



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 176 /2023

DATE : 24/11/2023

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

The Director (T&FS),

The Director (HR),

The Director (Production),
ONGC,
NBP Green Heights, BKC,
Bandra (E),
Mumbai- 400051.

efc

Recd
28/11/2023

Subject: Extension of age limit from 50 to 60 year for the Field Operators.

Respected Sirs,

This has reference to our earlier letter nos.

ONGC/KS/069/2023 Dated 03.07.2023

ONGC/KS/088/2022 Dated 29.07.2022

ONGC/KS/137/2021 Dated 08.06.2021

regarding extension of age limit from 50 to 60 years. Above all letters are self-explanatory. As we have mentioned in our earlier letters following three employees have completed their 50 years and presently out of service of ONGC

Sr.No.	Name	CPF No.	Term Expired on
1.	Shri.Prashant Pawaskar	93490	14.01.2023
2.	Shri.Milind Parkar	93473	30.05.2023
3.	Shri.Jitendra Naga	96725	09.09.2023

It is pertinent to mention that Field Operators in Rajahmundry are already given the extension of continued service till the age of 60 years.

We would like to bring to your notice that issue was discussed in the meeting of recognised unions held in **Kolkata on 2nd February 2023**. Please find attached the copy of minutes for your perusal.

The issue of extension of age limit of Field Operators was raised and discussed in the Kolkata meeting. On page No.1 of the minutes it was assured that age limit will be increased by 2 (two) years and incremental increase till 60 years will be granted based on legal opinion. Action in this regard was supposed to be taken by Incharge corporate policy as mentioned in the minutes.

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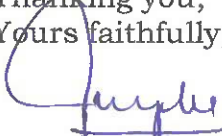
Very unfortunate to mention here that even after lapses of Nine (9) months, no action has been initiated by Incharge corporate policy. Please note that these Field Operators have given Golden Period of their life to ONGC i.e. 22 years. They are married and having children who are educating in colleges. In addition to this they are shouldering the responsibility of their old parents. We have not given them any medical facility either.

In the city like Mumbai, how difficult it is to survive that they can only explain. **Shri.Prashant Pawaskar CPF No.93490** is out of service from the last 11 month is a matter of serious concern. We are not serious to take any action on decisions taken in bilateral meetings with recognised union is not at all conducive.

Your esteemed authority is requested to kindly look in to the matter and direction may please be given to the In charge corporate policy to take immediate action for extension of age limit from 50 to 60 years for above mentioned three employees at the earliest as previous nine months have already lapsed to take a decision.

Thanking you,
Yours faithfully,

alc


(Pradeep Mayekar)
General Secretary

Copy to:

- V/LI.
29/11/23
1. ED-Chief ER, ONGC, PD Urja Bhavan, Vasant Kunj, New Delhi -110 070
 2. ED-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai - 400 051
 3. ED- HDS, ONGC, WOU, 11 High, Bandra Sion Link Road, Sion, Mumbai -400 017
 5. GGM-Head HRD, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi - 110070
 6. GM I/c IR, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai - 400 051
 7. DGM I/c Corporate IR, ONGC, Gr. Hills, Tel Bhavan, Dehradun, Uttarakhand
 8. Shri. Anil Desai - Member of Parliament, Shivsena Leader, President - Sthaniya Lokadhikar Samitee


28/11/2023



Minutes of Meeting with Recognised Unions held on 2nd February, 2023 at Kolkata

The Meeting commenced with ONGC Song.

Shri D.C pant, ED, Basin Manager, MBA Basin, Kolkata welcomed ED, Chief ER, GGM (HR), Chief HRD, General Secretaries of the Recognised Unions of ONGC and all the Management representatives to Kolkata and highlighted the progress made by MBA Basin. He also shared about the progress made in Ashok Nagar field including monetizing requirement of Ashok Nagar I and other developmental activities being planned in the area.

Shri Rajan Asthana, ED, Chief ER thanked Basin Manager for hosting the meeting. He shared the idea to focus on result viz. Discover, Produce and Consolidate.

Shri Sanjeeb Boruah, General Secretary, ONGC Purbanchal Employees' Association and Chief coordinator, All India ONGC Trade Unions co-ordination Committee welcomed Basin Manager, Chief ER, Chief HRD, senior executives representing Management and general secretaries of recognised unions.

