



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/450/2015

DATE : 28/12/2015

**To,**

The Director (Offshore),  
ONGC,  
Jeevan Bharti II,  
Indira Gandhi Chowk,  
New Delhi.

o/c

The Director (HR),  
ONGC,  
Jeevan Bharti II,  
Indira Gandhi Chowk,  
New Delhi.

**Subject : Philosophy of PRP shamelessly disregarded in Uran Plant.**

Respected Sir,

Please find enclosed copies of letters from our Secretary, Uran Plant addressing the issue at various levels indicating, Shri. Dinesh Gharat, Sr. Foreman (P) who is not been attending any job for the past seven years plus neither he is assigned any job, defying all philosophy of PRP scheme, yet gets paid 100%.

Uran Plant has been crying foul of increased overtime wages beyond 1/3<sup>rd</sup> and have been defending the reason, due to manpower crisis", how would they spare a man of operation year after year, how is accountability honored, why the authorities are not questioned.

Very recently he was shifted to HR section, please find enclosed a copy of work distribution of HR department of Uran issued by GM Head HR – Mr. N. P. Singh, wherein it is observed nothing is assigned to the said person again.

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This not only surfaced the utter arrogance in respect a philosophy conceived and persuaded by our board in reference to PRP, its bad precedence, opening flood gates to unwanted options from various pockets.

It is earnestly requested to put a check to all unwanted option approaching us to be brought to you, kindly advice Head Uran Plant to take necessary steps and relocate him in operational activities, with all our experience of over three decades we know he is good man of operations, this will justify the PRP he is receiving or dose not justifies the PAR rating of any employees who is not getting 100% PRP.

Lastly, it is pertinent to mention **Mr. H. M. Padte** even though being a **Secretary of KS**, Uran Plant, "**Recognized Union**" we have never requested Uran management that he should be free for, "**Singularly Union Activities**", our claim is aptly supported by the fact reflected in serial no. 19 of office order dated 26/08/2015, please find a copy enclosed.

Thanking you,  
Yours faithfully,

**(Pradeep Mayekar)**  
**General Secretary**

o/c

**Copy to :**

1. Head Uran Plant, ONGC-WOU, Uran Plant, Uran, Dist. Raigad.
2. GGM - HRO, ONGC-WOU, Green Building, BKC, Bandra (E), Mum.
3. GM I/c HR-ER, ONGC-WOU, Uran Plant, Uran, Dist. Raigad.
4. CM I/c IR, ONGC-WOU, Green Building, BKC, Bandra (E), Mumbai.

HP  
29/12/15

M. W. K. S.  
29/12/15