



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/ 019 /2020

DATE: 13/08/2020

To,
The CMD,
ONGC,
PDDU Urja Bhawan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi 110001.

The Director (Offshore),

The Director (HR),

The Director (T&FS),

Subject: Request to intervene and extend justice to employees involved in operational activities i.e. in our process plants and offshore (E&P). w.e.f. 01/01/2017.

Respected Sir,

This has reference to the pay revision due from 01/01/2017 for non-executives which was last held on 30th & 31st July 2020 through video conference with all General Secretaries of recognised unions. Your esteemed authorities must be aware of the status of pay revision of non-executives where in our Union (**Karmachari Sanghatna**) from WOU, Mumbai could not acknowledge and sign the MOU as management failed to accommodate certain allowances for the above-mentioned employees.

At the outset before going into surfacing our grievances, let me give our sincere thanks to pay revision committee guided by the directors for finalising the issue of basic + DA (119.5%) merger with fitment benefit of 15%, also I am immensely grateful for considering fitment benefit to newly joined employees after 01/01/2017 at par with newly joined executives in line with the guidelines decided by DPE.

Most unfortunately the reason for not signing the MOU of pay revision is resultant recovery and discontinuation of all allowances from 01/01/2017 for offshore going employees and field going employees of Mumbai Region as well as onshore regions. It was very welcoming that 15% Mining allowance was negotiated and extended to all base employees along with field employees, but most unfortunately by not implementing HDA with the new basics w.e.f 1st Jan.1997, we had reduced the gap between salaries of offshore going, field going employees with base employees.

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Presently in addition to that, discontinuation and recovering these allowances of offshore and field deployed employees from 01/01/2017 will be narrowed to zero, why all the enthusiasm for performing offshore and field duty should not ebb out. You are only conceiving demoralized, non-performing employees, which will lead to unsafe work conditions.

It is not only injustice to these employees but disregarding their dedication, co-operation, hardworking and all the service they have rendered during last so many years in offshore, we have never claimed they are a different class but they are certainly differently placed by nature of their working condition, these allowances are in place an enhanced through bilateral agreements not because it was a spontaneous thought of some single authority, it has gone through in-depth negotiation, and justification. We strongly condemned this attitude and feel that the decision taken by management was nowhere in the right spirit.

Hard duty allowance which was sanctioned in 1997 pay revision is still continuing without any enhancement, when they should be continued with the existing percentage on the new basic, present board consists of members along with C&MD himself who need no elaboration of offshore and plant working conditions, mainly with the aging of installation. Hard duty allowance and operational allowance is recognition of these employees continuing to work even when work conditions have been deteriorating, and by their non changing attitude towards work have certainly earned the continuation of these allowances by them during in so many years.

In last four meetings **Karmacari Sanghatna** from Mumbai union was negotiating for enhancement of hard duty allowance for offshore going employees as well as for non-recovery of hard duty allowance, also other allowances which are existing, at the rate of 12% they would be receiving the same or a counted few would receive more amount on new basic, rather there would be recovery, were ultimately a clause has been incorporated for stopping the recovery, but this nowhere suffices appropriately.

When it is not necessary to elaborate yet mandatory to mention how Mumbai Region is contributing the production to ONGC and Nation. More than 70% production is given from Mumbai Region alone. It continues to remain the flagship project of ONGC. Recovering and discontinuation of their allowances is neither justified nor logical.

Due to the ongoing pandemic of Covid -19 nation has declared lockdown from 21st March 2020. All the operational heads were in loss of mind with this chaotic condition how to bring the employees from their native/residence places and relieve them to go to their homes. Choice of no choice prevailed, all employees in offshore and onshore rose to the occasion and performed duty of 75 days in first schedule, 55 to 65 days in second schedule & 45 to 50 days in third schedule during this period.

Now employees have been sent to offshore for their fourth shift, are incurring expenditures to the amount of Rs. 5000 to Rs.15000 for travelling and to reach Mumbai for resuming their duty, some states, districts have made it compulsory for incoming persons to quarantine themselves when our employees return home after performing duty. They are paying around Rs. 12500/- for hotel accommodation charges at the rate of Rs. 2500/- per day, declared by State Govt. We are not paying them any additional benefits, even over time done during last six months has not been sanctioned.

For your kind information, employees recruited during last 10 years are having very meagre take home salary of around Rs. 20000/-. Accommodating all these expenses from this salary is impossible and ultimately survival of their family is also becoming increasingly difficult. In addition to their difficulties, management has taken decision to discontinue their allowances which Rs. 5000/- to Rs. 10000/- per month. All these are invariably mentioned to have a feel how difficult and tiring mentally and physically it is to work in WOU, yet you feel it is justified to discontinue with the allowances.

