



# 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/151/2022

DATE : 24/10/2022

To,  
**The Chief Vigilance Officer,**  
ONGC,  
PDD Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi-110070.

ok

**Subject: Flouting of labour laws and fraudulent practices followed by the contractor "M/s Spectrum Offshore and Onshore Pvt. Ltd." being awarded contract for providing Crane Operators and Maintenance Mechanic (Crane) in the entire offshore platforms including MH Asset, N&H Asset & B&S Asset.**

Respected Sir,

This has reference to our earlier letter no. **ONGC/KS/118/2022 dated 23.09.2022** regarding nonpayment of monthly salary by the contractor **M/s. Spectrum Offshore and Onshore Pvt. Ltd.** The contractor has cleared the monthly salary after 10<sup>th</sup> Oct 2022. The said contract has been awarded from 19<sup>th</sup> July 2022. Even after our complaint neither management have taken any action on the contractor nor contractor have taken any corrective measure for the contractual Crane Operators and Maintenance Mechanic (crane). Still all illegal practices are followed by the contractor by flouting all labour laws. No need to mention here that offshore is covered under "**Mines Act**" be it for regular employee, contractual employee, daily wages employee or casual employee. Contractor **M/s. Spectrum Offshore and Onshore Pvt. Ltd.** is involved in the following illegal and criminal activities by flouting all labour law provisions.

- No pay slips are issued to the contractual employees working under him **from June 2022 to Sept 2022**. Pay slips must be issued by the contractor to his workers as it is statutory in labour law.
- Bogus crane license are still issued to crane operators by charging **Rs. 12000/- (Rupees Twelve Thousand Only)** by **ICS, Chennai (International certification Services)**. Very surprising is no test for crane operation is conducted. As we have mentioned in our earlier letter **ONGC regular crane operators are not required to submit crane operator certificate**. These crane operators are working from last 15 to 20 years in the offshore under different contracts. They are compelled to bring crane operation certificate every year, which is shocking. When they apply directly to ICS Chennai, they charge **Rs. 8000/- (Rupees Eight Thousand Only)** and if they go through contractor they have to pay Rs. 12000/-. It clearly shows that management authority, contractor and ICS, Chennai are hand in gloves and looting poor contractual crane operators drawing meagre salaries.

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- Till date no bank passbooks are issued to these workers. It is learnt from these operators that account is opened in "**Punjab National Bank**", **Turbhe**. More shocking is bank accounts are opened without submitting any application and obtaining signatures of individuals on forms.
- It is criminal activity as said contractor has opened two bank accounts of individuals. It is only to show that contractor is paying them salary as per provisions in the labour law and after passing the bills from ONGC, amount less than Minimum Wage is deposited in second bank account. This has happened in the case of **M/s. Lifejet Cardiac Ambulance India Pvt. Ltd.** who has provided ambulance service in LPG Uran Plant. Now the matter is ceased in conciliation with **ALC - I at Chembur, Mumbai**. Please find enclosed our union complaint letter no. **ONGC/KS/234/2021 dated 13.12.2021** for your perusal. Now the contract Ambulance in LPG Uran Plant has been terminated.
- No need to elaborate or mention all employees in offshore including regular or contractual are working for 12 hrs. per day. Moreover, for all contractual employees it is more than 12 hrs. per day. Therefore, regular employees are working for 14 days in a shift but they are receiving salary for 28 days as they are working beyond 8 hrs. per day upto 12 hrs. This is as per provision in the "**Mines Act**". These contractual **Crane Operators** and **Maintenance Mechanic (Crane)** are paid for their actual duty in offshore but are not paid for their off period that is why contractor has opened two different accounts. It is clear violation of labour laws which attracts legal action on ONGC management and contractor also.
- Crane operator duties are not fixed. Some crane operators are detained for 90 days or more and some crane operators are deported after 28 days.


Your esteemed authority is requested to kindly intervene in the matter and strict action must be initiated against the contractor **M/s. Spectrum Offshore and Onshore Pvt. Ltd.** and ONGC authorities involved in the matter to give justice to these poor **Crane Operators and Maintenance Mechanic**.

