



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/ 27 /2013

DATE : 11/02/2013

To,
The Director – HR,
ONGC,
Jeevan Bharati Tower –II,
Indira Gandhi Chowk,
New Delhi.

o/c

Sub : Recruitment of Departmental candidates in line with laid down policies in MRPR-1980.

Respected sir,

The above issue has been brought to the notice of various authorities in R&P and HRD, as the present practice of recruitment is in contravention to the laid down policies of MRPR-1980 in reference to departmental candidates.

We remain aggrieved due to the present adopted procedures departmental candidates of WOU are deprived of an fair opportunity specially when other regions like Assam, Agartala are following the procedure in line with MRPR-1980.

It is pertinent to mention, when our departmental candidates are very rich with their 10 to 12 years of experience within our organization i.e. in E&P activities, being away from the changes of education pattern i.e. over a decade, they are finding it very difficult to compete in the written test.

When we do not disassociate from competetative values, exposing our departmental candidates with fresher is not fair & equal competition. After serving the organization for over a decade finding fresher better placed is certainly having a negative impact on the work environment.

We are failing to honor our campaign/banner stating "**better & brighter tomorrow**", how long are we going to keep these departmental candidates dreaming for, better & brighter tomorrow. Practices differently is creating an atmosphere of unhealthy discrimination.

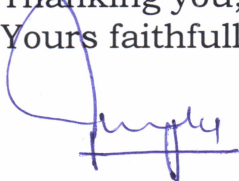
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It is our earnest request to stop deviating from laid down policies, co-operating with the management we have travelled three years of recruitment and have gathered late in the day handful of injustice, we hope your esteemed authority will understand and accept that we cannot travel anymore with this imbalance of justice.

We once again request your esteemed authority to kindly advice the concerned authorities in R&P, only after completing the procedure of recruitment for departmental candidates to go for advertisement for recruiting fresher's if posts are still vacant.

Lastly it is also our request, do not hold us responsible, if there is any disruption in recruitment procedures in WOU in the near future. Please find enclosed the said page from our (MRPR-80) supporting our claim of laid down policies towards recruitment of departmental candidates.

Thanking you,
Yours faithfully,


(Pradeep Mayker)
General Secretary



Copy to:

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1. ED-Chief ER, ONGC, Negi Bhavan, Dehradun.
 2. ED-HRO, ONGC, WOU, NSE Plaza, BKC, Bandra (E), Mumbai.
 3. GGM-Chief HRD, ONGC, Negi Bhavan, Dehradun.
 4. GM (HR)-IR, ONGC, Tel Bhavan, Dehradun.
 5. DGM (HR)-IR, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.
 6. DGM (HR)-IR, ONGC, Tel Bhavan, Dehradun.
 7. RLC (C)- Shramraksha Bhavan, Shiv Shrushti Rd, Sion, Mumbai.

Provided that where the Appointing Authority does not accept any recommendation of the Selection Committee, it shall record the reasons therefore in writing.

(8) The Appointing Authority shall make appointments in the order of merit as given in the said list.

(9) After the issuance of appointment letters according to availability of vacancies, the names of the remaining candidates shall be kept in the said list for further use to fill up vacancies that may arise in future.

Provided that the period of validity of the said list shall be six months from the date of its approval by the Appointing Authority.

Provided that the said period may be extended to a further period of six months by the Appointing Authority for the reasons to be recorded in writing.

(10) Any proposal for advance increments beyond five shall require the approval of the Corporation.

(11) There will be no induction at E-1 level in the following disciplines w.e.f. 1.1.1997:-

1. Economics & Statistics
2. Interpretation & Translation
3. Organization & Methods
4. Architecture
5. Palynology
6. Shot Hole Drilling
7. Library
8. Map & Drawing
9. Photography
10. Horticulture and
11. Work Study

The existing executives in these disciplines will continue to grow in their own disciplines depending on their suitability and requirement. They may be also considered for lateral shifting to other disciplines, in consultation with the concerned Director, on organizational requirement. However, executives in disciplines from serial No.8 to 11 will grow with designation in their own discipline upto E4 only.

(12) The following priorities should be adhered to while resorting to direct recruitment to the decentralised posts:

- a) Wards of deceased employees (conforming to erstwhile DOD scheme)-(those who are not member of Social Security Scheme introduced w.e.f.1.6.1998)
- b) Qualified departmental employees
- c) Contingent/casual workers
- d) Ex-apprentices of ONGC.

The candidates of the above categories to be considered for employment subject to their possessing required qualifications as mentioned in Schedule-I.

(13) In case of vacancies to be filled in by direct recruitment, departmental candidates fulfilling the requisite qualifications will be given first consideration. In the event, the required number of suitable candidates not being available from amongst the departmental candidates, the unfilled vacancies will be notified for recruitment from

outside. Proceedings of the Selection Committee for departmental candidates and outsiders will be drawn separately.

(14) Qualifications:

(a) For the sake of administrative convenience and understanding the educational qualifications have been categorised as under:-

- i) Q-1 - Qualifications prescribed for induction at E-1 level
- ii) Q-2 - Qualifications prescribed for induction at top of class III
- iii) Q-3 - Qualifications prescribed for induction at bottom of class III

Qualification prescribed for induction of Assistant Rigman will be treated as Q.3.

All references to degree, diploma, certificate are to those in the relevant subjects only.

(b) The detailed requirement for promotion and induction at various levels in each of the disciplines are given at Schedule-I

7. Filling up of Vacancies by Promotion :

(1) All promotions to posts shall be considered by a Promotion Committee duly constituted by the Appointing Authority in accordance with the orders issued by the Corporation from time to time and it shall consist of not less than three members.

(2) All employees of the Corporation, who fulfil the criteria as laid down for promotion to the posts in Schedule I appended to these regulations shall be eligible for consideration for promotion :

Provided that where vacancies to be filled by promotion are limited and the number of the employees who fulfil the said criteria are more, the Promotion Committee shall decide the number of the employees to be considered for such vacancies:

Provided further that the number of the employees to be considered for such vacancies such vacancies shall not be less than twice the number of vacancies sought to be filled.

(3) Where an employee of the Corporation who fulfils the said criteria is not considered by the Promotion Committee, it shall record in writing the reasons for not considering such employee.

(4) In cases where the criterion for promotion is merit, the Promotion Committee, before selecting the employees:

- (a) shall consider the service records and annual confidential reports;
- (b) may hold a written examination or practical test or interview or any combination of these;
- (c) shall follow the procedure for determining merit as laid down by the Corporation at least two months in advance of the date of the said selection.

(5) In cases where the criterion for Promotion is "Seniority-cum-fitness", the Promotion Committee, before selecting employees, shall consider the past service records and Performance Appraisal Reports of such employees.

Provided that wherever test is provided for such selection in Schedule I appended to these regulations such tests shall be conducted by the Promotion Committee.

Provided further that where any doubt arises about the fitness of such employees, the Promotion Committee may, if it considers necessary, interview any such employee to assess their fitness.