



# 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/ 69 /2023

DATE : 03/07/2023

To,  
**The Chairman & CEO,**  
ONGC,  
Deendayal Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant kunj  
New Delhi – 110070

o/e

**The Director (T&FS)**

**The Director (HR),**

**The Director (Production)**

ONGC,  
NBP Green Heights, BKC,  
Bandra (E),  
Mumbai- 400051

Duke  
05/07/23

**Subject: Extension of age limit from 50 to 60 year for the Field Operators**

Respected Sir,

This has reference to our earlier letters vide no. **ONGC/KS/088/2022 Dated 29.07.2022** and letter no. **ONGC/KS/137/2021 Dated 08.06.2021** regarding extension of service age limit from 50 to 60 years for Field Operators. Please find enclosed the copies of the letters for your perusal. Our two issued letters are self-explanatory. This issue also has been raised by all recognised union forum **"AIOTUCC"** at appropriate level. Our first letter was issued on 8/06/2021 means exactly two years before, second letter was issued on 29/7/2022 which is also completing almost one year. Any decision on the above issue yet to see the light of the day.

There are total three **"Field Operators"** who were completing their 50 years. Accordingly **Shri. Prashant D. Pawaskar** has completed his 50 years on 14/01/2023 and from last five months he is out of service. **Shri. Milind B. Parkar** has completed his 50 years on 30/05/2023 and now out of service. The issue was raised by union well in advance before two years but has fallen on deaf ears. Now third Field Operator **Shri. Jitendra N. Naga** is completing his tenure on 9/09/2023 i.e little over two months. These Field Operators have completed six (6) terms of four years in ONGC. They have served ONGC for more than 22 years.

All these Field Operators are married having children and shouldering responsibility of their aged dependent parents too. Our salary package for these Field Operators is also not so lucrative. For your information it is only fixed **Rs. 49000/- per month** without any allowances like regular employees though they are performing similar work on Rigs and are equally qualified. All these field operators are recruited in line with our R&P policies i.e with Technical Qualification.

Contd....2

Employee who has rendered more than 22 years of service and has given Golden Period of his life to ONGC and is out of service for more than 5 months is a matter of serious concern. Needs no elaboration that inflation is sky rocketing, and in such situation without salary for five months how difficult it is to maintain family that too in city like Mumbai can be gauged by your authority.

Most painful is that we are not able to take decision even after a lapses of two years. It will be preferred if powers are given to ED- Chief ER then the decision of the unionised category will be much faster. This will be for the future but in this case kindly take a decision immediately. Our employees are almost on the roads, with folded hands requesting your esteemed authority to take decision and save their families otherwise they will have no alternative left but to commit suicide as survival is near impossible now. **It is pertinent to mention that Field operators in Rajahmundry are already given the extension of continued service till the age of 60years.**


No action has been initiated by concerned authorities in last two years is very unfortunate leading to untold frustration. It will not be adoption of new policy as it is already existing within the organization.

ONGC has given service protection **upto sixty (60) years** to all contract employees across pan India in 'Fair Wage Policy'. Further it is also extended **upto 60 years** to existing contract paramedics vide Office Order no. **DDN/R&P-Rectt/Contract Para-Medics/2023 dtd. 26.06.2023**. We sincerely expect same protection to be extended i.e. continued service to the age of 60 years to our dedicated Field Operators. Last 23 years they are doing regularly ON/Off duty in offshore. Even during pandemic of COVID - 19 they have rendered their service with regular employees in offshore. Very unfortunate to note that they were not been compensated like regular employees by giving "**Field Incentive**". This discriminating treatment to Field Operators in a "**Maharatna**" status company like ONGC is not only painful, is ebbing out their feeling of belongingness, sincerity and dedication.

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 look into the matter and extend justice to these Field Operators by extending their age limit from **50 to 60 years** without delay.

We sincerely request your authorities please do not compel us to resort to "**Hunger Strike till death**" at the gate of Green Heights to get justice as no alternative is left to them by ONGC authorities.

