

Report and recommendations of the Working Group on Review of MoU-2004

1.1 During the 74th JCM held on 31st May 2014 at Ahmedabad, an Agenda point on Revoking of MoU 2004 (**Annex-1**) was discussed, wherein it was recommended to constitute a Working Group consisting of all General Secretaries of recognized unions and management representatives to deliberate on the issues.

1.2 Accordingly, the Working Group on Review of MoU-2004 was constituted vide Office Order dated 12.09.2014, with the approval of Director (HR). (**Annex-2**)

1.3 **The Working Group consisted of all General Secretaries of the Recognized Unions i.e.:**

S/Shri

xiii) Salil K Biswas, ONGC Workmen's Association, Kolkata

xiv) DV Krishnam Raju, Petroleum Employees Union, Rajahmundry

xv) R.H.Pathan, ONG Mazdoor Sangh, Ankleshwar

xvi) Pradeep Mayekar, ONGC (B.O.P) Karmachari Sangathana, Mumbai

xvii) A.R.Tadvi, ONGC EMS, Mehsana

xviii) Tushar Dutta Mazumdar, ONGC Workers Union, Tripura

xix) A.P.Joshi, National Union of ONGC Employees, Dehradun

xx) Sanjeeb Boruah, ONGC Purbanchal Employees Association, Sivasagar

xxi) DJ Chaudhary, Petroleum Mazdoor Sangh, Ahmedabad

xxii) Ashok Baidya, Trade Union of ONGC Workers, Silchar

xxiii) V. Gopinathan, , PEU, Chennai*

xxiv) D. Mahesan, PEU, Karaikal*

* As a result of trifurcation of the constituencies for recognition at Southern Sector, two Gen.Secretaries of PEU from Chennai and Karaikal were also included as members of the Working Group to represent Chennai and Karaikal vide O.O.dated 06.04.2016.

Representatives from the Management are as under:

S/Shri

vi) V.K.Verma, GM(HR), Head Corp R&P (since promoted as GGM(HR), Chief-HRD)

vii) V.K.Gupta, GM(IE), Head HRG

viii) Sunil Mathew, DGM(IE), I/c Recruitment (replaced by Shri Pradeep K Hatwal, GM(HR)-Head Corp R&P vide Office Order dated 6.4.2016)

ix) S.K.Tomar, DGM(HR), I/c Corp Policy

x) Vijay Raj, DGM(HR) , I/c Corp-IR – Convenor

The issues were discussed among the working group members on various dates i.e. 22.01.2015 at Vadodara, 08.04.2015, 26.02.2016, 28.09.2016 at Dehradun and on 15.06.2016 at Rajahmundry. In the final meeting held at Dehradun on 22/23.11.2016 the following issues emerging from MoU-2004 were discussed in detail:

1. Induction of ITI holders at A-I level in Rigman category

The unions pointed out that historically induction of Rigman in ONGC had always been at one level higher than other inductions at bottom of class III. Clause 3 (iii) of MoU-2004 states, "All recruitment in

all disciplines shall be at A-1 Level." The unions were of the view that the earlier position should be restored. It was brought out that considering the past experience of non-availability of departmental candidates with three years' experience for filling in the post of Rigman at one level higher, it would not be appropriate to restore the induction of Rigman back to A-2 Level. The unions agreed not to insist on modification of this clause in the larger interest of the organization. However, considering the physical nature and risk factors associated with the job of Rigman, it was considered appropriate to provide for faster career growth to those appointed in Rigman category, so as to suitably compensate the period pre / post MoU 2004. The unions also brought out that Clause of MoU 2004, wherein the span of promotion from A-1 to A-2 was increased from three to six years was in view of the then prevailing shortage of manpower in the unionised categories. However, the situation has now been changed in view of the large scale induction in unionised categories in the past few years. It was thus proposed that the total career span in Class III for those inducted at A-1 level may be considered to be reduced.

Proposal of Unions:

- a) The post of Junior Assistant Rigman to be scrapped
- b) All the existing Junior Assistant Rigmans to be elevated to A2 level upon completion of 01 year from their Date of Joining.

2. Induction at A-II level: Ref. MoU Clause 3(iii)

Clause 3 (iii) provided for induction of Diploma holders in technical disciplines at A-2 level. Prior to the MoU 2004, Diploma holders were recruited at Top of Class III position. Further, there were other inductions at A-2 where the essential qualifications were other than technical Diploma. The purpose of stopping recruitment at top of class III was to ensure a proper extended working life span. As a result of this change in induction level, the unions pointed out that the career span of such employees in Class III level is now 18 years, which needs to be reduced.

Proposal of Unions:

- a) Existing employees inducted at A2 level working in Rigman Category to be elevated to A3 level on completion of 01 year from their Date of Joining.
- b) For employees inducted at A2 level working in Other Than Rigman Category, faster Career Growth to be formulated.

3. Induction of PG/MSc/MBA/LLB at A-IV level: Ref. MoU Clause 3(iv)

Unions raised the issue that no vacancies / posts have been identified since 2004 for filling in at A-4 level from departmental candidates. It was explained that the manpower requirement at each level is assessed in relation to the operational need of the Company at any point in time. Since there has been no requirement assessed at this level for the past 12 years, this clause of MoU 2004 could be considered to be dropped / deleted.

Proposal of Unions:

- a) Employees with Q1 qualification, if recruited in Worker's Category, then Induction level to be only A4 level.
- b) Existing employees Quote; "Qualifications of M.Sc. (Geophysics/ Geology/ Chemistry etc.), LLB, MBA, Graduate Degree in Engineering" Unquote, to be elevated to A4 level upon completion of 01 year from their Date of Joining.

4. Trade test in Practical Form: Clause 4(iii) & (iv) of MoU

The said Clause deals with trade test to be in practical form as per MoU. However, in Finance / MM the same is conducted in written form. Such Written trade tests were conducted basically for MM and Finance disciplines, because of difficulties in the conduct of practical tests. Considering the fact that employees have already gained 18 years of practical experience on the job, for migrating from A-4 to E-0 / S level, Job linked Test is the more appropriate tool than Trade Tests. It was thus unanimously agreed that applicability of trade tests for migrating from A-4 to E-0 / S level be dropped and instead, Job linked Tests be made mandatory for all candidates opting for E-0 level, including those with Q1 and Q2 qualifications.

Proposal of Unions:

- a) Trade Tests to be abolished at all levels in all disciplines.

5. All employees who were recruited at A1 level, subsequent to implementation of MOU-2004, to be suitably extended relaxation