He appreciated ED, Basin Manager for sharing the developments and potential of MBA basin and also applauded ONGC for its recent achievements vis-à-vis re-coronation of Sagar Samrat, success in ONGC 98/2-KG deep water development project. He highlighted that the unions and employees are paying attention towards the MoPNG statements/comments on nation's energy demand and vision of Govt. of India for increased production and drive towards cleaner energy.

Shri Boruah stressed the need for regular meetings and highlighted issues related to manpower planning and shortage of manpower in work centres. He stressed that issues related to delay in procurement of quality safety shoe is observed in most of the work centres. The unions also highlighted issue related to computation of HBA amount through system and its lacuna. GS Ahmedabad suggested that the EMI amount fixed towards HBA loan can be explored to be made variable, linked with the length of service of the employee.

ED, Chief ER asked I/c. Corp. Policy to look into the issue of computation/eligibility amount calculated by the system in consultation with ICE team. It was explained that the purpose of centralised HBA process was to ensure uniformity across work centres.

Following issues were raised by the Unions and discussed before starting the discussion on Agenda points.

i. **Increase of age limit from 50 to 60 years of Tenure Based Field Operators:**

It was informed that age limit will be increased by 2 years, and incremental increase till 60 years will be granted based on legal opinion. (Action: I/c Corp. Policy)

ii. **Recover of Self-lease amount in Mumbai/Chennai:**

GS-Chennai suggested to withdraw the order of self-lease which was made effective from 26.10.2017. It was explained that matter is still under examination as the reversing of amount recovered is an issue. **(Action: I/c Corp. Policy)**

- iii. **GS-Mumbai also highlighted the issue of HRR being recovered from new basic whereas HRA given in the old basic**

ED, Chief ER asked I/c. Corp Policy to examine the issue. **(Action: I/c Corp. Policy)**

- iv. **The union also raised the issue related to loss of seniority on mutual transfer:**

It was informed that the matter had been examined and not agreed to. It was also explained that Service Rules do not allow for such dispensation. The union suggested that management may explore extending special dispensation **(Action: Chief HRD)**

- v. Employment Assistance for dependants in respect of TBFO who lost their life due to accident while on duty:

GS-Rajahmundry appreciated the employment assistance scheme introduced by ONGC during COVID-19 pandemic and urged management to consider extension of the scheme in respect of specific cases where employees including TBFO's etc. lose life due to accident while on duty.

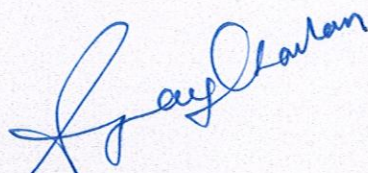
It was agreed that the case of Rajahmundry will be re-examined. **(Action: I/c Corp. Policy/Corp. Establishment)**

- vi. Chief coordinator, All India ONGC Trade Unions coordination Committee highlighted the issue related to senior officers (E-6) taking advantage of 14 days on/off duty pattern and requested management to reconsider the duty pattern.

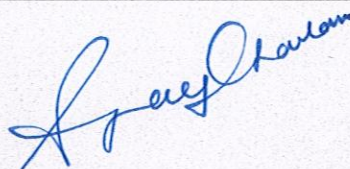
It was shared that on/off duty pattern is an operational requirement, and the work centre is to decide on the deployment.

Thereafter, Agenda points submitted vide All India ONGC Trade Unions' Coordination Committee letter dtd. 25.1.2023 were taken for discussion

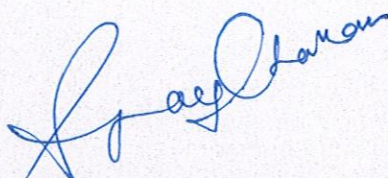
SL No.	Agenda & Unions point of view	Discussion/Decision
1.	Release of promotion as per MOS-2020 for court case employees: The Unions appreciated the Office of Chief HRD regarding completion of 90/95% of promotions given to eligible employees under MoS dtd. 6.2.2020-Review of MOU 2004. However, the Unions requested as a one-time measure, which has been	It was shared that the DETA (Diploma Engineers' Technical Association) involving 240 employees have lost the case in the Delhi High Court and as on date, DETA has not approached/raise dispute before CIRM/Industrial Tribunal. It was also shared that around 234 employees are involved in CGIT case including few who are also litigating before High Court at Ahmedabad. It was informed that the Management is open to



