



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/ 57 /2023

DATE : 03/07/2023

To,
The Chairman & CEO,
ONGC
PDDU Urja Bhavan,
5, Nelson Mandela Marg,
Vasnt Kunj,
New Delhi 110070.

a/c



The Director (T&FS)
ONGC - WOU,
PDDU Urja Bhavan,
5, Nelson Mandela Marg,
Vasnt Kunj,
New Delhi 110070.

The Director (Production),
ONGC - WOU,
NBP Green Heights, BKC,
Bandra (E.),
Mumbai 400 051.

05/07/23

Subject: Extension of 'Field Duty Expenditure' allowance to employees working within the boundary of Uran Plant, Hazira LPG Plant, Nhava supply Base, Logging section & Fire Section at Panvel.

Respected Sir,

This has reference to our earlier letter no. **ONGC/KS/04/2023 dtd.05/01/2023** regarding extending of '**Field Duty Expenditure**' to employees working in the field, but are posted in the offices of Uran & Hazira LPG Plant, Nhava Supply Base like Accounts, Material Management, Administration, and Fire & Logging department at Panvel. Please find attached the copy of our earlier letter for your perusal.

As mentioned in our letter prior to this every employee within the boundaries of LPG Plant Uran and Hazira, Nhava Supply Base were getting Operation Allowance, Shift Duty Allowance and Nourishment Allowance. All these allowances were discontinued after signing of MOS for settling the pay revision due from 01/01/2017.

To support the '**Field Duty Expenditure**' for employees posted in office, we have given detail explanation in our above mentioned letter which is self-explanatory.

We are enclosing herewith the Webice proof of some employees, where it is clearly mentioned 'Field Duty' as Organizational assignment those who are posted in the office of LPG Plant Uran, Hazira and Nhava Supply Base. Employees associated with logging assignments and posted in Panvel are needed to go to offshore too.

Contd... 2

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Your esteemed authorities are once again requested to kindly consider the employees posted in office of LPG Plant Uran, Hazira, Nhava Supply Base, Fire section and Logging section of Panvel to extend **Field Duty Expenditure** working within the boundary of field area at the earliest.


Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

a/c

Copy to:

- 
1. ED-Chief ER, ONGC, PDD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi 110070.
 2. ED-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.
 3. ED-Plant Manager, ONGC, WOU, Dronagiri Bhavan, LPG Plant, Uran Raigad.
 4. ED-Plant Manager, ONGC, WOU, LPG Plant, Hazira, Surat Gujrat.
 5. GGM-Head HRD, ONGC, PDD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi 110070.
 6. GM I/c. IR, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.
 7. GM I/c. HR/ER, ONGC, WOU, Dronagiri Bhavan, LPG Plant Uran, Raigad.
 8. GM I/c. HR/ER, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat.
 9. GM I/c. HR/ER, ONGC, WOU, Phase I, Panvel, Raigad.
 10. DGM I/c Corporate IR, ONGC, Gr. Hills, Tel Bhavan, Dehradun, Uttarakhand
 11. DGM I/c. HR/ER, ONGC, WOU, Nhava Supply Base, Nhava, Raigad.


5/7/2023



HR NSB

DIARY No. 1307

Date In. 10/01/2023

Date Out.

**OIL & NATURAL GAS CORPORATION
(WOU) KARMACHARI SANGHATANA**

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 04 /2023

DATE : 05/01/2023

ONGC
ADMIN. BRANCH
Inward No. 99
Date. 10/01/23

To,
The Chairman,
ONGC - WOU,
PDDU Urja Bhavan,
5, Nelson Mandela Marg,
Vasnt Kunj,
New Delhi 110070.

o/c

The Director (Offshore),
ONGC - WOU,
NBP Gr. Hts, BKC,
Bandra (E.),
Mumbai 400 051.

Received on 12/1/23
@ 1500 hrs
ABR
22/1/23

Subject: Extension of "Field Duty Expenditure" allowance to employees working within the boundary area of Uran & Hazira LPG Plant, Nhava supply Base, Logging section & Fire Section at Panvel.

Respected Sir,

This has reference to our "**Field Duty Expenditure**" allowance sanctioned to field going employees and some support services like Fire Department. ONGC Mumbai Region includes offshore, (Drilling & Production), Nhava Supply Base, Helibase, Panvel, LPG Plant Uran and Hazira, Support Services including Logging operation, well service, Reservoir Section, Well completion, Cementing & Goa. As per the email sent from Head Quarter, 95% of employees working in the field and offshore in the three shifts and general shifts are covered and are entitle to get **Field Duty Expenditure** allowance.

