



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 047 /2024

DATE : 20/05/2024

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

**The Director (Production),**

**The Director (T&FS),**

**The Director (Finance)**

**The Director (HR),**

**The Director (Exploration)**

**Subject :- Unilateral decision of change in service condition towards offshore employees, “shifting from 14 days to 21 days on/off duty pattern”**

Respected sir,

This has reference to the **Office order no. WOFF/On-Off/01 dated 17/05/2024 issued by Shri C. Mathavan, ED – Western Offshore** regarding offshore duty pattern to be performed by offshore employees. It is mentioned in the office order that **21 days On/Off duty pattern at offshore installation has to be performed during monsoon season from 15/05/2024 till 20/09/2024**. It is almost four (4) months and 6 days duty period for offshore going employees. It is further added in the office order that **“This shall be considered as regular duty pattern for the above period.”**

This is in complete deviation of **Mines Act**; we would like to quote here that as per **Mines Act**, duty performed after 14 days draws overtime and equal offs. In the above-mentioned letter clearly reveals the high-handed attitude of ONGC management, blatantly flouting the Labour laws i.e. Mines Act which is being followed till date, the apprehensions are baseless as offshore is not encountering rains for the first time. Even shifting to 21 days pattern is not going to change the uncertainties of rainy season.

Our union takes the opportunity to recall to refresh things with management that even during pandemic of COVID-19, we paid overtime to our employees' for duty performed beyond 14 days from 13<sup>th</sup> April 2021 till one year, unfortunately a small period of OT is yet to be paid which is pending with RLC office. So, eye brows raised needs clarification, is it apprehensions of rainy season or economization on Overtime issue, most importantly, keeping in mind the fact that the uncertainties of rainy season will not change be it 14 days or 21 days such a change is neither acceptable nor practical.

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The issued office order dated 17/05/2024 of new duty pattern of 21 days almost for four months is unilaterally decided by the ONGC management without discussing/deliberating with all the unions functioning in Mumbai Region. Let our union confirm that this change of service condition defies **“Industrial Dispute Act 1947”**, as it pertains to change in service condition, hence under section 9A it should have been intimated to all registered Trade unions functioning in Mumbai Region for implementation of any change of duty pattern. Kindly note that it is against the labour laws i.e., Mines Act 1947 and attract serious legal action.

In addition to this please refer the Govt. Gazette issued by Govt. of India dated 01/07/2014, it is clearly mentioned that, **“The flexible pattern of work twenty days ‘On-and-Off ’ shall be adopted after written agreements between worker’s and employees organization”**. Please find attached the copy of Gazette issued by Govt. of India for your perusal. Very painful and disgusting to mention here that neither intimation nor meeting has been called by ONGC Management in Mumbai Region nor notice has been issued under **section 9A of ID Act 1947** such illegal practices were never exercised by the ONGC management in the past.

Laws are derived & passed by Govt. of India, ONGC Management has no powers to unilaterally change them overlooking the conditions laid down for change, invariably when it is neither in the interest of organization nor employees, toiling Day and Night to maintain and increase the production of **Oil and Gas** production.

Let us not forget that 70% of Oil and Gas production of entire ONGC is produced by Mumbai Region, but very sorry to quote that Mumbai Region gets secondary treatment when facilities are to be extended and first when anything has to be curtailed. It will be right mind application and very thoughtful of the management to maintain the work atmosphere more amicable and reduced stressful. Clearer picture of pros and cons can only be available if the issue is discussed across the table, there are more than one reason that such a change is far away from practical.

**ONGC (WOU) Karmachari Sanghatana** always remain in forefront supporting organizational betterment, pandemic period of **COVID-19** is best example, but not at the cost of compromising employee safety and work conditions, we even did not stop risking our lives, we have continued working, including Executives living our families for **90, 70, 50 days**, ONGC Mumbai Region have lost almost 18 employees this did not deter our moral. ONGC offshore is accident prone area, where we have lost more than 100 highly experienced human resources very precious lives of our employees during last 50 years.

In view to the multiple meetings followed by fatal accidents wherein we lost unmatched human resources & all be from the rank of DGMs, It was categorically decided that only contractual employee’s crew change will be done by Boat. But it is unfortunate that management have imposed the decision on our regular employees too.

**We sincerely, request your esteemed authorities kindly do not misunderstand us. We are not opposing the system but strongly opposing the attitude of ONGC management of Mumbai Region.**

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The changes now days we are seeing in ONGC are not in the interest of organization, cost cutting is must it should be more meticulous, appropriate and in the right area and direction. It is a call of the time but not at the cost of employee's safety and distorted work attitude, we certainly have many other areas where we can reduce the cost. It's not at all a comfortable precedence either, like initially boat was introduced to transport contractual employees now you want it to be extended to regular employees. **Our employees will not go by boat to the offshore installations & no 21 days duty pattern will be observed by our employees which may please be noted.**

Any deviation from mutual understanding or implementation of 21 days On/Off pattern will call for direct action i.e. **indefinite strike.**

To protest the high handed & unmindful unilateral decision, we are observing one day **"Food Boycott"** on all offshore installations in variably on unmanned platforms wherein our employees will not carry their food boxes on **22<sup>nd</sup> May 2024 & Black batch wearing from 21<sup>st</sup> May 2024 onwards.**

We request your esteemed authorities to kindly give direction to the concerned authority to withdraw the office order WOFF/ON-OFF/01 dated 17/05/2024 unconditionally. At the same time meeting with our union rather all unions including ASTO be arranged to discuss the issue at the earliest.