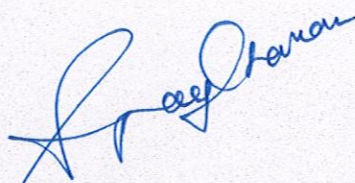
	necessitated due to pandemic situation caused by Covid-19 : i. To extend the period of 60 days as many eligible employees willing to withdraw disputes/cases filed in tribunals/courts could not submit the relevant orders/affidavits within the 60 days period owing to pandemic, subsequent lock down and disruption of business etc. ii. Certain cases of employees were closed/withdrawn by them before Labour Authorities/Tribunals/Court(s) and they were not able to get the reduced span of promotion since period of 60 days already expired by that time. The Unions highlighted that the majority of the cases pertain to Western Sector and Assam Asset. Efforts are being made to counsel the litigant employees, explaining the benefits envisaged under the MoS 2020.	extending the time limit due to pandemic conditions caused by Covid as a one-time measure only. However, the time limit should be mutually acceptable and that no extension would be given thereafter. It was clarified that such employees (who have filed cases/disputes) have to submit an application within the mutually agreed time limit before the respective court(s)/Authority to withdraw from the case/dispute i.e. showing intent that they accept the MoS 2020 against the pending litigation. The Order for promotion would be issued only after receipt of respective order(s) from the Court/Authority that the application of such employees to withdraw their names from the case has been accepted by the Court/Authority. It was also agreed that modalities to amend the MoS-2020 enabling extension of the time limit would be shared shortly. Action: Unions/Corp. IR
2.	Stop awarding O&M contract in our core operations: The unions opposed the increase in outsourcing activities, including O&M contracts in rigs/ installations. The unions also opposed against the mix crew pattern contracts in	It was shared that the decision to outsource certain activities/services are taken by the Management considering various factors including business necessity, global practises, future outlook of the company etc. It was clarified that services viz. logging, workover, drilling, cementing etc. are categorized as



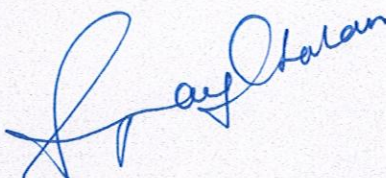
rigs, highlighting inadequate qualification/experience of the contract workers/personnel deployed by contractors leading to unsafe work practises and thereby resulting in safety issues. Unions demanded that management should ensure Kits and liveries items and necessary training to contract workers before deployment in fields/operations. GS-Mumbai also raised concerns over increase in outsourcing and expressed that the contractors are not competent and often leads to destruction/mis-utilization of ONGC equipments. GS-Rajahmundry and GS-Ahmedabad highlighting the safety issues suggested that O&M contracts, if necessary, should be awarded in totality and mix-crew pattern be avoided. GS-Ahmedabad exhorted that hiring of ex-employees as consultants should be stopped as it lead to safety hazard due to overage and medical fitness issues. The Unions expressed that the inadequate manpower situation in fields across ONGC has made operations difficult; and requires serious thought and deliberations for improvement. GS-Agartala stated that protests against awarding of O&M contract in Departmental workover rig and	services and cost efficiency is required to be assessed. It was also emphasised that ONGC is losing its production targets year after year and is yet to establish a major new find. This is an alarming scenario that puts the long term future of the Company to question. Any new induction would aspire for a career of about 35 years, which remains a challenge to envisage with the present business activities. It was conveyed that it is not prudent to induct regular manpower in every areas of works/operations/services due to uncertain nature of the E&P business and global trends. It was also conveyed that contract agreement stipulates that the contract workers so deployed by the respective contractors are to be provided with PPE and mines vocational training. It was highlighted that the current wage cost vis-à-vis profit is very high and requires correction. It was also conveyed that the future outlook of the company necessitates removal of redundancies and gradually efforts towards a lean organization are being made in a controlled manner to ensure future viability and profitability of the company. It was shared that approval of hiring ex-employees as consultants are being granted as per the recommendation of the work centres and the arrangement is for short duration to ensure transfer of the knowledge of such experienced employees. It was conveyed that the issue of medical fitness of such ex-employees will be looked into. It was informed that the decision for O&M contracts is taken after detailed study in view of the uncertainty and viability of operations in future. It was shared that out of compulsion, induction for regular manpower is not possible due to court cases, uncertainty regarding nature of operations and continuous decline of production. It
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	newly purchased VFD rig will continue till utilization of departmental employees in terms of responsibilities and job assignments are discussed/consulted with the Union. Unions asserted that they should be consulted over mechanism and perspective of awarding of O&M contracts in different activities/operations/services, including performance monitoring of such contracts. The Unions requested for an exclusive meeting/discussion on the issue including management's thinking/perspective about future outlook of manpower, outsourcing, monitoring system of such outsourced contracts. Lack of manpower in support services including Finance, LAQ were highlighted by GS-Silchar.	was further informed that for the purpose of optimum utilisation of our resources, rigs/equipment are moved to other work centres for its utilization. It was reiterated that outsourcing is not being done at the cost of safety; and problems of accountability including safe practises are being fixed and ensured. It was shared that the manpower assessment is underway and ratio of <u>field office to back office</u> is also being looked into. HRG is working on ideal case scenario and future of EOA, Ashokenagar, Damoh, Jodpur etc. are to be seen. The request for exclusive meeting on the issue is noted. Action: Chief HRD
3.	Introductory meeting with Honorable Chairman of ONGC in presence of all Presidents of Recognized Unions.	It was informed that the request of the unions will be conveyed to Chairman. Action: Chief ER
4.	Constitution of working group on R&P. The unions highlighted that agenda for R&P review have been submitted to the Management. The unions requested to convene an introductory meeting; wherein	It was informed that the agenda submitted by the Unions is being examined. It was shared that a consultant has been hired to suggest on organization restructuring and revisiting HR Policies on career progression, succession planning and transfers. Based upon report from the consultant, further course of



