



# OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

Reg. No. (By - II - 8268)

Tel.: 2659 9775 / 2656 2448

Acme Harmony, 1/102, Poonam Nagar, Opp. ONGC Colony, Jogeshwari (E), Mumbai - 102.

REF. : ONGC/KS/344/2008

DATE : 11.08.08.

To,  
The Director (HR),  
ONGC, Jeevan Bharati, Tower II,  
New Delhi.

o/c

**Subject : Redeployment of Mr. R. K. Worlikar, Draughtsman (Mech.) Gd.I from base office to Offshore with an altitude of high handedness pertaining to unfair Labour Practice.**

Respected Sir,

In reference to the above issue and the notes put up by the authorities, it can be seen that CE (Mech.) i.e. Tech. Cell, IMR Group has categorically explained the assignments handled by Mr. R. K. Worlikar and the crisis caused by his removal as he has asked for substitute who has to acclimatize/train the new person for atleast six months.

So also GGM (HR/ER), Mumbai could understand rightly being basically a technical person that as a Draughtsman, Mr. R. K. Worlikar, cannot be utilized in Offshore. The posting in Offshore could only pose multiple disadvantageous situation for both to the organization as well as individual like :

- (i) A void will be created due to his absence with the critical job performed by Mr. R. K. Worlikar in IMR Technical Cell of Offshore Logistics moreover with the exercise carried out it is confirmed a substitute is not available.
- (ii) It will be of no advantage in the area he will be posted in Offshore as he has not experience in maintenance nor is he qualified to do so.
- (iii) It will certainly hamper his carrier growth when he has option to move up in 'S' category.

The note put up by Sh. E. Hasnain, DGM (IE)-I/c CIEG could be either surfacing high handed attitude or absolute vague as his knowledge about qualifications Technical at Q3 level is blurred so, also he doesn't understand what is multi-skilling neither he is aware of DPC procedure at Class III level. On the whole it is completely misleading :

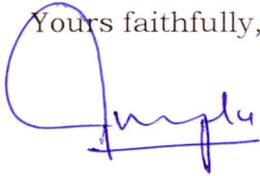
1. Draughtsman (Mechanical) and any Mechanical maintenance trade has no job relevance in reference to each other, hence cannot be equated as multi-skilling.
2. Under the national council i.e. ITI/NCTVT there is no course called Mechanic (General) hence the mention of having additional mechanical trade is totally absurd.
3. Mr. Worlikar's knowledge in AutoCAD whether by work experience or through any Institution has only one advantage i.e. for ONGC. So it cannot be a disqualification for his functioning in IMR.
4. In relation to his promotion due to E0 level i.e. in January 2010, at the first place he will be forty (40) by then and Mr. Hasnain has missed out on his career growth in 'S' category upto S4.
5. In relation to Mr. Worlikar apprehension about his career growth will face a road block by the time he is due is very true, not by assumption but by experience as it is observed every year during annual promotion.

With all the above observation, it is requested that redeployment of Mr. Worlikar be reviewed and be allowed to continue to function in IMR, Technical Cell.

With regards.

Thanking you,

Yours faithfully,



(Pradeep Mayekar)  
General Secretary

O/c

Copy to :-

1. ED-Chief ER, ONGC, Tel Bhavan, Dehradun.
2. ED-COL, 11 High, Sion, Mumbai.
3. GGM (HR/ER), WOU, NSE Plaza.
3. GM-Head IMR, 11 High, Sion, Mumbai.
4. DGM (IR), RO, NSE Plaza, Mumbai.

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