



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & 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/ 119 /20

DATE : 23/09/2022

To
The Director (Offshore)
ONGC,
NBP Green Heights, BKC,
Bandra (E),
Mumbai- 400051.

o/c

Sub: Non-payment of monthly salary for the months of April, May, June and July 2022 by the contractor "M/s. Anchor Offshore Pvt. Ltd."

Respected Sir,

We are in a receipt of serious complaint by the contractual Crane Operators and Maintenance Mechanics working under the contract of "**M/s. Anchor Offshore Pvt. Ltd.**" for non-payment of their salaries for the month of April, May, June and July 2022.

The contract of **M/s. Anchor Offshore Pvt. Ltd.** has expired on 18.07.2022 and new contract is awarded to "**M/s. Spectrum Offshore and Onshore Pvt. Ltd.**" This contract is awarded for operating Cranes by the Crane Operator and for the maintenance of Cranes on Offshore installation including unmanned platforms. The enlisted employees are working on offshore installation from last **8 to 17 years**. On completion of contract tenure new contract is awarded to the L1 bidder, but these contractual employees having experience of operating Cranes in offshore are continued in the new contract.

Please find enclosed our letter no. **ONGC/KS/089/2022 dtd. 29/07/2022** for deploying these Crane Operators & Maintenance Mechanics in the new Contract awarded to **M/s. Spectrum Offshore and Onshore Pvt. Ltd.** Some of irregularities and unwanted practices are adopted by **M/s. Spectrum Offshore and Onshore Pvt. Ltd.** Which are surfaced in our letter, most unfortunately prompt action is not taken reasons best known at managements end.

Kindly note that non-payment of salaries is a serious offence and it attracts legal action as per provision in Labour Law. It is a statutory that monthly wages are to be paid on or before **7th day of every month** also mentioned in bid criteria, but goes un noticed by our authorities.

We are enclosing herewith the list of contractual employees who have not received their monthly salary of four months from April to July 2022. Only a meagre amount has been deposited by the contractor in their bank account. Along with the contractor we also feel we are not responsible as principal employer of the social responsibilities, along with other untold problems how can we forget the festive season has already commenced, **Dussehra and Diwali** is falling in the month of **Sept. and Oct 2022**, this adds to the needs of rightful wages to be paid in full.

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Your esteemed authority is requested to kindly look into the matter as it is a serious issue and kindly give direction to the concerned authorities to withheld all the balance monthly bills of the contractor **M/s. Anchor Offshore Pvt. Ltd.** till such time he clears all the pending salaries of all the contractual employees working under him.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

o/c

Copy to:

1. ED- MH Asset, ONGC- WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
2. ED- B&S Asset, ONGC- WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
3. ED- N&H Asset, ONGC- WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
4. ED-HRO, ONGC- WOU, NBP Green Heights, BKC, Bandra (E), Mum-51.
5. GGM- I/c HR/ER, MH Asset, ONGC- WOU, V. Bhavan, Bandra (E), Mum-51.
6. GM (Mech.), Maintenance LLM, ONGC- WOU, V. Bhavan, Bandra (E), Mum-51.
7. GM- I/c IR, ONGC- WOU, NBP Green Heights, BKC, Bandra (E), Mum-51.
8. Dy. CLC(CL), Shramraksha Bhavan, Chunabhatti, Sion, Mumbai- 400022.



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Website : www.ksmumbai.com

REF. : ONGC/KS/ 089/2022

DATE : 29/07/2022

To,
The ED- MH Asset,
ONGC - WOU,
Vasudhara Bhavan,
Bandra (East),
Mumbai: 400 051.

OK

The ED- N&H Asset

The ED- B&S Asset

Sub : Request to give employment to the enlisted employees having Rich experience of 8 to 17 years in offshore of operating and maintaining the cranes.