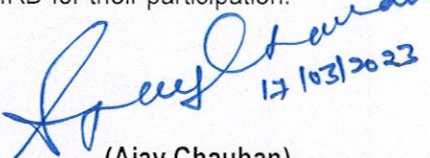
	priority issues viz. creation of W-VIII and S-V may be discussed.	action in the matter would be decided. Action: Chief HRD
5.	Conducting 79th JCM. GS-Dehradun requested for Waiving of condition of ownership of two wheeler for claiming of four wheeler insurance. GS-Dehradun also requested to consider sanctioning of amount under Children Education Loan Scheme towards PG accommodation, where hostel accommodation is not available.	Request to conduct 79th JCM was noted. It was agreed to examine the issue positively. It was explained that there is no separate component for hostel accommodation under the loan scheme and as such it would be difficult to bifurcate the entire loan amount into components. Further, there could be issues related to mis-utilization of loan amount.
6.	Unfreezing of IDA for unionized category employees. The unions requested to accept the Judgment delivered by High Court of Tripura at Agartala on 6.1.2023 to release DA and not to contest the same as it would spread a negative message across unionised category employees.	It was informed that the matter will be discussed with Legal Section and information about decision taken by other companies is also being gathered. Action: Chief ER
7.	Extension of Covid incentive to staff category employees in line with executives. The Unions, highlighting the discussion in the 78th JCM requested to consider extension of the 2nd incentive as was given in the 1st time to all employees.	It was informed that substantial payment on account of overtime was paid to non-executives during Covid time whereas executives were not getting the same. However, on persistent demand it was informed that matter will be examined in totality viz. OPA granted to executives and overtime granted to staff across work centres during the period. Action: I/c. Corp. Policy
8.	Regularization of TBFO and contractual paramedics. The unions submitted that	It was explained that it might not be possible for



	Regularization of TBFO and contractual paramedics was earlier agreed by the management.	Management to regularise their services <i>suo motu</i> as the matter is sub judice before the Hon'ble Supreme Court.
9.	EPS issue with reference to the Hon'ble Supreme Court Judgement dated: 04.11.2022 settlement claims	It was informed that ICE team is working on formula and amount to be remitted towards EPS-95 contributions based on actual salary instead of statutory wages since November 1995. A limitation is being observed due to lack of basic data prior to 2005 i.e. introduction of SAP. It was also informed that instructions from EPFO are also awaited. Action: Head Trusts

The Meeting ended with vote of thanks by DGM (HR) I/c Corp. IR. He thanked ED-Chief ER for convening the meeting, and GGM-Chief HRD, and all executives from Corp. ER and Corp. HRD for their participation. He also thanked Kolkata team for organising the meeting.

The Meeting ended on a cordial note.


