



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

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Krishna Kunj No. 2, C-Wing, Flat No. 304, Tambe Nagar, Mulund (W), Mumbai - 400 080.

REF. : ONGC/KS/753/2011

DATE : 22.07.2011

o/c

**To,**  
**The Chairman & Managing Director,**  
ONGC,  
Jeevan Bharti, Tower II,  
Indira Gandhi Chowk,  
New Delhi 110 001.

**The Director - HR,**

**The Director - Offshore,**

**The Director - Onshore,**

**The Director - Exploration,**

**The Director - T & FS,**

**The Director - Finance,**

**Subject : Scraping procedures towards recruiting departmental  
candidates at JAT level.**

Respected Sir,

This is in reference to the ongoing recruitment in WOU for the above posts, field operators finding the status of departmental candidates and having waited patiently for three (3) to Eleven (11) years in anticipation to enter the sweet world of regular employees in ONGC, were meted with double edged sword in the written test held on 10/07/2011.

When on one side it is rightfully claimed that certain trades have no relevance in our organization hence no more finds place in our R&P policies, on other side the question paper set expects that candidates should answer questions from trades like foundry, moulding etc. The question paper is so contradictory to itself, that the nature of job departmental candidates is exposed to have no relation with the questions asked neither certain trades do not co-exists with each other.

One of the departmental candidate appeared for AT (Inst) has informed us that question paper did not carry any questions on instrumentation but it was purely on Electrical and Electronics. Even in last recruitment of AT (Instrumentation) we could get only five candidates from vacant 56 posts. Hence this had to be re-advertised. What we understood the said agency has no experience of conducting such examination.

This could be for two reasons, poor co-ordination of our R&P team with the conducting agency or allowing the agency to have its own concepts, either way all the departmental candidates felt the Sun setting early.

We have been pursuing that if justice has to be done, as it was done earlier, exams for departmental candidates should be conducted departmentally and not through outside agency. Moreover when departmental candidates are available more than sanctioned post, why their should be over crowding through new induction. So also it need not be elaborated that candidates who are in the industry for a long time cannot compete with freshers as far as written tests are concerned.

We would like to recall that all field operators have undergone all the procedures of R&P, some of them have gone through the procedures more than once either during their entry and while renewing their tenure, more over they will be maturing their age criteria of 45 years in a short period, and at that age they will have nowhere to go.

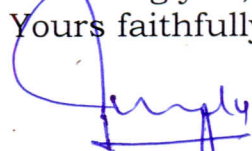
As claimed for contract labours, the recruitment of Tenure employees is not a back door entry. It is also suggested that as and when vacancies arises these employees can be regularized as per their seniority in the respected regions without overlooking the procedures.

Money and facilities are not the only factors which makes us the most attractive employer, dignity of labour which is so well nourished in our organization is a very important factor, why are we deviating on this occasion. At AT level where we do not have departmental candidates accounting to 170 in numbers can be inducted from outside.

With all the above facts we request your esteemed authority that the adopted procedure may please be scrapped for the levels mentioned above, there cannot be any compromise, as it will only increase the level of dissatisfaction, and why not prefer people with experience mainly who function in our core operational areas.

We may sound hearse, an amicable solution to our appeal will not alter harmonious Industrial relation.

With Regards,  
Thanking you,  
Yours faithfully,



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



O/C

**Copy to :**

- 1) ED, Chief-ER, ONGC, Tel Bhavan, Dehradun, Uttarakhand.
- 2) ED, Chief HRD, ONGC, Tel Bhavan, Dehradun, Uttarakhand.
- 3) ED, Chief HSE, ONGC, Scope Minar, Laxmi Nagar, New Delhi.
- 4) ED, Chief MM, ONGC, Scope Minar, Laxmi Nagar, New Delhi.
- 5) ED, CDS, ONGC, 11 High, Sion, Mumbai 17.
- 6) ED, HDS, ONGC, 11 High, Sion, Mumbai 17.
- 7) ED, Plant Manager, ONGC, LPG, Uran plant, Uran, Raigad.
- 8) ED, Plant Manager, ONGC, Hazira, Surat, Gujarat.
- 9) ED, Deep Water Drilling, ONGC, 11 High, Sion Mumbai 17.
- 10) ED, MH Asset, ONGC, V. Bhavan, Bandra (E), Mumbai 51. *dt 22/7*
- 11) ED, B&S Asset, ONGC, V. Bhavan, Bandra (E), Mumbai 51. *22/7*
- 12) ED, N&H Asset, ONGC, V. Bhavan, Bandra (E), Mumbai 51. *22/7*
- 13) GM, HRO, ONGC, NSE Plaza, BKC, Bandra (E), Mumbai 51
- 14) Rig Manager, S/Pragati, S/Shakti, S/Kiran, S/Bhushan,  
S/Vijay, S/Uday, S/Ratna, S/Jyoti, S/Gaurav.
- 15) GM, (HR) IR, ONGC, Tel Bhavan, Dehradun, Uttarakhand.
- 16) GM (HR), Uran Plant, Dronagiri Bhavan, Uran, Raigad.
- 17) GM (HR), Services, ONGC, 11 High, Sion Mumbai 17.
- 18) GM (HR), MH Asset, ONGC, V. Bhavan, Bandra (E), Mumbai 51. *RRB*
- 19) DGM (HR), B&S Asset, ONGC, V. Bhavan, Bandra (E), Mumbai 51. *22/7*
- 20) DGM (HR), ONGC, Panvel, Phase - II, Panvel.
- 21) CM (HR), ONGC, Hazira, Surat, Gujarat.
- 22) CM (HR), N&H Asset, ONGC, V. Bhavan, Bandra (E), Mumbai 51. *RRB*
- 23) CM (HR), ONGC, Nhava Supply Base, Nhava.
- 24) CM (HR) IR, ONGC, Tel Bhavan, Dehradun, Uttarakhand.
- 25) CM (HR) IR, ONGC, NSE Plaza, BKC, Bandra (E), Mumbai 51.