Respected Sir,

This has reference to the new contract awarded to **M/s. Spectrum Onshore and Offshore Pvt. Ltd.** for maintenance and operation of cranes in the offshore. Prior to this contractor **M/s. Anchor Offshore Pvt. Ltd.** was manning the same contract for the period from **12th Sept. 2018 to 18th July 2022.**

It has been brought to our notice that the above mentioned new contractor has taken the original documents and has not issued any receipt for receiving the documents. The Fair Wage policy has been made compulsory in all the contracts by ONGC management. According to the Fair Wage Policy following are the statutory requirements to be fulfilled by the contractor:

- Mediciam Policy of **Rs.5 lakhs (Rupees Five Lakhs)** for individual contractual employee.
- Term insurance of **Rs. 5.0 Lakhs (Rupees Five Lakhs)** for individual contractual employee.
- Gratuity policy of LIC
- Workmen compensation
- Provident Fund
- Eighteen (18) Days leave per year
- Personal Protective Equipments like Shoes, Dungarees, and Helmet etc. & Service protection till the age of 60 years.

It is brought to our notice that crane operators are compelled to renew their crane operator license every year which is costing them to **Rs. 12,000/- (Rs. Twelve thousand only)** for renewal by the concern Agency. There are ONGC regular employees operating cranes in Offshore also, wherein there is no such condition for our employees. The crane operating certificate is valid for 4 years, then why these contract crane operators are compelled to renew their license every year is a matter of serious concern. It seems that contractor is hand in gloves with Crane Operator Agency. This condition must be discontinued as it is unnecessarily burdening the poor contract crane operators.

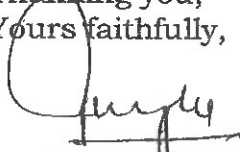
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There is another serious complaint also, the new contractor is demanding Rs. 1.00 to 1.50 Lakhs from these well experienced employees. They have been offered less salary than their previous salary in the contract. In the enclosed list it has been mentioned their salaries also. As the enlisted employees are well versed with the operational work in offshore, they should be continued in the new contract of M/s. Spectrum Onshore and Offshore Pvt. Ltd. protecting the salaries they were already withdrawing

Your esteemed authorities are requested to kindly constitute a fact-finding committee and look into the matter as the issue is very serious and such activities of contractors is tarnishing the image of ONGC. Also direct the concern authority for employing these well experienced crane operators and crane technicians for smooth operations of cranes in offshore which is a highly skilled job, we need not elaborate the amount of safety involved in crane operation in offshore.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

O/C

Copy to:

- W.A.
29/7/22
1. ED- HRO, ONGC, WOU, NBP Gr. Hts, Bandra (E), Mum-51.
 2. GGM- I/c HR/ER, MH Asset, V. Bhavan, Bandra (E), Mumbai- 51.
 3. CGM- Head MM, MH Asset, V. Bhavan, Bandra (E), Mumbai- 51.
 4. GM-I/c, IR, ONGC-WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.

M. Udate
29/7/2022

Names of the Crane Maintenance Technicians

Sr.	Name	Exp. In Years	Salary
1	Shri. Sourabh Tiwari	08	Rs. 35,000/-
2	Shri. Pawan Kumar	10	Rs. 35,000/-
3	Shri. Parmindar Saroj	06	Rs. 35,000/-
4	Shri. Rahul Mall	08	Rs. 35,000/-
5	Shri. Krishna Prajapati	10	Rs. 35,000/-
6	Shri. Satish Singh	05	Rs. 35,000/-
7	Shri. Pankaj Yadav	03	Rs. 35,000/-
8	Shri. Avinash Kumar Singh	08	Rs. 35,000/-
9	Shri. Sudeepta Samal	05	Rs. 35,000/-
10	Shri. Viddanand Pandit	12	Rs. 35,000/-
11	Shri. Dhiraj Kumar	03	Rs. 35,000/-
12	Shi. Amit Ture	05	Rs. 35,000/-

