



OIL & NATURAL GAS COMMISSION (W.O.U.) 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/136/2016

DATE : 19/10/2016

To,

The ED-MH Asset,
ONGC, WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai : 400 051.

ofc

**Subject : Sanctioning of Paternity leave to Shri. Ashok Prajapati
AT (Elect) CPF No. 121021, ICP MH-Asset.**

Respected Sir,

We are in receipt of application dtd. 05/09/2016 from Shri. Ashok Prajapati, AT (Elect) CPF No. 121021, addressed to Manager (HR) for paternity leave. It has been brought to our notice that he has been asked to apply paternity leave in his duty period only. Please find enclosed the copy of his application and copy regarding paternity leave for your perusal please.

We would like to mention that as per circular Paternity leave can be applied within six months, where as no where it is mentioned that individual has to apply for leave in duty period only, Shri. Ashok Prajapati has already availed the paternity leave. At the outset it has to be accepted that 14 days ON and 14 days Off completes one duty cycle. Insisting to apply for any or paternity leave during ON period is not only inappropriate also not in line with the circular.

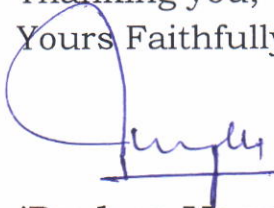
Shri. Ashok Prajapati was on duty at ICP platform when his wife was admitted in Hospital for delivery and he has already mentioned in his reply that there was some complication.

The logistic circumstances including accommodation, offshore employees are placed differently as it keeps them away from their family attending duty in offshore and reduced manpower in any duty cycle creates operational complication.

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Your esteemed authority is requested to look into the matter and directives may please be given that we must follow the circulars, deviation in circular will create unnecessary complication for which we will be compelled to proceed on action which will spoil the cohesive atmosphere in offshore.

Thanking you,
Yours Faithfully,



(Pradeep Mayekar)
General Secretary



Copy to :

1. ED – HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), M'bai 51.
2. Surface Manager, MH Asset, Gr. Heights, BKC, Bandra (E), M'bai 51.
3. Area Manager, MH Asset, Gr. Heights, BKC, Bandra (E), M'bai 51.
4. DGM I/c HR-ER, MH Asset, Gr. Hgts, BKC, Bandra (E), M'bai 51.
5. DGM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), M'bai 51.

28/10
M. G. Suble

M. G. Suble
28/10/08

Recd.
5/11
28/10

Received by
[Signature]