



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/ 088/2022

DATE : 29/07/2022

To,
The ED - HRO,
ONGC - WOU,
NBP Green Heights, BKC,
Bandra (East),
Mumbai- 400 051.

O/C

Subject : Extension of age limit from 50 to 60 years for Field Operators and Field Worker.

Respected Sir,

This has reference to our earlier letter vide No. **ONGC/KS/137/2021 dated 08.06.2021** regarding extension of superannuation age limit of Field Operators from 50 years to 60 years which is self-explanatory. Please find attached a copy of the letter for your perusal.

There are total three Field Operators and one Field Worker completing their age of 50 years as mentioned below. Till date they have completed Six (6) terms, each of four years. They have served ONGC around and or more than 22 years. Their sincere and dedicated service performed with the given assignment in offshore was in complete satisfaction of all seniors.

As mentioned in our earlier letter ONGC has given service protection up to 60 years to contract employees in Fair Wage Policy. We sincerely expect same protection to be extended i.e up to 60 years of age to our Field operators/worker where they are recruited as per R&P policies of ONGC in line with regular employees whose superannuation age is also 60 years.

Please find enclosed the **office order no. 11(24)11/TB/CP dated 18th Oct, 2011** where age limit of 50 years was granted of Field Operators.

The details of their service period is as follows

Sr. No.	Name	CPF No.	Date of Birth	Date of Joining	Tenure Term Completion
1	Prashant D. Pawaskar	93490	15.01.1973	26.12.2000	14.01.2023
2	Jitendra Namdev Naga	96725	01.09.1973	29.02.2008	09.09.2023
3	Milind Balkrishna Parkar	93473	31.05.1973	24.12.2000	30.05.2023
4	Smt. Swastik D. Mhatre	93234	04.03.1975	06.07.1999	13.11.2022

Let me take the opportunity to bring to your knowledge that even Rajamundry Asset has given extension up to 60 years to their Field operators, by doing it in WOU will bring parity for the said Term based employees all over ONGC, neither it will be anything new towards change in policy, most importantly they are just four of them.

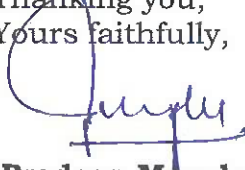
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Superannuation, 10 years premature will dawn untold hardship, most critical being fending their children's higher education. Moreover, they are shouldering the responsibility of their aged parents also. It will not be out of place to mention that in all ups and down working condition in offshore they have contributed without sounding any resistance, silently giving their **Golden Period** of life even though had to encounter many disparities.

Once again without overlooking their contribution and years of rich experience, knowing well they are all engaged in our core activity i.e. "**Drilling**", your esteemed authority is requested to kindly look into the matter and take up the issue with head quarter for further action so that these Field Operator can serve ONGC up to 60 years of age so also ONGC benefits for another 10years of their rich experience.

Thanking you,
Yours faithfully,



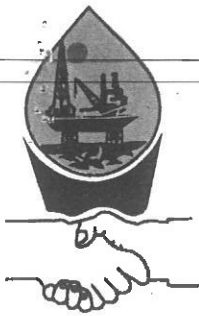
o/c

(Pradeep Mayekar)
General Secretary

Copy to:

1. ED-HDS, ONGC, WOU, 11 High, Bandra Sion link Rd, Sion, Mumbai-17
2. CGM (logistic), ONGC WOU, Nhava Supply Base, Nhava, Raigad.
3. GM-I/c IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.
4. GM I/c HR-ER, Services, ONGC WOU, 11 High, Bandra Sion link Rd, Mum 17.

M. Wate
29/7/2022



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

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.

REF. : ONGC/KS/ 137/2021

DATE : 08/06/2021

To,
The Director (HR),
ONGC,
PD Urja Bhavan,
5 Nelson Mandela Marg,
Vasant Kunj,
New Delhi- 1100070.

O/C

The Director (T&FS)

The Director (Offshore)

The Director (Onshore)

Sub: Extension of age limit from 50 years to 60 years for field operators.

Respected Sir

This has reference to our office order no. **11(24) 11/TB/CP dtd. 18th Oct 2011** regarding extension of age limit up to 50 years of field operators. Initially the field operators were appointed with age limit of maximum 45 years. Subsequently the age limit was extended from 45 years to 50 years vide our above-mentioned office order. The field operators presently working in ONGC have entered in their 6th term and most of them are completing their 50 years age in coming next one to two years. Please find enclosed the copy of the circular mentioned above for your perusal.