 (Ajay Chauhan)
 DGM (HR) I/c Corp. IR

Encl: List of participants

File No: 35(25)/2023-IR/10944727

Date: 17.03.2023

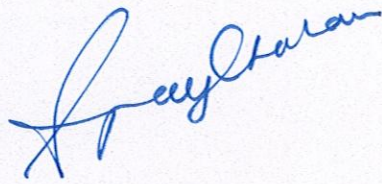
Distribution:

1. General Secretary, ONGC Purbanchal Employees Association, Sivasagar
2. General Secretary, ONGC (WOU), Karmachari Sanghatana, Mumbai.
3. General Secretary, ONG Mazdoor Sangh, Ankleshwar.
4. General Secretary, ONGC Employees, Mazdoor Sabha, Mehsana.
5. General Secretary, ONGC Employees' Union of Tripura, Agartala.
6. General Secretary, Trade Union of ONGC Workers, Silchar
7. General Secretary, Petroleum Employees Union, Chennai.
8. General Secretary, Petroleum Employees Union, Rajahmundry
9. General Secretary, Petroleum Employees Union, Karaikal.
10. General Secretary, ONGC Staff Union, Dehradun.
11. General Secretary, Petroleum Mazdoor Sangh, Ahmedabad.
12. General Secretary, ONGC Employees Association, Kolkata.

13. ED Chief ER, ONGC, Dehradun.
14. GGM (HR)-Chief HRD, ONGC, Dehradun.
15. CGM (HR)-Head Trusts, ONGC, Dehradun
16. CGM (HR)-I/c. Corp. Establishment, ONGC, Dehradun
17. GM (HR)-I/c. Corp. Policy, Dehradun.

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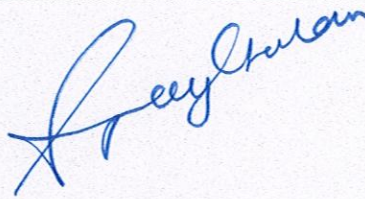
1. CEA to Director (HR), ONGC, DUB, New Delhi
2. EA to ED, Chief ER



Annexure to the Minutes of meeting held at Kolkata on 02.02.2023

List of Participants - Meeting held at Kolkata

Management Participants S/Shri	Recognized Unions	Union Participants S/Shri
Rajan Asthana, ED, Chief ER Divya Capoor, GGM (HR) - Chief HRD V.K.Barai, GM (HR)-I/c-Corp. Policy Rajesh Gambal, GM (HR)-I/c Promotions Prem Singh, GM(IE)-Head HRG Dhananjay Kumar, GM (HR)-I/c Corp. Rectt Satish More, DGM(HR)-EA to Chief HRD Prasun Kumar, DGM(HR)-EA to Chief ER Ajay Chauhan, DGM (HR)-I/c Corp. IR Charles Tushar Ekka, M (HR)-Corp.IR	ONGC Purbanchal Employees' Association, Sivasagar	Sanjeeb Boruah, General Secretary
	Oil & Natural Gas Commission (WOU) Karmachari Sanghatana, Mumbai	Pradeep Mayekar, General Secretary
	ONG Mazdoor Sangh, Ankleshwar	Nilesh M. Bombde, General Secretary
	ONGC Employees Mazdoor Sabha, Mehsana	A. R. Tadv, General Secretary
	ONGC Employees' Union of Tripura, Agartala	Birchandra Debbarma, General Secretary
	Trade Union of ONGC Workers, Silchar	Ashok Baidya, General Secretary
	Petroleum Employees Union, Chennai	V. Gopinathan, General Secretary
	Petroleum Employees Union, Rajahmundry	K Suresh Kumar, General Secretary
	Petroleum Employees Union, Karaikal	I Kanagaraj General Secretary
	ONGC Staff Union, Dehradun	Ajay Sharma, General Secretary
	Petroleum Mazdoor Sangh, Ahmedabad	D J Chaudhary, General Secretary
	ONGC Employees Association, Kolkata	P K Sarkhel, General Secretary





OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

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Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 59 /2023

DATE : 03/07/2023

To,
The Chairman & CEO,
ONGC,
Deendayal Urja Bhavan,
5, Nelson Mandela Marg,
Vasant kunj
New Delhi - 110070

alc

The Director (T&FS)

The Director (HR),

The Director (Production)

ONGC,
NBP Green Heights, BKC,
Bandra (E),
Mumbai- 400051

Subject: Extension of age limit from 50 to 60 year for the Field Operators

Respected Sir,

This has reference to our earlier letters vide no. **ONGC/KS/088/2022 Dated 29.07.2022** and letter no. **ONGC/KS/137/2021 Dated 08.06.2021** regarding extension of service age limit from 50 to 60 years for Field Operators. Please find enclosed the copies of the letters for your perusal. Our two issued letters are self-explanatory. This issue also has been raised by all recognised union forum "**AIOTUCC**" at appropriate level. Our first letter was issued on 8/06/2021 means exactly two years before, second letter was issued on 29/7/2022 which is also completing almost one year. Any decision on the above issue yet to see the light of the day.

