) drawing a separate selection proceeding for departmental candidates and outside candidates and





		<p>b) releasing the names of the selected departmental candidates for appointment before the name of any outside candidate is released, against respective categories (Gen/SC/ST/OBC etc.)</p> <p>ED-Chief HRD further advised the association members to encourage staff-level employees to appear for the departmental examinations and opt for E0 level promotions for their better career growth.</p> <p>Provisions have been laid down by DPE for Campus Recruitment from reputed institutions like IITs, IIMs, NITs, etc. with the prior approval of the Board of Directors.</p> <p>In view of this, ONGC has a campus recruitment policy duly approved by its Board which provides for adherence to reservation as per Govt. guidelines.</p> <p>In view of the above, the point was dropped.</p>
17.	<p><b>SMP &amp; AMP (Senior/Advanced Management Programme):</b> 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.</p>	<p>ED-Chief ER explained that ONGC remains fully committed to inclusive growth and development of employees and adheres strictly to all applicable policies and guidelines in this regard.</p> <p>ONGC leadership development programmes are designed to build competencies across all categories of officers. OBC executives are an integral part of these programmes. All efforts shall be made to ensure due compliance, in line with applicable norms and guidelines.</p> <p><b>Action: ATI, Goa</b></p>
18.	<p><b>Awareness Drives on Rights, Schemes &amp; Legal Protections for OBCs:</b> ONGC should conduct regular awareness drives and seminars for OBC employees on available central/state schemes, rights under constitution, and level safeguards.</p>	<p>Suggested training programmes on general awareness are organized for all the employees as per the guidelines on the subject.</p> <p>ED-Chief ER suggested that such awareness programmes can be organized at work-center level with the approval of L1 of concerned work-center. Any eminent speaker can also be invited for the programme, if required.</p> <p><b>Action: Chief-SDC/ ONGC Academy</b></p>
19.	<p><b>Increase in Recruitment vacancies:</b> There is an urgent need to increase the number of vacancies in new recruitment notices. Currently, 15 to 20 employees</p>	<p>ED-Chief HRD explained that in view of dynamic nature of oil and Gas business scenario of company, restructuring and evolving work practices globally and Technology infusion in</p>

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	retire each month, and inadequate recruitment is leading to significant work disruptions.	business processes, company takes conscious view on number of vacancies required to be published. <b>Action: Corp. Recruitment/ HRG/ HRD</b>
20.	<p><b>Lack of Posting Options and Arbitrary PLT Transfers and new JRPT:</b></p> <p>Employees were not given an opportunity to indicate posting preferences. Promotion Linked Transfer (PLT) orders were issued randomly without employees' 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 JRPT, 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.</p>	<p>ED-Chief HRD reiterated that the manpower policies of the organization are framed to serve the larger objectives of the company while ensuring the general well-being and professional growth of employees. Transfers and postings are essential components of effective manpower management. They are intended not merely as an administrative exercise but as opportunities to expose employees to varied work environments, thereby equipping them to handle more complex and strategic responsibilities.</p> <p>Management has always exercised due diligence and empathy while implementing transfers, giving careful consideration to genuine individual concerns, including medical conditions, children's education and other personal hardships.</p> <p>Further, once an employee assumes the role of an executive, they are expected to demonstrate leadership by taking on broader responsibilities, which may include relocation to different geographical locations. This expectation applies uniformly to all executives, irrespective of their qualification level. As pay scales, benefits and performance expectations are consistent across the executive cadre, so are the responsibilities and mobility requirements.</p> <p>As discussed in point no. 1, ED-Chief HRD reiterated to keep provision of enabling all employees who are eligible for promotion from A4 to E0/ F3 to E0 and E0 to E1 level to exercise the option for transfer on medical grounds in webice.</p> <p><b>Action: Corporate Promotions/HRD</b></p>
21.	<p><b>Issues related to Medical Bill Processing by TPA:</b></p> <p>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 generally</p>	<p>Association requested for increase in 2 claims to 4 claims per month.</p> <p>ED-Chief ER explained that since the process has been rolled out very recently, there is a possibility of delay in processing the medical bills initially. Once the manpower working on the system get familiar with the process, there would</p>