We would like to mention here that ONGC is distributing Rs. 1250 crores as pay revision arrears to non-executives. Continuing the allowances to offshore and onshore will have financial implication of only Rs. 2 crores per month. We are unable to understand the policies of ONGC, when we very well understand that presently ONGCs financial condition is heavily dented but it is a passing phase for this employee need not be penalized.

Sir, I once again mention all the directors including yourself have worked more than 20 years in Mumbai High. Moreover, most of the directors on the board appointed, have started their career in Mumbai. It is no need to elaborate how difficult it to work in offshore in all the seasons. During last week due to heavy monsoon employees were stuck up at unman platform for 3 days, i.e. 72 hours. Your authority is aware of the condition of un-man platforms. Employees carrying their tiffin which is cooked early in the morning at 4.00 am and consumed by them anywhere between 1.30 pm to 3.00 pm as work finishes, on many occasions, their food get stale and they have to survive on biscuits and fruits only.

Two major accidents have taken place during lockdown. One is on NQO platform where Shri. Anmol Ratan EE (P) his leg had to be amputated from knee. Second accident has happened recently on Rig Sagar Shakti with Shri. Anurag Thakur EE (D) seriously injured his right hand and had to undergo two major operations in Kokilaben Hospital to save his hand.

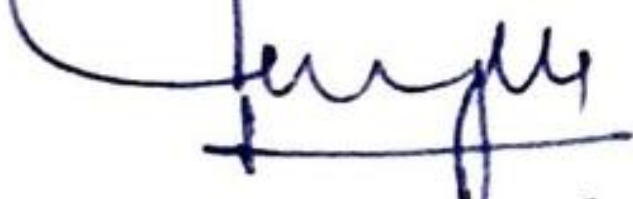
ONGC Mumbai Region have lost 7 lives in 1993 helicopter accident, 27 lives in 2004 helicopter accident, 17 lives in 2005 BHN fire accident and 5 lives all DGM (P) along with two pilots in Jan 2019. Near missed accidents are very common in offshore. Even after these disasters offshore operation was never stopped but was started next day with same enthusiasm, Uran and Hazira plants have encountered many such accident loosing unparallel human resources/employees.

We have requested to pay revision committee to form committee to discuss and finalise offshore/field package and at the same time continue all the allowances to offshore and field going employees without any recovery from 01/01/2017. Now DOPT has already issued circular giving clarification for night shift allowance which is additional advantage for management to take the positive decision.

Management has already discontinued all the allowances of field going executives from November 2017 when their pay revision was implemented. Last three years all recognised unions were given assurance that committee has been constituted to decide the package for offshore and field going employees, which was never shared with all recognised union till date, in the last meeting went ahead with signing of MOU, unfortunately this was like betrayal of faith, my conscious could not adhere to this hence Karmachari Sanghatna the recognized Union of WOU did not sign the wage revision offer due from 1/1/2017.

Gauging the psychological turmoil and mental depredation of all the employees effected by the negative approach of the management in reference to discontinuation of the cited allowances, it is earnestly requested to your esteemed authority to kindly intervene in the matter and give due justice to our brave oil solders who are day and night toiling to maintain oil and gas production in offshore and onshore, immaterial of how hard the circumstances they have to encounter.

Thanking You,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to :

1. ED – Chief ER, ONGC, Gr. Hills, Tel bhavan, Dehradun.
2. ED – MH Asset, Vasudhara Bhavan, Bandra (E), Mumbai 51.
3. ED – N & H Asset, Vasudhara Bhavan, Bandra (E), Mumbai 51.
4. ED – B & S Asset, Vasudhara Bhavan, Bandra (E), Mumbai 51.
5. ED – CDS, 11 High, Sion – Bandra Link Rd., Mumbai 17.
6. ED – HDS, 11 High, Sion – Bandra Link Rd., Mumbai 17.
7. ED – Deep Water, 11 High, Sion – Bandra Link Rd., Mumbai 17.
8. ED – Plant Manager, Uran, Dist. Raigad.
9. ED – Plant Manager, Hazira, Surat, Gujrat.
10. GGM - HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
11. CGM I/c HR-ER, MH Asset, Vasudhara Bhavan, Bandra (E), Mumbai 51.
12. GM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
13. All SM, AM of platforms and Rig managers of ONGC Rigs.
14. All General Secretaries of ONGC Unions.