

OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/129/2017

DATE : 20/09/2017

To,

The ED - CDS,
ONGC, WOU,

11 High,
Sion-Bandra link Rd.
Sion, Mumbai : 400 017.

The ED - HRO,
ONGC, WOU,
NBP Green Heights, BKC,
Bandra (E), Mumbai 51.

The ED - HDS,

The ED - ~~HDS~~, CDS - DW. —

Sub. : Exploitation of Jr. Asstt. Rigmen, Asstt. Rigmen on all our rigs.

Respected Sir,

We are in a receipt of a very serious complain from our Jr. Asstt. Rigmen and Asstt. Rigmen working in Rig S/Shakti, S/Uday regarding their exploitation on Rig by their controlling officers. It is not that this complaint exists only on these two rigs, we understand the same exploitation is blatantly practiced in all other rigs in Mumbai Region. Please find attached the copies of same for your perusal.

Your authority is aware that acute shortage of "Topmans" has been persisting on all the Rigs for some years and present employees in supervisory cadre are almost on the verge of retirement, hence the crisis will keep on multiplying. In last four years we have recruited Jr. Asstt. Rigmen and Asstt. Rigmen who are deployed in various Rigs to be assigned with the jobs pertaining to Rigman. But due to shortage of Topman, Rigmen are working in place of Topmen. This co-operation was given by our union so that drilling activity should not come to an halt.

It is not that our cooperation and stand is miss understood, but it has not been taken in the right spirit, more correctly is being deliberately misappropriated and taken for granted by the Controlling officers/OIMs on Rigs that Topmens job is of Rigman only. On Rig Sagar Shakti Jr. Asstt. Rigmen and Asst. Rigman are forced to work as Roustabout also since their joining till date.

It is pertinent to mention that the unilateral decision of the management, of paying additional wages to these Rigman and get the work done of Topman too was unanimously negated by all the recognized unions, so also had strongly opposed appointing contractual Topmans. Following a long deliberation and accepting the logics tabled by the unions, Head Quarter has formed a committee to take a decision towards resolving the issue of shortage of Topman. Accordingly one meeting has been conducted in Green Heights, Mumbai Region on **6th May 2017**. Union has also suggested steps that can be adopted to overcome the crisis, which are once again quoted below.

It is almost over four months, but the members from management side of the joint committee are not serious of the issue as drilling activities are going very smoothly in all the regions, nothing is being heard of what management has decided on the suggestions given by the unions in the Mumbai meeting, nor any further meeting is being scheduled on the issue. Sitting in the ivory tower in Delhi they cannot or do not want to gauge what extreme wear and tear one undergoes to perform these two jobs at the same time invariably with the aging Rigs.

We attribute this dilatory tactics towards recruitment of topman, even when opportunity is in hand of recruiting most experienced hand having all the qualification in line with our recruitment policy, as most unfortunate. When the available inhouse Field Operators are working as Topman for the last 7 to 8 years, previous to this have worked as Rigman too. Increasingly, message is getting conveyed that management is not serious on resolving the issue.

Mental stress and frustration among the Rigmen are mounting, forcing them to stop work as Topman along with the assignments of Rigmen. As the situation on Rigs is very volatile, we have no alternative left, but to stop the work as Topman by all Rigmen. Our union has decided to stop the work of Topman from **Fri. 27th Oct. 2017**, if the issue by the committee will not be resolved at the earliest, which will not be in the interest of organisation.

The following suggestion were given by our union in Mumbai meeting.

1. Immediate creation of posts for Topman.
2. In first phase circular for recruitment of Topman should be issued for those who are having experience of Topman for 5 years and above.
3. In second phase circular for recruitment of Topman should be issued for those who are having experience less than 5 years of Topman.
4. Recruitment should be Region wise only, and written test must be taken by drilling department on same day at all India level.
5. Simultaneously vacancies should be created and floated for recruitment of Rigman.