

Review of MRPR 1980 and the effects of MOU signed on 4th August, 2004

PREFACE:

The MRPR 1980 came into existence w.e.f. 14.03.1997. Subsequent to this a MOU was signed between the then President – ASTO CWC and Director (HR) on 4th August, 2004. Despite bringing about major changes in the R&P policy it failed to achieve the laid down aims and objectives. It also led to major discontentment and demoralization of the Officers community through out the length and breadth of the organization. Further lack of career growth at the corporate level, wide spread stagnation at the level of E4 compounded the problem. The MOU resulted in further demoralization in the form of non promotion of deserving, even, Q1 qualified officers. In this situation Q2 and Q3 officers suffered major setback to their career growth.

The management also realized the gravity of the situation and agreed for review and accordingly of ASTO to review the MOU in reference and MRPR 80, was constituted.

The first meeting of the committee was held on 19th and 20th June, 2006 at Ahmedabad. The second meeting was held on 12th and 13th September, 2006 at Dehradun. The following were the members of the committee:

1. Sh. S.K.Chaturvedi–President,ASTO, Ahmedabad – Member Secretary
2. Sh. C.R. Das – President, ASTO, Mumbai.
3. Sh. Mahipal Singh – President, ASTO, Jodhpur
4. Sh. Amit Kumar – President, ASTO, Delhi.
5. Sh. A.A. Solkar – Vice President, ASTO, Mumbai.
6. Sh. Tapan Dutta – Vice President, ASTO, Nazira.
7. Sh. R.A. Soni – Vice President, ASTO, Hazira.
8. Sh. N. Mahalingam – Secretary, ASTO, Chennai.
9. Sh. C.S. Nair – Secretary, ASTO, Ankleshwar.
10. Sh. P. Chakrabarty – Secretary, ASTO, Kolkata.
11. Sh. A.K. Ram – Secretary, ASTO, Uran.
12. Ms. Sanchita S. Barah – Secretary, ASTO, Delhi.
13. Sh. Sanjeev Varma – CWC Member, Karaikal.

Valuable inputs and suggestions were given to the committee by Sh. B.M.L. Aswal, President, Dehradun, Sh. Sanjay Varshney, Secretary, Dehradun, Sh. Chakravarty, Treasurer – ASTO, CWC, Sh. V.V. Patel, Vice President, Ahmedabad, Sh. S.S. Mayal, Secretary, Ahmedabad, Sh. A. Kelkar, Joint Secretary, Ahmedabad, Sh. Rajesh Agrawal, Treasurer, Ahmedabad and Sh. A.K. Sinha, Secretary, Hazira. The committee places on record their sincere thanks for their efforts.

The committee studied the following documents:

1. R&P -1980
2. MRPR – 1980
3. MOU signed in 2004

Most of the members brought out various shortcomings discrepancies and non implementation in true letter and sprit of the policies. To carry out study in detail three sub committees were constituted with respect to studies of moderations in PAR for the period 2001-02 and 2002-03 and 2003-04, rationalization of quantification of scheme for promotion upto E4 level, rationalization of qualification and award of designation.

It was brought out very clearly that major aberrations have taken place due to faceless moderation carried out for PARs of three years at Dehradun. This point was also discussed during the negotiation meetings held with the management from 23rd to 29th May, 2006 at New Delhi. It was pointed out that this whole exercise needs to be studied by a committee of ASTO at Dehradun. Accordingly, the committee related to study of moderation was deputed to Dehradun immediately for two days. While examining the moderation process the committee wanted to study and analyze following data:

1. Trend of PARs grading as well as marks with respect to qualification and levels
2. Trend of promotion due to implementation of MOU – 2004

However, the committee sent to Dehradun for collecting this data could not get any support from the R&P and PAR Section at Dehradun. Following points were discussed and deliberated and recommendations are as under:

MODERATION:

Moderation is to be carried out at respective work centre, group wise by the accepting authority. Moderation carried out in 2001-02, 2002-03 and 2003-04 has to be reviewed and a committee of ASTO constituted for this purpose shall also be associated during the course of review.

RATIONALIZATION OF QUALIFICATION:

1. Permissions granted up to 14/3/97 for obtaining higher qualifications in line with R&P 80 should be considered as Q1 / Q2.
2. Employees recruited on the basis of the qualification that they have acquired and was considered as in line qualification as per the then R&P in vogue needs to be treated in the same manner and their qualification should be treated as in line for the purpose of promotion.
3. That Masters degrees in different disciplines e.g. **M.A. Public Administration** and **Master of Commerce** were treated as **Q1** for Personnel and Administration and **Finance Discipline** respectively under **R&P Regulations, 1980**. In view of the normal protection granted to the existing employees at the time of revision of R&P, the same qualifications continue to be treated as Q1 for existing employee who acquired the qualification prior to implementation of MRPR, 1980. Under the revised R&P effective from 1.1.1997, **M.Com.** is being treated as **Q2** in **Finance & Accounts Discipline** [Clarified by Chief Manager (F&A)-Fin. ESTT., Dehradun vide Fax Message No.FA/ESTT/R/21(10)/99 dated 22.11.200] whereas **M.A. Public Administration** is being treated as **Q-3** in the **Personnel & Administration Discipline**. The modification has adversely affected the career of existing employees in Personnel & Administration Discipline who acquired M.A. (Public Administration) after MRPR-80. It may be mentioned that this change in treatment of MA Public Administration as Q3 qualification from Q1 as it was treated prior to the MRPR, has been totally unjustified and got incorporated in probably because of oversight. In any case in any revision a qualification could be downgraded only by one level but in case of MA Public Admn., down gradation to Q3 from Q1 results in downgrading by two notches which is not justified. It may be mentioned that on the same consideration, M. Com. was down graded to Q2 qualification i.e. only by one notch. In view of the above, this anomaly may be corrected and **M.A. (Public Administration)** also be recognized as **Q-2**. Further, number of officers

have taken approval for carrying out qualification up gradation to Q1 had taken approval for acquiring M.A. Public Administration and completed the examination as well as declaration of results prior to 14.03.1997 have been deprived of the Q1 qualification and are being treated as Q3. Hence these officers have to be treated as Q1 for acquiring qualification before the cut off date of 14.03.1997.