We need to acknowledge the fact that they have rendered their delegated services to ONGC with unstinted sincerity and complete dedication for **more than 21 years in WOU, Mumbai Region and more than 23 years in Western Region.**

Its pertinent to mention that, initially in their first tenure they were recruited as Rigman further on completion of the said tenure of four years they were re designated as **"Field operators"** since then are performing the jobs of all three i.e., **Roustabout, Rigman and Topman**, in fact they are involved in multi skilling activities, natural justice would be to Regularize them, presently we are seeking job protection up to the age of sixty (60) years only. Simultaneously along with us all recognized union in ONGC are also persuading within the constitutional procedures to regularize them in ONGC.

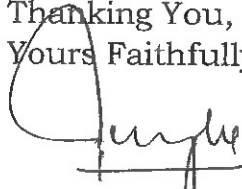
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In the year 2016, we have adopted **Fair Wage** policy shifting from minimum wages for contractual employees entering into bilateral agreement, having signed by unions in Mumbai Region in presence of Regional Commissioner (Central) and was implemented throughout all the projects of ONGC. One of the important clauses agreed upon in the agreement is that contract labours will have service protection up to **60 years**. When ONGC has given protection to all contract employees in ONGC, we must extend the same and give service protection to our field operators till they attain their age of 60 years and were recruited as per R&P of ONGC.

We have to give very serious thought on the issue that at the age of 50 years they will not be employed anywhere in the industry because of their age and peculiar experience in drilling. This discontinuation from services due to the age criteria will simply lead to their displacement and will push them along with their families to face multiple problems as all these field operations are married having children, whose education will be affected, additionally most of them are shouldering the responsibility of their parents.

Without overlooking their contribution and years of rich experience, knowing well they were all engaged in our core activity i.e., "**Drilling**", your esteemed authority is requested to kindly look into the matter and direction may please be given to the concerned authority to initiate the file in the matter towards enhancing their age limit to **60 years** for superannuation at the earliest.

Thanking You,
Yours Faithfully,

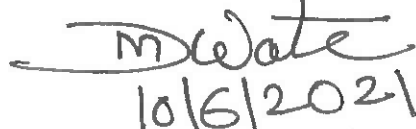


(Pradeep Mayekar)
General Secretary

ok

Copy to:

1. ED-CDS, ONGC, WOU, 11 High, Bandra-Sion Link Road, Sion, Mum-17.
2. ED- HDS, ONGC, WOU, 11 High, Bandra-Sion Link Road, Sion, Mum-17.
3. ED- Deep Water, ONGC, WOU, 11 High, Bandra-Sion Lk Rd, Sion, Mum-17.
4. GGM-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E), Mumbai-400051.
5. GGM-Head Logging Services, ONGC, WOU, 11 High, Sion, Mum-17.
6. CGM-I/c HR/ER Services ONGC WOU, 11 High, Sion, Mumbai
7. GM- I/c HR/ER & IR ONGC, WOU, NBP Gr. Hts., BKC, Bandra (E), Mum-51


10/6/2021

11/6/21



ऑयल एण्ड नैचुरल गैस कॉर्पोरेशन लिमिटेड
Oil and Natural Gas Corporation Limited
Department of Employee Relations
Corporate Policy Section
तेल भवन, देहरादून : TEL BHAVAN, DEHRADUN

No. 20(3)/RP/09/CP

Dated: 22nd August, 2012.

OFFICE ORDER (58/2012)

Subject: Modifications in the terms and conditions for Tenure Based Engagement.

The ONGC Board, in its 233rd meeting held on 10th July, 2012, has approved the following modifications in the terms and conditions for Tenure Based engagement :-

- (a) Engagement for a Final Tenure period of four years on attainment of 45 years age, subject to the following:
- Final Tenure Period offered being regulated by the age limit of 50 years.
 - Medical Fitness certification by Medical Head of the concerned Asset/ Basin after completion of every two years, post attainment of 45 years age.
 - Satisfactory Performance report, based on PAR and the recommendation of concerned Key Executive.
- (b) Addition of provision for 'Obligatory engagement', where the Board may accord prior approval, based on the merits of the case, to allow such obligatory engagements (such as DODs/Court Orders etc.) wherein age/ deployment relaxations may be required, to secure the company's long term interests.
- (c) Past decisions to be converged into 'Obligatory Engagement' provision of the modified terms and conditions as under:
- Dependent of Deceased, who were approved and found fit for regular employment but engaged under this scheme due to court orders, till such time as they can be given regular appointment or attain the age of superannuation.
 - The engagement with relaxation of age-limit for all those employees who were inducted with approval of CMD under the scheme due to Court / adjudication process.
 - The cases given interim extension after attaining the age of 45 years with the approval of Director (HR) earlier.


(S.K. Tomar)

Chief Manager (HR)-Corp. Policy

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