



एसोसिएशन ऑफ साइंटिफिक एंड टेक्निकल ऑफिसर्स  
Association of Scientific & Technical Officers

Registered with the registrar of societies, U.P. Govt, Lucknow, Regd. No. 172 (1967-68)

ऑयल एण्ड नेचुरल गैस कॉरपोरेशन लिमिटेड, मुंबई

OIL AND NATURAL GAS CORPORATION LIMITED, MUMBAI



पी. एन. पाठक

अध्यक्ष

P. N. Pathak

PRESIDENT

(O) 022-24088179

(M) 7710091226

अनुप गो. गावस्कर

उपाध्यक्ष

ANUP G GAVASKAR

VICE PRESIDENT

(R) 022-28481599

(M) 7710092239

एस. के. श्रीवास्तव

सचिव

S. K. SRIVASTAVA

SECRETARY

(O) 022- 24088622

(R) 022- 26704035

(M) 9969229529

डॉ संजय सांगोले

कोषाध्यक्ष

DR. SANJAY SANGOLE

TREASURER

(O) 022-26275237

(R) 022-27749688

(M) 9969225368

वरुण खण्डेलवाल

संयुक्त सचिव (अपतट)

VARUN KHANDELWAL

JT. SECRETARY(OFFSHORE)

(O) 022-24088385

(M) 9969227747

पंकज तिवारी

संयुक्त सचिव (पनवेल)

PANKAJ TIWARI

JT. SECRETARY(PANVEL)

(O) 022-27486319

(M) 9969227748

श्रीमती जयश्री एस दोहारे

महिला प्रतिनिधि

JAYASHREE S. DOHARE

LADY REPRESENTATIVE

(O) 022- 26563505

(M) 9969223022

Ref:- ASTO/Mum/R&P/09/2020

Date: 17.10.2020

To

Chairman & Managing Director

Deen Dayal Urja Bhavan,

5-A, Nelson Mandela Marg, Vasant Kunj,

New Delhi – 110070

**Sub: Removal of E0 level restriction of Senior Roustabout (Upgraded)**

Respected Sir,

ONGC provides enough opportunity to their employees (staff and officers) to learn and develop themselves according to their potential. The same opportunity/ options were extended to the employees of staff category to become officer through Job link Test after acquiring field/ office experience. Accordingly, promotion to E0 level officers was given to those staff who opted to appear in JLT and qualified the same.

On further promotion these officers were upgraded to E1/E2 and designated as Roustabout (Upgraded) E1/E2. Though, these officers were given scale of E1/ E2 level as per their respective upgraded designation but their level for other facilities like PRP, Medical, superannuation benefit, Hotel accommodation and Colony accommodation etc were restricted to E0 level. **This restriction at E0 was wrongly enforced to the mentioned cadre ignoring R&P MOU dated 4<sup>th</sup> August 2004.** In the mentioned MOU, point no 3.7 says, “Personal upgradation wherever being provided would be limited upto E2 level only, wherever upgradation has already been given E3 or E4 level, further upgradation will not be given”. (The copy of MOU is annexed for ready reference).

After reviewing their cases management had partially resolved their problem and extended all the benefits to these upgraded employees as per their scale **except PRP** vide order no 11(14)/13/CP dated 02/09/2015.

It is pertinent to mention here that these employees are SSC with Science and have been promoted to E0 level after clearing the Job Linked Test (JLT). **In the past ONGC management had created new designations for certain discipline for their career growth. This positive initiative of the management has given hope to the Senior Roustabouts also.**

Sir, the officers of this cadre after acquiring years of experience at different locations, have been struggling for their genuine career growth as per defined policy. ASTO has been pursuing this issue regularly and has sent several requests to the authorities to resolve the issue.

Page 1 of 2



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OIL AND NATURAL GAS CORPORATION LIMITED, MUMBAI



In view of all above information and facts, your kind intervention is requested to consider the issue holistically and their level may be fixed as per respective scale by removing restriction of E0 Level. It will be a great justice to these employees.

With kind Regards,

Piyush Narain Pathak  
President,  
ASTO Mumbai

**Copy to:**

1. Director (Offshore), ONGC, Deen Dayal Urja Bhavan, New Delhi
2. Director (HR), ONGC, Deen Dayal Urja Bhavan, New Delhi
3. Director (T&FS), ONGC, Deen Dayal Urja Bhavan, New Delhi
4. ED-Chief ER, Green Hills, ONGC Dehradun
5. ED-Chief HRD, Green Hills, ONGC Dehradun
6. President ASTO CWC, Deen Dayal Urja Bhavan, New Delhi

**MEMORANDUM OF UNDERSTANDING BETWEEN ASTO  
AND ONGC MANAGEMENT**

**1.0 PREAMBLE:**

Modifications to R&P Regulations 1980 were implemented w.e.f. 1.1.1997, after having MOUs with ASTO and Unions separately. The objective of rationalizing the promotions, however, could not be achieved. Unbridled growth of employees without any linkage to job and movement from non-executive category to executive cadre and within executive cadre continued unabated and the organizational structure got distorted further.

