



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/190/2021

DATE : 05/10/2021

To,
The ED-HDS
ONGC, WOU,
11 High, Bandra Sion Link Road,
Sion,
Mumbai- 400017.

alc

The ED-Deep Water

The ED-MH Asset
ONGC, WOU,
Vasudhara Bhavan,
Bandra (E)
Mumbai- 400051

The ED-N&H Asset

The ED-B&S Asset

Sub: Trainings to employees including executives & non-executives performing offshore duty after taking sufficient rest as per statutory provision in the labour laws i.e. Mines Act.

Respected Sir,

It certainly draws appreciation from us that various training programs for employees performing offshore duty are arranged by the concerned assets. But the scheduling is very critical more so, keeping in mind the prevailing Pandemic situations.

Your authorities must be aware that due to pandemic of COVID-19 employees working in offshore are following 21 days pattern/schedule after quarantine for at least 7 days. Employees reaching their residence after one month's duty in offshore require rest and stay with their family to be relaxed mentally and physically so also presence with the family to look into various other responsibilities.

It has been observed that training programs are arranged immediately after the de-boarding of employees from the offshore including executives and non-executives without allowing any rest to them. Kindly note that after performing 14 days duty in offshore 7 days rest is compulsory as per the statutory provisions in the Mines Act. Concerned officers planning training programs are blatantly violating these provisions. Even it is observed that no SOP is followed which mentions employees who have taken two vaccines should be send for training after completion of 15 days after vaccination. The names of the employees taken one vaccine are also included for the training which is a matter of serious concern.

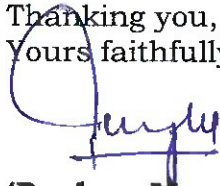
Contd....2

:: 2 ::

We do understand that trainings are essential for development of human resources in their work area, which directly affects the productivity of the organization, as it enhances attitude, mental acceptance, anticipation of the individual towards work, so it should not be attributed that we are opposing the training programs.

Your esteemed authorities are requested to kindly intervene in the matter and give direction to the concerned authorities while planning trainings to employees performing duty in offshore including executives and non-executives, strictly statutory provisions in the Mines Act should be followed. We hope your authorities will not compel us to raise the issue with the appropriate authority with the Govt. of India i.e. office of the Dy. Chief labour commissioner in Mumbai.

Thanking you,
Yours faithfully,



a/c

(Pradeep Mayekar)
General Secretary

Copy to:

1. GGM-HRO, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.
2. CGM-I/c HR/ER Services, ONGC WOU, 11 High, Sion, Mumbai-17.
3. CGM-I/c HR/ER, MH Asset, ONGC, WOU, V Bhavan, Bandra (E), Mum-51.
4. DGM- I/c, IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.