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**MINUTES OF MEETING OF THE CORPORATE HR/ER TEAM WITH ASTO REPRESENTATIVES HELD ON
27TH NOVEMBER, 2018 AT NBP, GREEN HEIGHTS, MUMBAI**

The meeting started with ONGC song, followed by safety briefing.

A two-minute silence was observed in memory of the employees who lost their lives in the helicopter malfunction accident at Mumbai on 13th January 2018 and other departed employees.

I/c. Corporate IR welcomed all the participants to the Meeting. He explained that the meeting is convened to understand the perception of ASTO on the HR related agenda/issues submitted by ASTO for bi-lateral discussion with Management. This meeting will facilitate meaningful discussion in the bilateral meeting with ASTO which will follow. He submitted that the opportunity be utilised to freely share views and clarify perceptions.

Shri S.K Chaturvedi, General Secretary, CWC, ASTO welcomed the participants of the meeting. He expressed that the agenda was submitted to Management in August, 2018 and considerable time has already passed in convening the bi-lateral meeting. He appreciated the Office of ED-Chief ER for convening this preliminary meeting to discuss the HR agenda before the final bi-lateral meeting which will help in chalking the way forward. Shri Chaturvedi highlighted that ASTO has been in regular touch with their members at work centres to understand their issues and have been motivating them to perform better. He requested that the management may also like to share their views on the issues raised by ASTO.

Shri Amit Kumar, President CWC, ASTO welcomed all the participants. He stated that the bi-lateral meeting with ASTO has been delayed, due to unforeseen reasons, as the new ASTO body was formed in June 2018. He expressed his gratitude to the management for convening this meeting. Shri Amit Kumar expressed that the organizational interest is supreme and the management and ASTO body should think alike in the best and positive way possible. He underlined that ASTO and Management should seize this opportunity to finalise the issues raised, which will be mutually beneficial for both organization and its executives. He shared that ASTO has had several interactions with the executives posted at Onshore and Offshore locations. Management should be aware that there is lot of resentment amongst the executives on non-resolution of long pending issues. The executives feel let down by their organization and their morale needs to be boosted. He requested the management to view the issue raised by them with a positive frame of mind. He pointed out that the current ASTO team is different from previous terms; many young executives are now a part of ASTO CEC/CWC team and they endeavour to collectively present their grievances before the management and to resolve issues. He assured that the current ASTO body will make all efforts in helping the management to resolve the bottlenecks and meet the organizational objectives. He appreciated the Mumbai RO team for hosting the event.

Shri Alok Misra, ED-Chief ER welcomed the participants of the meeting. He stated that he shares the views expressed by the ASTO CWC President. He expressed that it's a win-win situation when both Management and ASTO think in the same direction. Shri Misra emphasised that there are no sides and that the Management and ASTO are on the same side, which strives to fulfil the organizational interests. The goal is to ensure that ONGC reaches the pinnacle of its success. Human Resources is the biggest and the most valuable resource an organization has and it is the manpower which can build or destroy an organization. ONGC has a great talent pool and the management aspires to get the best from its employees by giving the best possible working environment and by giving them an opportunity to serve the nation by making individual and collective contribution to meet the energy demand of India.

He acknowledged that four months have swiftly passed by, however, the time has come to jointly discuss the issues and to work out on how we can deliver the maximum benefits to our employees with positive approach and also by keeping DPE guidelines in mind. Shri Misra shared that initiatives are being taken by his Office to strengthen the bi-lateral forum and to come out with meaningful solutions by integrating the psyche of Management and collectives. ED-Chief ER highlighted that the meeting is intended to have a better understanding of the issues and reaching some consensus. The management will utilise this forum to clarify on all issues possible and expressed faith in having more meaningful discussions in the ensuing bi-lateral meeting with ASTO.

ED- Chief ER pointed out that ONGC is a unique company having its maximum manpower strength in its Executives, unlike most other CPSU's. He further emphasised that regular interaction with collectives is important and work centres should also periodically convene such meetings.

Interaction with Dr. Alka Mittal, Director (HR)

The forum utilised the opportunity in welcoming Dr. Alka Mittal, OSD (HR) on her elevation to the post of Director (HR) on the day on receiving the orders from MoPNG. The participants congratulated Dr.Mittal on her elevation to the post of Director (HR), ONGC.

ED-Chief ER welcomed Dr. Alka Mittal, on her first interaction with ASTO as Director (HR). He briefly summarised the discussions that had taken place.

Shri Amit Kumar, President CWC, ASTO expressed his happiness in greeting Dr.Alka Mittal as the new Director (HR) of ONGC. He expressed that the executives have great admiration for the company and no matter which corner of the country they are posted, they support the company. He stated that ASTO will continue to give its unstinted commitment and support to the organization. He stressed that ASTO is a change agent and also the eyes and ears of the management. He requested for regular discussion with ASTO and on any major decisions ASTO may be taken on board.

Dr.Alka Mittal, Director (HR) welcomed all the participants and thanked them for the good wishes. She stressed that in fulfilling the enormous responsibility placed on her by the Govt. of India, the support of the employees would be essential. Sharing the views expressed by the President CWC, ASTO, she further added that not only the employees are supporting the organization, but the company is also supporting its employees in their endeavours of personal growth and aspiration.

She shared her experience of meeting the employees across the work-centres in her recent visits and their expectations from the company. She assured ASTO representatives that the management is responsive and understanding in its efforts to meet their aspirations.

ISSUES DISCUSSED IN THE PRESENCE OF DIRECTOR (HR)

- 1. Restoration of Long Service Reward Scheme (w.e.f Feb, 2015); with milestones of completion of service at 10th, 15th, 20th, 25th year and at superannuation. This was stopped for number of Oil PSUs in February 2015. However, the same has been restarted at IOC, BPCL, and GAIL etc. long-time back. In ONGC should be restarted on similar lines immediately. (Pt. 14)**

ED-Chief ER highlighted that efforts have been made by the Management to restore this Scheme.