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	<p>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.</p>	<p>be no delays. However, they can club multiple individual bills in the two claims.</p> <p>Necessary system improvements are being carried out simultaneously.</p> <p><b>Action: Corporate Policy/ER</b></p>
22.	<p><b>FDE Claim Process for ON-OFF Duty Employees:</b></p> <p>Approving authorities should be granted editing rights for FDE claims of employees performing ON-OFF duty.</p>	<p>ED-Chief ER informed this issue will be taken up with ICE team for system improvement. He further desired that the Association may give one/two live cases which will be discussed with ICE team.</p> <p><b>Action: Corporate Policy/ ER/ President-CWC</b></p>
23.	<p><b>Restrictions on Territorial Army Enrolment:</b> Employees from drilling departments are not being permitted to join the Territorial Army. Clarification and reconsideration of this restriction is requested.</p>	<p>ED-Chief ER explained that due to operational exigency, Drilling personnel performing duty at operational areas are normally not permitted to join the Territorial Army training. Though the TA training is beneficial to both individuals as well as organization, nevertheless operational activities cannot be stopped.</p> <p>Hence, the point is dropped.</p>
24.	<p><b>Implementation of OBC/MOBC Reservation in ONGC Contracts:</b></p> <p>Proper implementation of OBC/MOBC reservations for the secondary workforce and 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.</p>	<p>ED-Chief ER explained that ONGC decides on case to case basis whether a particular activity is to be outsourced or not. The outsourcing of services and activities undertaken by ONGC are based on the work requirement and are awarded after following the prescribed tender procedures. Outsourcing in ONGC is undertaken for low-technology jobs such as Catering, Housekeeping, Security Services, Logistics Services etc. and for specialized high-technology areas such as Well Logging, Well Testing etc. ONGC awards contracts where the service provider deploys its own manpower based on their skills and job requirement. The Scope of Work is defined along with the various parameters of performance. The Contractor is totally free to plan and execute the work through the deployment of its equipment, personnel and resources etc. Contractors are independent in deployment of manpower and ONGC does not have any control and supervision over contract manpower deployed by contractors.</p> <p><b>Action: Corporate IR/ER</b></p>
25.	<p><b>Acceptance of State Caste Certificates:</b></p>	<p>Incharge-Corporate Recruitment explained that as ONGC is a PSU under central government, hence Candidates seeking reservation under</p>

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	ONGC should accept state issued Caste certificates as valid documentation for declaring OBC status.	OBC category, shall have to produce a certificate in the prescribed proforma meant for appointment to posts under the Central Government. The caste/community certificate should be as mentioned in the Central lists for OBCs notified by the Govt. of India. <b>Action: Corporate Recruitment/HRD</b>
26.	<b>Representation in Committees:</b> 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.	ED-Chief ER explained that EWC has representatives from ASTO and recognized union. Therefore, all the executives and non-executives are adequately represented in EWC.  He further asserted that instead of the inclusion of OBC office bearers in EWC, efforts should be made to evaluate the performance of the existing EWC office bearers of the location. The President CWC has requested the Management to review the policy for positive possibilities. <b>Action: Corporate Policy/ER</b>
27.	<b>Maintaining Parity in Key Postings &amp; Overseas Assignments:</b> Parity must be ensured in the posting of officers to key positions and overseas assignments across ONGC.	<b>Key Position Posting:</b> The reservation for OBC in recruitment started in September 1993. The recruitment of OBC candidates started after that in ONGC. They have yet to reach the level of E8/E9 level.  ED-Chief HRD explained that the present E8/E9 level executives belonging to OBC category were recruited as General. It is expected that in the next 3-4 years, such candidates who joined as OBC, will start taking up senior key positions.  Further, the selection for key positions is based on merit, experience, functional requirements, and suitability for the role. However, due care is taken to ensure that officers from all categories, including OBCs, are considered fairly and without bias during the selection and posting process. <b>Overseas Assignment Posting:</b> There is no posting in overseas assignment in ONGC. However, overseas assignment posting of ONGC employees who are on secondment to OVL is decided by ONGC Videsh Limited. <b>Action: Head HR Planner/ HRD</b>
28.	<b>Sponsoring Quota for ONGC Employees' Children in Kendriya Vidyalayas:</b>	ED-Chief ER explained that sponsoring the quota for ONGC employees' children in Kendriya Vidyalayas is not within the jurisdiction of ONGC,

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	<p>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.</p>	<p>rather it is governed by the Rules &amp; Regulations of Kendriya Vidhyalaya Sangathan under the ministry of HRD.</p> <p>Therefore, it is not within the domain of ONGC Management to reinstate the sponsoring agency quota, hence the point was dropped.</p>
29.	<p><b>Support for Higher Education (MBA, CA, ICWA etc.):</b> Provide study leave, reimbursement of course fees and recognition for OBC employees pursuing higher education and Professional Certifications.</p>	<p>In-charge - Corporate Policy explained that ONGC Leave Rules have provision for Extraordinary Leave for study. Further, there is a scheme for incentive on attaining higher qualifications. DPE guidelines do not permit reimbursements of course fees pursuing higher education and Professional Certifications. Hence the point was dropped.</p>
30.	<p><b>Upgradation of Firemen and Security Personnel:</b> Junior Firemen/Security personal should be upgraded from W-1 (class-IV) to A-1 (class-III).</p>	<p>ED-Chief HRD explained that the position of Class IV have been thoughtfully created in MRPR '80 along with Class III. The company has been recruiting employees in both the categories based on requirement.</p> <p>Further he explained in detail that efforts are being made but upgrading existing Class IV employees to Class III levels will create a lot of discrepancies.</p> <p><b>Action: Corporate Recruitment/ HRD</b></p>
31.	<p><b>Regularization of Tenure Based Employees &amp; Paramedics:</b> Existing Tenure-based field operations, technicians and marine security supervisors, Paramedics should be regularized.</p>	<p>ED-Chief ER explained that there are certain cases regarding regularization of Tenure Based employees pending in Hon'ble Supreme Court, and since the matter is sub-judice, the point has been dropped.</p>
32.	<p><b>Seniority Loss in Inter-Region Transfers:</b> 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</p>	<p>The Seniority loss due to inter-sector transfer for unionized category is as per ONGC Service Rules. Any dispensation requires change in Service Rules. Therefore, at present Management is not in a position to accede to the request of Association.</p> <p>Action: HRD</p>

