



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

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.

Website : www.ksmumbai.com

REF. : ONGC/KS/116/2025

DATE : 23/12/2025

To
The ED-Chief HR Services,
ONGC-WOU,
NBP Green Heights,
BKC, Bandra (E),
Mumbai - 400 051.

**Sub:- One day "Food Boycott" in all Offshore Installations on 2nd January 2026
Against Discontinuation of Bottled/Jar Potable Water Supply to
Offshore Installations.**

Respected Sir,

This is with reference to IIM No. ONGC/MR/COL/CPRM Minutes 2025 dated 06.12.2025 regarding the supply of water & provisions & Inter-Field Transfer of Materials. A copy of the order is enclosed for your kind reference.

At Sr. No. 3 of the mentioned document, it is stated: **"No potable water to be sent to any Platforms & Chartered hired Jack-up rigs post 31-Dec-2025."**

We, the undersigned, would like to express our strong concern & objection to this decision, which directly impacts the basic health, safety, & hygiene of the workforce deployed on offshore installations.

Drinking water is a fundamental human necessity, & the responsibility to provide hygienic, potable water rests solely with ONGC management. Over the past 6-7 years, the condition of on-board water generation systems has significantly deteriorated. Most of the Water Makers & Reverse Osmosis (RO) systems are either non-functional or functioning sub-optimally. Below are some key issues identified in the complaints received from the NQO Platform, Heera Platform, B-193, and Rig Sagar Ratna:

- RO systems & water makers are not maintained regularly.
- Spare parts & essential mineral additives are not stocked.
- Water storage tanks are rusted & not cleaned at standard intervals.
- Connected pipelines and water storage tanks are corroded.
- STP systems are overloaded due to excess POB, leading to untreated sewage being bypassed. Sewage treatment plants installed on offshore installations are frequently shut down.
- Due to inadequate maintenance of ROs & water makers, the water production capacity has significantly decreased on nearly all platforms & rigs.
- The RO plant at the Tapti field frequently shuts down because its filters are unable to handle the muddy seawater.

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- The onboard UV sterilizer systems have not been operational since the commissioning of the rigs.
- Hypochlorite injections for marine growth prevention damage RO membranes, which are not replaced timely.
- Chlorination & post-treatment systems are absent at critical installations like NQO Platform.
- Water quality is often compromised for the sake of quantity.

Offshore Sewage Discharge

Treated sewage is discharged just 60 meters from the utility water intake.

Risk: Proximity increases the chance of pathogens or contaminants entering the water supply. Any treatment failure may lead to immediate potable water contamination.

Produced Water Contamination

Sump caisson discharges treated produced water that may still contain oil droplets, dissolved hydrocarbons and toxic chemicals. Intake located only 60 meters away may draw in these residuals. Malfunction in water treatment could allow crude oil ingress, contaminating the entire drinking water tank even with short-term exposure. High H₂S levels in the area add to the toxicity risk.

Acidic Scrubber Effluent Discharge

Effluent from H₂S incineration is discharged 100 meters from the intake. May contain acids and dissolved contaminants. Potential risk of toxicity if such effluent enters the intake.

No Onboard Water-Testing Capability

B193 lacks real-time or lab-based water analysis. No routine testing for taste, odour, chemical, or microbiological parameters. Risks undetected contamination. QHSE norms require regular water quality checks and certification from a NABL-accredited lab.

Untreated Biodegradable Waste Discharge

Kitchen and organic waste are dumped untreated, only 25 meters from the water intake.

Risk: Introduces bacteria and nutrients, promoting pathogen growth and biofilms.

Increased Water Tank Cleaning Needs

In absence of bottled water, potable tanks need frequent cleaning to avoid pathogen buildup. Requires more manpower for regular maintenance.

Sediment Intrusion from Offshore Conditions

Strong undercurrents and turbidity events can stir seabed sediments. Suspended solids may enter the intake, overwhelming filters or clogging systems.

