



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/ 184/2014

DATE : 10.11.2014

To,
The Director - HR,
ONGC,
Jeevan Bharati, Tower II,
New Delhi.

Subject: Submitting our agenda on organizational issues.

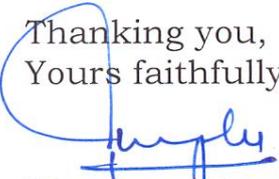
Respected Sir,

In view to the JCM called on 16th Nov. 2014 in New Delhi, please find copy attached with projected issues which we would like to share with management and make work conditions more productive and giving less space for dissatisfaction.

It is needless to elaborate that with the ageing fields and installations, it draws high quality as well as high frequency maintenance activity. Hence we certainly need much better work environment than what exist in offshore installation.

Moreover defending the cause of existence of the organization is an undisputable joint venture, hence issue of subsidy, oil pricing and disinvestment needs to be shared in details.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

Copy to:-

1. ED-Chief ER, ONGC, Green building, Dehradun, Uttaranchal.
2. GGM-Chief HRD, ONGC, Green building, Dehradun, Uttaranchal.
3. GGM-HRO, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.
4. GM Head ER, ONGC, Green building, Dehradun, Uttaranchal.
5. GM-Head R&P, ONGC, Green building, Dehradun, Uttaranchal.
6. DGM I/c IR, ONGC, Green building, Dehradun, Uttaranchal.
7. DGM-HR, Corporate Policy, Gr. building, Dehradun, Uttaranchal.
8. CM (HR) IR, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.

AGENDA

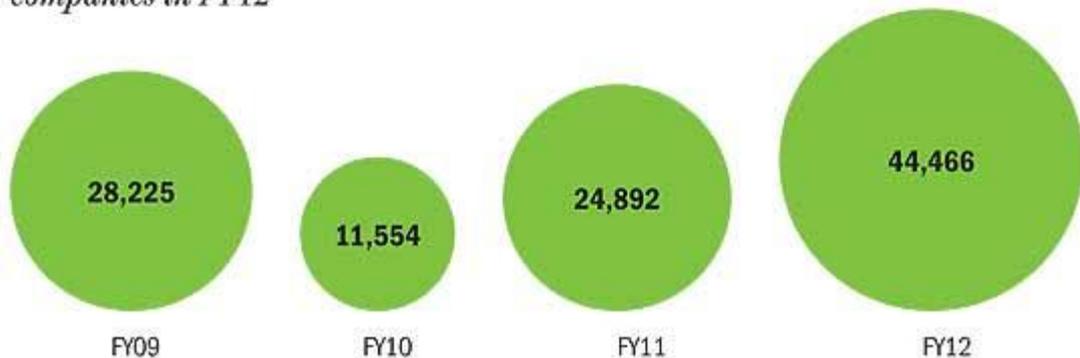
Organizational issues:

1) Crude Oil pricing and Subsidy;

Oil subsidies to aid downstream oil marketing companies running in to thousands of crores of rupees have crippled the balance sheet of ONGC and dented very severely its ability to be the torch bearer of the country's efforts to achieve Energy self sufficiency.

Bleeding from the front

ONGC's share of under recovery was the highest among upstream companies in FY12



Note: Figures in ₹ crore

Source: ONGC Results Report

The figure is expected to balloon to Rs 60,000 crores. in FY-2013. Due to lack of clarity in subsidy sharing mechanism, ONGC is not in a position to plan its cash flows or to adopt a visionary perspective in its futuristic planning process.

Discoveries in Mumbai High and KG basin on the east coast can produce nearly 70 million tons over a period of time if the price is right, by undertaking redevelopment programmes on a continual basis according to technological developments.

The subsidies and pricing warrant an urgent review and a drastic reduction of burden on ONGC need to be undertaken to save the company from a total collapse.

2) Purchase of Rigs and Supply boats :

WOU authorities from Drilling Services are continuously trying to infuse the idea, justifying its logics for purchase of rigs and supply boats, but this is not synchronizing with the think tank of our board.

When govt. Is busy bleeding ONGC by inappropriate pricing of OIL & GAS, along with inordinate Subsidies, we are internally bleeding it by continuing with the logic of Contract Rigs and Supply boats.

It is earnestly requested to share with us by being more transparent, why we are not shifting our concepts of have our own rigs and supply boats.

3) Paintings in offshore and onshore installations:

We work in sea whether condition either on shore or be it in sea, how important is painting hopefully does not needs elaboration, but in total contradiction of all logics we have failed in painting our installations for the past five years, endangering all process installations as well as our Manpower, referred to as our most valued assets.

Once again it is not awarding contracts at the right time, but being puppets in the hands of contractors.

4) Catering System and Revamping of Galleys and Canteens & Laundry Gadgets:

Nothing could be as precarious as the above subject is; we cut a shameful picture of a Maharatna company in front of petty contractors, we attribute this as sheer negligence, all other revamping, and modernization by adopting new technology to maintain production level is most welcome, the above need is equally crucial, a blind eye on this area is making things very volatile, a detailed deliberation is demanded to arrest the chaotic circumstances.

5) Review of L1 contractual system and defining minimum manpower:

We need to shift over to system that will authorize us to dictate our terms to ensure quality, as this L1 system slowly compromises on quality service losing consistency, so also minimum manpower needs to be defined, contractors to raise their profits do not employ apt manpower, this only causes inconvenience at the user end, overlooking all labour laws. "Accountability loses its integrity".

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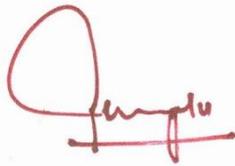
- 6) Increasing contingent advance to facilitate purchase of catering gadgets in exigency for Offshore, Hazira plant, Uran plant.
- 7) Medicine procurement procedure deviating through store procedure.
- 8) Construction of Housing colony and acquiring flats on lease:**

In WOU more than 2000 executives non- executives have joined in the past four years, and we have long queue of application for quarters, this prompts for an early decision to reconstruct the under mentioned colonies at the earliest. As advised this colonies are vacated by the occupant employees:

A) Vartak Nagar	Thane
B) Amrit Nagar	Ghatkopar
C) Navghar Road	Mulund (East)
D) Dixit Road	Vile Parle (East)
E) Gokul Dham	Goregaon (East)
F) Jeevan Beema Nagar	Borivali (East)
G) CBD Belapur	CBD
H) Panvel ONGC Colony	Panvel

Till such time this colonies are reconstructed it is earnestly requested that flats be taken on lease and accommodation be provided to all executive & non executives waiting in queue.

Thanks,



**(Pradeep Mayekar)
General Secretary**