4. The aim of R&P should be to provide maximum benefit and opportunities to the employees as per his / her acquired qualification. Hence, it is felt that employees who are interested and have in line qualification or can be treated in the higher qualification bracket for some other discipline may be considered for lateral shifting to that particular discipline to give them the benefit of acquired qualification.
5. Map and Drawing discipline to be merged at all levels.
6. In MRPR 1980 under clause 7 filling up of vacancies by promotion (para – 19) a cut off date 13/3/85 has been mentioned for treating BA, B.Com. B.Sc. as Q2 in MM discipline. Further, B.Sc. shall be treated as Q2 even after 13/3/85. However, BA, B.Com are to be treated as Q3 after this date. Committee is of the view that BA, B.Com also even after 13/3/85 should be treated as Q2. In fact the Committee could not conclude the background of this cut off date.
7. In the comparison chart of qualification placed at Annexure I, number of suggestions have been brought out and need to be implemented as part of suggestions related to qualification rationalization.
8. The committee is also of the view that the employees who have already appeared in the final examination of IME before cut off date i.e. 10.06.2002 is to be given due weightage and diploma/degree to be treated at par with Q2/Q1 qualification. It is not justified that just because of issuance of certificate of the diploma/degree beyond the cut off date, employees are being deprived of their due.
9. It was noticed by the committee that the certificate course for Electrical Technical examination conducted by Technical Examination Board, by different states, which was earlier being treated at par for Electrical discipline equivalent to Q2 qualification were stopped being considered as Q2. As this course is only applicable for those who have completed SSC and the duration of the course is three years hence this course needs to be treated as Q2 qualification.
10. The qualification of the Company Secretary is not getting desired weightage. In fact the officers are treated as part of Finance discipline and needs to be treated as Q1.

RATIONALIZATION OF DESIGNATION:

The Committee studied the recommendations of the task force that had submitted its report in July 1997. Till date the recommendations of the task force have remained unimplemented. This committee appreciated the efforts of the previous task force and felt that the recommendations of the task force need to be implemented in line with the following suggestions:

The parameters for study for the Task Force were based on the following:

- The study will limit itself to those disciplines where the growth avenues so far has been through up gradations in scale

- The effort will be to standardize and rationalize the nomenclature for designations for all such disciplines
- The growth avenue has been extended to E4 instead of E2 and is at par with the report of the task force.

The task force had not taken into consideration few other disciplines which this committee studied and found suitable for awarding designations. Further, this committee felt that a need is there to rationalize the designations of P&A disciplines also. Keeping in mind the above, the following designations have been suggested:

SI No	Discipline	Level	Present designations	Task force recommendations	Proposed Designations
1	Telecom Operator	E1 E2 E3 E4	Telecom Operator Up E1 TO Up E2 TO UP E3 TO UP E4	Officer(Telecom Operations) Sr Off. (TO) Dy. Mgr(TO) Mgr(TO)	Same as Task Force
2	Wireless operator	E1 E2 E3 E4	Wireless Operator Up E1 WO Up E2 WO Up E3 WO Up E4	Officer(Wireless Operations) Sr Officer(WO) Dy. Mgr(WO) Mgr(WO)	Same as Task Force
3	Supervisor Heavy Vehicle	E0 E1 E2 E3 E4	Supervisor(HV) Up E0 Sup(HV) Up E1 Sup(HV)Up E2 Sup(HV)Up E3 Sup(HV)Up E4	Asst.Off (HV) Officer(HV) Sr Off (HV) Dy Supdt(HV) Supdt(HV)	Same as Task Force
4	Supv.(HE)	E0 E1 E2 E3 E4	Supv.(HE)- E0 UPGD UPGD-E1 UPGD-E2 UPGD-E3 UPGDE4	Asst.Off (HE) Officer(HE) Sr Off (HE) Dy Supdt(HE) Supdt(HE)	Same as Task Force
5	Winch Operator	E0 E1 E2 E3 E4	Sr Winch Op – UPGD-E0 UPGD E1 UPGDE2 UPGDE3 UPGDE4	Asst. Officer(Winch) Officer(Winch) Sr Off(Winch) Dy. Supdt(Winch) Supdt(Winch)	Same as Task Force
6	Crane	E0 E1 E2 E3 E4	Supv (Crane) UPGD E0 UPGD E1 UPGDE2 UPGDE3 UPGDE4	Asst. Officer(Crane) Officer(Crane) Sr Off(Crane) Dy. Supdt(Crane) Supdt(crane)	Same as Task Force
7	Card Punch	E1 E2 E3 E4	Head CPO – UPGD E1 UPGD E2 UPGD E3 UPGDE4	Officer(Computer Operations) Sr Off. (CO) DM(CO) Mgr(CO)	Same as Task Force
8	Pharmacist	E1 E2 E3 E4	Head pharmacist UPGD –E1 UPGDE2 UPGDE3 UPGDE4	Asst ex. Pharmacist Ex. Pharmacist Dy Supt(Pharmacist) Supdt(Pharmacist)	Same as Task Force

9	Matron	E1 E2 E3 E4	Matron UP E1 UPGDE2 UPGDE3 UPGDE4	Asst ex. (Matron) Ex. (Matron) Dy Supt(Matron) Supdt(Matron)	Same as Task Force
10.	Hospital Lab technicians	E0 E1 E2 E3 E4	Head Lab techn-UPGD E0 UPGDE1 UPGDE2 UPGDE3 UPGDE4	----- Officer(Pathology/Ra diology/Dentistry/Op tometry/Physiothera py) Sr Officer (Pathology/Radiology /Dentistry/Optometr y/Physiotherapy) Dy. Supdt (Pathology/Radiology /Dentistry/Optometr y/Physiotherapy) Supdt (Pathology/Radiology /Dentistry/Optometr y/Physiotherapy)	Same as Task Force
11	Roustabout /Deck Hand	E1	Sr Roustabout UPGD E1 UPGDE2 UPGDE3 UPGDE4	None	Jr.Ex(Deck Maint.) Asst Ex (Deck Maint.) Ex. (Deck Maint.) Sr Ex (Deck Mainte.)
12	Radio Operator	E1		None	Jr. Ex.(Marine Radio) Asst Ex. (Marine Radio) Ex.(Marine Radio) Sr. Ex. (Marine Radio)
13.	High Pressure welder	E0	Sr High Pressure Welder	None	AE(Mech)
14	P&A	E0 E1 E2 E3 E4 E5 E6 E7 E8	Asst P&A Officer P&AO Sr P&AO Dy. Mgr(P&A) Mgr(P&A) Chief Mgr(P&A) DGM(P&A) GM(P&A) GGM(P&A)	None	Asst. HR Officer HR Officer Sr Officer (HR) Dy. Mgr(HR) Mgr (HR) Chief Mgr(HR) DGM(HR) GM(HR) GGM(HR)

The suggestion submitted by task force with regard to awarding of designation to Jr. Supdt. (Legal) and their further channel of promotion in the executive cadre are to be implemented in toto.

