

HISTORIC MOU 2004 Implementation by KARMACHARI SANGHATANA



ऑयल एण्ड नैचुरल गैस कॉर्पोरेशन लिमिटेड
Oil and Natural Gas Corporation Limited

Department of Employee Relations

Corporate Policy Section

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OFFICE ORDER (25/2020)

Subject: Changes in Modified Recruitment and Promotion Regulations, 1980 (MRPR' 80) consequent to review of MoU-2004(with Unions)

ONGC Board in its 322nd meeting held on 27th September, 2019 has approved the following changes in Modified Recruitment and Promotion Regulations, 1980 (MRPR' 80) consequent to review of MoU-2004(with Unions) w.e.f 01.01.2019. Thereafter, a tripartite Memorandum of Settlement (MoS) under ID act was signed on 06.02.2020, as a full and final settlement in respect of demands relating to review of MoU 2004 as well as deployment of manpower/perceived issue of inadequacy of manpower in Drilling and Workover crews. It was also agreed that improvement in productivity and efficiency in the organization can be achieved through proper deployment of manpower, re-organization, simplification of procedures etc. Accordingly career growth opportunities to unionized category of employees recruited post MoU-2004 is being extended as per the following methodology subject to fulfilling eligibility in terms of induction level, possessing essential qualification at the time of recruitment and required experience in their area of work etc.

2. Job Linked Test (JLT) followed by interview is mandatory for all eligible Q1/Q2/Q3 qualified employees for consideration of promotion to E-0 level w.e.f 01.01.2019 onwards.

Trade Tests where ever prescribed shall continue for promotions within A, F and W verticals only. Such Trade tests shall be conducted in practical form only and not in written form.

3. Introduction of 'F' vertical:

- (i) Employees recruited post MoU-2004 at A-II level with Q2 qualification at the time of induction would be placed in F vertical which will have three levels F-I, F-II, F-III (with corresponding pay scales of A-II, A-III and A-IV respectively) and corresponding new designations.
- (ii) Henceforth, all inductions of erstwhile A-II level would be in the F-I level. The minimum requisite qualification for induction at 'F-I' level would be Q2 level qualification of the concerned discipline.
- (iii) Induction in "F" vertical, however, would not be applicable for recruitment of sportspersons in ONGC, for which a separate Sports Policy exists.

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4. Span of promotions:

a. Span of promotion for those inducted post MoU-2004 at A-I level:

- (i) Rationalised from 24 to 18 years for employees inducted in Drilling: A-I to A-II in 4 yrs, A-II to A-III in 4 yrs, A-III to A-IV in 4 yrs and A-IV to next higher level in 6 yrs.
- (ii) Rationalised from 24 to 21 years for employees inducted in other than Drilling: A-I to A-II in 4 yrs, A-II to A-III in 5 yrs, A-III to A-IV in 6 yrs and A-IV to next higher level in 6 years.

Level	Existing Eligibility in years for promotion to next level (Drilling/Other than Drilling) as per MoU 2004	New Eligibility - in years for promotion to next level (Drilling)	New Eligibility - in years for promotion to next level (other than Drilling)
A-I	6	4	4
A-II	6	4	5
A-III	6	4	6
A-IV	6	6	6
Total Span	24	18	21

Note: (In terms of Table 1 of Annexure-I of MoS)

- (iii) Nomenclature of designations of A-I, A-II, A-III and A-IV level in A vertical is as per table 1 and 2 of Annexure-I of this office order. (Note: In terms of Table 5 & 6 of MoS)

b. Span of promotion for those inducted post MoU-2004 at A-II level with Q2 qualification at the time of induction:

- (i) Rationalised from 18 to 12 years along with change to F vertical / designation change. These employees grow from F-I to F-II in 4 years, F-II to F-III in 4 years and F-III to Next higher level in 4 years.