**2.0 REVIEW OF R&P POLICY.**

- 2.1 In September 2001, it was, therefore, decided to assign the task of review of Recruitment and Promotion Policy to Administrative Staff College of India (ASCI), Hyderabad. The ASCI submitted its draft recommendations in June 2002.
- 2.2 While discussing the organizational and manpower issues during the 3<sup>rd</sup> Strategy Meet held at Chennai on 12<sup>th</sup>-14<sup>th</sup> July, 2002, it was re-emphasized, Inter-alia, to review Recruitment and Promotion Policy.
- 2.3 The issue was also discussed during the meeting with ASTO (CWC) at Delhi on 3.7.2002. ASTO appreciated and recognized the need for change in the promotion policy. Thereafter, an MOU dated 30.9.2002 was signed with the ASTO, which included a clause for the review of Recruitment and Promotion Policy. The relevant portion of the MOU read as follows:
- "The need for review of the R&P was discussed. Accordingly, it was agreed that the R&P Policy would be reviewed by a Committee for which request has already been made to ASTO to nominate its representatives — for giving recommendations."
- 2.4 Pursuant to this, a committee comprising of four representatives of ASTO and three representatives from Management was constituted to hold the discussions.
- 2.5 On the basis of series of deliberations with ASTO held on 31.10.2002, 17.11.2002, 8.2.2003, 30.4.2003, 8.11.2003, 20.11.2003, 29.11.2003 and 15.3.2004 following modifications in the MRPR'80 have been agreed with the stipulations that all the modifications will come into force w.e.f. 2004.

*Harikumar K. C. Thil J.C. Unnikrishnan*

1/5  
3/5 (3/5)

### 3.0 MODIFICATION IN PROMOTIONS

#### 3.1. Promotion from E-0 to E-1

The provisions of MRPR.80 will continue as hitherto as no change has been envisaged.

#### 3.2. Quantification Scheme

Promotions from E.1 to E.2, E.2 to E.3 and E.3 to E.4 will be through quantification scheme. The Quantification scheme is to be modified as follows:

The maximum marks will be

- i) Qualification - 20
- ii) PAR - 50
- III) Experience - 30

b) The basis for computation of marks in these categories will be:

i) Qualification: Marks



Q1	-	20
Q2	-	15
Q3	-	11
Below Q3	-	07

In case of below Q3 qualified, the computation of marks for qualification will be reviewed periodically.

ii) PARs (ACRs) (Maximum 50 marks)

- a) 50% of the actual marks scored in the PAR of E1 & above level will be taken to determine the weightage for PAR for each year.
- b) All PARs of an executive at the existing level would be considered for assessment for the purpose of promotion to the next higher grade.
- c) In case a lower level or any other format is to be used, then the marks will be prorated to 100. The fraction of 0.5 & above will be rounded off to the next whole number and fraction of below 0.5 will be ignored.

Au

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iii) Experience

- a) Minimum marks for possessing specified years of experience for promotion -- 15  
1 mark will be allotted to the executive as an incentive for 5 years or more of service in field in executive category

(Note: This mark will be added only in those cases where addition of 1 mark will make material difference in selection / rejection. Therefore, details of field experience will be called for the executives who score 65 / 76 marks).

- b) 4 marks will be added for each year of experience (maximum marks 30) provided PAR is rated B and above (above 65 marks in PAR). No marks for experience will be added for the year for which PAR is rated below 'B'.

3.3 Promotion from E1 to E2

Executives at E1 level securing a minimum of 66 marks will be promoted to E2 level.

3.4 Promotion from E2 to E3 & E3 to E4

- a) Executives at E2 / E3 levels securing 77 and above marks in the first attempt (i.e. first year of consideration) under quantification scheme will be considered for promotion to E3 or E4 level, as the case may be, with designation as well as promotional benefit.

- b) Those scoring 68 and above marks but below 77

They will be placed in the next scale to avoid financial stagnation. Those executives will not be given next grade/ designation and will continue to be at the same level. They will, however, be given incremental benefit equivalent to promotional benefit (@ 6% at present) , to be governed by existing rules in this regard.

- c) As and when an individual scores 77 or above marks in subsequent attempts, the designation will be given effective from that date without any further promotional benefit which would have already been given as per (b) above. Experience /seniority for the purpose of promotion would be counted from the date an executive is promoted to grade/scale with designation.

Am.

1-1-2016

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J. G. Chaudhary

1-1-2016

3.5 Over a period of time concept of assessment system shall be evolved in consultation with ASTO for effecting promotions upto E4 level over and above the quantification system.

3.6 There shall be no merit promotion (promotion by one year) at E3 and E4 levels w.e.f. 01.01.2004.

3.7 Personal upgradation wherever being provided would be limited up to E-2 level only. Wherever up gradation has already been given to E-3 or E-4 level, further up gradation will not be given.

3.8 For E-5 and above levels existing provisions will continue

4. **Modification In Recruitment**

Those recruited through open competition/Campus Interview as Graduate Trainees will under go training for a period of one year on a consolidated stipend. On successful completion of training period and performance evaluation thereafter, they may be considered for absorption at E1 level.

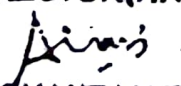
5. The MOU is subject to approval of the Board of Directors of the Corporation.

6. While preparing the Recruitment and Promotion Policy document containing the above modifications, ASTO shall be consulted for issues like review of Induction level qualifications, designations of upgraded offices, etc as discussed. This document will be finalized by 30<sup>th</sup> November, 04.

This MOU, as agreed above, is signed today i.e. on 4<sup>th</sup> August, 2004 in New Delhi by the following:


**ONGC  
MANAGEMENT**

  
**DR. A.K. BALYAN  
DIRECTOR(HR)**

  
**SUSHANT VATS  
GGM (ER)**

  
**J G CHATURVEDI  
HEAD HRD**

**ASSOCIATION OF SCIENTIFIC &  
TECHNICAL OFFICERS**

  
**Shree Dhar Vyas  
President (CWC)**

  
**K. C. Hari Kumar  
General Secretary (CWC)**

  
**S.C. Kouli  
Asstt. General Secretary**