Committee was also of the opinion that employees responsible for maintenance of refrigeration and air conditioners are to be considered in the Mechanical discipline instead of Electrical discipline as the diploma or course that they have done is more in line with Mechanical discipline rather than Electrical discipline. Further, while discussing on various issues, committee firmed up its opinion that there are certain disciplines like technical audit, internal audit and HSE where specialized manpower should be recruited. However, the cadre is required to be created in R&P policy and Manpower presently available in the aforesaid groups should be given adequate training. Their career growth avenue should also be clearly defined.

Committee also reached to the consensus that there are requirement of creating new channels/opportunities, re-deployment of manpower and adequate training. It was also emphasized that organization should concentrate on recruitment at top of class –III and at working level in the staff level.

CORPORATE PROMOTION:

Since last seven years there has been a major down ward trend in corporate level promotion specially E4 to E5 and E5 to E6. This has been a major cause of demoralization of ONGC's talented work force. It is observed that the promotions for year to year are not being released rather these are being clubbed for two years. This practice is not encouraging rather good numbers of posts have remained unfilled. There is a lack of consistent and transparent criteria for selection. It has been observed that year to year the criteria have been changed. Accordingly the committee strongly recommends the following:

1. Every year the promotion to corporate level have to be carried out right of the beginning of each year.
2. The minimum eligibility criteria should be three years in the lower level to be considered for the promotion to higher level.
3. Selection criteria need to be firmed up and made part of the policy which should contain points related to PAR, mobility, health constraint and experience as well as qualification.
4. At present we have nearly 7108 officers at E4 level who are eligible for corporate level promotion. Committee realizes that all of them can not be promoted at the same time. However, all of them deserve and should get their due. Keeping this in view, committee feels that monetary compensation for the officers who have not been promoted but are eligible should be given in the form of one higher scale as well as all other facilities / allowances / entitlements related to the level above. These facilities to be provided for officers who have not been promoted for more than two years after becoming eligible.
5. DPC proceeding should be completed within a shortest possible time to avoid the pressure / interference.
6. The modalities being frozen should be published on the ONGC reports including the number of vacancies. Marks obtained by the officers as per the proposed quantification (excluding marks given by Directors to the Individuals) should be published on ONGC reports for more transparency.
7. The number of posts for promotions shall be ten percent of eligible candidates from all disciplines.
8. All those who have completed minimum 10 years at the level of E4 and E5 should be promoted subject to vigilance and D&A cases.
9. For promotion purposes PARs of the last three years should only be considered.

The committee proposes following quantification criteria for corporate level promotions:

E4 to E5

EXPERIENCE	-	12 / 14 / 16 / 18
QUALIFICATION	-	Q1 – 22 Q2 - 17 Q3 – 15
DIRECTOR'S MARKS	-	3
MOBILITY	-	2 for each Region (maximum 4 marks)
AWARDS	-	National – 3 C&MD - 2 Director – 1

E5 to E6, E6 to E7

PAR	-	50
EXPERIENCE	-	12 / 14 / 16
QUALIFICATION	-	Q1 – 22 Q2 - 17 Q3 – 15
DIRECTOR'S MARKS	-	3
MOBILITY	-	2 for each Region (maximum 6 marks)
AWARDS	-	National – 3 C&MD - 2 Director – 1

Committee also expressed that talent available within ONGC should be given more opportunities rather than recruiting people from outside at any level with proper rotation within the company. It is also emphasized that officers from ONGC should be given chance to work in the joint ventures and other new initiatives of the company rather than recruitment from outside. The present policy of promotions to E8 and E9 shall continue.

QUANTIFICATION SCHEME UPTO E4:

After detailed deliberations on the quantification scheme for officers from E1 to E4 level after implementation of MOU dated 4th August, 2004 effective from 01.01.2004 and an attempt has been made to rationalize the scheme. The present model for quantification/ PAR moderation has resulted in large number of qualified Q1 as well as Q2 officers from addressing their growth requirements / aspirations at the appropriate time. Keeping in mind, the fact that before the implementation of MOU dated 4th August, 2004, apart from promotions there was also merit promotions to officers. The MOU has done away with the system of merit promotions and the only avenue for growth that remained is the normal promotion after completion of a fixed tenure at each level upto E4. While the cutoff marks for promotions from E1 to E2 was at 66 marks which seemed achievable, the cut off marks from E2 to E3 and from E3 to E4 was 77. With the cut off at 77 marks, under the existing quantification scheme employees with Q2 qualification obtaining "A" ratings of PAR are unable to get promotion after completion of their tenures at first attempt

Quantification Scheme

According to Quantification scheme being followed presently, 50 marks are allotted to PAR, maximum of 30 for experience and 20 for qualification (Q1-20, Q2-15, & Q3 -11 & below Q3 - 07). Out of maximum of 30 marks for experience, an individual gains 15 marks when he completes minimum eligibility period. There-after he gets 4 marks for every additional year spent in the same level. The committee has observed that this system has discrepancies and is not conducive for a healthy career progression. In this context, the committee has proposed following changes to the present quantification scheme.

1. 50 marks assigned to PAR score may be retained.

2. In changing global context, the system of giving higher weightage to experience in comparison to qualification is an outdated concept. Therefore, it is proposed that Maximum marks allotted to qualification may be increased to 22 instead of 20 (Q1-22, Q2-17, Q3 and below - 13) so that the qualification acquired by the employee can be given the weightage it deserves.
3. In furtherance to the above point, it is proposed that the marks allotted to experience may be reduced to 28. This will maintain the total of 100 marks. Further, allocation of 15 marks for experience on reaching the eligibility does not follow any logic. If 4 marks are gained for every year, then after four years the employee should gain 16 marks. And following the same logic, the maximum should also be a multiple of 4. 28 meet all this criteria.
4. It is proposed that employees may be given additional one mark for each year posted in field during the assessment period, to the maximum of 3 marks as against 1 mark that is presently given. However, employees who have already worked in field and during the assessment period are not working in the field but prior to assessment period were in field duty, shall also be given due consideration by awarding 1 additional mark for every three years of period worked in field, maximum to the 3 marks. This will be a motivating factor for the officials to take up field assignments as 1 mark is inadequate to motivate them.

