



# OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/945/2012

DATE : 17/09/2012

To,  
The Director-HR,  
ONGC,  
Jeevan Bharati, Tower II,  
New Delhi.

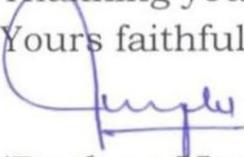
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**Subject : Submission of draft towards issues related to R&P**

Respected Sir,

As decided in the meeting held on 3<sup>rd</sup> Sept'2012 that a separate meeting for R&P will be called for discussing issues relating to R&P. We are submitting draft copy related to issues of R&P from Mumbai Region to be discussed in the forthcoming R&P meeting, having precipitated for some time needs to be resolved and finds its place in our MRPR-1980.

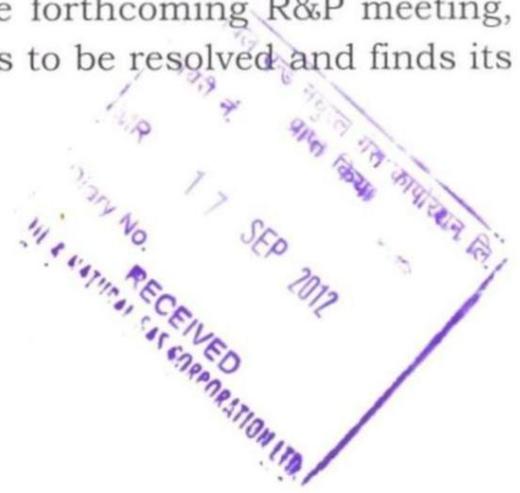
Thanking you,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

o/c

**Copy to :**

1. ED-Chief ER, Negi Bhavan, ONGC, Dehradun, Uttranchal.
2. ED-HRO, ONGC, WOU, NSE Plaza, BKC, Bandra (E), M'bai.
3. GGM-Chief HRD, Negi Bhavan, ONGC, Dehradun, Uttranchal.
4. GM-Head R&P, Tel Bhavan, ONGC, Dehradun, Uttranchal.
5. GM (HR)-IR, ONGC, Tel Bhavan, ONGC, Dehradun, Uttranchal.
6. DGM-R&P, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.
7. DGM (HR)-IR, ONGC, WOU, NSE Plaza, BKC, Bandra (E), M'bai.
8. CM-HR/Corporate Policy, Negi Bhavan, Dehradun, Uttranchal.



17/09/12

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## **Draft copy of R&P issues.**

1. Medical : (i) Considering Diploma in pharmacy at par with Q 2. The said issue was deliberated and considered but the clause included 10+2+Diploma has stopped a few candidates from getting the status of Q2. 10+2, eligibility criteria was introduced in 1992, whereas who have joined ONGC way back in 1981-82 have acquired the said diploma after Xth std, as the criteria existing then was Xth qualification only.
  - (ii) 10 + 2 Science with Diploma in Pharmacy be treated as Q2 Qualification, for employees who have joined before 1992.
  - (iii) Capping of promotion up-to E2 level in case of pharmacist should be dispensed with and be treated at par with other technical Diplomas.
  - (iv) Vacancies for pharmacists be floated and pharmacists working in Hazira, Surat on adhoc basis be regularized. Individual with Diploma in Pharmacies should be recruited at A2 level at par with other Diplomas and to maintain parity, pharmacists with above qualification who are recruited at JAT level at Assam should be upgraded to A2 level.
  - (v) The concept of appointing contract Pharmacists in Hazira Plant be reviewed as they are all having requisite qualification i.e. Diploma in pharmacy and are working continuously since 2002.

2. Recognition of 3 years company apprenticeship under Apprentices Act 1961 as qualification for recruitment & DPC.
3. Recognized Part-time technical Diplomas awarded by state govt. authorities should be treated as eligible qualification while advertising as per existing policies.
4. Recruitment of regular post not only in Class III but also in Class IV category.
5. Upgradation to Class III from Class IV :  

Acquiring abridged 3 months ITI qualification having experience of atleast 10 years as agreed in last JCM i.e. on 30.06.2009, circular issued is 15-20 years. Circular may please be reviewed.
6. Designation in Class IV be renamed, at times it becomes very embarrassing for e.g.  

Mali be renamed as Asst. Gr. III/II/I (Gardening)  
Helper be renamed as Asst. Gr. III/II/I  
(Mech/INST/Opp/Elec./etc.)
7. Fireman working in WOU having requisite qualification to be upgraded to Class-III.
8. Provisions for promotion from Topman to E category who had opted for Rigman assignment from Roustabout on option/requirement surfaced by management, as they are continuing to work as TOPMEN for more than 12 years.

