



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

Registered with the Registrar of Societies Uttarakhand Govt., Registration No. 172 (1967-68)

OIL AND NATURAL GAS CORPORATION LTD.

ASTO Office, Avani Bhavan, ONGC Chandkheda, Ahmedabad (Gujarat)

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SANJEEV KUMAR CHATURVEDI
GENERAL SECRETARY-CWC
9426614014

No. ASTO/CWC/R&P /2018-20

13th September 2018

To

Chairman & Managing Director

ONGC Ltd.

5th Floor Deendayal Urja Bhawan

New Delhi - 110070

Fax No: 011-26129021

Sub: Requirement to modify R&P keeping organizational need and growth in view

Sir,

It is to bring to your kind attention that modifications to R&P Regulations 1980 were implemented w.e.f. 1.1.1997 after having MOUs with ASTO and Unions separately. The same was issued on 14.03.1997 after both the MOUs were taken together.

Subsequent to this a MOU was signed with ASTO on 4th August 2004 with regard to modifications in MRPR 1997. A MOU was also signed with unions in year 2004. Copy of MOU is available with HRD. Again changes to MRPR 1997 were to be done as per the MOUs signed with both the representatives i.e. ASTO and Unions. However, implementation was in piecemeal without taking into cognizance the MOUs especially MOU with ASTO.

We may also bring out that Courts have settled the matter of honoring the MOUs with ASTO wherein ONGC has already given an undertaking as below:

Quote

The respondent, ONGC has entered into Memorandum of Understandings with the petitioner association. Counsel for the respondent, ONGC states that these memorandums are being adhered to and disaffiliation of the petitioner association has not affected the said Memorandum of Understandings.

Unquote

Hence any process of reviewing R&P should be done in consultation with ASTO.

You will kindly recall that earlier to MRPR 1997, ONGC had been recruiting and promoting employees as per 1980 R&P. The above clearly indicates that with changing time and new courses introduced in different universities, social conditions of the



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CENTRAL WORKING COMMITTEE

country and changing need of organization, necessity has been felt to change in R&P existing at that time. As such 21 years are passed and except minor modification with the help of MOU, no exercise has been under taken to change the R&P as per present needs and environment.

It is also learnt that attempts are being made for change in R&P affecting the employees of staff level, which may impact executives also. As per past practice and keeping the previous MOU with ASTO into consideration it would be better if the R&P is revised with suggestions of ASTO also, as it has been done in past.

Chief HRD has given a letter to ASTO to provide suggestions on R&P. ASTO has initiated the exercise for collecting data and views to modify R&P including review of MOU 2004 and enter into new MOU with management.

It is therefore requested that finalization of modified R&P for staff and executives should be done together as it has ramifications on the overall requirement and human resources of ONGC.

With warm regards

[Handwritten Signature]
13/9/2018
(S K Chaturvedi)

General Secretary CWC

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- 6) ED-Chief ER/ ED-Chief HRD
- 7) President /Secretary - All ASTO units