



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/134 /2021

DATE : 28/05/2021

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

O/C

The Director (HR)

The Director (Offshore),

The Director (Onshore),

The Director (T&FS),

Subject: Recruitment of regular employees in place of superannuated employees as this has generated substantial manpower crises in WOU, Mumbai Region.

Respected Sir,

This has reference to the recruitment of regular employees towards technical and non-technical staff in WOU, ONGC. Your authority must be aware that 400 employees have superannuated since 1st Jan., 2020 to 31st May, 2021 from **Mumbai Region** in both the cadres includes executives and non-executives, still more are superannuating every month, it's needless to elaborate that this is generating huge man power crisis.

ONGC in WOU could recruit around 40 employees only from the existing wait list in the month of September 2020 in non-executive cadre. Since then, not a single employee has been recruited against retired employees, to add to this death cases due to the pandemic has further fuelled the said crises. As a result, vacuum has been created and there is acute shortage of manpower in both the cadre of executives and non-executives in Mumbai Region invariably technical work force, leading to unsafe working conditions too.

It is pertinent to mention here that recruitment has not been stopped in other sectors of **PSUS** including oil. Vacancies are advertised on webice, newspaper and simultaneously recruitment procedures are also in action. We had available sanction for recruiting manpower for the year 2018 which we could complete with great difficulties in the year 2019 and 2020. Since then no manpower sanction has been given to Mumbai Region.

It pains to quote even though being the most productive region of the organization, going one step further our conscious will not stop to claim that, being the bread earner, we (WOU) get second preference in many fronts.

Due to the pandemic of COVID-19 the duty period of employees working in offshore is being stretched upto 30-35 days. Quarantine period of 7 to 12 days is adding to the problems faced by offshore going employees including the controlling officers. Previously the quarantine period was of 7 days but due to second wave of COVID-19 in Mumbai, all testing labs are over loaded/stressed which has resulted in delay of declaring test reports. Staying in a room of 10X18 for 10-12 days quarantined is like punishment which cannot be explained in mere words it has to be experienced to understand the seriousness of the problem.

Due to second wave of COVID-19 ONGC is also facing problems as there are increasing number of COVID-19 affected employees found in offshore installations due to which we are compelled to take total shutdown on Rigs and Platforms like S/Kiran, S/Jyoti, S/Uday, BHS, SHP, MHN, Win. Process platform Heera has also tested more than 80 persons positive, this largely exposes the lacuna in testing before proceeding to offshore, this haste is once again hugely due to manpower crisis.

To operate the rigs or process platform we are compelling employees in off duty to go to offshore duty as COVID-19 affected employees are hospitalised and then are not available to attend duty at list for 21 days. Seriously affected employees are compulsorily given rest for more than two months. In these prevailing situations in the city of Mumbai, particularly Mumbai Region is suffering because of acute shortage of manpower. We are pressurising the employees to come for duty those who are not even fully fit being affected by the virus. We are afraid that the day is not far away when employees may refuse to go to offshore due to physical and mental stress they and their families are undergoing/experiencing.

The present cyclone is an eye opener to how vulnerable is offshore, hence while keeping in mind providing of appropriate manpower is the prime factor, revamping and upgradation of offshore installation's be it production platforms or Rigs or floaters need equal attention. We understand its easily advisable but hard to implement knowing fully well the volume of financial implication. But what needs to be done for maintaining production level will have to be done to safe guard both our priceless human resources as well as installation's.

Management has to take immediate decision for recruitment, so **at least** in another 6 to 8 months we will be able to recruit new manpower in Mumbai Region. In the following 6 to 8 months around 300 more employees will be superannuating which may please be noted seriously. To overcome the problem only remedy is to recruit young and fresh candidates so that to some extent stressed and tired employees will get relief.

We request to your esteemed authorities gauging the seriousness of prevailing situation in Mumbai Region, immediate steps must be taken for recruitment of executives and non-executives at the earliest to avoid the fast creeping feeling of insecurity and further widespread unrest among the employees including executives and non-executives.

Thanking you,
Yours faithfully,

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(Pradeep Mayekar)
General Secretary

Copy to :

1. ED - Chief ER, ONGC, Green Hills, Tel Bhavan, Dehradun.
2. GGM - HRO, ONGC-WOU, Gr. Heights, BKC, Bandra E, Mumbai 51.
3. GGM - Head R&P, ONGC, Green Hills, Tel Bhavan, Dehradun.
4. GGM - Head HRD, ONGC, Jeevan Bharti, New Delhi.
5. GM HR-ER & I/c IR, ONGC-WOU, RO, Gr. Heights, BKC, Bandra E, Mum 51.