9. Employees are refused promotion stating qualification not in line. Having recruited it is ONGCs prerogative to assign workgroup of individual, hence promotion should be performance based.

10. Regularization of Direct Employees: 342 Nos.

Various exercise were carried out towards regularization in reference to the demand of out of court settlement, it is observed, right from the committee constituted to look into the matter in MR & the I/R Mumbai, HR H/Q, IR H/Q, Legal H/Q and the authority of ED-Chief ER all have recommended positively keeping in view the long association and rich experience in ONGC at the same time did not stop from referring to await final judgment of CGIT, now pending in Mumbai High Court in front of Double Bench.

This is being highly pessimistic, it has to be understood that, "**procrastination only creates clutters**", it is already more than decade old issue and has dragged us into unnecessary unplesentries, it is also true that no judiciary has made it compulsion to wait for their judgment. We also do not demand they should be regularized by overlooking the recruitment policy of ONGC.

The under mentioned does not need any further deliberation that :

- They are all performing job of perennial and regular in nature.
- They are engaged in the ban category.
- They have rich experience of over fifteen years in ONGC installations.
- According to their qualification they can be classified in either class-III & Class-IV.

In line with the laid down policies of recruitment, floating vacancies all eligible DE'S can be accommodated, where in the issue of equal opportunity as envisaged in Article 14 & 16 of constitution of India will not be bypassed, neither this will be viewed as back door entry. In line to all the existing circumstance quoted above we once again request you to join hands and settle the above issue amicably by regularizing with bilateral negotiation.

11. Re-consideration of MOU signed in 19.08.2004 concerning R&P, as it has caused widespread discontent among various categories of employees. The above MOU neither had approval of EC nor was registered with CLC (CL).

- JATs whose promotion tenure was extended to 6 years from 3 years. This was in contravention to the agreement of MRPR-1997, wherein this post was introduced with the mutual acceptance of 3 years tenure.
  - Abolition of open ended Rs. 7000/- scale which were induction of J/E, and inducting.
  - Induction of diploma holders at A-2 level is a disintegration of the said qualification justice can be done by inducting them at A4 level.
  - Departmental candidates having acquired graduation in Engineering immaterial of percentage should be treated as Q1 for career growth and recruitment.
12. All graduates recruited (BA/BSc/B.Com) as class IV to be upgraded as Class III employees, so also individuals having SSC + ITI (NCTVT) / 3 years apprenticeship Diploma Engineers but functioning as Class IV should also be appropriately upgraded, such cases are largely pending in Hazira Plant.
13. Fireman working in WOU having requisite qualification to be upgraded to Class-III. Issue had been taken up in our various all India meetings since last two and half years, still pending.
14. Employees are refused promotion stating qualification not in line. Having recruited it is ONGCs prerogative to assign workgroup of individual, hence promotion should be performance based.

15. Unnati Prayas :

- It was assured by our Ex-Chairman Mr. Subir Raha, to the successful candidates acquiring 75% and more marks will be automatically upgraded to E1 status, a decision may be taken in the JCM to honour the same.
- Graduation acquired by class IV employees through Unnati Prayas be considered as Q1 qualification.
- Unnati Prayas scheme may please be restarted.

16. Towards new recruitment as regular employees, the experience of Field Operators to be taken from their date of application as Field Operators and not on their date of joining.

17. Departmental candidates appearing for regular recruitment should be given relaxation i.e. 50% instead of 60% in the eligible qualification as well as 50% as passing criteria.

18. Contractual workmen engaged in ONGC having requisite qualification at JAT and AT level may be allowed to apply against our recruitment process giving age relaxation.

19. Job link test for Stenographer will be dispensed with was agreed as stenography allowance is discontinued w.e.f. 1/1/2007, pending circular, this is yet to be implemented.

20. Recruitment of Rig Man in Mumbai region be initiated as newly recruited JAT's are retained to do the job of Rigman and Topman in Drilling Services and as they are not able to relieve them from Drilling Services.

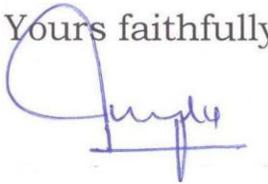
**:: 07 ::**

21. As requested and discussed in wage committee meeting to give one time option for reversing to S Category who had opted for career growth in E-Category with Q-3 Qualification may please be considered. It was Directed by Director (HR), this request from all the Recognized collectives will be positively examine.

22. Presentation given by Mr. A.P. KALA in Hotel Samrat, concerning relaxation in promotion having higher qualification may please be repeated.

Thanking You,

Yours faithfully,



**(Pradeep Mayker)**  
**General Secretary**