Additionally, several credible reports raise serious concerns:

- A research paper (March 2021) by ONGC scientists reported the presence of heavy metals (Arsenic, Cadmium, Lead) near the NQO complex.
- RGL Panvel has found Strontium (2020) & Lithium (2024) in produced water samples from NQO Platform.
- Offshore POB consistently exceeds designed limits, straining the water production systems.

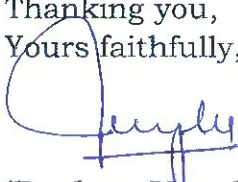
It is unjustifiable to implement cost-cutting measures that compromise employee health & hygiene. There are several other areas where cost efficiency can be achieved without endangering workforce well-being.

In the absence of proper testing reports or quality assurances regarding the functionality & safety of the existing water treatment systems, we strongly demand that the supply of bottled/jar potable water to offshore installations continue without interruption.

As a mark of peaceful protest, all offshore employees will observe a one-day "Food Boycott" (without disrupting work) across all offshore installations, including rigs & platforms, on 2nd January 2026.

We sincerely urge ONGC management to reconsider its decision & prioritize the health & safety of its workforce.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

1. ED-Chief ER, ONGC, P D Urja Bhavan, '5' Nelson Mandela Marg, Vasant Kunj, New Delhi – 110 070
2. ED- Chief CDS, ONGC, WOU, 11 High, Sion, Mumbai- 400 017
3. ED- MH Asset, ONGC, WOU, V. Bhavan, Bandra (E), Mumbai- 400 051
4. ED- N&H Asset, ONGC, WOU, V. Bhavan, Bandra (E), Mumbai- 400 051
5. ED- B&S Asset, ONGC, WOU, V. Bhavan, Bandra (E), Mumbai- 400 051
6. ED, CDS-Shallow Water, ONGC, WOU, 11 High, Sion, Mumbai- 400 017
7. ED, CDS-Deep Water, ONGC,WOU, 11 High, Sion, Mumbai- 400 017
8. CGM- Plant Manager, ONGC,WOU, LPG Plant, Uran, Raigad- 400 702
9. GGM (Elect.) Head Air Logistic,ONGC,WOU,Juhu Helibase,Vileparle (W),Mum-56
10. GM- I/c HR/ER, MH-Asset, V. Bhavan, Bandra (E), Mumbai - 400 051
11. GM- I/c Head NSB, ONGC,WOU, Nhava Supply Base, Nhava, Raigad
12. GM- I/c HR/ER, ONGC,WOU, LPG Plant, Uran, Raigad- 400 702
13. GM- Head FMG, I/c IR – ONGC,WOU,Gr. Hts. ,BKC,Bandra (E),Mum.- 400 051
14. GM- I/c HR/ER, ONGC,WOU, Phase-I, Panvel, Raigad.
15. GM- I/c HR/ER, Services, ONGC,WOU, 11 High, Sion, Mumbai- 400 017
16. GM- I/c HR/ER, ONGC,WOU, Nhava Supply Base, Nhava, Raigad.



प्रमुख अपतट सभारतंत्र कार्यालय

8वा तल, 11 हाई, बांद्रा सायन मार्ग

ओएनजीसी, मुंबई - ४०० ०१७

Office of Chief Offshore Logistics

8th Floor, 11 High, ONGC, Mumbai 400017

Tel: 2408 8851, Email: col_olg@ongc.co.in

IOM No : ONGC/MR/COL/CPRM Minutes/2025

Date: 06-12-2025

From : MB Pillai, COL

To : As per the distribution List

Subject : Supply of Water and Provisions to Offshore & Inter-Field Transfer of Materials

The following decisions pertaining to offshore logistics were taken in the Q2 Cost & Performance Review Meeting held at Delhi on 29-11-2025.

