



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268) .

Tel.: 022-26274102

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

REF. : ONGC/KS/ 226/2018

DATE : 16/01/2018

To,
The C & MD,
ONGC,
PDDU Urja Bhavan,
Nelson Mandela Marg,
Vasant Kunj, New Delhi 110070.

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The Director - HR,
ONGC,
PDDU Urja Bhavan,
Nelson Mandela Marg,
Vasant Kunj, New Delhi 110070.

Subject: Request to amend recruitment procedure as oral interview are discontinued in line with Govt. directives.

Respected Sir,

This has reference to the recent recruitment of Mumbai Region for various posts, which is yet to be completed. Around 85 posts were advertised through various modes. Accordingly written test was conducted on 23/07/2017 in Maharashtra including Mumbai.

In reference to Govt. directives to desist with oral interview on recruitment of candidates at induction level, we in line with the same are not conducting oral test for almost two years now, this makes the previous clause of calling 1:5 candidates null & void.

The local R&P still continues with this waste full exercise as the said clause is not amended by HRD at Head Quarters end. It is pertinent to mention here that four departmental candidates from 'Field Operator' have successfully cleared the written test. Being a departmental candidates if the procedures were completed before 31st Dec. 2017 they would have saved their one year for promotion and would have earn one increment on 1/1/2018.

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To speed up the process and avoid such circumstance where in departmental candidates where deprived of their seniority and increment by one year which will also have its cascading effect throughout their service career can be avoided. It is earnestly suggested that, "with the number of existing vacancies and in line with the merit list additional pre decided number of reserve candidates may please be decided, and directives may be given to all local R&P to follow up.

Our recruitment procedure of 2017 we have not yet completed and it is uncertain how many days it will take to complete the procedure. We have already received sanction for another 225 posts in posts in Mumbai Region. Your authority must be aware, employees from unionised cadre are superannuating every month and there is shortage of working hands in offshore and in field too, are having a steep rise.

We once again request your esteemed authority that, as on when required we have already brought so many changes in recruitment policy, accordingly the condition of calling candidates in the ratio of 1:5 must be removed as there is no oral interview now. Our HR department is already starving of man power and such decisions are increasing their load which is very frustrating.

Necessary changes as suggested will save man hours and will also be able to complete recruitment action within stipulated period, the delay effects operational activities too. Your esteemed authority is requested to kindly give direction to concern department for amendment of rules at the earliest as recruitment is going on in every project of ONGC.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

Copy to :

1. ED - Chief ER, ONGC, Green Building, Tel Bhavan, Dehradun.
2. ED - HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
3. GGM - Head HRD, ONGC, Green Building, Tel Bhavan, Dehradun.
4. GM - Head R&P, ONGC, Green Building, Tel Bhavan, Dehradun.
5. GM - I/c HR-ER, Services, ONGC-WOU, 11 high, Sion, Mumbai 17.
6. DGM - Corp IR, ONGC, Green Building, Tel Bhavan, Dehradun.
7. DGM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.


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