



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

Reg. No. (By - II - 8268)

Tel. : 2659 9775

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

REF. : ONGC/KS/786/2011

DATE : 22/09/2011

To
The Director- HR
ONGC
Jeevan Bharati, Tower- II
Indira Gandhi Chawk
New Delhi.

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Subject: Minimum agenda for R&P and ER related pending issues.

Respected Sir,

This is in reference to letter No.WOU/IR/X(I)/2011, dated Sept.21, 2011 a meeting on R&P and ER issues is called to be held in Jeevan Bharati on 29/09/2011, I the undersigned submit our minimum agenda on behalf of ONGC (BOP) Karmachari Sanghatna, Mumbai.

1. Rationalization of Nomenclature of Designations.
2. MOU signed with recognized union's dated 19th August 2004 concerning Partial modification to R&P- 1980, it was quoted that this will be implemented subject to approval of Board of Directors of ONGC, which was subsequently not consented, neither was it registered with the Chief Labour Commissioner (CL) hence needs to be revoked and readdressed.
3. As per existing R&P policies and practices advertisement for recruitment should be first circulated within the department and after completing procedures and regularizing the same we should advertise in the News Papers, in case posts still falls vacant.

4. Towards new recruitment as regular employees, the experience of Field Operators to be taken from their date of application as Field Operators and not on their date of joining.
5. Departmental candidates appearing for regular recruitment should be given relaxation i.e. 50% instead of 60% in the eligible qualification as well as 50% as passing criteria.
6. Individuals who were successful and have got above 75% graduating through Unnati Prayas will be promoted to E-I (AEE), as assured by then CMD, Shri Subir Raha may please be implemented.
7. Job link test for Stenographer will be dispensed with as agreed as stenography allowance is discontinued w.e.f 1/1/2007, pending circular, this is yet to be implemented.
8. Recognized Part- time technical Diplomas awarded by state govt. authorities should be treated as eligible qualification while advertising as per existing policies.
9. Employees having Q3 technical & non- technical qualification but are designated as Class-IV be upgraded / recruited to Class-III creating due vacancies, this will reduce over crowding.
10. Stating Qualifications not in line, with-held departmental promotions may please be released immediately i.e. Promotion cases of Top Man and S-II to S-III of Instrumentation in Mumbai.
11. Vacancies for pharmacists be floated and pharmacists working in Hazira, Surat on adhoc basis be regularized.
12. 10 + 2 Science with Diploma in Pharmacy be treated as Q2 Qualification, for employees who have joined before 1992.

PENDING ER ISSUES

1. Wage revision of Tenure and Contractual Employees:

It is already more than one year passed, we have signed wage revision for regular employees at that time it was agreed and MOU was signed with all the recognized unions (copy enclosed) that meeting for wage revision of Tenure Employees and Contractual Employees will be called within month, such deviation on commitment fractures the faith line, **we wish that your authority may please give due thought for not delaying it any further and be finalized in this meeting.**

2. Car Loan and CMRE:

Car loan for class III & IV employees, as these is introduced and given in other Public Sectors; keeping in mind the present wage revision has substantially increased the repaying capacity of all employees.

So also, proportionate increase in car loan to employees higher in the ladder.

3. House Building Advance:

Recently enhanced HBA does not suffice to the prevailing market conditions; please find enclosed a copy of recent agreement of RBI on the above subject, even though our executives' / non-executives have better repaying capacity our slabs are much lower this may please be reviewed in negotiation with recognized collectives.

For second housing loan the criteria of selling of first flat may be dispensed with.

Those who have already sold their house be granted 2nd HBA by relaxing the condition.

4. Air Entitlement:

The eligibility criteria may be continued on basic i.e. Rs.32000/- as the acceptance of cafeteria approach has largely reduced the umbrella, moreover equating "S" category with ATs having Rs.12000/- basic is certainly unhealthy HR practice.

5. PRBS:

We understand that the agency appointed to review our present PRBS scheme has already submitted its proposal in line with DPE guidelines, and initiation towards presentation and implementation of the same may please done in this meeting.

6. Mobile and Laptop Facility:

In line with executives scheme may be introduced for non executives, approved amount for handsets be enhanced so also monthly billing eligibility be raised as presently they are too paltry.

Laptops may be extended to all unionized category with internet facility.

7. Review of Medical Facilities:

After retirement dependent parents may be include for medical facilities. Mentally retarded dependent children may also be included.

8. EWC:

Forming of EWCs are long being discontinued, this may please be started and its modalities may please be finalized in this meeting.

9. Fire Retardant Overalls:

A decision may be taken dispensing with the same, all it problems are already discussed during the course of our wage revision meeting, so also we have cited the same separately in our letters, please find a copy of the same.

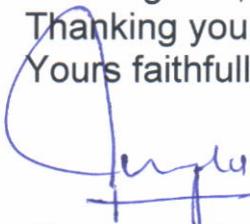
Purchase of the safety Kits & Liveries may please be decentralized as practiced before.

10. Check Fare Facility to Field Operators:

With the political turmoil in Telengana it is becoming very difficult for Field Operators to reach their duty place in Vizag and Cochin from Mumbai Region. Hence check fare facility needs to be extended to Field Operators in the interest of the Organization.

Looking forward for a speedy decision towards resolving the above issues, as all precipitation loses clarity of vision. This will also hold us to remain committed to our Organizational goals maintaining healthy Industrial Relations.

With regards,
Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary



Copy to:

- ED - Chief ER, ONGC, Negi Bhavan, Dehradun, Uttaranchal.
- ED - Head HRD, ONGC, Negi Bhavan, Dehradun, Uttaranchal.
- HRO, ONGC – WOU, NSC Plaza, BKC, Bandra-East, Mumbai-51.
- GM (HR), IR, ONGC–Tel Bhavan, Negi Bhavan, Dehradun.
- DGM (HR) – Corp. Policy, Negi Bhavan, Dehradun, Uttaranchal.
- CM (HR) IR, ONGC Tel Bhavan, Negi Bhavan, Dehradun.
- CM (HR) IR, ONGC – WOU, NSE, BKC, Bandra-East, Mumbai-51.

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