



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.  
Website : www.ksmumbai.com

REF. : ONGC/KS/175/2021

DATE : 8/09/2021

To,  
**The Director (HR),**  
ONGC,  
PDU Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi- 110070

d/c



**Subject: Work based hardship duty allowance be paid to the offshore going employees in Mumbai Region as per the LTS signed on 20/10/2020**

Respected Madam,

This has reference to our LTS signed by all recognised union with ONGC management (Pay Revision Committee) in presence of Regional Labour Commissioner, Dehradun on 20/10/2020.

Your authority must be aware that particularly our union had reservation to sign the LTS for the following demands:

- No retrospective arrears of shift allowance to be deducted from 01.01.2017 till further revision of shift allowance. Existing shift allowance should be continued.
- Existing Hard duty allowance prior to pay revision should protected because in some cases of employees the Hard duty allowance was reducing as 12% Hard duty allowance has been declared on new basic vide our agreement w.e.f. 01.01.2017 where by **clause No. 9.1** the existing Hard Duty Allowance has been protected .Please find enclosed the copy of our agreement for your perusal.
- No recovery of underground Mining allowance from 01.01.2017.

Even then Hard duty allowance has been reduced and paid on revised basic of pay revision from 01.01.2017. Please find attached the list of employees of BPB platform, Mumbai region for your perusal. More than **Rs.500/- (Rupees Five Hundred Only)** are being deducted from their **Work based Hard Duty Allowance**.

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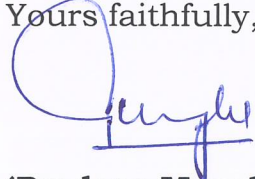
Kindly refer our LTS signed on 20/10/2020 in presence of Regional Labour commissioner, Deharadun, where clause 9.1 (A) (IV) clarifies on the issue mentioned above of "Work Based Hard Ship duty allowance" it reads as under:

**In case the amount drawn under "Work based hardship duty allowance" is less than the existing "Offshore Hard Duty Allowance" the same shall be protected till the amount of Work based hardship duty allowance reaches at par with "Offshore Hard Duty Allowance".**

Please find enclosed the representation given by the crew members of B & S Asset for your perusal.

Your esteemed authority is requested to intervene in the matter and direction be given to concerned authority to protect the **Work based hardship duty allowance** of the all employees working in Mumbai offshore till the amount of worked based hardship allowance reaches at par with **Offshore Hard Duty Allowance**. At the same time arrears for the amount deducted from their salary be paid back at the earliest.

Thanking You,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

o/c

**Copy to:**

1. ED-Chief ER, ONGC, Tel Bhavan, Green Hills, Deharadun.
2. GGM-Head HRD, ONGC, PD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi- 110070.
3. GGM-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E), Mumbai-51.
4. CGM (HR), RO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E), Mumbai-51.
5. CGM-I/c HR/ER, Services, ONGC, WOU, 11 High, Sion, Mumbai-400017.
6. CGM I/c HR/ER, MH Asset, ONGC, WOU, V Bhavan, Bandra (E), Mum-51
7. DGM-I/c IR, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E), Mumbai-51.



Date: 04/02/2021

To,  
The ED-Asset Manager,  
B&S Asset, ONGC, WOU,  
Vasudhara Bhavan,  
Bandra East, Mumbai

**Subject: Discrepancy in Hard ship duty allowance paid .**

Respected Sir,

With reference to the above subject we would like to draw your attention that we have been **Paid less Work based hardship duty allowance**. In the month of October 2020 vide office order no.DDN/CORP-ER/ESTT-POLICY/2020/Wage Revs/664214 dated 22.10.2020 Unionized employees wage revision which has been completed and accordingly necessary action has been initiated in the employee webice.

Earlier we were receiving hard duty Rs 3980/- but now it is reduced to lesser amount i.e 12%. Presently, hard duty is paid as per LTS clause "9.9.1. (A).i" (kindly refer page no. 6) which is 12 % of revised basic Pay. As per LTS clause no 9.9.1. (A).iv employees work hardship based duty allowance shall be protected till it reaches at par with offshore duty allowance. Details of employees with related data is attached with this letter. To resolve this discrepancy of difference in amount paid, we would like to urge you to please take necessary action from your side as soon as possible.

Thanking you in anticipation.

Thanking You,

Yours sincerely,



Yogesh Bhuimber



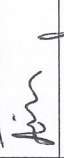
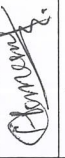

Secretary,


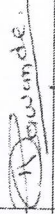

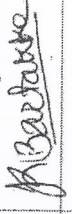
karmachari sanghatana,ONGC,WOU,Mumbai

Copy to:

- 1) I/c HR/ER Mumbai Asset, ONGC WOU, Vasudhara Bhavan,Bandra East Mumbai 51.
- 2) General Secretary, Karmachari Sanghatana, 1st floor NBP Gr Height Bandra East Mumbai 51.

Annexure -I

Sr.No	Name	CPF	Pre-revised Basic Pay Sep 2020	Pre-revised Hard Duty Sep 2020	Revised Basic Pay Dec 2020	Revised Hard Duty Dec 2020	Difference in hard Duty	Sign
1	Rupesh No Dalvi	134916	11670	3980	28230	3387	593	
2	Satish K. Ranjawan	136944	12000	3980	29070	3584	396	
3	Aniguddha Selokar	134890	11670	3980	28230	3387	593	
4	Hemant Gajmotar	135095	11670	3980	28230	3387	593	
5	Sameer Ahmad	136658	12000	3980	29870	3387	593	
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Sr. No	Name	CPF	Pre-revised Basic	Pre-revised Hard Duty	Revised Basic	Revised Hard Duty	Difference in Hard duty	Signature
1	Nikhil S. Mundane	136777	12000	3980	29000	3,584	396	
2	Dhiraj A. Gawande	136755	12000	3980	29,000	3,584	396	
3	Rohan A. Patil	136647	12000	3980	29,000	3,584	396	
4	Keshav S. Bartakke	136668	12,000	3980	29,000	3,584	396	
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