In this context, it would not be out of place to recall that, as per MRPR 80, 74 marks were required to be scored by the individual out of 112 to be promoted to next level on attaining eligibility. An individual scoring 86 marks out of 112 would be eligible for merit promotion. If same ratio is applied to present scenario where total is taken as 100, the marks required should be equal to 66 for normal promotion and 77 for merit promotion. It is clear that the management has raised the bar so as to increase the mark requirement for normal promotion to that was earlier required for merit promotion. Hence committee recommends that promotion of E2 to E3 should be on attaining 66 marks only and not 77.

PRE DATING OF PROMOTION UPTO E4:

1. As per MRPR 80 and MOU 2004 the minimum experience required is as follows:
 - E1 to E2 -4 years
 - E2 to E3 -5 years
 - E3 to E4 -4years
2. For consideration of promotion within executive level it is necessary to secure minimum marks of 74 out of 112 as per MRPR 80 and 77 out of 100 as per MRPR 2004 (for promotion of E2 to E3 & E3 to E4).
3. If we recall an individual scoring 86 marks was eligible for merit promotion as per MRPR 80 and if the same ratio is implied to the present scenario (MRPR 80) where the total marks are taken as 100, the marks required should be equal to 66 for normal DPC promotion (equivalent to 74 marks in MRPR 80) and 77 marks for merit promotion (equivalent to 86 marks earlier). But as per the existing pattern 77 marks are taken for normal DPC promotion for E2 to E3 and E3 to E4 and there is no scope for merit promotion by selection. This formula can not distinguish the exceptional performers for appropriate elevation as well as recognition. In the above context we suggest that the executives at E2, E3 and E4 level securing 82 and above marks in the first attempt (i.e. first year of consideration) under quantification scheme will be considered for pre-dating of promotion by one year.

4. The no. of post of merit promotion to be carried out in a year shall not exceed 10% of executives who have secured 77 or more marks in quantification scheme, and have been empanelled discipline wise at each level (i.e. E3 & E4).
5. The policy of pre-dating which was stopped w.e.f 01.01.2004 needs to be continued.

GENERAL POINTS:

1. The committee felt that the working of R&P Section needs to be more systematic and based on the new technology initiatives taken up by ONGC like ICE. Every time we find that due to lack of data number of DPC's do not take place in time. During informal discussion it was brought out that the data in ICE related to employees was not authentic. The committee felt that a drive needs to be carried out to correct the data in the system and use the data from ICE to carry out the promotions.
2. The committee is of the firm opinion that the review needs to be implemented with effect from 01.01.2004 so as to carry out the corrections as well as rectify the mistakes in the MOU dated 4th August, 2004 and the modifications for corporate level promotions criteria should be followed w.e.f. 01.01.2006.
3. The committee is of the opinion that all the officers who have been given scale of higher level instead of designation should be extended all the facilities available to higher level including entitlement for Hotel accommodation, Hospital treatment entitlements etc.
4. Whenever there is any lateral shifting taking place for any discipline it is observed that proper information is not available to all the employees. As per the policy of the government as well as of ONGC wide publicity needs to be given. Moreover, only officers having in line qualification should be given due weightage while considering for lateral shifting.

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A.A. Solkar Vice President, ASTO, Mumbai.	Tapan Dutta Vice President, ASTO, Nazira
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A.K. Ram Secretary, ASTO, Uran.	Sanchita S. Barah Secretary, ASTO, Delhi
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Sanjeev Varma – CWC Member, Karaikal.

ANNEXURE - I

DISCIPLINE WISE COMPARATIVE STATEMENT WITH RESPECT TO QUALIFICATION STIPULATED IN R&P 80, MRPR AND SUGGESTIONS

CIVIL ENGINEERING

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Degree in Civil Engineering or equivalent	1 st class graduate degree in Civil Engineering	
Q2	Diploma in Civil Engg. Or equivalent	3 years Diploma in Civil Engineering	Graduate in Civil Engineering
Q3	Trade certificate in D'manship	3 years Diploma in Civil Engineering or 3 years Diploma in Draftsmanship (Civil).	
BELOW Q3			

CONSTRUCTION & MAINTENANCE (C&M)

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Degree in Chemical/Civil/ Electrical/ Mech./Petroleum Engg. Or equivalent	1 st class graduate degree in Civil/ Electrical/ Mechanical/ Petroleum Engineering	
Q2	Diploma in chemical / civil / electrical / mech. / petroleum engg. Or equivalent	3 years Diploma in Civil/ Electrical/ Mechanical/ Petroleum Engineering	Graduate in Civil/ Electrical / Mechanical / Petroleum Engineering
Q3			
BELOW Q3			

DRILLING

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Degree in Mech./ Petroleum Engg. Or equivalent	1 st class graduate degree in Mechanical/ Petroleum Engineering	Degree in Electrical Engg to be included
Q2	Diploma in Mech / Petroleum Engg or equivalent	3 years Diploma in Mechanical/ Petroleum Engineering	Diploma in electrical engg to be included
Q3	Matric with Science and possession trade certificate in fitting / Mechanic Trades	Matric with Science and possession trade certificate in fitting / Mechanic Trades	Xth plus trade certificate in fitting / mechanic trades
BELOW Q3			

ELECTRICAL

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Degree in electrical engg or equivalent. Should have certificate of competency as Electrical supervisor	1 st class graduate degree in Electrical Engineering. Should have certificate of competency as Electrical Supervisor	Certificate of competency to be done away
Q2	Diploma in Electrical/ Refrigeration Engineering. Should have certificate of competency as Electrical Supervisor	3 years Diploma in Electrical/ Refrigeration Engineering. Should have certificate of competency as Electrical Supervisor	Graduate degree in electrical engg Certificate of competency to be done away
Q3	Matric with and Trade Certificate in Electrical Trade will be preferred. Certificate of competency as Electrical Supervisor	Matric with Science and Trade Certificate in Electrical Trade. Certificate of competency as Electrical Supervisor	
BELOW Q3			

