



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/221 /2007

o/c.

DATE : 29/06/07

[Signature]
To,

The Group General Manager (HR/ER)
NSE Complex, BKC Road,
ONGC- MR
Bandra (East)
Mumbai : 400 051.

Subject : Tenure based employment

Respected Sir,

The has reference to the circular dtd, March'21st' 2007 vide No. MR/RECTT/FIELD OPERATOR/TNB/2007 towards recruitment of "Tenure based employees for four years."

At the outset we voice our reservation towards recruiting secondary work force by any convenient designation, (be it Tenure, Direct, Contingent etc.) in place of Regular employment of class III and IV staff. The above perception of recruitment in defense of economization is only a mirage as this two tier employment is spoiling work conditions in the field, which is bound to affect directly or indirectly the productivity and safety of the Region, Personnel and Organization.

We had earlier submitted our proposals of improvising service conditions for Tenure based employment. Implementation of the same will largely dilute the discontent among the said workers.

Being more specific on the above circular, we would like to bring to your notice that Para 3A "Physical requirements" is unfair, requesting your esteemed authority not to deviate from the Physical Standards laid down in the circular dated 22 April, 1989 Vide No. 12 (207)/88/RP-1, mainly because.

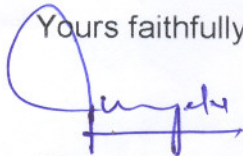
- Average Height of overall Indians is overlooked.
- This is reducing competition, which will not be in the interest of the organization.
- Good deserving candidates will be deprived of an employment for the unwanted changes introduced in Physical requirements

We once again request your esteemed authority to reconsider the 1989 Circular in reference to physical standards to avoid all possible unrest during the process of the said employment.

With regards,

Thanking you,

Yours faithfully,



(Pradeep Mayekar)
Gen. Secretary

Copy to,

- 1) Director (HR) – For information please.
- 2) GGM Head HRD – Negi Bhavn, 10th Floor Dehradun
- 3) DGM (IR), MR, NSE plaza, BKC Road, Bandra (East)
- 4) CM (R&P), MR, NSE plaza, BKC Road, Bandra (East)
- 5) RLC (CL), Mumbai, Shram Raksha Bhavn, Chunabhatti, Mumbai:400 021.

AV
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04.07.2007