



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/353/2015

DATE : 24/08/2015

To,
The C & MD,
ONGC,
Jeevan Bharti, Tower II,
Indira Gandhi Chowk,
New Delhi.

O/C

The Director (HR),
ONGC,
Jeevan Bharti, Tower II,
Indira Gandhi Chowk,
New Delhi.

**Subject : Review of R&P MOU'2004 by the working Group
Constituted.**

Respected Sir,

The group of General Secretaries of all Recognized Unions was constituted in our last JCM which is already 16 months. It was brought to the notice of the working group that the board / EC wishes to have the report submitted, so that by 15 August'2015 a decision can be taken on the issue.

In so many months the working group could meet only twice with management headed by Shri. V. K. Varma, GM (HR), Head Corporate R&P. A focused meeting on the subject did not materialize, different issues were surfaced on which very rightly, Head R&P pointed out that this committee is not empowered to discuss other issues.

Sir, the said agreement came to our notice after 4 years. When, even after posts being sanctioned for recruiting 31 radio operators to be posted in offshore installations and as the advertisement were not getting floated, we took up the matter with the then Head HRD Mr. K.S. Jamestin i.e. in 2008 and it was brought to our notice, with such an MOU existing, the recruitment is getting delayed.

Persuasion for an review of the said agreement was leveled by us at various level with multiple justifications including Regional Labour Commissioner (CL), Mumbai finally in our last JCM it was felt by the management including Director (HR) and Chief (ER) that it needs to be reviewed, hence the working group of General Secretaries of Recognized Unions was constituted. It was principally expressed by the Head (R&P) as well as the management group in JCM that promotion period can be moderated but the 2004 MOU cannot be revoked.

The said agreement has effected three categories of employee i.e.

1. Induction of Jr. Engg with Q2 Qualification were brought down to A2 level, so today it costs them 18 years to be Astt. Engg. from 4 years when inducted as Jr. Engg.
2. Rigman were recruited at A3 level with ITI and three (3) years experience. Today they are inducted at A1 level i.e. Jr. Asst. Rigman (Drilling), hence it will take them 12 years to reach A3 level.
3. All JAT's were promoted after three (3) years now with the MOU it takes 6 years to reach A2 level.

To do natural justice to all the three categories and to crase out all disputes, heart burns as well as to have better work environment, invariably in offshore installations, so also to have highly motivated technical manpower, which is the extreme need of the day in all aging installations, reversal i.e. going back to R&P conditions existing before the said MOU'2004 i.e. before 19th August'2004 would be most appropriate, this has been our view since'2008 and we still continue with the same.

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We still remain open to the logics of moderations by 50% i.e.

1. Promotion tenure should be nine (9) years to reach Asst. Engg. i.e. every three (3) years promotion, to Asst. Technician (A2) having Q2 qualification.
2. Rigman be inducted at A2 level continuing with the criteria ITI with three years experience.
3. JAT's be promoted to A2 level in three (3) years.

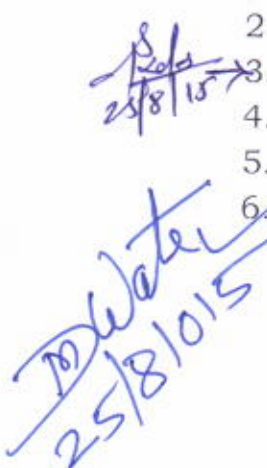
Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

O/C

Copy to :

1. ED-Chief ER, ONGC, Green Building, Dehradun, Uttaranchal.
2. ED-Chief HRD, ONGC, Green Building, Dehradun, Uttaranchal.
3. GGM-HRO, ONGC, WOU, Gr. Heights, Bandra (E), Mum : 51.
4. GM-Head R&P, ONGC, Green Building, Dehradun, Uttaranchal.
5. DGM, I/c IR, ONGC, Green Building, Dehradun, Uttaranchal.
6. CM (HR) IR, ONGC, WOU, Gr. Heights, Bandra (E), Mum : 51.


25/8/15