ELECTRONICS AND TELECOMMUNICATION

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Degree in Electronic/Telecommunication Engg. or Masters degree in Physics with Electronics as special subject or equivalent	1 st class graduate degree in Electronic/Telecom/E&T Engineering or 1 st class post graduate degree in Physics with Electronics	
Q2	Diploma in electronics / telecommunication engg. Or equivalent	3 years Diploma in Electronics/Telecom ./ E&T Engineering or MSc. in Physics with Electronics	Graduate degree in electronic / telecom / E&T engineering or PG degree in physics with electronics
Q3	Matric with Science and Trade Certificate in Electronic engineering will be preferred	Matric with Science and Trade Certificate in Electronic engineering	
BELOW Q3			

INSTRUMENTATION

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Degree in Instrumentation	1 st class graduate degree in	

	Engineering or equivalent	Instrumentation Engineering	
Q2	Diploma in Instrumentation Engineering or equivalent	3 years Diploma in Instrumentation Engineering	Graduate degree in Instrumentation engg
Q3	Matric with Trade Certificate in Instrumentation will be preferred	Matric with Science and Trade Certificate in Instrumentation	
BELOW Q3			

MARINE SERVICES – THIRD OFFICER

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Ministry of Transport Certificate of Second Mate with 1 year experience on a Foreign Going Vessel or equivalent qualifications and experience in Indian Navy	Ministry of Transport Certificate of Second Mate with 1 year experience on a Foreign Going Vessel or equivalent qualifications and experience in Indian Navy.	
Q2			
Q3			
BELOW Q3			

MARINE SERVICES – MARINE OFFICER

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Ministry of Transport's Certificate of competency of Master Foreign Going with 3 years experience as Second Officer. Should be conversant with Mercantile Marine Department/ Ports and Customs Rules and Regulations	Ministry of Transport's Certificate of competency of Master Foreign Going with 3 years experience as Second Officer. Should be conversant with Mercantile Marine Department/ Ports and Customs Rules and Regulations	
Q2			
Q3	Matric with 1 year experience in sea going ship of merchant Navy / Indian Navy with experience of steering	Matric with 1 year experience on sea going vessel as Deck Hand or Matric with 1 year experience in slinging, lashing, securing and handling of cargo preferably on board vessels/ ports.vessel as Deck Hand or Matric with 1 year experience in slinging, lashing, securing and	

		handling of cargo preferably on board vessels / ports	
BELOW Q3			

MARINE SERVICES – MARINE RADIO OFFICER

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	1 st class certificate of proficiency with 3 years experience on a merchant vessel as Radio Operator	1 st class certificate of proficiency with 3 years experience on a merchant vessel as Radio Operator	
Q2	Matric with valid Certificate of Proficiency, 2 nd class issued by the Ministry of Communication, GOI or Radio Telephone Operator's (Restricted or General). Certificate of Proficiency in the Maritime Mobile service. Experience in line – 1 year for certificate of Proficiency Class II and 3 years for Radio Telephone Operators (Restricted or General) Certificate holder in operation of SSB, VHF, HF, Wireless sets.	Matric with IInd class Certificate with Proficiency/ competency in Marine Radio Operation recognised by Government of India with 1 year experience in line or Radio Telephone Operator's certificate of proficiency in Maritime Mobile Service with 1 year experience.	
Q3	Matric with 1 year experience in lashing, loading and unloading cargo and painting on ships/ boats.	Matric with 1 year experience in lashing, loading and unloading cargo and painting on ships/ boats.	
BELOW Q3			

MECHANICAL

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Degree in Mechanical Engineering or equivalent	1 st class graduate degree in Mechanical Engineering	
Q2	Diploma in Mechanical Engineering	THREE years Diploma in Mechanical Engineering. THREE years Diploma in High Pressure Welding/Boiler Welding	
Q3	Matric with Trade Certificate in Machining./ Fitting /	Matric with Science and Trade Certificate in	Trade certificate in turner to be included (ITI Turner)

	Diesel / painting / foundary / moulding / carpentry / blacksmith / welding / draftsmanship in Mech. Tests apply	Machining./ Fitting / Diesel / painting / foundary / moulding / carpentry / blacksmith / welding / draftsmanship in Mech. Tests apply	
BELOW Q3			

PRODUCTION

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Degree in Mechanical/ Chemical/ Petroleum / Mining Engineering or equivalent	1 st class graduate degree in Mechanical/ Chemical/ Petroleum Engineering	To include Process and Petrochemical engg
Q2	Diploma in Mechanical/ Chemical/ Petroleum / Mining Engineering / Diploma in Mechanical Engineering with I class boiler Attendant certificate	3 years Diploma in Mechanical/ Chemical/ Petroleum Engineering / 3 year Diploma in Mechanical Engineering with I class boiler Attendant certificate	Any graduate before 25/4/80 should be treated as Q-2, even he / she shifted after 25/4/80. As per ONGC circular. Diploma in Drilling to be treated as Q2.
Q3	Matric with II class Boiler Attendants Certificate. Tests apply	Matric with Science with II class Boiler Attendants (Oil/Gas fired) Certificate. Tests apply	
BELOW Q3			

TRANSPORT & AUTO (LOGISTICS)

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Degree in Auto/ Mechanical Engineering OR Masters degree in Arts / Commerce / Science or equivalent (Possession of heavy vehicle driving license desirable)	1 st class graduate degree in Auto/ Mechanical Engineering OR I class MBA having specialisation in Logistics / Tpt management	I class MBA should be having specialisation in Logistics / Tpt management
Q2	Degree in Arts or commerce or science or equivalent (Possession of heavy vehicle driving license desirable Diploma in Auto / Mechanical Engg or equivalent	3 years Diploma in Auto/ Mechanical Engineering. Diploma in Auto/Mech/Post Graduate Diploma in Business Management/Administration or post graduate. Heavy vehicle Driving license essential.	
Q3	Matric with one year experience in	Graduate with 6 months experience as Time	<u>Logistics to be sub</u>