There are total three "**Field Operators**" who were completing their 50 years. Accordingly **Shri. Prashant D. Pawaskar** has completed his 50 years on 14/01/2023 and from last five months he is out of service. **Shri. Milind B. Parkar** has completed his 50 years on 30/05/2023 and now out of service. The issue was raised by union well in advance before two years but has fallen on deaf ears. Now third Field Operator **Shri. Jitendra N. Naga** is completing his tenure on 9/09/2023 i.e little over two months. These Field Operators have completed six (6) terms of four years in ONGC. They have served ONGC for more than 22 years.

All these Field Operators are married having children and shouldering responsibility of their aged dependent parents too. Our salary package for these Field Operators is also not so lucrative. For your information it is only fixed **Rs. 49000/- per month** without any allowances like regular employees though they are performing similar work on Rigs and are equally qualified. All these field operators are recruited in line with our R&P policies i.e with Technical Qualification.

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Employee who has rendered more than 22 years of service and has given Golden Period of his life to ONGC and is out of service for more than 5 months is a matter of serious concern. Needs no elaboration that inflation is sky rocketing, and in such situation without salary for five months how difficult it is to maintain family that too in city like Mumbai can be gauged by your authority.

Most painful is that we are not able to take decision even after a lapses of two years. It will be preferred if powers are given to ED- Chief ER then the decision of the unionised category will be much faster. This will be for the future but in this case kindly take a decision immediately. Our employees are almost on the roads, with folded hands requesting your esteemed authority to take decision and save their families otherwise they will have no alternative left but to commit suicide as survival is near impossible now. **It is pertinent to mention that Field operators in Rajahmundry are already given the extension of continued service till the age of 60years.**

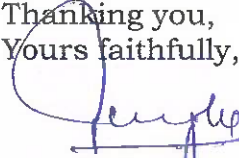
No action has been initiated by concerned authorities in last two years is very unfortunate leading to untold frustration. It will not be adoption of new policy as it is already existing within the organization.

ONGC has given service protection **upto sixty (60) years** to all contract employees across pan India in 'Fair Wage Policy'. Further it is also extended **upto 60 years** to existing contract paramedics vide Office Order no. **DDN/R&P-Rectt/Contract Para-Medics/2023 dtd. 26.06.2023**. We sincerely expect same protection to be extended i.e. continued service to the age of 60 years to our dedicated Field Operators. Last 23 years they are doing regularly ON/Off duty in offshore. Even during pandemic of COVID - 19 they have rendered their service with regular employees in offshore. Very unfortunate to note that they were not been compensated like regular employees by giving **"Field Incentive"**. This discriminating treatment to Field Operators in a **"Maharatna"** status company like ONGC is not only painful, is ebbing out their feeling of belongingness, sincerity and dedication.

Once again without overlooking their contribution and years of rich-experience, knowing well they are all engaged in our core activity i.e. **"Drilling"**, your esteemed authority is requested to look into the matter and extend justice to these Field Operators by extending their age limit from **50 to 60 years** without delay.

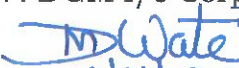
We sincerely request your authorities please do not compel us to resort to **"Hunger Strike till death"** at the gate of Green Heights to get justice as no alternative is left to them by ONGC authorities.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

Copy to:

1. ED-Chief ER, ONGC, PD Urja Bhavan, Vasant Kunj, New Delhi 110070.
2. ED-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.
3. ED- HDS, ONGC, WOU, 11 High, Bandra Sion Link Road, Sion, Mum-17
4. GGM-Head HRD, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi 110070.
5. GM I/c. IR, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.
6. DGM I/c Corporate IR, ONGC, Gr. Hills, Tel Bhavan, Dehradun, Uttarakhand


471022



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Website : www.ksmumbai.com

REF. : ONGC/KS/088/2022

DATE : 29/07/2022

To,
The ED - HRO,
ONGC - WOU,
NBP Green Heights, BKC,
Bandra (East),
Mumbai- 400 051.

O/C

Subject : Extension of age limit from 50 to 60 years for Field Operators and Field Worker.

Respected Sir,

This has reference to our earlier letter vide No. **ONGC/KS/137/2021 dated 08.06.2021** regarding extension of superannuation age limit of Field Operators from 50 years to 60 years which is self-explanatory. Please find attached a copy of the letter for your perusal.

