



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/71 /2017

DATE : 07/07/2017

To,
The ED, Chief ER,
ONGC,
Green Hills, Tel Bhavan,
Dehradun,
Uttaranchal.

o/c

Sub. : Denial of crane operating allowance to Jr. Operator (HE).

Respected Sir,

This is in reference with the crane operation allowance given to the crane operators who are operating crane in offshore as well as onshore in Mumbai Region, presently designated as Jr. Operator (HE)

As you are aware that sizable number of crane operators have superannuated, creating acute shortage of crane operators in Mumbai Region, invariably offshore. Without crane operators offshore cannot be run needs no elaboration. To overcome this problem our union had suggested on one hand to float vacancies for crane operators while on other hand proceed with lateral shifting of regular employees appointed for different post, as they were operating cranes in offshore when they were designated as Field Operators, (Tenure Employees).

Field operators who were also operating Cranes, having requisite qualification were regularized in Mumbai region against advertisement, for various posts, this added to the crisis, creating more vacancies for the post of crane operator.

Meanwhile management unilaterally decided to change the nomenclature of crane operators posts and re-designated the same calling it as Jr. Operator. (Heavy Equipment), wherein qualification for the post incorporated was SSC, ITI, API - Gr. I crane operator certificate, with heavy vehicle licence.

Accordingly with new designation and qualification, we advertised thrice in Mumbai Region for filling up the posts but could not recruit crane operators as with this qualification no candidates were available in the market. Ultimately discussing the proposal with management for lateral shifting of employees who were operating cranes prior to their appointment for regular post materialised, and about 19 employees were laterally shifted to the post of Jr. Operator (HE).

Here it is pertinent to mention that, change in nomenclature and changing requisite qualifications pertains to change in service conditions, and notice of change should have been given to all unions (Recognized & Registered), unfortunately this was not done, what has resulted in this change in managements attitude of unilateral decision making, we have become laughing stock in the market.

We quote qualifications in our advertisements pertaining to certain vacancies which does not exist or such candidates with the said qualification are not available, like

- 1) Pharmacist: SSC, XII Std with **3 years diploma**
- 2) Boiler operator: Diploma with 1st class Boiler Proficiency Certificate.
- 3) Jr. Operator (HE): SSC, API Gr-I crane operator certificate with heavy vehicle licence, etc.
- 4) Pharmacist (Homeopathy).

It is high time keeping aside egos let us work out together so that we do not fail getting candidates neither work suffers, and most importantly stop making mockery of ourselves, we are forgetting that we have achieved the status of "**Maharatna**" and we just need to be more professional.

After their lateral shifting to the post of Jr. Optr (HE), all have been posted to offshore. Around six months later they applied for crane allowance of Rs. 600/- per month which was sanctioned by MH-Asset. Employees in the Drilling Services also applied and the case was sent to Head quarter for clarification, shockingly Services received a reply from Smt. Nayak (HR), that as per their designation they are not entitle for crane allowance.

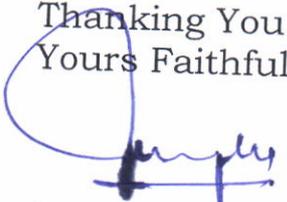
Here it will be pertinent to mention that allowances are governed by nature of job not by designation, nature of job did not change by designating and calling them with a new name, all the more when the OIMs of all offshore installations have certified that the said candidates are operating cranes of 60 tone capacity. Crane allowance to employees operating cranes was mutually agreed after long deliberation and justification, by signing MOU in'2010 by all the recognised Unions with the management. Which was due from 01/01/2007. The change in nomenclature for crane operators was unilaterally decided by management much later.

The said unmindful reply from Head Quarter was forwarded to MH-Asset and file was initiated by HR department at Helibase to recover their crane allowances. We are also given to understand that the reply that was given to a specific person by head quarter had no mention about recovery.

The denial and recovery of the said allowance raises questions whether these crane operators should at all operate the cranes, when they are not entitle for crane allowance. I hope your esteemed authority will gauge the seriousness of the issue before we are forced to take a decision to stop crane operations.

Your esteemed authority is requested to kindly look into the matter and ensure no recovery should be done for Jr. Optr. (HE) operating cranes in MH Asset. Simultaneously approval may please be obtained for Jr. Operator (HV) for crane allowance to avoid further unrest. We once again request your authority, decision of recovery of crane allowance should be kept in abeyance and early action to be taken for retaining crane operation allowance to Jr. Optr. (HE). Which will be in the interest of the Organization and Mumbai Region, the Flag Ship project of ONGC.

Thanking You,
Yours Faithfully,


(Pradeep Mayekar)
General Secretary



Copy to :

1. ED - HRO, ONGC-WOU, Gr. Heights, Bandra (E), Mum : 51.
2. GGM-Chief HRD, Green Hills, Tel Bhavan D'Dun.
3. GM Head, R&P, Green Hills, Tel Bhavan D'Dun.
4. GM-I/c, HR/ER, RO, ONGC, Gr. Hts, Bandra (E), Mum : 51.
5. DGM (HR) -Corp. Policy, Green Hills, Tel Bhavan D'Dun.
6. DGM - I/c, Corporate, IR, ONGC, Gr. Hills, Tel Bhavan, D'Dun.
7. DGM - I/c, IR, ONGC-WOU, Gr. Hts, Bandra (E), Mum : 51

