

MOU 2004

0CT-2007 13:39 FROM: INFOCOM ONGC HAZIRA 0091 261 2875577 TO: *002226599775# P:1

FRSM : CC MUMBAI

FAX NO. : 91 22 26599689

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MEMORANDUM OF UNDERSTANDING BETWEEN RECOGNISED UNIONS AND ONGC MANAGEMENT

Modifications to R&P Regulations 1980 were implemented w.e.f. 1.1.1997 after having MOUs with ASTO and Unions separately. The objective of rationalising the promotions, however, could not be achieved.

2. On the basis of series of deliberations with the Unions on 16.11.2002, 3.1.2003, 1.5.2003, 30.10.2003, 7.11.2003, following modifications in respect of unionized category of employees in the MRPR'80 have been agreed with the stipulations that all the modifications will come into force w.e.f. 1.1.2004 except those in recruitment matters which shall come into force with immediate effect;

3. RECRUITMENT

- i) (a) There is no change in the prescribed minimum qualification of Matriculation for induction at W-I level (class IV). The induction qualification and experience for Jr. Males & Sanitary Cleaners will remain unchanged.
- (b) Matric or High School qualification will be replaced by High School or Class X equivalent Board examinations.

ii) The induction level qualification at bottom of class-III shall remain ITI / Graduates in relevant trade / subject.

iii) All recruitment in all disciplines shall be at A-I level (scale of Rs. 4700/- open ended). However, Diploma holders in technical disciplines will be inducted at

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19/08/04
19/8/04
S.K. Mishra
19/8/04
19/8/04
19/8/04

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A-II level (scale of Rs.5100/- open ended). There shall be no induction at top of Class-III (Rs.7000/-open ended scale).

iv) Employees with the qualifications of M.Sc. (Geo-Physics/ Geology/Chemistry etc.), LLB, MBA, graduate degree in engineering will be recruited at A-IV level. Their qualification for the purpose of career growth will be considered as Q-1 for those who have First Class and Q-2 for those having lesser marks.

4. PROMOTION

i) The span for promotion from A-I to A-II shall be 6 years (instead of existing 3 years.) for those recruited on or after 19.08.2004.

ii) There will be no change in the eligibility criteria for promotion from A-II to A-III, A-III to A-IV and A-IV to E-0 (presently 6 years).

iii) Promotion from A-IV level / Top of Class-III to E-0 level, Job Linked Test, Trade Test (practical form) wherever applicable and Interview shall be held in respect of Q-3 qualified employees. Candidates qualifying in trade test (practical form) wherever applicable, JLT and interview separately in a particular discipline, shall be promoted.

iv) In respect of Q1 and Q2 qualified employees, the promotion from A-IV level/top of class III to E-0 level shall be subject to clearing the trade test (practical form), wherever applicable and interview.

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Existing employees who were inducted at top of Class III in the pay scale of Rs. 7000/- (Open ended) may seek career progression in E-0 / 'S' category.

Other terms and conditions of MRRP-80 shall remain unchanged.

Handwritten signatures and dates: S.K. Narain, Ch, Aug, J.C. Ch, 19.8.04, P. e. 2, 19/8/04

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5. This MOU is subject to the approval of the Board of Directors of ONGC.

This MOU, as agreed above, is signed today i.e. 19th August, 2004 at Dehradun by the following:

A. Vats
19/08/04
(SUSHANT VATS)
GGM-ER

J. G. Chaturvedi
19/08/04
(J.G. CHATURVEDI)
GM-HEAD HRD

K.P. Ravi...
19/8
K.P. RAVINDRANATHAN
WORKING RESIDENT
ONGC EMPLOYEES MAZDOOR SABHA, BARODA

[Signature]
NATIONAL UNION OF ONGC EMPLOYEES, DDN.

[Signature]
BHARTIYA MAZDOOR SANGH, ANKLESHWAR (ONGC MS)

S.K. Mishra
ONGC WORKMEN ASSOCIATION, KOLKATA

[Signature]
PETROLEUM EMPLOYEES' UNION, CHENNAI

[Signature]
19.8
ONGC WORKERS' UNION, AGARTALA

[Signature]
PETROLEUM EMPLOYEES UNION, MUMBAI

[Signature]
19/8/04
ONGC WORKERS ASSOCIATION, SIBSAGAR

[Signature]
19/8/04
TRADE UNION OF ONGC WORKERS, SILCHAR