	<p>ONGC or two years in Govt. organization or 3 years in a private company of repute in line</p> <p>Matric with Trade Certificate in Auto/Motor Mechanic trades will be preferred. Tests Apply.</p> <p>Matric with Trade Certificate in Upholstery trade will be preferred. Tests Apply.</p> <p>Matric with Trade Certificate in sheet metal work trade will be preferred. Tests Apply.</p> <p>Matric with Trade Certificate in vulcanizing trade will be preferred. Tests Apply.</p> <p>8th class pass with driving license for HV and 4 years driving experience</p> <p>8th class pass with 4 years experience in loading / unloading of material with crane in reputed organization</p>	<p>Keeper/Tpt. Control room. Control room</p> <p>Matric with Science and Trade Certificate in Auto/Motor Mechanic / electrical trade .</p> <p>Tests Apply.</p> <p>Matric with science and Trade certificate in upholstery trade / Vulcanising</p> <p>Matric with driving / loading and unloading licence for HV and 3 years experience</p>	<p><u>divided into</u></p> <p>Surfare transport</p> <p>Marine</p> <p>Auto</p> <p>Air logistics</p>
BELOW Q3			

GEOSCIENCE - CHEMISTRY

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Degree in Chemical Engineering or Masters Degree in Chemistry	1 st class graduate degree in Chemical Engineering or 1 st class post graduate in Chemistry	1 st class graduate in Polymer Engg / M.sc. in Polymer science
Q2	Masters degree in Chemistry	Post Graduate degree in Chemistry.	
Q3	Inter Science with Chemistry Tests Apply.	B.Sc. with Chemistry as main subject. Tests Apply.	
BELOW Q3			

GEOSCIENCE – COMPUTER PROGRAMMING

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Masters degree in geology / geophyscis	1 st class graduate degree in Computer	

	/ physics/ mathematics or graduate in chemical / electrical / mechanical / petroleum engg. Or equivalent with training computer programming or Masters degree in computer science	Engineering or 1 st class post graduate in Computer Applications (MCA)/ Computer Science or 'B' level diploma as defined by Deptt. of Electronics, GOI.	
Q2	Graduate with Training in card punching having speed of 150 impressions per minute	Post graduate in Computer Applications (MCA)/B.E./B.Tech. (Computer Science) or 'B' level diploma as defined by Deptt. of Electronics, GOI.	B level diploma as defined by Deptt. Of electronics, GOI to be Q2
Q3	Matric with Training in operation of card punching machines having minimum speed of 100 impressions per minute	Matric with Science and Trade Certificate in Data Entry Operation, recognised by NCTVT/Govt. of India OR Graduate with Certificate/Diploma of minimum duration of one year in Computer Application in office environment from reputed Institute/Organization. Tests apply.	
BELOW Q3			

GEOSCIENCE - GEOLOGY

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Masters degree in Geology or equivalent	1 st class post graduate degree in Geology	
Q2	Masters degree in Geology	Post Graduate degree in Geology	
Q3	Inter science	B.Sc. with Geology as main subject. Tests Apply.	
BELOW Q3			

GEOSCIENCE – GEOPHYSICS (SURFACE)

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Masters degree in Geophysics or Physics or equivalent	1 st class post graduate degree in Geophysics or Physics, with Electronics	
Q2	Masters degree in Geophysics/ Physics or equivalent. One of the subjects in B.Sc. should be chemistry for	Post graduate degree in Geophysics/ Physics. One of the subjects in B.Sc. should be chemistry	

	SGA(Explosives) Tests Apply	for SGA(Explosives) Tests Apply	
Q3			
BELOW Q3			

GEOSCIENCE – GEOPHYSICS (WELLS)

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Masters degree in Geophysics or Physics or equivalent	1 st class post graduate degree in Geophysics or Physics with Electronics.	
Q2	Masters degree in Geophysics/ Physics or equivalent	Post graduate degree in Geophysics or Physics With Electronics	
Q3			
BELOW Q3			

MATHEMATICS

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Masters degree in Mathematics	1 st class post graduate degree in Mathematics.	
Q2			
Q3			
BELOW Q3			

PALYNOLOGY

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Masters degree in Botany with Geology in graduation or Masters degree in Geology with Botany in Graduation	As per R&P Regs. '80 Post graduate degree in Botany with Geology in graduation or Post Graduate in Geology with Botany in Graduation	Discipline to be merged with Geology
Q2	Masters degree in Botany with Geology in graduation or Masters degree in Geology with Botany in Graduation	Post Graduate degree in Botany with Geology in graduation or Master's degree in Geology with Botany in graduation	
Q3	Inter Science with Biology Test apply	Graduate with Geology/ Botany as one of the subjects. Tests Apply.	

BELOW Q3			
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RESERVOIR

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Degree in Chemical / mechanical / petroleum engg or Masters degree in Chemistry / geology / geophy / mathematics / physics or equivalent	1 st class post graduate in Geology/ Chemistry/ Geophysics/ Maths/ Physics (Must have Maths/ Physics at BSc level) or 1 st class graduate degree in Chemical/ Petroleum Engineering.	
Q2	Degree in Chemical / mechanical / petroleum engg or Masters degree in Chemistry / geology / geophy / mathematics / physics or equivalent	Graduate Degree in Chemical/Petroleum Engg. Or Master's degree in Geology/ Chemistry/ Geophysics/ Maths/ Physics (Must have Maths/ Physics at B.Sc. level	
Q3		.	
BELOW Q3			

SHOT HOLE DRILLING

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Degree in Mechanical or petroleum engg.	As per R&P Regs. '80 'Graduate in Mechanical or Petroleum Engineering'.	Discipline to be merged with Production
Q2	Diploma in Mechanical/ Petroleum engg.	3 years Diploma in Mechanical/ Petroleum Engineering.	
Q3	Matric with Trade Certificate in Auto/ Diesel/ Mechanic/ Fitting trade. Tests apply	Matric with Science and Trade Certificate in Auto/ Diesel/ Mechanic/ Fitting trade. Tests apply.	
BELOW Q3			

MAP

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Post graduate in Geology / Geography	As per R&P Regs. '80 'Post Graduate in Geology/ Geography.	MAP & DRAWING DISCIPLINE TO BE MERGED
Q2	Graduate with geology (geography with certificate in Draftmanship (Civil	Post Graduate in Geology or Geography with certificate in Draftmanship	

	Engg.) or surveying	Civil or Surveying	
Q3	Trade Certificate in Surveying/ Draftsmanship (Civil). Tests Apply.	Matric with Trade Certificate in Surveying/ Draftsmanship (Civil). Tests Apply.	
BELOW Q3			

DRAWING

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Graduate in Civil Engg. Or equivalent	As per R&P Regs. '80 Graduate in Civil Engineering	
Q2	Diploma in Civil Engg. Or equivalent	3 YEARS diploma in draftsmanship / Civil Engg.	
Q3	Trade Certificate in Surveying/ Draftsmanship (Civil). Tests Apply.	Matric with science and Trade Certificate in Draftsmanship (Civil Engineering). Tests Apply.	
BELOW Q3			

