

GOVERNMENT OF INDIA  
MINISTRY OF PETROLEUM & NATURAL GAS

**RAJYA SABHA**  
**STARRED QUESTION NO. 23**  
ANSWERED ON 05.02.2024

**NEW POLICY FOR PROMOTION OF ONGC OFFICERS**

\*23. SHRI SHAKTISINH GOHIL:

Will the Minister of Petroleum and Natural Gas be pleased to state:

(a) the new policy for promotion of ONGC officers; and

(b) whether the Officers' Association has submitted any memorandum against it, if so, the details thereof?

**ANSWER**

MINISTER OF PETROLEUM AND NATURAL GAS  
(SHRI HARDEEP SINGH PURI)

(a) to (b): A statement is laid on the Table of the House.

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**Statement referred to in reply to parts (a) to (b) in respect of Rajya Sabha Starred Question No. 23 for reply on 05.02.2024 regarding New policy for promotion of ONGC officers asked by Shri Shaktisinh Gohil.**

(a) & (b) Boards of Maharatna Central Public Sector Enterprises (CPSEs) have been delegated various powers, which *inter-alia* include structuring and implementing schemes relating to personnel and human resource management and training. ONGC is a Maharatna CPSE. With the approval of its Board of Directors, it has introduced a new promotion policy with effect from 01.01.2024. This policy has been brought for better leadership planning in the organization by rewarding high performers in the assessment process.

Association of Scientific and Technical Officers (ASTO) has submitted a Memorandum dated 31.12.2023. The association has mentioned that it is in unison with the management's vision for merit based promotions for ensuring leadership planning. ASTO has taken the position that changes in Recruitment & Promotion (R&P) policy of the company be done only after consultation with the Officers' Association.

Consultation with associations is a continuous and ongoing process. Management met ASTO representatives on 30.10.2023. CPSEs are responsible to their shareholders and have to balance efficiency and career progression in their human resource planning.

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