



# 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/ 703/2019

DATE : 10/10/2019

To,  
**The CMD,**  
ONGC,  
PDDU Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi 110070

OK

**The Director (Offshore),**

**The Director (T&FS),**

**The Director (HR)**

**Subject: Long pending pay revision of "Field Operator" working in the core activity of ONGC.**

Respected Sir,

This has reference to our earlier letters vide no.

ONGC/KS/395/2015	dated 09/10/2015
ONGC/KS/275/2018	dated 22/02/2018
ONGC/KS/584/2019	dated 15/03/2019

regarding pay revision of "**Field Operators**" which is overdue from 01/01/2015. The date of 01/01/2015 for pay revision of field operators has been already mentioned in the minutes issued by management of 74<sup>th</sup> JCM Heald on 31 May and 1<sup>st</sup> June 2014 at Ahemadabad Accordingly, charter of Demand was submitted to the authorities concerned on 09/10/2015 & 22/02/2018 It is already more than **four years**, any decision in line to the same is yet to see the light of the day.

In the last meeting in Baroda of all General Secretaries of recognised union again raised the issue as it has been anormously delayed. Ours is the union who had submitted charter of demand, written reminder letters frequently and continuously following with head quarter for early settlement of their pay revision.

It is again pertinent mention here that they are working for last **20 years** in Mumbai Region received only one pay revision by which Field Operators are paid **Rs. 30000/- (Rupees Thirty Thousand only)** per month. In our letter no. **ONGC/KS/275/2018 dtd. 22/02/2018** we have categorically mentioned what salary is received by newly recruited employee is almost 80% more than these "Field Operators". Please note that at present they are doing the job of Roustabout, Rigman and Topman on rig which is a core activity of ONGC.

It is reliably understood that even after explaining everything only **40%-42%** hike in salary has been given to "**Field Operators**" having rich experience of offshore. At present the newly joined employees are drawing salary around Rs. 50,000/- (Rupees fifty thousand) per month. Compare to them ONGC has given hike of only **40%-42%** on salary of **Rs. 30,000/-** which will be around **Rs. 42000/- (Rupees forty two thousand)** per month.

In principle permission for Tenure Base appointments were given only on the basis that their salaries should not be less than the regular employees. In fact term based employees should be paid more salary than regular employees as they are on contract basis of four years and can be terminated any time. Very unfortunate to note, even then we are repeating the same history to exploit these "**Field Operators**".

We were always emphasizing to the management before finalisation of their wage revision kindly discuss with unions. In the last pay revision consolidated amount was finalised **freezing their D.A., HRA, PRP, Hard Duty, Mining allowance, Cafeteria** everything without discussing and consulting with unions.

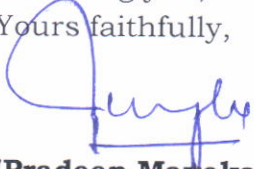
The package was unilaterally declared by management doing gross injustice to the "Field Operators". We are unable to understand the mentality of the concern authorities involve in pay revision of "Field Operators". This time also without discussing with unions their charter of demand has been finalised exploiting them and non-considering their experience of 20 years in the field. No other facilities. Kindly take pain and go through our letter no. **ONGC/KS/275/2018 dtd. 22/02/2018** you gauge the truth.

There are hardly **600 "Field Operators"** in all over ONGC working from last 20 to 30 years. The additional amount required will definitely not dent the balance sheet of ONGC. Our CMD, Director T&FS, Director Offshore, Director onshore, all have worked more than 25 years in offshore. Why they cannot realise the situation is beyond our understanding. Almost half of golden period of their life has been given to ONGC.



**In any case unilaterally declared pay revision of "Field Operators" will not be accepted by our union.** We will have no alternative left but to go on "Strike" to give justice to the "Field Operators" which may please be noted seriously. We hope your authority will definitely give justice to "**Field Operators**", for their dedication and service rendered by them from last **20 years**.

Thanking you,  
Yours faithfully,



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

*etc*

**Copy to :**

1. ED - Chief ER, ONGC, Green Hills, Tel Bhavan, Dehradun.
2. ED - CDS, ONGC-WOU, 11 High, Sion, Mumbai 17.
3. ED - HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
4. ED - HDS, ONGC-WOU, 11 High, Sion, Mumbai 17.
5. ~~ED - HDW~~, <sup>GGM HDS DW</sup> ONGC-WOU, 11 High, Sion, Mumbai 17.
6. GGM - Support Manager, ONGC-WOU, Gr. Hts, Bandra (E), Mumbai 51.
7. GM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
8. DGM I/c Corporate IR, ONGC, Green Hills, Tel Bhavan, Dehradun.
9. CLC (CL), Shramashakti Bhavan, Raffi Marg, New Delhi.
10. Dy.CLC (CL), Shramaraksha Bhavan, Chunabhatti, Sion, Mumbai 22.



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