Thanking you,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

Copy to:

1. CMD, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi.
2. Director (Offshore), NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.
3. ED - HRO, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.
4. ED - MH Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mumbai-51.
5. ED - B&S Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
6. ED - N&H Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
7. GGM - I/c HR-ER, MH Asset, ONGC, WOU V. Bhavan, Bandra (E), Mum-51.
8. GM (Mech.) - Maint. LMM, ONGC, WOU, V. Bhavan, Bandra (E), Mum-51.
9. GM - I/c IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51

  
27/10/2022

ok

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M. Wate  
28/10/2022



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AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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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/ 118 /2022

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 July, Aug 2022 to contractual Crane Operators and Maintenance Mechanics working in the newly awarded contract of M/s. Spectrum Offshore and Onshore Pvt. Ltd.**

Respected Sir,

This has reference to the new contract awarded to **M/s. Spectrum Onshore and Offshore Pvt. Ltd.** for Cranes Operations and Maintenance on offshore installations. Contractor has deployed majority of the Crane operators and Maintenance Mechanics from previous contract who are having rich experience of operating Cranes and Maintenance of Cranes on offshore installations including unmanned platforms.

The new contract commenced from **19<sup>th</sup> July 2022**. It is painful to note that the contractor has not paid monthly salary for the month of **July and Aug 2022** to these employees till date. Please refer our letter no. **ONGC/KS/089/2022 dated 29/07/2022** addressed to your esteemed authority where previous contractor **M/s. Anchor Offshore Pvt. Ltd.** has not paid salary of four months to contractual employees till the date of conclusion of his contract tenure.

This means six months in continuation they are deprived of their salaries, receiving salaries is a legitimate right of these employees and we as principal employer are equally responsible for violating the statutory laws. How these poor employees must be surviving all these six months is a matter of serious concern more so when inflation is sky rocketing. How can we engage ourselves in such inhuman activities towards these under privileged people along with the contractor. We are committing crime by not paying them their salaries for last six months.

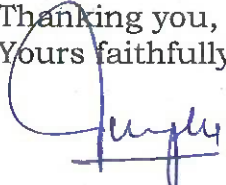
What the concerned authorities or the officer in charge is doing? Are they performing their duties seriously or they are hand in gloves with the contractor? This is happening in **Maharatna** Company like **ONGC** is painful and disgusting.

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Your esteemed authority is requested to kindly look into the matter gauging the seriousness of the issue and direct the concerned authorities to make the payment of their monthly salaries for six months immediately before we demonstrate in front of Green Heights gate to get justice to these poor contractual employees. Approaching to the Labour authority will tarnish the image of ONGC which may kindly be noted very seriously.

Thanking you,  
Yours faithfully,

  
**(Pradeep Mayekar)**  
**General Secretary**

*c/c*

**Copy to:**

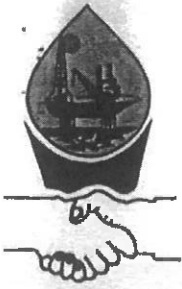
1. ED- MH Asset, ONGC- WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
2. ED- B&S Asset, ONGC- WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
3. ED- N&H Asset, ONGC- WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
4. ED-HRO, ONGC- WOU, NBP Green Heights, BKC, Bandra (E), Mum-51.
5. GGM- I/c HR/ER, MH Asset, ONGC-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

### Names of the Cranes Operators

Sr. no.	Name	Sr. no.	Name
1	Pawan K. Singh	26	Jitendra Bharti
2	Manish Singh	27	Avadhesh Yadav
3	Ajay Singh	28	Ujjwal Mandal
4	Raghwendra Mall	29	Hiralal Pancham
5	Pradeep Rajbhar	30	Mukesh K. Sahani
6	U. M. Khan	31	Ajit K. Singh
7	Akhilesh Singh	32	Shreeram Pillai
8	Shivkumar Ram	33	Minu Pillai
9	Shivkumar Singh	34	Arjun Singh
10	Dilip singh	35	Sheelwant Prasad
11	Niranjan Paswan	36	R. N. Singh
12	Vinod Paswan	37	Ranjit Prajapati
13	Nagendra Yadav	38	Sunil Ram
14	Sanjiv Chand	39	S. M. sutar
15	R. S. Yadav	40	Santaram Shukla
16	Ramsudhar Yadav	41	Chandrabhan Singh
17	Rajesh D. yadav	42	Shashibhushan Singh
18	Harjit Singh	43	K. N. Mishra
19	Saddam Shirgaonkar	44	Shyam Bihari Rajbhar
20	Ashok Nayak	45	Rajan N
21	K. B. Mohanti	46	Bholanath Yadav
22	Pankaj K. Singh	47	Kamlesh Kumar
23	Utpal Das	48	Byas Yadav
24	Vinod Shelke	49	Pradipta Samal
25	M Kalim	50	Sajid Khan



**(Pradeep Mayekar)**  
**General Secretary**



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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 12<sup>th</sup> Sept. 2018 to 18<sup>th</sup> 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,

o/c

  
(Pradeep Mayekar)  
General Secretary

Copy to:

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.

*WA*  
*29/1/22*  
*MD*  
*29/1/2022*

### 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. Niranjana 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**