Unfortunately, employees working in the field but are posted in the offices of Uran & Hazira LPG Plant, Nhava Supply Base, Panvel like Accounts, Material Management, Administration, Fire department in Panvel are not extended the **Field Duty Expenditure** allowance. It is pertinent to mention here that prior to this every employee within the boundaries of LPG Plant Uran and Hazira, Nhava Supply Base were getting Operation Allowance, Shift Duty Allowance and Nourishment Allowance. These all allowances were discontinued after signing of MOS for settling the pay revision due from 01/01/2017.

Contd 2

Initially ONGC Management had decided to recover the amount of operation allowance, nourishment allowance & shift allowance paid from 01/01/2017 from the payment arrears of the employees till the date of signing pay revision which was strongly opposed by **ONGC (WOU) Karmachari Sanghatana** a recognized union of Mumbai Region, where the other 11 recognized unions in ONGC co-ordination committee had already signed the agreement of pay revision.

Needless to mention here that **Mumbai Region** is contributing **70%** of production of entire ONGC in the Nation. Again, we would like to emphasize that Mumbai Region is the **"Flagship Project"** giving bread and butter to entire ONGC. As a result, Pay-revision committee compelled to declare that no pay revision can be implemented without signature of Mumbai Region, a recognized union.

After assurance by the then **CMD Shri Shashi Shankar** and **Director (HR) Smt. Alka Mitttal** on video conference during the pandemic of Covid-19, agreement of pay revision was signed by our union on **15th August 2020** and decision was taken that no deduction of amount from 01/01/2017 of three allowances mentioned above, but all these three allowances will be discontinued and in place of them new allowance will be decided for field going employees.

As we have mentioned above, prior to the **Field Duty Expenditure**, Operation Allowance, Shift Allowance and Nourishment Allowance was admissible to all employees working within the boundary of LPG Plant Uran, Hazira and Nhava supply Base. Nhava supply base is also covered under Factory Act 1956. The general shift at Nhava Supply Base is of 09:00 hours per day as compared to office working hours of employees are 08:00 Hrs. per day. Employees in the field are working for almost 22:00 Hrs. more in a month, than employees working in the offices at other various locations in ONGC.

Our demand for extending FDE allowance may please be considered on the following facts

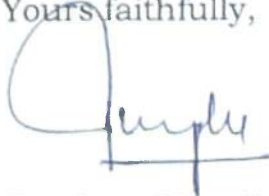
- Operation allowance was continuously paid to all employees in Uran and Hazira LPG plant till 15th Aug. 2020, prior to sanction of FDE vide office order no. ONGC/ER/C/ALL/010 Dated 17/04/2013 Please find attached the copy of office order for your perusal.
- LPG Plant Uran & Hazira is covered under Factory Act 1956. The working hours of general shift is 09:00 Hrs. i.e. around 22 hours more in a month, which is more than the hours of employees working in the various offices in Mumbai Region.
- FDE is sanctioned in the Fire Department in other regions of ONGC. Please find enclosed the representation given by fire personnel in the Panvel fire station which is self-explanatory.
- Office posted employees in Uran and Hazira LPG Plant has to go inside the plant/field area as and when required for related work, without their contribution smooth function of plant is not possible.

:: 03 ::

- LPG Plant Uran & Hazira has major contribution towards processing of Crude Oil & Natural Gas from offshore.
- As per factory Act total Plant including supporting offices is considered as field area, so also logging section in Panvel have to do intensive maintenance activities pertaining to Offshore.

Your esteemed authority is requested to kindly extend the **Field Duty Expenditure** allowance to all the employees working within the boundary of field area, Fire Station & Logging Section at the earliest as explained above.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

afk

Copy to:

1. ED-Chief ER, ONGC, PDD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi 110070.
2. ED-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.
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8. GM I/c. HR/ER, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat.
9. GM I/c. HR/ER, ONGC, WOU, Phase I, Panvel, Raigad.
10. DGM I/c. HR/ER, ONGC, WOU, Nhava Supply Base, Nhava, Raigad.

V. S. L.
12/11/2023

M. Wate
12/11/2023

Employee Profile

OVERVIEW

About KANIFNATH		Organizational Assignment		Personal Data	
E-Mail	KANIFNATH YEWALE 00126514		Position	Date of Birth	19 July 1992
			Organizational Unit	Marital Status	Marr.
			Personnel Area	Nationality	Indian
			Personnel Subarea		
Mobile	yewale_k anifnath @ongc.co.in				
	09969228993				
Designation	Deputy Assistant (Steno-English)		Employee Group		
	A Positive				
Blood Group					

Employee Profile

OVERVIEW

About BHAKTI

BHAKTI ARUN
THALI
00136718

E-Mail
136718@
ongc.co.i
n

Mobile

Designation
Junior
Assistant
(Personnel
&
Administra
tion)
O Positive
Blood Group