SL	DECISION	DATE OF IMPLEMENTATION
1	Inter-rig transfer of smaller tools to be done preferably through Crew Boats instead of PSV/OSVs	29.12.2025
2	The financial implication towards utilization of OSV/PSVs by ODAG to be communicated to ODAG for claiming the amount against providing these OSV/PSVs.	29.12.2025
3	No potable water to be sent to any platforms and chartered hired jack-up rigs post 31-Dec-2025. COL to issue an order to this effect and check & certify that no water is being supplied to the above.	31.12.2025
4	Dry food dispatch to platforms to be done once a month only	05.12.2025
5	Ensure availability and usage of appropriate racking mechanism and tagging of materials in all available and upcoming closed warehouses at Pipavav	Immediate

1. The following points may be noted by Karanja, Nhava and Pipavav Supply Bases:

- a) OSVs / PSVs / AHTS are currently employed to transport materials between various installations within the fields (rigs, platforms etc.).

For smaller items such as tools, equipment, or materials that can be moved more cost-effectively by inter-field crew boats, this option should be considered. In some cases, these items may also be transported by fast crew boats if both locations fall within their scheduled passenger transfer routes.

In-charge Logistics at Veshvi / Nhava / Pipavav shall explore this option with concerned assets / services before deputing OSVs / PSVs / AHTS for this job.

Records of such transfers to be maintained by the respective logistics team.

- b) As mentioned at sl. No.3, please ensure that potable water (especially in bottles / jars) shall not be sent to any platforms, installations, chartered hired jack-up rigs etc. after 31-Dec-2025.



This letter may be considered as an officer order and the logistics in-charges at Veshvi / Nhava / Pipavav shall confirm and certify compliance on this to undersigned.

- c) Despatch of Dry foods shall be done only once in a month.

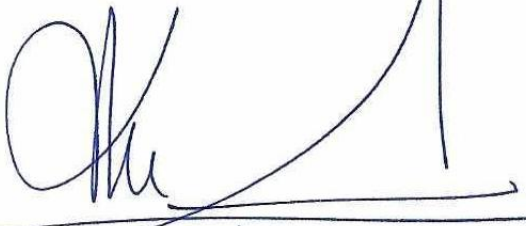
All the assets / services / installations / service providers / vendors etc may be sensitised about these issues.

2. CGM-Head Finance, OLG to submit detailed financial implication towards the utilization of OSVs/ PSVs by ODAG to Security for further communication to ODAG for claiming the amount against providing these OSV/PSVs.

Year-wise details of vessels deployed and expenses incurred (including day rates, fuel and other charges such as port, wharfage, pilot, berthing etc.) shall be prepared.

3. GGM-Head Pipavav Supply Base to Ensure the availability and usage of appropriate racking mechanism and tagging of materials in all available and upcoming closed warehouses at Pipavav.

Regards,

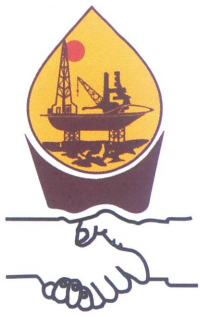

06/12/2025
Mahesan Balakrishna Pillai
Chief Offshore Logistics

Copy to:

1. Head / In-Charge Logistics: Nhava / Pipavav / Karanja.
2. All Sectional Heads of Offshore Logistics Group

Copy for kind information (para no. 1) to:

1. ED-WO
2. ED-EO to D(P)
3. AM: MH, B&S and N&H Asset
4. CCDS
5. CDS-SW, CDS-DW
6. HWS, HLS



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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/ 97 /2025

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.

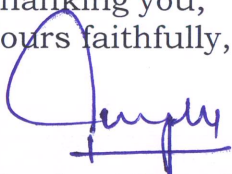
we **urge the ONGC management to immediately reconsider & revoke this decision** to discontinue bottled water supply on offshore Rigs/Platforms. We are not opposed to efficiency or innovation, but no initiative should compromise the health of employees.

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

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		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	16-Oct-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 MCOB 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