There are total three Field Operators and one Field Worker completing their age of 50 years as mentioned below. Till date they have completed Six (6) terms, each of four years. They have served ONGC around and or more than 22 years. Their sincere and dedicated service performed with the given assignment in offshore was in complete satisfaction of all seniors.

As mentioned in our earlier letter ONGC has given service protection up to 60 years to contract employees in Fair Wage Policy. We sincerely expect same protection to be extended i.e up to 60 years of age to our Field operators/worker where they are recruited as per R&P policies of ONGC in line with regular employees whose superannuation age is also 60 years.

Please find enclosed the **office order no. 11(24)11/TB/CP dated 18th Oct, 2011** where age limit of 50 years was granted of Field Operators.

The details of their service period is as follows

Sr. No.	Name	CPF No.	Date of Birth	Date of Joining	Tenure Term Completion
1	Prashant D. Pawaskar	93490	15.01.1973	26.12.2000	14.01.2023
2	Jitendra Namdev Naga	96725	01.09.1973	29.02.2008	09.09.2023
3	Milind Balkrishna Parkar	93473	31.05.1973	24.12.2000	30.05.2023
4	Smt. Swastik D. Mhatre	93234	04.03.1975	06.07.1999	13.11.2022

Let me take the opportunity to bring to your knowledge that even Rajamundry Asset has given extension up to 60 years to their Field operators, by doing it in WOU will bring parity for the said Term based employees all over ONGC, neither it will be anything new towards change in policy, most importantly they are just four of them.

Contd....2

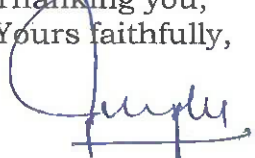
:: 2 ::

Superannuation, 10 years premature will dawn untold hardship, most critical being fending their children's higher education. Moreover, they are shouldering the responsibility of their aged parents also. It will not be out of place to mention that in all ups and down working condition in offshore they have contributed without sounding any resistance, silently giving their **Golden Period** of life even though had to encounter many disparities.

Once again without overlooking their contribution and years of rich experience, knowing well they are all engaged in our core activity i.e. "**Drilling**", your esteemed authority is requested to kindly look into the matter and take up the issue with head quarter for further action so that these Field Operator can serve ONGC up to 60 years of age so also ONGC benefits for another 10years of their rich experience.

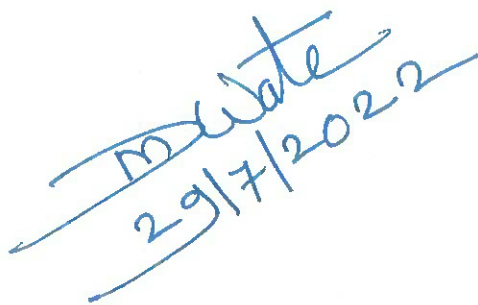
Thanking you,
Yours faithfully,

O/c


(Pradeep Mayekar)
General Secretary

Copy to:

1. ED-HDS, ONGC, WOU, 11 High, Bandra Sion link Rd, Sion, Mumbai-17
2. CGM (logistic), ONGC WOU, Nhava Supply Base, Nhava, Raigad.
3. GM-I/c IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.
4. GM I/c HR-ER, Services, ONGC WOU, 11 High, Bandra Sion link Rd, Mum 17.


29/7/2022



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/ 137/2021

DATE : 08/06/2021

To,
The Director (HR),
ONGC,
PD Urja Bhavan,
5 Nelson Mandela Marg,
Vasant Kunj,
New Delhi- 1100070.

O/C

The Director (T&FS)

The Director (Offshore)

The Director (Onshore)

Sub: Extension of age limit from 50 years to 60 years for field operators.

Respected Sir

This has reference to our office order no. **11(24) 11/TB/CP dtd. 18th Oct 2011** regarding extension of age limit up to 50 years of field operators. Initially the field operators were appointed with age limit of maximum 45 years. Subsequently the age limit was extended from 45 years to 50 years vide our above-mentioned office order. The field operators presently working in ONGC have entered in their 6th term and most of them are completing their 50 years age in coming next one to two years. Please find enclosed the copy of the circular mentioned above for your perusal.

