



OIL & NATURAL GAS CORPORATION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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Website : www.ksmumbai.com

REF. : ONGC/KS/ **97** /20**25**

DATE : **30/10/2025**

To,
The Chairman & CEO,
ONGC,
PDD Urja Bhavan,
"5", Nelson Mandela Marg,
Vasant kunj,
New Delhi – 110070.

The Director (Production),
The Director (HR),
The Director (Exploration),
The Director (T & FS),
The Director (Finance).

Subject: Strong Objection for Discontinuation of Bottled Water on Offshore Rigs & Platforms.

Respected Sir,

We write on behalf of the offshore employees' union to express our **strong protest & deep concern** regarding the decision taken in the **Key Minutes of the 2nd SMC meeting (led by the "Sanchay Council")** to **discontinue 100% bottled water supply to all offshore rigs & platforms, shifting instead to onboard "Water Maker" systems.** This move, ostensibly aimed at cost cutting, appears to prioritize financial savings over the health & safety of employees, which is unacceptable to us.

Offshore employees operate in challenging & isolated environments where access to **safe drinking water** is a fundamental necessity. By eliminating bottled water, a reliably safe source & relying entirely on onboard water makers (i.e. desalination/purification units processing seawater), the management is, in effect, playing with the health of offshore employees for the sake of cost reduction. We consider this decision ill-advised & dangerous. Our specific concerns are mentioned below:

Water Quality Uncertainty:

We have serious doubts that the water produced by the onboard "**Water Maker**" can consistently meet **potable water standards**. Drinking water must always adhere to strict quality parameters. For example, **total dissolved solids (TDS)** in potable water should ideally remain below 500 ppm (parts per million) as per WHO & Indian BIS guidelines & **zero microbial contamination** (no coliform bacteria) is permitted in safe drinking water. If the water maker is not perfectly maintained or faces any malfunction, the output water could have elevated salinity or other contaminants above these safe limits.

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Water with excessively high TDS is not only unpalatable but can cause health issues. Studies note that water above ~1,000 ppm TDS can induce thirst & stomach upset in consumers. Even from a taste & acceptability standpoint, the WHO recommends TDS in the 50–300 ppm range for optimal taste; any deviation can lead to workers drinking less water (to avoid bad taste), risking dehydration & reduced alertness. Bottled water from certified suppliers, on the other hand, has until now provided consistent quality assurance, free from such uncertainty.

Health & Safety Risks:

The union is concerned that this **cost-cutting** measure may inadvertently expose our offshore employees to **waterborne health hazards**. Onboard water makers typically use processes like RO (Reverse Osmosis & chlorination/UV treatment to make seawater potable. If these systems are not flawlessly operated, there is a risk of **microbiological contamination** (e.g. bacteria, viruses) or chemical residues in the drinking water. Any lapse in these stringent controls even a minor oversight could result in contaminated water that causes gastrointestinal illnesses or other severe health issues among crew. It is alarming that the company would even contemplate taking such a risk with something as critical as drinking water quality.

Lack of Redundancy (No Backup Supply):

Eliminating bottled water means there is **no backup source** of drinking water if the onboard water maker fails, produces sub-standard water, or cannot meet the demand. If a water maker unit breaks down or the water becomes non-potable due to contamination, employees cannot simply procure safe water from elsewhere. How does the management propose to handle emergencies such as a water maker outage or accidental contamination of the potable supply? **Water is life** & any interruption in safe water supply could quickly become a crisis. In the past, having bottled water reserves provided a safety net in case of equipment failure or unexpected pollution of the produced water. Removing this safety net without a robust contingency plan is an irresponsible gamble with workers' well-being.

Maintenance & Monitoring Concerns:

The decision also presumes that **all offshore water makers will be maintained to perfection, an assumption we find doubtful, especially amid a cost-cutting drive**. Properly operating a water maker to produce consistently safe drinking water is a complex, **maintenance-intensive task**. It requires regular filter & membrane replacements, thorough periodic cleaning of storage tanks & pipelines, careful monitoring of water quality parameters (TDS, pH, residual chlorine, etc.) & frequent sanitation procedures. International offshore health guidelines advise routine disinfection of potable water systems (e.g. flushing lines with a 50-ppm chlorine solution weekly) to prevent bacterial regrowth & biofilm formation. Will ONGC commit the necessary resources & trained personnel to perform these tasks diligently & consistently? If the goal is cost saving, there is a real concern that maintenance budgets & frequencies will also be trimmed a dangerous scenario where water quality could degrade over time. In short, **cost-cutting & proper water system maintenance are at odds with each other**.

Negligible Savings vs Human Cost:

From a broader perspective, the financial savings from discontinuing bottled water are likely trivial in the context of ONGC's operations, yet the stakes for employee health are enormous. The company is targeting massive cost reductions (on the order of ₹9,000 crore by FY 2026-27 through various media sources) according to public reports, but shaving off the cost of drinking water supply is a **misplaced priority**. Even if discontinuing bottled water saves some money in logistics or procurement, it cannot possibly outweigh the consequences of even a single outbreak of waterborne illness offshore or the loss of trust & morale among employees. We firmly believe cost efficiency efforts should be **restricted to areas that do not impact essential health & safety needs**. Cutting corners on fundamental necessities like drinking water is neither wise nor ethical.

