



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

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REF. : ONGC/KS/172/2017

DATE : 24/11/2014

To,

The ED – B&S Asset,
ONGC – WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai 400051.

O/c

Subject : Intentionally spoiling PAR of Shri. Varadraj Chogale and Shri. Lokesh Bhutada.

Respected Sir,

This has reference to our earlier letter no. ONGC/KS/179/2016 dtd. 8th Dec. 2016 regarding unruly behaviour of Shri. A. K. Verma (Maintenance Manager) at BPA Platform. We had already specifically mentioned in our above letter that Shri. A. K. Verma has threatened to spoil the ACR of crew members.

Unfortunately our assumptions, claims were not wrong, as threatened Shri. A. K. Verma has spoiled the PARs of two employees namely Shri. Varadraj Chogale and Shri. Lokesh Bhutada. Please find enclosed their application with details for your perusal.

Following are their ACR ratings from the year 2013 to 2016 :

| Year | Rating of Mr. Varadraj Chogale & Mr. Lokesh Bhutada | |
|-------------|---|-------------|
| 2013 | 98.0 | 96.0 |
| 2014 | 98.0 | 97.0 |
| 2015 | 98.5 | 95.5 |
| 2016 | 84.0 | 84.0 |

The moderation in 2016 ratings is crystal clear that Shri. A. K. Verma has deliberately spoiled their ACRs, such unmindful moderation and prejudiced nature will increasingly deteriorate the quality of maintenance in the platform.

It is pertinent to mention here that both the controlling officer and reviewing officer have given excellent remarks for both the employees. But because these employees had some differences with Shri. A. K. Verma, he has spoiled their PARs.

ONGC is passing through very tough period due to the sliding graph of our production levels. We are working hard to maintain our production levels and reduce downtimes in offshore, and are successful in doing so because of these hard working, dedicated young offshore going employees.

You must be aware that most of the employees recruited at A-II level are graduate engineers and it benefits our organisation. By spoiling their PARs not only we are demoralising them but it will definitely hamper our working culture. We are spreading wrong message among our employees.

Our union has noted it very seriously and we feel such prejudiced nature is being criminal, we must arrest such mentality otherwise widespread unrest will lead to some unwanted situation. As mentioned in our letter timely action would have barred Shri. A. K. Verma from doing such activity.

In the interest of the platform and amicable union management relations as well as to maintain high level of motivation and moral among fellow employees, we strongly demand that Shri. A. K. Verma be replaced, as we cannot afford to nurture people with such mind blend invariably when he is deligating from the second position i.e after the OIM, work and worker motivation should flow from his table.

Your esteemed authority is requested to take immediate action to rectify the PARs of Shri. Varadraj Chogale and Shri. Lokesh Bhutada. They have already put their request in webice for review of PARs.

Hope to initiate action immediately otherwise we will be compeled to declare Hunger Strike in offshore to protest against high handed attitude of Shri. A. K. Verma. At the same time it is also requested to council Shri. A. K. Verma and remove him from PAR chain too of our employees at the earliest.

Thanking you,
Yours faithfully,

O/c


(Pradeep Mayekar)
General Secretary

Copy to:

- 27/11/12*
1. Surface Manager, B&S-Asset, ONGC, Gr. Heights, Bandra (E), Mumbai- 51.
 2. LM-BPA, B&S-Asset, ONGC, Gr. Heights, Bandra (E), Mumbai- 51.
 3. OIM - BPA platform, B&S Asset, Mumbai.
 4. PMM - BPA platform, B&S Asset, Gr. Heights, Bandra (E), Mumbai- 51.
 5. DGM, I/c, HR/ER, B&S Asset, ONGC, Gr. Hts, Bandra (E), Mumbai- 51.
 6. DGM (HR) I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mum : 51.

27/11/12
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M. Wate 27/11/12