PHOTOGRAPHY

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	' Graduate with Diploma in Photography'.	As per R&P Regs. '80 ' Graduate with Diploma in Photography'.	To be merged with CC /PR
Q2	Graduate with Proficiency in all branches of photography including Microfilming and fossils photographic work or Diploma in Photography. Test apply.	Graduate with Proficiency in all branches of photography including Microfilming and fossils photographic work or Diploma in Photography. Test apply.	
Q3	Matric with 2 yrs. exp. In Photography including printing, developing, Microfilming etc. in Govt. organization/ Private organization of repute. OR Matric with Trade certificate in Photography. Test Apply.	Matric with 2 yrs. exp. In Photography including printing, developing, Microfilming etc. in Govt. organization/ Private organization of repute. OR Matric with Trade certificate in Photography. Test Apply.	
BELOW Q3			

SURVEYING

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Graduate in Civil/ Mining Engineering or equivalent	1 st class graduate degree in Civil/ Mining Engineering or Hydrographic Surveying	B.E.(civil) and M.Sc. Geophysics and Geography to continue beyond E4 in concerned discipline.
Q2	Diploma in Civil/ Mining Engineering or Science graduate with Certificate in Surveying	3 years Diploma in Civil/ Mining Engineering or Science graduate with Diploma in Surveying	R&P 80 should continue
Q3	Matric with Trade certificate in Surveying	Matric with Science and Trade certificate in Surveying.	
BELOW Q3			

ECONOMICS & STATISTICS

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Masters degree in Economics with Statistics'	As per R&P Regs. '80 'Post Graduate degree in Economics with Statistics'	Proposed for deletion
Q2	Graduate with Economics with Statistics	Post graduate in Economics with Statistics	
Q3			
BELOW Q3			

FINANCE & ACCOUNTS

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Graduate with pass in Institute of Cost & works accountants exam / Institute of chartered accountants exam / Master in Business Admn / Master in Commerce / Sub-ordinate Acctts. Service exam or equivalent	Graduate degree with ICWA/CA or 1 st class MBA with specialization in Finance.	Discipline for Company Secretary to be opened with Q1 qualification
Q2	Graduate in Commerce or equivalent	Post Graduate degree in Commerce or graduate in Commerce with one year Diploma in Finance & Accounts/ ICWA(Inter)/ CA(Inter).	
Q3	Matric or equivalent with knowledge of typing. Candidates possessing typing speed of 30 words per minute will be	B.Com. with proficiency in typing 30 w.p.m. and Certificate/Diploma of minimum duration of six months in Computer	

	preferred	Applications in the office environment.	
BELOW Q3			

OFFICIAL LANGUAGE

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Post graduate in Hindi literature or equivalent	1 st class post graduate in Hindi. Must have English as a subject in graduation. Experience in translation work preferred.	
Q2	Graduate with Hindi literature as one of the main subject	Master's degree in Hindi. English as one subject up to graduate level..	
Q3	Matric Typing speed of 30 words per minute in Hindi Test apply.	Graduate in Hindi with English as one of the subjects. Typing speed 30 w.p.m. in Hindi. And Certificate/Diploma of minimum duration of six months in Computer Applications (including Hindi) in the office environment	
BELOW Q3			

HORTICULTURE

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	'Post Graduate in Agriculture with specialisation in Horticulture or equivalent	As per R&P Regs. '80 'Post Graduate in Agriculture with specialisation in Horticulture'	To be merged with Civil Discipline
Q2	B.Sc. (Agriculture) with Horticulture as one of the main subject or equivalent	Post Graduate in Agriculture with specialisation in Horticulture	
Q3		.	
BELOW Q3			

INDUSTRIAL ENGINEERING AND WORK STUDY

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Degree in chemical / electrical / industrial / mechanical / petroleum / production engg. Or Masters degree in chemistry / geology / geophysics or	1 st class graduate in Industrial Engineering / As per R&P Regs. '80 'Post-Graduate in Economics/Commerce/Mathematics with	IE to be merged with P&A and Work study to be deleted

	equivalent. Should have 1 year training or experience in industrial engg.		
Q2	Diploma in Engineering with specialisation/ training in Industrial Engineering Masters degree in Economics/ Commerce/ Mathematics with Statistics with training in Work study	3 years Diploma in Engineering with specialisation/ training in Industrial Engineering./ Post Graduate in Economics/ Commerce/ Mathematics with Statistics with training in Work study	
Q3			
BELOW Q3			

INDUSTRIAL RELATIONS

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Post graduate degree in Social Welfare/ Labour Welfare/ Industrial Relations or equivalent	1 st class post graduate degree in Social Welfare/ Labour Welfare/ Industrial Relations.	
Q2	Graduate with Sociology or Labour Welfare or equivalent	Post graduate degree in Social Welfare/ Labour Welfare/ Industrial Relations.	
Q3			
BELOW Q3			

LEGAL

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Law graduate with experience as practicing advocate / in public undertaking / government department / in a firm of solicitors and attorneys	1 st class graduate degree in Law (Professional). Practicing advocate with 3 years experience would be preferred.	
Q2		LL.B. (Professional).	
Q3			
BELOW Q3			

LIBRARY

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	'Graduate in Science with Post graduate Degree in Library Science'	As per R&P Regs. '80 'Graduate in Science with Graduate Degree in Library Science'	Recruitment at the top of Class III with present Q1

Q2	Graduate in science with diploma in library science	Graduate in Library Science with Science in graduation	
Q3		B.Lib. Science with Science background.	
BELOW Q3			

MARKETING

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Graduate in engineering / Post graduate in Business Administration / Post Graduate degree in Marketing Management	1 st class graduate degree in Engineering/ 1 st class MBA with specialisation in Marketing/ 1 st class post graduate degree in Marketing Management.	
Q2			
Q3			
BELOW Q3			

MEDICAL

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Medical qualification as included in one of the first, second or part II of the third schedule of Indian Medical council Act 1956 For the post of a specialist, specialisation in respective branch would be necessary	MBBS or equivalent qualification in other system of medicines (Homeopathy/ Ayurveda/ Unani etc.) MD/ MS degree for specialists.	As per instructions of GOI on the subject
Q2			
Q3			
BELOW Q3			