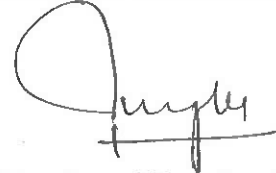
Names of the Cranes Operators

1	Shri. Harjit Singh	10	Rs. 40,000/-
2	Shri. Rajesh Yadav	10	Rs. 40,000/-
3	Shri. Mohd. Kalim	05	Rs. 40,000/-
4	Shri. Byas S. Yadav	10	Rs. 40,000/-
5	Shri. Nagendra Yadav	10	Rs. 40,000/-
6	Shri. Ramashankar Yadav	16	Rs. 40,000/-
7	Shri. Jitendra Bharti	15	Rs. 40,000/-
8	Shri. Rajan Njarekkat	10	Rs. 40,000/-
9	Shri. Shyam Bihari Rajbhar	05	Rs. 40,000/-
10	Shri. Vinod Shelke	05	Rs. 40,000/-
11	Shri. Sanjiv Chand	14	Rs. 40,000/-
12	Shri. Utpal Das	10	Rs. 40,000/-
13	Shri. Bholanath Yadav	17	Rs. 40,000/-
14	Shri. Shivaji Sutar	20	Rs. 40,000/-
15	Shri. Ashok Nayak	15	Rs. 40,000/-
16	Shri. Avadhesh K Yadav	08	Rs. 40,000/-
17	Shri. Saddam Shirgaonkar	05	Rs. 40,000/-
18	Shri. Hiralal Pancham	09	Rs. 40,000/-
19	Shri. Pradeepta Samal	05	Rs. 40,000/-
20	Shri. Kunj Bihari Mohanti	12	Rs. 40,000/-
21	Shri. Ujjwal Kr. Mondal	10	Rs. 40,000/-
22	Shri. Niranjan Paswan	07	Rs. 40,000/-
23	Shri. Pawan Kumar Singh	10	Rs. 40,000/-
24	Shri. Akhilesh K Singh	10	Rs. 40,000/-
25	Shri. Manish K Singh	10	Rs. 40,000/-
26	Shri. Ranga Chouhan	10	Rs. 40,000/-
27	Shri. Raghawendra Mall	08	Rs. 40,000/-
28	Shri. Raman Pillai	15	Rs. 40,000/-
29	Shri. Mukesh K Sahani	05	Rs. 40,000/-
30	Shri. Pankaj K Singh	10	Rs. 40,000/-
31	Shri. Chandrabhan Singh	10	Rs. 40,000/-
32	Shri. Minu Pillai	15	Rs. 40,000/-


(Pradeep Mayekar)
General Secretary

Names of the Cranes Operators

Sr. no.	Name	Exp. In Years	Salary
33	Shri. Ajay Singh	10	Rs. 40,000/-
34	Shri. Pradeep Rajbhar	10	Rs. 40,000/-
35	Shri. U. M. Khan	05	Rs. 40,000/-
36	Shri. Shivkumar Ram	10	Rs. 40,000/-
37	Shri. Shivkumar Singh	10	Rs. 40,000/-
38	Shri. Dilip singh	16	Rs. 40,000/-
39	Shri. Vinod Paswan	15	Rs. 40,000/-
40	Shri. R. S. Yadav	10	Rs. 40,000/-
41	Shri. Ramsudhar Yadav	05	Rs. 40,000/-
42	Shri. Ajit K. Singh	05	Rs. 40,000/-
43	Shri. Shreeram Pillai	14	Rs. 40,000/-
44	Shri. Arjun Singh	10	Rs. 40,000/-
45	Shri. Sheelwant Prasad	12	Rs. 40,000/-
46	Shri. R. N. Singh	10	Rs. 40,000/-
47	Shri. Ranjit Prajapati	12	Rs. 40,000/-
48	Shri. Sunil Ram	08	Rs. 40,000/-
49	Shri. Santaram Shukla	05	Rs. 40,000/-
50	Shri. Shashibhushan Singh	09	Rs. 40,000/-
51	Shri. K. N. Mishra	05	Rs. 40,000/-
52	Shri. Kamlesh Kumar	12	Rs. 40,000/-
53	Shri. Sajid Khan	10	Rs. 40,000/-



(Pradeep Mayekar)
General Secretary