Thanking you,  
Yours faithfully,



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

**Copy to:**

1. ED-WOU, ONGC WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
2. ED-HDS Shallow Water, ONGC WOU, 11High, Bandra Sion Link Rd, Mum-17.
3. ED-CDS Shallow Water, ONGC WOU, 11High, Bandra Sion Link Rd, Mum-17.
4. ED-CDS Deep Water, ONGC WOU, 11High, Bandra Sion Link Road, Mum-17.
5. ED-HDS Deep Water, ONGC WOU, 11High, Bandra Sion Link Road, Mum-17.
6. ED-Plant Manager, ONGC WOU, LPG Plant, Dronagiri Bhavan, Uran, Raigad.
7. ED-Plant Manager, ONGC WOU, LPG Plant, Hazira, Surat, Gujarat - 394 518.
8. ED-MH Assets, ONGC WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
9. ED-B&S Assets, ONGC WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
10. ED-N&H Assets, ONGC WOU, Vasudhara Bhavan, Bandra (E), Mum-51.
11. GGM-HRO, ONGC WOU, NBP Green Heights, BKC, Bandra (E), Mum -51.
12. GGM-Head, NSB, ONGC WOU, Nhava Supply Base, Nhava, Raigad.
13. Rig I/c, ONGC WOU, Sagar Ratna, Sagar Kiran, Sagar Shakti, Sagar Gaurav, Sagar Jyoti, Sagar Uday, Sagar Bhushan, Sagar Vijay
14. Surface Managers, ONGC WOU, MH Assets, B&S Assets, NH Assets, Vasudhara Bhavan, Bandra (E), Mum-51.

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15. Area Managers, ONGC WOU, MH Assets, B&S Assets, NH Assets, Vasudhara Bhavan, Bandra (E), Mum-51.
16. GM, I/c-IR, ONGC WOU, NBP Green Heights,BKC,Bandra (E), Mum -51.
17. GM, I/c-HR/ER, MH Assets, ONGC WOU, V. Bhavan, Bandra (E), Mum-51.
18. GM, I/c-HR/ER, Services, ONGC WOU, 11High,Bandra Sion Link Rd,Mum-17.
19. GM, I/c-HR/ER, ONGC WOU, Phase-I, ONGC Complex, Panvel, Raigad
20. GM, I/c-HR/ER, ONGC WOU, LPG Plant, Dronagiri Bhavan, Uran, Raigad.
21. CGM, I/c-HR/ER, ONGC WOU, LPG Plant, Hazira, Surat, Gujarat- 394 518.
22. DGM, I/c-HR/ER, ONGC WOU, Nhava Supply Base, Nhava, Raigad.
23. Secretary, Ministry of Labour & Employment, Govt. Of India,  
Shram Shakti Bhawan Rafi Marg, New Delhi-110001
24. Directorate General of Mines Safety, Hiraipur, Dhanbad, Jharkhand, 826001.
25. Chief Labour Commissioner (C), Shramev Jayate Bhawan, Plot no. G - 4,  
Sector-10, Dwarka New Delhi - 110075.
26. Dy.CLC (C), Shram Raksha Bhawan, Shiv Shrushti Road, Chunbhatti, Sion, Mum.22
27. RLC (C), Shram Raksha Bhawan, Shiv Shrushti Road, Chunbhatti, Sion, Mum.22



# भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)

PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 1388]

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नई दिल्ली, मंगलवार, जुलाई 1, 2014/आषाढ़ 10, 1936

NEW DELHI, TUESDAY, JULY 1, 2014/ASHADHA 10, 1936

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 30 जून, 2014

का.आ. 1658(अ).—केंद्रीय सरकार खान अधिनियम, 1952 (1952 का 35) की धारा 83 की उपधारा

(1) के अंतर्गत प्रदान शक्तियों का प्रयोग करते हुए एतद्वारा तेल एवं गैस उद्योगों के अन्वेषण एवं उत्पादन के कार्य में नियोजित व्यक्तियों को खान अधिनियम, 1952 की धारा 28, 30 एवं 35-के उपबंधों से निम्नलिखित शर्तों के अधीन छूट प्रदान करती है:

