



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/ 637/2019

DATE : 05/07/2019

**To,**  
The C & MD,  
ONGC,  
PDDU Urja Bhavan,  
5, Nelson Mandela Marg, Vasant Kunj,  
New Delhi 110070.

*o/c*

The Director (Offshore)

The Director (HR)

**Subject: Due Consideration for departmental candidates working as 'Field Operators' since last 19 years in Offshore."**

Respected Sir,

This has reference to the advertisement no. 04/2018 in Mumbai Region for various regular posts. We have discussed on more than one occasion the issue of regularization of "**Field Operators**" working in offshore, Mumbai Region since last 19 years. Your authority must be aware that initially in the year 2000 they were appointed as Rigman and later on completion of first tenure of four years they were re-designated as "**Field Operator**". As on today they have completed their four terms each of four years.

It is pertinent to mention here that they have passed their ITI exam 25 years back and since then syllabus has been changed more than three times. Moreover new subjects have also been added in the syllabus. It is very difficult for them to compete with new comers as their knowledge is fresh and are in touch with the subjects, by now we are all aware, majority of the candidates are either diploma holders or graduates too.

We would like to bring to your kind notice following few points:

- We are giving only 5 marks for their experience which is too meagre a consideration compared to apprentices. Most appropriate would be 2 (two) marks per completed years looking into the line of experience.

- These field operators have been recruited through the employment exchange as per MRPR-80 and after qualifying written test, needless to mention every new tenure they had to medically qualify and on any given day we don't get experienced people from market for operational needs of offshore.
- During our meetings in all India recognized Unions forum, many times issue has been taken up and discussed at length, being convinced it was promised that due consideration will be given in the recruitment process for selection of these Field Operators.
- It was assured that the question paper will include more than 40% questions on their experience but it's painful to mention that not a single question was asked in line with their experience. We do not dispute that it won't be justice if we ask the same questions to the new candidates. In the present scenario we are giving due consideration to a fresher where as individuals who have/are dedicating since 2000, justice is smiling at them from a hands distance. Hence it's humbly suggested that question papers may separately be set.

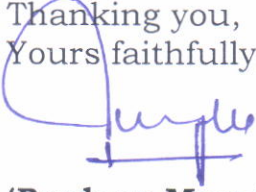
We are enclosing herewith the list of Field Operators, departmental candidates and Direct Employees with their written exam marks, experience and qualification. Their rich experience in ONGC of more than 20 years in case of Field Operation and 25 years of Direct Employees is incomparable. The Golden Period of their life have been given by them to ONGC. Moreover they are working in core activity of Drilling in entire ONGC as Rigman, Topman and Roustabout that too without any "**Pay Hike**" for the last nine years. Please note that last pay revision of Field Operator was unilaterally implemented from 1/1/2011 which was a **Consolidated Pay** without any D.A. and allowances. There are only 14 Field Operators all are passed written Test and waiting in the list for regularization along with two direct employees and one regular employees.

The same issue of regularization has been raised by Recognized Union in Assam Project by agitating in front of the office of ED-Asset Manager and from Agartala Union.

It is needless to mention here that Mumbai Region is contributing 70% production of entire ONGC. Field Operators and Direct Employees have contributed substantially in maintaining profitable production levels in WOU as well as ONGC.

Yours esteemed authority is requested to kindly intervene in the matter to give justice to these "**Field Operators**" and "**Direct Employees**" whose service tenure may be of 10 years only. They have lived like the "**dannned and the tortured**" for over two decades, your authority will agree with us that they have long earned the place of an regular employee of ONGC, let us give them their due without finding reasons how to deny it

Thanking you,  
Yours faithfully,



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

a/c

**Copy to :**

1. ED - Chief ER, ONGC, Green Hills, Dehradun.
2. ED - Chief HRD, ONGC, Green Hills, Dehradun.
3. ED - HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
4. ED - HDS, ONGC-WOU, 11 High, Sion-Bandra Link Rd., Mumbai 17.
5. ~~ED~~ - DW~~S~~, ONGC-WOU, 11 High, Sion-Bandra Link Rd., Mumbai 17.
6. CGM - Head R&P, ONGC, Green Hills, Dehradun
7. GM - I/c Corporate Policy, ONGC, Green Hills, Dehradun.
8. GM I/c Corporate IR, ONGC, Green Hills, Dehradun.
9. GM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.

VvU  
9/7/19



T. Lakshmi  
8/11/2019