



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/167/2016

DATE : 17/11/2016

To,

The ED - HRO,
ONGC, WOU,
Green Building, BKC,
Bandra (E),
Mumbai : 400 051.

O/C

Sub : Overtime and Compensatory off in lieu of duty performed beyond 14 days in offshore and beyond 12 hrs. at unmanned platforms.

Respected Sir,

We are enclosing herewith the format for applying compensatory off for the employees working in the offshore area. Please find enclosed the copy of format for your perusal. The matter was also discussed with your esteemed authority in detail in your office.

In this regard we would like to mention the circular issued by head quarter **Ref No. BRBC/PIC/315 dtd. 03/01/1992** regarding overtime claim **Ref No. 18(3)/90-OTA/EP dtd 12/11/1990** for the employees working in offshore area i.e. on Rigs and platforms. This circular is issued as per Mines Act and it clearly states that employees are entitle for overtime and compensatory off if any individual has worked beyond 14 days schedule duty, similarly if they work beyond 12 hours per day are entitle to get compensatory off as well as overtime for 12 hrs.

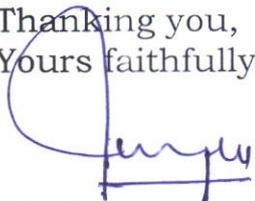
Unfortunately in the format attached it is mentioned that they have to certify that "**I shall not apply for OTA on the above mentioned date**". This is not in line with the circular from HQ, locally amended in OT forms, gross miss appropriation which is in volition of directives from HQ as well as labor laws. Due to this format employees are not able to avail compensatory off as computer is not accepting.

Your esteemed authority is requested to kindly take up this matter with ICE team at head quarter at the earliest and the condition mentioned above in the OT claim forms may please be removed / deleted so that offshore employees can avail overtime as well as compensatory off for their duty beyond 12 Hrs. or 14 days in line with the existing office orders.

It is pertinent to mention OT performed are not by choice it is only organizational need and as asked by the immediate controlling officer, adopting ways and means to deny the claims are not only unethical but also will hamper work attitude and cordial atmosphere prevailing in offshore.

Offshore employees are pressurizing hard for an early solution. Your immediate action will be highly appreciated, which will prevent us from directing them to refuse to continue immaterial of the demanding circumstances, beyond that we will be left with very little choice but to proceed on strike, let me recall that this issue is lingering for a very long time.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

ok

Copy to :

1. Director (Offshore), ONGC, Jeevan Bharti-II, New Delhi.
2. ED, Chief-ER, ONGC, Green Building, Tel Bhavan, Dehradun.
3. ED- MH Asset, ONGC, WOU, Gr. Heights, Bandra (E), Mum: 51.
4. ED- B&S Asset, ONGC, WOU, Gr. Heights, Bandra (E), Mum: 51.
5. ED- N&H Asset, ONGC, WOU, Gr. Heights, Bandra (E), Mum: 51.
6. GM - Head ER, ONGC, Green Building, Tel Bhavan, Dehradun.
7. GM - I/c, HR/ER, RO, ONGC, WOU, Gr. Hts, Bandra (E), Mum: 51.
8. SM - MH Asset, ONGC, WOU, Gr. Heights, Bandra (E), Mum: 51.
9. DGM - Corporate IR, ONGC, Gr. Bldg., Tel Bhavan, Dehradun.
10. DGM - I/c, IR, ONGC, WOU, Gr. Heights, Bandra (E), Mum: 51

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