We need to acknowledge the fact that they have rendered their delegated services to ONGC with unstinted sincerity and complete dedication for **more than 21 years in WOU, Mumbai Region and more than 23 years in Western Region.**

Its pertinent to mention that, initially in their first tenure they were recruited as Rigman further on completion of the said tenure of four years they were re designated as **"Field operators"** since then are performing the jobs of all three i.e., **Roustabout, Rigman and Topman**, in fact they are involved in multi skilling activities, natural justice would be to Regularize them, presently we are seeking job protection up to the age of sixty (60) years only. Simultaneously along with us all recognized union in ONGC are also persuading within the constitutional procedures to regularize them in ONGC.

Contd....2

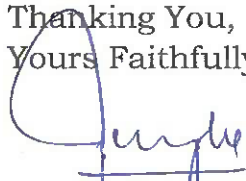
In the year 2016, we have adopted **Fair Wage** policy shifting from minimum wages for contractual employees entering into bilateral agreement, having signed by unions in Mumbai Region in presence of Regional Commissioner (Central) and was implemented throughout all the projects of ONGC. One of the important clauses agreed upon in the agreement is that contract labours will have service protection up to **60 years**. When ONGC has given protection to all contract employees in ONGC, we must extend the same and give service protection to our field operators till they attain their age of 60 years and were recruited as per R&P of ONGC.

We have to give very serious thought on the issue that at the age of 50 years they will not be employed anywhere in the industry because of their age and peculiar experience in drilling. This discontinuation from services due to the age criteria will simply lead to their displacement and will push them along with their families to face multiple problems as all these field operations are married having children, whose education will be affected, additionally most of them are shouldering the responsibility of their parents.

Without overlooking their contribution and years of rich experience, knowing well they were all engaged in our core activity i.e., "**Drilling**", your esteemed authority is requested to kindly look into the matter and direction may please be given to the concerned authority to initiate the file in the matter towards enhancing their age limit to **60 years** for superannuation at the earliest.

Thanking You,
Yours Faithfully,

ok


(Pradeep Mayekar)
General Secretary

Copy to:

1. ED-CDS, ONGC, WOU, 11 High, Bandra-Sion Link Road, Sion, Mum-17.
2. ED- HDS, ONGC, WOU, 11 High, Bandra-Sion Link Road, Sion, Mum-17.
3. ED- Deep Water, ONGC, WOU, 11 High, Bandra-Sion Lk Rd, Sion, Mum-17.
4. GGM-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E), Mumbai-400051.
5. GGM-Head Logging Services, ONGC, WOU, 11 High, Sion, Mum-17.
6. CGM-I/c HR/ER Services ONGC WOU, 11 High, Sion, Mumbai
7. GM- I/c HR/ER & IR ONGC, WOU, NBP Gr. Hts., BKC, Bandra (E), Mum-51


10/6/2021

11/6/21



ऑयल एण्ड नैचुरल गैस कॉर्पोरेशन लिमिटेड

Oil and Natural Gas Corporation Limited

Department of Employee Relations

Corporate Policy Section

तेल भवन, देहरादून : TEL BHAVAN, DEHRADUN

No. 20(3)/RP/09/CP

Dated: 22nd August, 2012.

OFFICE ORDER (58/2012)

Subject: Modifications in the terms and conditions for Tenure Based Engagement.

The ONGC Board, in its 233rd meeting held on 10th July, 2012, has approved the following modifications in the terms and conditions for Tenure Based engagement :-

(a) Engagement for a Final Tenure period of four years on attainment of 45 years age, subject to the following:

- i) Final Tenure Period offered being regulated by the age limit of 50 years.
- ii) Medical Fitness certification by Medical Head of the concerned Asset/ Basin after completion of every two years, post attainment of 45 years age.
- iii) Satisfactory Performance report, based on PAR and the recommendation of concerned Key Executive.

(b) Addition of provision for 'Obligatory engagement', where the Board may accord prior approval, based on the merits of the case, to allow such obligatory engagements (such as DODs/Court Orders etc.) wherein age/ deployment relaxations may be required, to secure the company's long term interests.

(c) Past decisions to be converged into 'Obligatory Engagement' provision of the modified terms and conditions as under:

- (i) Dependent of Deceased, who were approved and found fit for regular employment but engaged under this scheme due to court orders, till such time as they can be given regular appointment or attain the age of superannuation.
- (ii) The engagement with relaxation of age-limit for all those employees who were inducted with approval of CMD under the scheme due to Court / adjudication process.
- (iii) The cases given interim extension after attaining the age of 45 years with the approval of Director (HR) earlier.


(S.K. Tomar)

Chief Manager (HR)-Corp. Policy

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- hard copies not being circulated.