- (क) किसी व्यक्ति को किसी एक दिन में बारह घंटों से अधिक समय तक नियोजित नहीं किया जाएगा;
- (ख) किसी व्यक्ति को लगातार इक्कीस दिनों में अधिक समान दिवसों (अर्थात् 21 दिन) के विश्राम अंतराल के साथ नियोजित नहीं किया जाएगा;
- (ग) इक्कीस दिनों के लिए अनियमित पद्धति पर इस प्रकार से नियोजित व्यक्ति को उस अवधि के दौरान मानक आवास एवं कल्याण लाभ अथवा सुविधाएं कार्य स्थल पर अथवा शिविर में उपलब्ध करायी जाएगी, जैसा कि:-
  - (i) निःशुल्क रहने एवं खाने की व्यवस्था;
  - (ii) निःशुल्क परिवहन सुविधा;
  - (iii) निःशुल्क चिकित्सा, स्वास्थ्य एवं स्वच्छता संबंधी सुविधाएं;
  - (iv) साफ-सफाई;
  - (v) मनोरंजन संबंधी सुविधाएं और
  - (vi) दोनों पक्षों द्वारा लिए गए निर्णय के अनुसार अन्य सुविधाएं;

- (घ) इक्कीस दिन की 'अनिश्चित' लचीली कार्य पद्धति कामगारों एवं नियोजित संघों के मध्य लिखित समझौते के बाद अपनायी जाएगी;
- (ज) इस प्रकार से नियोजित व्यक्तियों को ऐसे भत्ते एवं अन्य सुविधाएं जो अधिवेतन अथवा समयोपरि भत्ता की राशि से कम न हों, और जो खान अधिनियम, 1952 की धारा 33 के प्रावधानों अथवा इसके अंतर्गत बनाए गए किसी नियम अथवा विनियम अथवा उपनियमों अथवा उस समय प्रवृत्त अन्य किसी नियम अथवा किसी पंचाट की शर्तों के अंतर्गत अथवा संबिदा के समझौते अथवा सेवा नियमों के अनुसार अनुमेय हों तथा, जो भी कामगारों के हित में हों, प्रदान की जाएगी।

[फा. सं. जेड-16025/09/2011-आईएमएच-II ]

ए.सी. पाण्डेय, संयुक्त सचिव

### MINISTRY OF LABOUR AND EMPLOYMENT

#### NOTIFICATION

New Delhi, the 30th June, 2014

S.O. 1658(E).—In exercise of the powers conferred under sub-section (1) of section 83 of the Mines Act, 1952 (35 of 1952), the Central Government hereby exempts the persons employed in exploration and production of oil and gas mines in India from the provision of sections 28, 30 and section 35 of the Mines Act, 1952, subject to the following conditions, namely:—

- (a) the persons shall not be deployed for more than twelve hours on any one day;
- (b) the persons shall not be deployed for more than twenty one days at a stretch with grant of rest interval of the same number of days (i.e. 21 days);
- (c) the persons so deployed for twenty one days "on-and-off" work pattern shall be provided with standard accommodation and welfare amenities or facilities at the work site or camp during the period, such as:—
- (i) free boarding and lodging;
  - (ii) free transportation facility;
  - (iii) free medical, health and hygiene facilities;
  - (iv) sanitation;
  - (v) recreation facilities; and
  - (vi) any other facilities as decided mutually;
- (d) the flexible pattern of work twenty one days "on-and-off" shall be adopted after written agreements between workers' and employers' organisations;
- (e) the persons so deployed shall be paid such allowances and other facilities amounting to not less than the extra wages or overtime which shall have been payable to them under the provisions of section 33 of the Mines Act, 1952 or any rule or regulation or bye-laws made thereunder or any other law for the time being in force or admissible under the terms of any award or agreement of the contract or rules of the service, whichever is favourable to the workers.

[F. No. Z-16025/09/2011-ISH-II]

A.C. PANDEY, Jt. Secy.



ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड  
Oil and Natural Gas Corporation Limited

सी माधवन  
कार्यकारी निदेशक - पश्चिमी अफ़्शोर  
806, ए विंग, आठवीं मंजिल, वसुधरा भवन,  
बान्द्रा (पूर्व), मुंबई-400 051

C Mathavan

Executive Director- Western Offshore  
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+91-22-2656 2806 | mathavan\_c@ongc.co.in

No: WOFF/ON-OFF/01

Dated: 17.05.2024

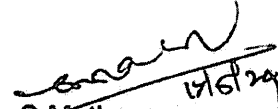
### Office Order

We are all aware that the monsoon is the period with high probability of turbulent weather that necessitates reducing the exposure of our employees to Helicopter travel to the extent possible. It has hence been decided that for offshore going personnel during monsoon season, the duty pattern of 14 days on and off, shall be changed to 21 days on and off duty pattern for the period from 15.05.2024 till 20.09.2024.

Between the aforementioned periods, each employee shall have a maximum of three cycles of 21 days on and off duty pattern at Offshore Installation, meaning thereby a total of 63 days working and 63 off period.

This shall be considered as regular Duty Pattern for the above period.

This has the approval of competent authority.

  
C Mathavan  
ED-Western Offshore

### Distribution:

Asset Managers – MH, B&S, NH  
Chief Drilling Services-SW  
Chief Drilling Services-DW  
Chief Oil & Gas Engg and Projects  
Head - AIMS  
Basin Manager-WOB  
Head Well Services-Mumbai  
Chief Offshore Logistics  
Head Regional Office  
Head Logging Services-Mumbai

### Copy for information to:

CEA's to Director (Production)/Director (T&FS)/Director (Exploration)/Director (HR)/Director (Finance)  
EO to Chairman and CEO