



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

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Website : www.ksmumbai.com

REF. : ONGC/KS/43/2025

DATE : 26/05/2025

To,
The GGM – Plant Manager,
ONGC-WOU,LPG Plant,
Dronagiri Bhavan,Uran,
Dist. Raigad – 400 702

a/c

Subject: Forcing Boiler operators to do electrical work pertaining to Electrical department, attributing to violation of Section 9A of ID Act

Respected Sir,

We are in receipt of a serious complaint of **Shri.R.R.Singh, GM (Electrical)** who is forcing Boiler Operators to work in the Electrical department, which is outside their designated job scope and expertise. These directives are compromising the staff safety and potentially affecting the overall performance of the Boiler Department. Moreover, this move may also lead to a breach of standard operating procedures and protocols.

Boiler Technicians require knowledge of mechanical systems, thermodynamics, and boiler operations, whereas Electrical Technicians need expertise in electrical systems, circuits, and safety protocols. Your authority must be aware that, as per **ONGC R & P Policy every staff of Electrical Discipline should possess “B level Wireman's Certificate” & Certificate of Competency as “Electrical Supervisor (CCES)” and is applicable for Non-executives & Executives also.**

We are attaching herewith the **ONGC Office Order No.DDN/CORP-HRD/R&P/RECRUITMENT/2023/RPOO/1192736, Dated 22.11.2023 & Notice No. DDN/CORP-PROM/2024/E6-Elect, dated 30.03.2024** which elaborates that, staff working in Electrical Department should possess a valid Electrical Supervisor License.

In Maharashtra state, as per Regulatory Authority “Industry, Energy & Labour Department” electrical workers must have valid licensee and non-compliance of statutory “Electrical Supervisor License” will direct action by the Factory Inspector under violation of “Factory Act, 1948”.

Electrical licensed personnel are ensuring, handling of electrical systems, equipment's and necessary technical knowledge, skills & qualifications to perform their tasks safely and technically.

Both, Electricians and Boiler operators are recruited in line with the R&P policies of ONGC, hence the said directives of **Shri.R.R.Singh, GM (Electrical)** will be in violation of **Section 9A of ID Act i.e change in service condition without notice pertaining to gross violation of labour laws.**

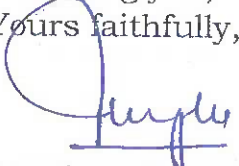
औ.एन.जी.सी. प्रशा. उरण
ONGC ADMN, URAN
आवक क्र./Inward No. 39
दिनांक/Date 30/05/2025

Electrical work can be hazardous if not performed by the technically qualified person and can lead to a casualty. Electrical Licensed personnel are trained to follow safety protocols, guidelines & reducing the risk of errors and accidents. It's essential to ensure that each technician works within their designated role to maintain operational efficiency, safety, and productivity. We request that the management should take note of these distinctions and ensure that the services of Boiler Technicians and Electrical Technicians are utilized accordingly.

We request your esteemed authority to kindly intervene in the matter and direct to **Shri.R.R.Singh, GM (Electrical)** to refrain from assigning tasks outside the preview of Boiler operator. Boiler Technicians should not be forced to work in the Electrical department, as their expertise lies in the boiler operations and maintenance. Assigning them electrical tasks will compromise safety, efficiency and productivity. Even then if Boiler operators are forced to work in the electrical department and if any accident occurs, management will be solely responsible for such accidents. As this is an internal matter, we do not want to take the issue outside the company. We hope your authority will not compel us to raise a Industrial Dispute, lodge a complaint with appropriate authorities i.e. Factory Inspector, Local Police Station & Chief Labour Commissioner (CL).

Hope to take immediate action in the matter to avoid further complications in the interest of the organization as well as employees working in the LPG Plant, Uran.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

af

Copy to :

1. GM, I/c-IR, ONGC WOU, NBP Gr. Bldg., BKC, Bandra (E), Mumbai-51
2. GM, I/c, HR/ER, ONGC WOU, LPG Plant, Uran, Raigad - 400 702.
3. GM (E.), Area Manager, ONGC WOU, LPG Plant, Uran, Raigad - 400 702.
4. Manager, IR, ONGC WOU, LPG Plant, Uran, Raigad - 400 702.