Level	Existing Eligibility in years -for promotion to next level as per MoU 2004	Level in New F Vertical	New Eligibility in years for promotion to next level
A-II	6	F-I (Payscale of A-II)	4
A-III	6	F-II (Payscale of A-III)	4
A-IV	6	F-III (Payscale of A-IV)	4
Total Span	18		12

Note: (In terms of Table 2 of Annexure-I of MoS)

- (ii) Nomenclature of new designations of F-I, F-II and F-III in F vertical is as per table 3 and 4 of Annexure-I of this office order. (Note: In terms of Table 3 & 4 of Annexure-I of MoS)

5. Seniority of "A" and "F" verticals would be separate.

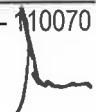
6. Re-designation of technical manpower working in Work-over Rigs performing tasks on Derrick floor/ Monkey board will as per Table 5 of Annexure-I of this office order. (Note: In terms of Table-7 of Annexure-I of MoS). All such eligible employees who will be re-designated in corresponding designation of Production-Drilling henceforth be given the revised career growth at par with that of Drilling discipline as per their induction level and qualification.

7. **Performance of drilling crew tasks:** Drilling crew staff having 3 years' experience are also to perform tasks on monkey board after 48 hours of hands on training.

8. New designations are effective from 01.01.2019. Cumulative benefit of reduced span of promotions shall be extended in promotions effective from 01.01.2019 and onwards in promotions up to A-IV/F-III and the next higher level. Illustration is placed at Annexure – II of this office order (Note: In terms of Annexure-II of MoS). Financial benefits shall be from 01.10.2019 i.e. 1st of the month following approval of ONGC Board.


9. General guidelines for implementation:

- (i) The reduced span of promotion would be applicable to existing employees inducted post-MoU 2004 and currently in 'A' levels (i.e. as on 01.01.2019).
- (ii) Any effect on promotion span arising (pre-2019) due to low score in PAR/ JLT/ Trade Test/ Interview/ adverse D&A/ Vigilance/ Legal Issues etc. would be treated accordingly. Future promotions of such employees would however be processed as per reduced span and applicable policy.
- (iii) For other than the reasons at 9(ii) above, if any senior is superseded by his junior, then his/her seniority will be protected.
- (iv) Employees inducted, post MoU-2004, at A-II level with relaxed criteria / without induction level qualification as prescribed in MoU-2004 would not be entitled for designation and faster growth of 'F' vertical. They would continue to grow in 'A' vertical only.
- (v) All employees of A and F vertical are placed in new designations effective from 01.01.2019.
- (vi) The cases of such employees who joined ONGC post MoU 2004 but their recruitment was not governed under MoU 2004 i.e. who were recruited under any other order/Judicial orders, will be dealt separately on case to case basis. Employees appointed as a consequence of court orders on or after 19.08.2004, holding requisite induction level qualification(s) for the post to which appointed, would be considered.



(vii) The benefit arising out of this settlement will be extended to the eligible employees who have not filed disputes and/ or cases before tribunal(s)/Court(s). However, employees who have filed disputes and/ or cases before tribunal(s)/Court(s) would have to withdraw the same and submit the relevant order of the Authority/Court along with affidavit within a period of 60 days from date of issue of this Order to avail the benefit under this settlement.

(viii) All employees promoted under these orders will submit an online undertaking for the same which shall be required to be given by employees before joining.


(S K Wadhvani)
ED-Chief ER

Distribution: All concerned through ONGC Reports.

Annexure-1

Table-1: Nomenclature of designations in 'A' vertical

Level	Engineering Disciplines	Geo-Sciences Disciplines	Support Disciplines
A-I	Junior Technician (Sub discipline/ Discipline)	Junior Technical Assistant (Sub discipline/ Discipline)	Junior Assistant (Sub discipline/ Discipline)
A-II	Deputy Technician (Sub discipline/ Discipline)	Deputy Technical Assistant (Sub discipline/ Discipline)	Deputy Assistant (Sub discipline/ Discipline)
A-III	Technician (Sub discipline/ Discipline)	Technical Assistant (Sub discipline/ Discipline)	Assistant (Sub discipline/ Discipline)
A-IV	Senior Technician (Sub discipline/ Discipline)	Senior Technical Assistant (Sub discipline/ Discipline)	Senior Assistant. (Sub discipline/ Discipline)