*anf*

	growth. Since it is a mutual transfer, this practice should be discontinued to ensure fair career progression for the employees involved.	
33.	<b>Request for consideration to Promotion in 'S' level instead of E-0 level:</b> Goru Someswara Rao, Sr. Asstt. (Accnts), CPF No. 81195, Secretary-Baroda Unit.	ED-Chief HRD informed that Sh.Goru Someswara Rao, CPF No. 81195 has opted for growth in E-0 level and he had qualified for Job Linked Test and Interview for promotion to E-0 and the option is irrevocable as per MRPR 1980. Hence, he has been promoted to E0 level.  ED-Chief ER advised that the office bearers may approach concerned sections for individual cases. Point was dropped.
34.	<b>Transfer on Compassionate Ground:</b> 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.	ED-Chief ER advised that the office bearers may approach concerned sections for individual cases. Point was dropped.

The meeting concluded on a cordial and constructive note, with a vote of thanks to the Chair. Shri C. Sethupathi, President – CWC-AI ONGC OBC & MOBC EWA, extended gratitude on behalf of the Association, while Shri Rajesh Kalekuri, General Manager (HR) – In-charge, Corporate Reservation Cell, conveyed thanks on behalf of the Management.

  
 (Rajesh Kalekuri)  
 General Manager (HR)  
 In-charge Corporate Reservation Cell



## Annexure-A

**LIST OF PARTICIPANTS OF THE BILATERAL MEETING OF AIOBC & MOBC EWA (CWC) WITH THE  
MANAGEMENT HELD ON 04.07.2025 AT DEHRADUN**

Sl. No.	Representatives OF AIOBC & MOBC EWA S/Shri/Ms	Sl. No.	Representatives of Management S/Shri/Ms
1.	C Sethupathi, President	1.	Rajan Asthana, ED-Chief ER
2.	Vaibhav M Lavekar, Working President	2.	Sheel Sood-ED Chief HRD
3.	Ajoy Lal Dutta, General Secretary	3.	Vaskar Kr. Barai, CGM(HR)
4.	Devinder Singh, Add. Gen Secretary	4.	Ajay Kumar Sahoo, CGM(HR)
5.	Lakhyaranjan Gohain, Joint Secretary	5.	Rajesh Kalekuri, GM(HR)
6.	Ankit Kishorebhai Chudasama, Org. Secretary	6.	Shiraz Ansari, GM (HR)
7.	M Karthikeyan, Treasurer	7.	Sachin Bobde, DGM (IE)
8.	Chetan Kumar Gopal Das Kedia, Advisor	8.	Manish Soni, DGM (IE)
9.	Prabhakar Pandit, Reg. Vice President	9.	Satish Chandra, CM(HR)
10.	Rahul P Suralkar, Reg. Vice President	10.	Arati Rudrapal, Manager (HR)
11.	Parimal R Patel, Reg. Vice President	11.	Rishi Dwivedi, Manager (HR)
12.	Bhamyarswa Saikia, Reg. Vice President		
13.	Hardik Bikhhabhai Dangar, Reg. Vice President		
14.	V S N Murthy, Reg. Vice President		
15.	Nalini Kanta Banda, Reg. Secretary		
16.	Panchal Davendrabhai G, Reg. Secretary		
17.	Jigarkumar S Patel, Reg. Secretary		
18.	M Maalik Mohamed, Reg. Secretary		
19.	Shahnawaz, Reg. Secretary		
20.	Vishwas H Mhatre		
21.	Suman Paul, Reg. Secretary		
22.	M Radhakrishnan, Reg. Joint Secretary		
23.	Prasana Kumar Sirikoti, Reg. Joint Secretary		
24.	Dharubajyoti Gogoi, Reg. Joint Secretary		
25.	Samir K Gohel, Reg. Joint Secretary		

*Ans*  
24/07/2025