



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

Reg. No. (By - II - 8268)

**OFFICE :**  
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Tel. : 651 3917

DATE : 6/6/06

REF. : ONGC/KS/ 131 /2006

*e/c*

To  
The Director (HR)  
ONGC Ltd  
Jeevan Bharati – 11  
Indira Gandhi Chowk – New Delhi.

Subject: Redeployment of departmental Candidates vide circular no.  
MR/WLS/DLU/MP/2005, dated 18.04.2006

Respected Sir,

This is in reference to the above circular, towards redeployment of departmental candidates, expressing its vagueness to the brim. Mainly because, it does not speak or reflect, about the pay-scales, thus keeping departmental candidates away from applying for the said post. This fact can be seen from the application received by R&P (MR).

In reference to O.O(19/2006) dated 07.04.2006, implementation of certain wage element by local management in Mumbai, which were discontinued as it was in deviation with headquarter, understandably headquarter feels such practice are undesirable and wrong.

In total contrast to the above perception, let me bring to the notice of your esteemed authority as it breeches your own department. R&P headquarter is in practice of blatant flouting of labour legislation, in reference to the above circular.

- As per our R&P, Diploma qualification is for top of class III i.e. Jr. Engineers. Etc.,
- The said posts, **“Operator cum Mechanic & Technical Assistant”** are not introduced in R&P policies.

This pertains to change in service condition. Management at no point of time has given any **“notice of change in service conditions.”** Recruiting people on the above designation leads to unfair labour practice; vide section 9A of I.D. Act 1957.

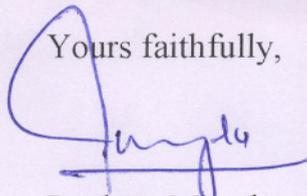
We also understand, when the circular doesn't reflect any vacancy of Boiler Operator, Uran Plant has forwarded application to R& P Section (MR) and also to Head Quarters for the above post. Such practice is conceiving inter-union rivalry, as it is marketed by the recognized union of (MR) that they are generating these employment, and the other unions cannot do the same.

The above circumstances, hand in glove with certain pockets of HR/ER is giving space to large scale malpractice i.e. people are accumulating money from the applicants with the claims of regularizing them, as applicants are not in with the circular.

We request your esteemed authority to float circulars, being very specific, as this will put an end to all malpractice. Accordingly, advice concerned authorities in (MR) & HQ not to engage themselves in such unmindful activities. It is very encouraging and healthy for the organization to recruit people in line with our R&P policies as per our requirement. Specific directions may be given so that Direct Employees fulfilling the criteria can also apply.

With regards,  
Thanking you,

Yours faithfully,



Pradeep Mayekar  
General Secretary

e/c



cc.

ED-Chief, Employee Relation – Head Quarter Dehradun (Uttaranchal)

G.G.M. – HR/ER (MR) – NSE Plaza

G.M.- Head (HRD) – Dehradun, Uttaranchal

Dy. G. M. – IR (MR) – NSE Plaza,

Chief Labour Commissioner (CL) – Shram shakti Bhavan, New Delhi

Regional Labour Commissioner (CL) – Sion Kurla Rd. , Sion, Mumbai

Handwritten note: 'N 6/16/06' with an arrow pointing to the list of recipients.

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6/16/06