



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

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/458/2009

DATE : 19/08/09

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

o/c

**Subject : Submission of draft towards issues related to R&P to be taken up in JCM.**

Respected Sir,

As decided in the JCM held on 30.06.2009 that a separate JCM will be called for discussing issues relating to R&P. We are submitting draft copy related to issues of R&P from Mumbai Region to be discussed in the forthcoming JCM in Rajahmundry, having precipitated for some time needs to be resolved and finds its place in our MRPR-1980.

With regards.

Thanking you,

Yours faithfully,

**(Pradeep Mayekar)**  
**General Secretary**

o/c

Copy to :-

1. ED-Chief ER, Negi Bhavan, ONGC, Dehradun, Uttranchal.
2. GGM-Chief HRD, Negi Bhavan, ONGC, Dehradun, Uttranchal.
3. GGM-HRO, ONGC, WOU, NSE Plaza, BKC Rd., Bandra (E), Mumbai.
4. GM-Head R&P, Negi Bhavan, ONGC, Dehradun, Uttranchal.
5. DGM (HR)-IR, ONGC, WOU, NSE Plaza, BKC Rd., Bandra (E), Mumbai.
6. CM-HR/Corporate Policy, Negi Bhavan, ONGC, Dehradun, Uttranchal.
7. CM-R&P, ONGC, WOU, NSE Plaza, BKC Rd., Bandra (E), Mumbai.

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## **Draft copy of R&P for JCM to be held in Rajahmundry**

### **1. Discrimination in reference to 'E' Category with 'S' Category be erased.**

Supervisory category was conceived to avoid bottle-necking at "E" level with Q3 qualification. If discrimination with all facilities are maintained then motivative force for opting 'S' category will be lost. Presently it can be seen even after introduction in 1997 i.e. 10 years the total count at 'S' Category stands below one thousand. Following issues be equated to encourage/motivate more Q3 employees to opt for 'S' category.

- Providing of laptop facility.
- Difference in mobile facility be removed.
- Technical training for field people should be at par with E-0 to E-3.
- Vehicle/four wheeler advance, all 'S' level are computed in the same category of E-0, which should be reconsidered and paid at par with E1/E2/E3.

### **2. Medical**

- (i) Criteria for medical facility towards in-house treatment be reverted back to present basic of individual and not by designation.
- (ii) Considering Diploma in pharmacy at par with Q2.

The said issue was deliberated and considered but the clause included 10+2+Diploma has stopped a few candidates from getting the status of Q2. 10+2, eligibility criteria was introduced in 1992, whereas who have joined

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ONGC way back in 1981-82 have acquired the said diploma after Xth std, as the criteria existing then was Xth qualification only. Hence X + Diploma be considered as Q2

(iii) The concept of appointing contract

Pharmacists in Hazira Plant be reviewed as they are all Diploma holders and are working continuously since 2002.

- Be regularized or
- To be taken on tenure employees with the emoluments given to other diploma holders.

3. Recognition of 3 years company apprenticeship under Apprentices Act 1961.

4. Upgradation to Class III from Class IV :

Acquiring abridged 3 months ITI qualification having experience of atleast 10 years as agreed in last JCM i.e. on 30.06.2009, circular issued is 15-20 years.

5. Recruitment of regular post not only in Class III but also in Class IV category.

6. Re-consideration of MOU signed in 19.08.2004 concerning R&P, as it has caused widespread discontent among various categories of employees.

- ✦ JATs whose promotion tenure were extended to 6 years from 3 years. This was in contravention to the agreement of MRPR-1997, wherein this post was introduced with the mutual acceptance of 3 years tenure.
- ✦ Abolition of open ended Rs. 7000/- scale which was induction of J/E, and inducting



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Diploma holders at A2 level in disintegration of qualification.

- ✦ Departmental candidates having acquired graduation in Engineering immaterial of percentage, should be treated as Q1 for career growth and recruitment.

7. All graduates recruited (BA/BSC/B.Com) as class IV to be upgraded as Class III employees, so also individuals having SSC + ITI (NCTVT)/3 years apprenticeship Diploma Engineers but functioning as Class IV should also be upgraded.

8. Tenure employees :

Remodulation of service condition mainly :-

- (i) 4 years tenure : This deprives them of getting any loan from, other than ONGC finance, like assistance needed for major social needs for housing/ marriages in the family, etc.
- (ii) Upper age limit : 45 years be increased to 60 years.
- (iii) Be covered under the umbrella of wage revision.
- (iv) Basic Salary : Individual who is serving for his third term i.e 9<sup>th</sup> year gets less basic pay than who is serving his first term and is in the second year. Hence yearly increments earned be continued with continuation of terms.

9. Field operators posted in Kochin & Vizag be extended air fare for the passages towards performing ON/OFF duty. Train journey eats away 5 days from their off period.

10. Designation in Class IV be renamed, at times it becomes very embarrassing for e.g.
  - ✦ Mali be renamed as Asst. Gr. III/II/I (Gardening)
  - Helper be renamed as Asst. Gr. III/II/I (Mech/INST/Opp/Elec./etc.)
11. Fireman working in WOU having requisite qualification to be upgraded to Class-III.
12. Provisions for promotion from Topman to E category who had opted for Rigman assignment from Roustabout on option/requirement surfaced by management.
13. Employees are refused promotion stating qualification not in line. Having recruited it is ONGCs prerogative to assign workgroup of individual, hence promotion should be performance based.
14. Vehicle advance to be extended to Class IV employees who have completed 20 yrs. of service and have reached the eligible basic set as entitlement.
15. Employees not having benefited under the provision of MOU dated 07.09.1983 relating to 1/3<sup>rd</sup> relaxation, the matter was discussed with ASTO Committee on R&P issues on 05.09.2007 & 22.01.2008, the effected employees will be benefiting when they were functioning as Class III employees, this may please be expedited and implemented at the earliest.
16. Regularization of Direct Employees : 342 Nos.

With directives of supreme court the dispute is presently pending as CGIT-2/10 of 2003, under the following reference.

"Whether the contracts between the ONGC and the contractors employing workmen and listed in Exhibits A and B were camouflage or ruse and not genuine contract? If so, whether the

demand of workmen for absorption in ONGC is legal and justified? If not to what relief the workmen are entitled to?"

Various exercise were carried out towards regularization in reference to the demand of out of court settlement, it is observed, right from the committee constituted to look into the matter in MR & the I/R Mumbai, HR H/Q, IR H/Q, Legal H/Q and the authority of ED-Chief ER all have recommended positively keeping in view the long association and rich experience in ONGC at the same time did not stop from referring to await final judgment of CGIT.

This is being highly pessimistic, it has to be understood that procrastination only creates clutters, it is already an decade old issue and has dragged us into unnecessary unplesentries, it is also true that no judiciary has made it compulsion to wait for their judgment. We also do not demand they should be regularized by overlooking the recruitment policy of ONGC.

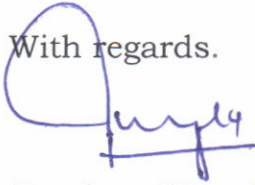
The under mentioned does not need any further deliberation that :

- They are all performing job of perennial and regular in nature.
- They are engaged in the ban category.
- They have rich experience of over fifteen years in ONGC installations.
- According to their qualification they can be classified in either class-III & Class-IV.

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In line with the laid down policies of recruitment, floating vacancies all eligible DE'S can be accommodated, where in the issue of equal opportunity as envisaged in Article 14 & 16 of constitution of India will not be bypassed, neither this will be viewed as back door entry.

With regards.



**(Pradeep Mayekar)**  
**General Secretary**