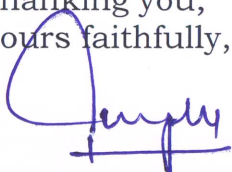
we **urge the ONGC management to immediately reconsider & revoke this decision** to discontinue bottled water supply on offshore Rigs/Platforms. We are not opposed to efficiency or innovation, but no initiative should compromise the health of employees.

We also remind that providing safe drinking water is not an optional luxury but a **basic duty of care**. Our offshore employees toil in arduous, high-risk environments to power the nation's energy needs. The least they deserve is the assurance of **safe, clean drinking water** always.

We **strongly requests** to reverse the decision to cut off bottled water supply, or at minimum, suspend its implementation pending a thorough health & safety review. We seek an urgent meeting with the concerned officials to discuss this matter & to explore alternative cost-saving measures that do not jeopardize employee welfare. We hope that the ONGC management will treat this appeal with the seriousness it deserves & act in the best interest of its employees' well-being.

If the decision is not reversed, we may be compelled to resort to direct action, which could include a "Food Boycott" without halting work.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

1. ED – Chief ER, ONGC, PDD Urja Bhavan“5”, Nelson Mandela Marg, Vasant kunj,
New Delhi – 110070.
2. ED - CCDS, ONGC, WOU, 11 High, Sion, Mumbai-17
3. ED Chief – HR Services, ONGC, WOU,NBP Gr. Hts,BKC, Bandra (E),Mum.-51
4. ED - MH Asset, ONGC, WOU, V. Bhavan, Bandra (E), Mumbai- 51
5. ED - N&H Asset, ONGC, WOU, V. Bhavan, Bandra (E), Mumbai- 51
6. ED - B&S Asset, ONGC, WOU, V. Bhavan, Bandra (E), Mumbai- 51
7. ED - COL, ONGC, WOU, 11 High, Sion, Mumbai-17
8. ED - CDS, Deep Water, ONGC, WOU, 11 High, Sion, Mumbai-17

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09. ED - HDS, Shallow Water, ONGC, WOU, 11 High, Sion, Mumbai-17
10. ED - Plant Manager, ONGC, WOU, LPG Plant, Hazira, Surat, Gujarat
11. GGM (Elect.) Head Air Logistic, ONGC, WOU, Juhu Helibase, V. Parle (W), Mum.-56
12. CGM- Plant Manager, ONGC, WOU, LPG Plant, Uran, Raigad
13. CGM – HR, Dept. of Employees Relation, Green Hills, Gr. Floor, A Wing,
Tel Bhavan, Deharadun – 248 003.
14. CGM – HDS, Deep Water, ONGC, WOU, 11 High, Sion, Mumbai-17
15. SM, ONGC, WOU, MH, B&S ,N&H Asset, V. Bhavan, Bandra (E), Mum. - 51
16. GM - I/c HR/ER, ONGC, WOU, MH-Asset, V. Bhavan, Bandra (E), Mum. - 51
17. GM - I/c Head NSB, ONGC, WOU, Nhava Supply Base, Nhava, Raigad
18. GM - I/c HR/ER, ONGC, WOU, LPG Plant, Uran
19. GM - I/c HR/ER, ONGC, WOU, LPG Plant, Hazira
20. GM - I/c IR, ONGC, WOU, Gr. Heights, BKC, Bandra (E), Mumbai-51
21. GM - I/c HR/ER, ONGC, WOU, Phase-I, Panvel, Raigad.
22. GM - I/c HR/ER, Services, ONGC, WOU, 11 High, Sion, Mumbai-17
23. GM - I/c HR/ER, ONGC, WOU, Nhava Supply Base, Nhava, Raigad
24. Rig I/c - ONGC, WOU, 11 High, Sion, Mum.-17. Sagar Ratna, Sagar Kiran, Sagar
Shakti, Sagar Gaurav, Sagar Jyoti, Sagar Uday, Sagar Bhushan.
25. SAM, ONGC, WOU, V. Bhavan, Bandra (E), Mum 51., MHN, NQO, WIN, SCA, BHS, ICP,
SHP, Sagar Samrat, Neelam, Heera, BPA, BPB, B-193, Tapti, Panna.

Sanchay Council | Key Minutes of the 2nd SMC meeting

Action Item	Meeting detail	Owner
100% bottled water supply to all offshore rigs & platforms to be discontinued and supply to be shifted to onboard Water maker	16-Oct-25	CDS Asset Managers COL
Dry provisions supply for offshore should be carried only once in a month during first week		COL
Vegetables and non-veg supply to be done once in 2 weeks; deep freeze capacity to be increased accordingly		COL
All Work-centers to reduce Opex by 7.5% in FY26 and by 15% in 2026-2027 on base of FY24-25		All key executives
All key executives to share a list of unproductive employee /employee who are not aligned with the transfer / offshore movement policy		All key executives
Proposal for hiring bigger 4000+ DWT vessels for Pipavav port to be submitted to MCOD in consultation with MIND		COL / Chief. MIND
Up to Top 20 leaders in cost reduction (above >10 Cr) will be incentivized and rewarded with an international training (Target 15% reduction on base of 2024-2025)		All key executives