Table-2: In addition to above generic designations in Table-1, designations for A-I level inductees in Draftsman (Civil/ Mechanical /Electrical), Draftsman(Geosciences), Roustabout/Deckhand, Map & Drawing and Paramedical shall be as below:-

Level	Draftsman (Civil/ Mech./Elect.)	Draftsman in Geoscience	Roustabout/ Deckhand	Map & Drawing	Paramedical
A-I	Junior Draftsman (Sub Discipline/ Discipline)	Junior Draftsman (Geoscience)	Junior Roustabout/ Junior Deckhand	Junior Technical Assistant (Maps)	Junior Paramedical Assistant (Sub Discipline / Discipline)
A-II	Deputy Draftsman (Sub Discipline/ Discipline)	Deputy Draftsman (Geoscience)	Assistant Roustabout/ Assistant Deckhand	Deputy Technical Assistant (Maps)	Deputy Paramedical Assistant (Sub Discipline / Discipline)
A-III	Draftsman (Sub Discipline / Discipline)	Draftsman (Geoscience)	Deputy Roustabout/ Deputy Deckhand	Technical Assistant (Maps)	Paramedical Assistant (Sub Discipline / Discipline)
A-IV	Senior Draftsman (Sub Discipline / Discipline)	Senior Draftsman (Geoscience)	Roustabout/ Deckhand	Senior Technical Assistant (Maps)	Senior Paramedical Assistant (Sub Discipline / Discipline)

Note: Where new designations are not proposed in disciplines/sub-discipline like Transport, Heavy Vehicle, Winch, Heavy Equipment, Rigger/Crane, Security, Fire and Telecom Operation/Wireless Operation etc. would be revised suitably to be in-line with revised generic designations.



Table-3: Nomenclature of designations in F Vertical

Level	Engineering Disciplines	Geo-Science Disciplines	Support Disciplines
F-I (Payscale of A-II)	Junior Engineering Assistant (Discipline)	Junior Scientific Assistant (Discipline)	Junior Dealing Assistant (Discipline)
F-II (Payscale of A-III)	Engineering Assistant (Discipline)	Scientific Assistant (Discipline)	Dealing Assistant (Discipline)
F-III (Payscale of A-IV)	Senior Engineering Assistant (Discipline)	Senior Scientific Assistant (Discipline)	Senior Dealing Assistant (Discipline)

Table-4: In addition the above generic designations of F vertical in Table-3, new designations for Marine Services and Paramedical disciplines in 'F' vertical are as below

Level	Marine Radio Operations	Paramedical - Clinical Assistants	Paramedical -Medical Technicians	Paramedical-Nursing
F-I (Payscale of A-II)	Junior Marine Radio Assistant	Junior Clinical Assistant (Sub discipline)	Junior Medical Assistant (Sub discipline)	Deputy Nurse
F-II (Payscale of A-III)	Marine Radio Assistant	Clinical Assistant (Sub discipline)	Medical Assistant (Sub discipline)	Nurse
F-III (Payscale of A-IV)	Senior Marine Radio Assistant	Senior Clinical Assistant (Sub discipline)	Senior Medical Assistant (Sub discipline)	Senior Nurse

Table-5: Technical manpower working in Work-over Rigs

Employee Discipline	Induction level	Criteria	Provision
Production	A-I/A-II	Performing tasks at Derrickfloor/ Monkeyboard on W/O Rigs	Re-designation in corresponding designation of Production-Drilling Sub discipline from the date of performing tasks at Derrickfloor/Monkeyboard / joining.
Other than Production	A-I/ A-II	Performing tasks at Derrickfloor/ Monkeyboard on W/O Rigs since induction.	Re-designation in corresponding designation of Production-Drilling Sub discipline from the date of performing tasks at Derrickfloor/Monkeyboard / joining..
Other than Production	A-I	Performing tasks at Derrickfloor/ Monkeyboard on W/O Rigs since induction.	Re-designation in corresponding designation of Production-Drilling Sub discipline from the date of performing tasks at Derrickfloor/Monkeyboard or would be engaged on roles corresponding to their parent discipline, as per organization requirement.