PERSONNEL AND ADMINISTRATION

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Masters degree in Business Admn. / Graduate in law / Post graduate degree in Personnel Management / Public Administration	1 st class MBA with specialisation in Personnel Management/ HRD/ HRM or 1 st class post graduate degree in Personnel Management/ IR/ Labour Welfare	
Q2	Graduate or equivalent Graduate or equivalent with	Post Graduate degree in Business Administration/ Personnel Management/	PG degree in Public Administration / Q1 in R&P 80.

	minimum speed 120 WPM shorthand, 40 WPM in typing (PA)	IR/ Labour Welfare or Graduate degree with 2 years Diploma in Personnel & Administration . Graduate with minimum 2 years Diploma in Secretarial Practice/ Office Administration. Minimum speed 120 w.p.m. in shorthand and 40 w.p.m. in typing in English	Graduate in law should also be treated as Q2
Q3	Matric or equivalent Typing speed 30 words per minute Matric or equivalent Minimum speed of 80 WPM shorthand, 30 WPM typing	Graduate with Typing speed 30 w.p.m. and Shorthand at 80 w.p.m. Certificate/Diploma of minimum duration of six months in Computer Applications in the office environment Graduate with Typing speed 30 w.p.m. Certificate/Diploma of minimum duration of six months in Computer Applications in the office environment	
BELOW Q3			

PUBLIC RELATIONS & CORPORATE COMMUNICATION

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Post graduate degree in Public Relations/ Journalism/ Mass Communication or equivalent	1 st class post graduate degree/ minimum 2 years diploma in Public Relations/ Journalism/ Mass Communication.	
Q2	Graduate with diploma in Public Relations/ Journalism or equivalent	Post graduate in Mass Communication/Journalism or Graduate degree with 2 years diploma in Public Relations/ Journalism/ Mass Communication	Two years diploma in PR / Journalism / Mass Communication
Q3			
BELOW Q3			

SECURITY

<u>QUALIFICATION</u>	<u>R&P 80</u>	<u>MRPR 80</u>	<u>SUGGESTIONS</u>
Q1	Post graduate or equivalent with two years service either with Armed forces or Central Police Organisation	Post graduate degree with 2 years service with either Armed Forces or Central Police Organization. Physical standards :- Minimum height – 171.6 cms. (for tribes/ hillman – 166.4 cms.)	As per CPO guidelines

		Chest- 83 cms. with expansion of 5.	
Q2	Graduate or equivalent Physical standard Min. height 5' 6" for Tribes / Hill man 5' 4", Chest 32" with expansion of 2"	Graduate with relevant experience. Physical standards :- Minimum height – 171.6 cms. (for tribes/ hillman – 166.4 cms.) Chest- 83 cms. with expansion of 5 cms. Test Apply.	
Q3	Matric with training in Home Guard or equivalent Physical standard Min. height 5' 6" for Tribes / Hill man 5' 4", Chest 32" with expansion of 2"	Intermediate with 6 months training/ experience in security with minimum physical standards :- Height- 171.6 cms. (for tribes/ hillman- 166.4 cms.)Chest- 83 cms. with expansion of 5 cms. Test Apply.	
BELOW Q3			

FIRE SERVICES

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Post graduate or equivalent with Divisional Officer Course from National Fire service or Associateship Diploma / Advance Diploma from national Fire service college or equivalent	1 st class graduate degree in Fire Engineering.	
Q2	Graduate or equivalent with elementary fire fighting course (sub.officers courses) of National Fire services college or equivalent	Graduate with relevant experience/ One year Diploma from National Fire Services College or equivalent Physical standards :- Minimum height – 171.6 cms. (for tribes/ hillman – 166.4 cms.) Chest- 83 cms. with expansion of 5 cms. Test Apply	
Q3	Matric or equivalent with fireman's training	Intermediate with 6 months' experience in fire services with minimum physical standards :- Height- 171.6 cms. (for tribes/ hillman- 166.4 cms.) Chest- 83 cms with	

		expansion of 5 cms. Driving Licence for Heavy Vehicles essential. Test Apply.	
BELOW Q3			

MATERIAL MANAGEMENT

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1	Graduate in Engg / PG in Business Admin / PG with degree in MM or Inventory Control or equivalent	1 st class graduate degree in Engineering or 1 st class MBA with specialisation in Materials Management/ Inventory Control or graduate degree with 1 st class post graduate Diploma in Materials Management awarded by Indian Institute of Materials Management recognised for the purpose of recruitment to superior posts in the Central government.	MBA in MM related subjects
Q2	Graduate / Diploma in Engg or Materials Management or Purchasing and Stock Control or equivalent	3 Year diploma in Material Management/Inventory/Stock Control recognised by the state board of technical education/One year PG Diploma in Materials Management	
Q3	Matric with science subjects and typing	BSc. with Physics or Maths as one of the subjects with proficiency in typing 30 w.p.m. with Certificate/Diploma of minimum duration of six months in Computer applications in the office environment.	
BELOW Q3			

TELECOM / WIRELESS OPERATION

QUALIFICATION	R&P 80	MRPR 80	SUGGESTIONS
Q1			
Q2	Graduate with 1 year experience in PBX operation Graduate with training in wireless operation		R&P 80 qualifications to be considered. Diploma in any engineering to be treated as Q2.
Q3	Matric with experience in PBX operation. 2 year in	Graduate with six months experience in EPABX operation in Government Deptt. Or	Discipline to be tagged with Marine Radio Operation

	Govt. Deptt. Or 3 year in Private company of repute. Test apply Matric with trade certificate in wireless operations. Test apply	Private Co. of repute Graduate with trade certificate in wireless operation and six months experience in wireless operations.	
BELOW Q3			

REMARKS

1. SEPARATE DISCIPLINE FOR HSE TO BE OPENED WITH Q1 & Q2 SPECIFIED (M.Sc.Environmental science / BE (Environment engineering), Occupational Health services
2. Officers working in discipline other than their parent discipline due to Organizational needs should be protected for their qualification. (Eg. Officer with diploma in Electrical working in production should be treated as Q2 which he is otherwise had he worked in Electrical Discipline.
3. Degrees obtained through correspondence courses and open universities are to be treated at par with other universities degrees as was being done earlier for promotions as well as payment of incentives.
4. The employees who have secured minimum 60% in line qualification be treated as Q1.
5. Protection for existing employees under R&P 80 to continue.