29/5/2025



ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड

Oil and Natural Gas Corporation Limited

Department of Employee Relations

Corporate Policy Section

“ ग्रीन हिल्स ” ग्राउंड फ्लोर, ए विंग, तेल भवन, देहरादून

“ Green Hills ” Ground Floor, A Wing, Tel Bhawan, Dehradun

Tel No. 0135-2792177

No. DDN/CORP-HRD/R&P/RECRUITMENT/2023/RPOO/1192736

Dated: 22.11.2023

OFFICE ORDER (23/2023)

Subject: Modifications in MRPR-80

The Board of ONGC in its 355th meeting held on 12th of August, 2022 has approved certain change in the qualification criteria of Electrical discipline in Schedule I of MRPR-1980. Accordingly, the following changes will be effective in MRPR-1980:

1. The requirement of 'Certificate of Competency as Electrical Supervisor' (CCES) for recruitment in Electrical discipline at executive and non-executive level (E1, F1 and A1 levels) is hereby discontinued. However, persons recruited at executive level or 'F' levels of non-executives will be required to produce valid CCES within two years of joining ONGC. Thereafter, persons joining at executive levels and 'F' levels of non-executives will be required to produce valid CCES at the time of each promotion upto E6 level in Electrical discipline.
2. For recruitment at A1 level in Electrical discipline, trade certificate holders will be required to produce 'B' level (Wireman's) Certificate instead of 'Certificate of Competency as Electrical Supervisor' (CCES). They will also be required to produce valid 'B' level 'Wireman's certificate at the time of each promotion in non-executive levels in Electrical discipline. Such employees will be required to submit valid CCES for promotion to executive levels of E0 and above at the time of each promotion upto E6 level in Electrical discipline.

The changes will be implemented with immediate effect.

(Signature) 22/11/23
(Vaskar Kr. Barai)

General Manager (HR)-Corporate Policy

Distribution: Through ONGC Reports

(Not to be circulated through individual social media platforms)



ऑयल एंड नेचुरल गैस कारपोरेशन लिमिटेड
OIL AND NATURAL GAS CORPORATION LTD.
निगमित पदोन्नति विभाग
CORPORATE PROMOTIONS SECTION
तेल भवन, देहरादून
TEL BHAVAN, DEHRADUN

No. DDN/CORP-PROM/2024/E6-Elect

Dated: 30.03.2024

NOTICE

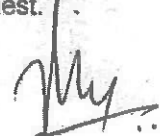
Sub: Possession of valid CCES / Wireman's 'B' Certificate at the time of promotion in Electrical discipline (upto E6 level).

The requirement of producing valid Certificate of Competency as Electrical Supervisor (CCES) / Wireman's 'B' Certificate in Electrical discipline at the time of promotion was informed vide Office Order No. DDN/CORP-HRD/R&P/RECRUITMENT/2023/RPOO/1192736 dated 22.11.2023. The said Office Order was published in OR.net. The MCoD in its 605th Meeting, held on 13.03.2024 has approved for exemption from the provision of producing CCES / Wireman's 'B' Certificate for promotion w.e.f. 01.01.2024.

However, the MCoD has also approved that employees in Electrical discipline will only be considered for promotion w.e.f. 01.01.2025 onwards, if they have submitted valid CCES / Wireman's 'B' Certificate by 31st of October in respective year of consideration. For example, an employee being considered for promotion w.e.f. 01.01.2025 should submit his/her CCES / Wireman's 'B' Certificate by 31.10.2024 through SAP / Webice and the Certificate should be valid as on 01.01.2025.

The provision of submitting CCES / Wireman's 'B' Certificate is being developed in SAP / Webice. In the meantime, all employees in Electrical discipline (upto E5 level) who will be considered for promotion w.e.f. 01.01.2025 onwards are enjoined upon to obtain / re-validate their CCES / Wireman's 'B' Certificate by the stipulated date, so that they are not left out at the time of consideration for promotion.

Employees of Electrical discipline who have been promoted w.e.f. 01.01.2024 (upto E6 level) are also advised to submit their valid CCES / Wireman's 'B' Certificate at the earliest.


(Sheel Sood)
ED-Chief HRD

Distribution:

Through employee portal of ONGC.