Thanking you,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

Copy to:

1. ED-Chief ER, ONGC, PD Urja Bhavan, Vasant Kunj, New Delhi 110070.  
2. ED-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.  
3. ED- HDS, ONGC, WOU, 11 High, Bandra Sion Link Road, Sion, Mum-17  
5. GGM-Head HRD, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi 110070.  
6. GM I/c. IR, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.  
7. DGM I/c Corporate IR, ONGC, Gr. Hills, Tel Bhavan, Dehradun, Uttarakhand

  
M. Wate  
4/7/23





# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

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/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 18<sup>th</sup> 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.

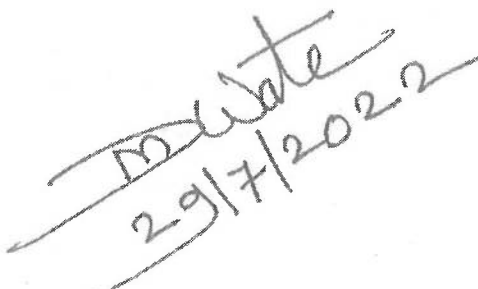
Thanking you,  
Yours faithfully,

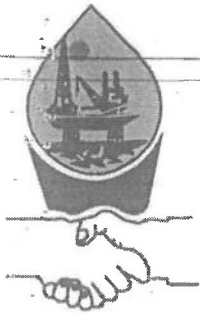
  
(Pradeep Mayekar)  
General Secretary

O/c

**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.

  
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 : 08/06/202

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. 18<sup>th</sup> 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 6<sup>th</sup> 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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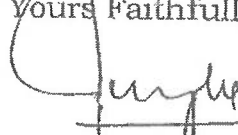
In the year 2016, we have adopted **Fair Wage** policy shifting from minimum wages for contractual employees entering into bilateral agreement, having signed by unions in Mumbai Region in presence of Regional Commissioner (Central) and was implemented throughout all the projects of ONGC. One of the important 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,

OK

  
(Pradeep Mayekar)  
General Secretary

**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



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 10<sup>th</sup> 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:

- i) Final Tenure Period offered being regulated by the age limit of 50 years.
- ii) Medical Fitness certification by Medical Head of the concerned Asset/ Basin after completion of every two years, post attainment of 45 years age.
- iii) 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:

- (i) 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.
- (ii) 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.
- (iii) 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

Distribution:

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- hard copies not being circulated.





OIL AND NATURAL GAS CORPORATION LTD.  
Corporate R&P, Tel Bhawan, Dehradun  
(Tel. No. 0135 - 2792731, Fax. 0135- 2758644)

IOM

No. DDN/R&P-Rectt/Contract Para-Medics/2023

Dated: 26<sup>th</sup> June, 2023

From: GM (HR)-I/c Corporate Recruitment, ONGC, Green Hills, Tel Bhawan, Dehradun.

To: 1. Head HR-ER/ I/c HR-ER of Concerned work-centers  
2. HMS / I/c Medical Services of Concerned work-centers

Sub: Extension of Tenure of Existing Contract Paramedics.

The present tenure of existing Contract Paramedics in ONGC will expire on 30.06.2023. The proposal to extend the tenure of all existing Contract Paramedics working at various work-centers of ONGC for a period of six months i.e. from 01.07.2023 to 31.12.2023 has been approved by the Competent Authority.

The re-engagement of Contractual Paramedics may be done as per following:

- (i) Re-engagement of Contractual Paramedics with specific approval of concerned L-1.
- (ii) Extension in existing tenure should be subject to continued requirement, good performance and medical fitness of the incumbent as certified by respective Head/ Incharge Medical Services.
- (iii) Tenure may be extended upto 31.12.2023 or till attaining the age of 60 years, whichever is earlier.
- (iv) A fresh agreement should be signed for the extended period of 01.07.2023 to 31.12.2023 on similar lines as previous agreement.

*Dhananjay Kumar*  
26.06.2023

(Dhananjay Kumar)  
GM (HR) - I/c Corporate Rectt.

(For information please)

HRD, ONGC, Delhi