A-I (Drilling)		Growth as per MoU-2004 (6-6-6-6)			Hypothetical date for estimation		Proposed growth as per MOS (4-4-4-6)					
Rectt. Yr	Level in 2019	A-I to A-II	A-II to A-III	A-III to A-IV	A-IV to next level	Total Span	Hypothetical date for A-I	Hypothetical date for A-III	A-III Promotion	A-III to A-IV	A-IV to next level	Total Span
2009	A-II	01.01.2016	01.01.2022	01.01.2028	01.01.2034	24 yrs	01.01.2014	01.01.2018	01.01.2019	01.01.2022	01.01.2028	18 yrs

A-I (Other than Drilling)		Growth as per MoU-2004 (6-6-6-6)			Hypothetical date for estimation		Proposed growth as per MOS (4-5-6-6)					
Rectt. Yr	Level in 2019	A-I to A-II	A-II to A-III	A-III to A-IV	A-IV to next level	Total Span	Hypothetical date for A-I	Hypothetical date for A-III	A-III Redesignation	A-III to A-IV	A-IV to next level	Total Span
2006	A-III	01.01.2013	01.01.2019	01.01.2025	01.01.2031	24 yrs	01.01.2011	01.01.2016	01.01.2019	01.01.2022	01.01.2028	21 yrs

A-II		Growth as per MoU-2004 (6-6-6)			Hypothetical date for estimation		Proposed growth as per MOS (4-4-4)			
Rectt. Yr	Level in 2019	A-II to A-III	A-III to A-IV	A-IV to next level	Total Span	Hypothetical date for A-II(F-I)	Hypothetical date for A-IV(F-III)	F-III Promotion	F-III to next level	Total Span
2008	A-III	01.01.2015	01.01.2021	01.01.2027	18 yrs	01.01.2013	01.01.2017	01.01.2019	01.01.2021	12 yrs

Post MoU-2004 A vertical (Drilling) Induction year 2009			
Level in 2019- A-II	Growth as per MoU-2004 (6-6-6-6)	Hypothetical date for estimation	Eligibility for consideration for next level as per MOS (4-4-4-6)
A-I to A-II	01.01.2016	01.01.2014	-
A-II to A-III	01.01.2022	01.01.2018	01.01.2019
A-II to A-IV	01.01.2028	01.01.2022	01.01.2022
A-IV to next level	01.01.2034	01.01.2028	01.01.2028
Total Span	24 yrs	18 yrs	18 yrs

Post MoU A vertical (Non Drilling) Induction year 2006			
Level in 2019- A-III	Growth as per MoU-2004 (6-6-6-6)	Hypothetical date for estimation	Eligibility for consideration for next level as per MOS (4-5-6-6)
A-I to A-II	01.01.2013	01.01.2011	-
A-II to A-III	01.01.2019	01.01.2016	(Already A-III w.e.f. 2019)
A-III to A-IV	01.01.2025	01.01.2022	01.01.2022
A-IV to next level	01.01.2031	01.01.2028	01.01.2028
Total Span	24 yrs	21 yrs	21 yrs

Post MoU F Vertical (A-II inductee placed in F vertical) - Induction year 2008			
Level in 2019- A-III	Growth as per MoU-2004 (6-6-6)	Hypothetical date for estimation	Eligibility for consideration for next level as per MOS (4-4-4)
A-I to A-II	01.01.2015	01.01.2013	-
A-III(F-I) to A-IV (F-II)	01.01.2021	01.01.2017	01.01.2019
F-III to next level	01.01.2027	01.01.2021	01.01.2021
Total Span	18 yrs	12 yrs	12 yrs