



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/ 643/2019

DATE : 17/07/2019

To,
The ED-HRO
ONGC, WOU,
NBP Green Heights,
BKC, Bandra (E),
Mumbai 400 051

o/c

प्राप्त
RECEIVED

उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (O)
मुंबई / Mumbai

Subject: Nonpayment of salaries of drivers and cleaners of ambulances and non-compliance of various policies as per fair wage agreement.

Respected Sir,

We are in a receipt of complaints from Ambulance Drivers and cleaners working in the contract of "**M/s. Life jet Cardiac Ambulance Service**". The contract is awarded in the month of November, 2018 for manning the Ambulances at Nhava Supply Base, Uran Plant, Helibase and Panvel Office.

From day one the above said contractor was awarded contract for O&M of Ambulance, neither he has paid the salaries of Drivers and Cleaners as per Fair Wage Policy almost from last seven months nor he has purchased the policies mentioned in the contract. We are enclosing here with the list of drivers and cleaners who has not received salaries as per "**Fair Wage Policy**" till date.

Please note, all these employees are driving Ambulances and are prone to road accidents, normally they are required to drive under emergency circumstances, in exigency their families will be deprived of "**Group Insurance**" in case of accident.

It is pertinent to mention here that **Shri Anant Kashinath Bhuvad** working in Poonam Nagar Canteen expired on 23rd March'2019 due to critical cancer. The catering contract of Poonam Nagar Canteen was awarded to "**M/s. Jyoti Hospitality**" for six months had not purchased the "**Group Insurance Policy**" due to which his family is not covered under Group Insurance Policy and is deprived of **Rs. 5.00 Lakhs**. We certainly will not encourage such examples repeated.

We take great pride in our management stating the fact that it's not alone that the Unions strive but collectively, the will of the management plays a great role in enriching the life of contract employees deployed in ONGC. This is why not only fair wage policy could be adopted, so many social security policies could be incorporated in the bilateral agreement.

As on today we are reimbursing lacs of rupees to all contractors against Group Insurance Policy purchased. Needless to mention today even after paying huge amount to insurance company, benefit of Group Insurance cannot be extended to the family of Late **Shri Anant Kashinath Bhuvad**. Kindly note that "**Fair Wage Policy**" agreement has been signed in presence of Dy. CLC (CL), Mumbai. We are compelled to take up such cases to Dy. CLC (CL) for further action as it is breach of trust and labour laws.

Please find enclosed their salary details received till today by the employees working under the contract of **M/s. Life jet Cardiac Ambulances Service**.

Very unfortunate to note that contract is awarded to "**M/s. Life Jet Ambulance Service**" as they were L-1. ONGC management is incorporating signed agreement of Fair Wage Policy in the terms and conditions of contract. Even then contractors are quoting below "**breakeven point**" and needless to mention that such contracts cannot be successful as the total cost of the contract is less than the actual expenditure. Such contracts should be technically rejected as they cannot materialize. **M/s. Life jet Ambulance Service**, has quoted less amount than the actual cost in the contract and landed into problems.

"L1" is not the ultimate of awarding any contract, the concerned officer in charge should be analytical enough to see the quoted amount is sustainable for the entire period of the contract or not, the concerned officer must be made accountable for non-compliance of policies by the contractor quoted in tender conditions. At the end of the day it's not only the poor contract employee exposed to go home without wages even after services rendered asked of him, it's ONGC earning name of bad employer.

Please find attached complaints received from the drivers & cleaners against the contractor **M/s. Life jet Ambulance Service**,

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Your esteemed authority is requested to kindly intervene in the matter gauging the seriousness as the said contractor has failed to comply required conditions of the contract, action must be initialed to **terminate** the contract immediately to avoid further bloating of complications, as it is already happened in case of Late **Shri. Anant Kashinath Bhuvad** a canteen employee of Poonam Nagar.

Thanking you,
Yours faithfully,


(Pradeep Mayeker)
General Secretary



Copy to :

- M. Wate*
1. GM - I/c. Passenger Tpt., ONGC, WOU, NBP, Gr. Hts, Bandra (E), Mum:51.
 2. GM - I/c. IR, ONGC, WOU, NBP, Gr. Hts, BKC, Bandra (E), Mum: 51.
 3. Dy.CLC (CL), Shramaraksha Bhavan, Chunabhatti, Sion, Mum: 22.