Organizational Assignment

Position
URN
HR/ER-JR
OFFICE
ASSISTAN
T-P&A
URN
HR/ER
URN -
URN
Organizational Unit
URN
HR/ER
URN -
URN
Personnel Area
FIELD
DUTY
Employee Group
A1 -
ONGC
ASST A-I

Personal Data

Date of Birth
10 August
1992
Marital Status
Marr.
Nationality
Indian

Details

Employee Profile

OVERVIEW

About ANURAG

ANURAG ARUN
GOWARI
00139309

E-Mail

139309@
ongc.co.i
n

Mobile

Designation

Junior
Khalasi

Blood Group

B Positive

Organizational Assignment

Position

Organizational Unit

Personnel Area

Personnel Subarea

Employee Group

URAN -
URAN

FIELD
DUTY

W1 -
ONGC
WORKME
N W-I

Personal Data

Date of Birth

12
January
2003

Marital Status

Single

Nationality

Indian

Details

Employee Profile

OVERVIEW

About VINAY		Organizational Assignment		Personal Data	
E-Mail	VINAY ARUN THAKUR 00127914	Position	URAN HR/ER- JR OFFICE ASSISTAN T-P&A	Date of Birth	24 November 1985
		Organizational Unit	URAN HR/ER	Marital Status	Marr.
	127914@ ongc.co.i n	Personnel Area	URAN - URAN	Nationality	Indian
	09969228 990	Personnel Subarea	FIELD DUTY		
Mobile					
Designation	Deputy Assistant (Personnel & Administra tion)	Employee Group	A2 - ONGC ASST A-II		
Blood Group	B Positive				

Employee Profile

OVERVIEW

About Sapana

Sapana Santosh
Patil
00126275

E-Mail

thakur_sa
pna@ong
c.co.in

Mobile

09969229
066

Designation

Assistant
(Accounts)

Blood Group

O Positive

Organizational
Assignment

Position

URAN
FINANCE-
JR OFFICE
ASSISTAN
T-F&A

Organizational Unit

URAN
FINANCE

Personnel Area

URAN -
URAN

Personnel Subarea

FIELD
DUTY

Employee Group

A3 -
ONGC
ASST A-III

Personal Data

Date of Birth

05 Jul
1988

Marital Status

Marr.

Nationality

Indian

De

Employee Profile

OVERVIEW

About SWAPNIL



SWAPNIL
GANESH
ASALKAR
00126627

E-Mail

126627@
ongc.co.i
n

Mobile

07506723
472

Designation

Health
Care
Attendent
Gd-III

Blood Group

B Positive

Organizational Assignment

Position

Organizational Unit

Personnel Area

URAN -
URAN

Personnel Subarea

FIELD
DUTY

Employee Group

W3 -
ONGC
WORKME
N W-III

Personal Data

Date of Birth

03 July
1991

Marital Status

Single

Nationality

Indian

[Details](#)

My Info

BALKRISHNA
SHANKAR
KASHID
00096456

Position URN OH
CENT-
TECHNICIAN
LAB
PATHOLOGY
SP

Date of Birth 01 June 1975

Marital Status Marr.

E-Mail

Mobile 0996922795
1

Designation

Senior
Paramedical

Organizational Unit

URN
OCCUPATION
AL HEALTH
CENTRE

Personnel Area

URN - URAN

Personnel Subarea

FIELD DUTY


Employee Group

A4 - ONGC
ASST A-IV

Employee Profile

OVERVIEW

About PRAKASH



PRAKASH
ARUN DAKE
00126479

E-Mail

126479@ongc.co.in

Mobile

07506723473

Designation

Senior Nurse-F3

Blood Group

B Positive

Organizational Assignment

Position

Organizational Unit

Personnel Area

Personnel Subarea

Employee Group

URAN -
URAN
FIELD
DUTY
F3 - ONGC
ASST F-III

Personal Data

Date of Birth

Marital Status

Nationality

11 October
1988
Marr.
Indian

[Details](#)

Employee Profile

OVERVIEW

About TEJASHREE



TEJASHREE
JAYESH
THANAGE
00130646

E-Mail

thanage_
tejashree
@ongc.c
o.in

Mobile

09969229
138

Designation

Deputy
Assistant
(Materials
Managem
ent)

Blood Group

A Positive

Organizational Assignment

Position**Organizational Unit****Personnel Area**

URAN -
URAN

Personnel Subarea

FIELD
DUTY

Employee Group

A2 -
ONGC
ASST A-II

Employee Profile

OVERVIEW

About ARCHANA



ARCHANA
AMBADAS
AVHAD
00136855

E-Mail

136855@
ongc.co.i
n

Mobile

Designation

Junior
Assistant
(Materials
Managem
ent)

Blood Group

B Positive

Organizational Assignment

Position

Organizational Unit

Personnel Area

URAN -
URAN

Personnel Subarea

FIELD
DUTY

Employee Group

A1 -
ONGC
ASST A-I