



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/ 79 /2025

DATE : 16/09/2025

To

The Chairman & CEO,

ONGC,

PDD Urja Bhavan,

"5", Nelson Mandela Marg,

Vasant Kunj,

New Delhi – 110 070.

ajc

The Director (Production)

The Director (HR)

The Director (T & FS)

Subject: Request for regular recruitment of "Radio Officers" in Offshore Installations.

Respected Sir,

This letter is to bring to your kind attention the pressing concerns related to the contractual engagement of Radio Officers on our offshore installations, including rigs and platforms, under the contract awarded to **"M/s Technowater Management"**.

The offshore oil and gas sector is a specialized field where sourcing competent and experienced Radio Officers is both critical and challenging. However, our union has been receiving continuous complaints from offshore crew members regarding the inadequacy of the contractual Radio Officers deployed. The major concerns reported are as follows:

- Many of the deployed officers lack fluency in Hindi and English, impacting effective radio communication.
- A significant number of them are inexperienced in offshore radio operations.
- Although the contract is reportedly awarded at a rate exceeding ₹5,000 per person/day, these officers are paid only ₹1,200 to ₹2,000 per day raising concerns of fairness and quality of personnel attracted.
- As per the Government Gazette notification dated 30 June 2014, any employee deployed offshore should not exceed a 21-day cycle without appropriate compensation. Moreover, if they work beyond 14 days, they are entitled to additional remuneration for the extra 7 days.
- Offshore duties span 12-hour shifts. Employees working beyond 8 hours should rightfully receive overtime wages and also be compensated during their off-periods. Unfortunately, current practices limit wages only to days of active deployment.

Contd....2

- The high attrition rate among Radio Officers is concerning. Many leave soon after gaining minimal offshore experience, resulting in a lack of continuity and reliability in communication operations.
- The role of Radio Officer is pivotal to operational safety. The tragic accident at the BHN platform, which resulted in the loss of 16 lives, underlined the criticality of robust and experienced radio communication. Similar past helicopter accidents also highlight the need for skilled communication professionals.

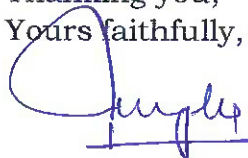
Earlier, we raised the issue regarding the employment of "**Regular Radio Officers**" in the Western Offshore Unit, Mumbai Region, through our letter No. **ONGC/KS/86/2024, Dated 26.09.2024**. Please find a copy of the letter attached for your perusal.

With the aging infrastructure of our offshore platforms, the risk of incidents is inherently higher, making it essential to have well-trained and regularly employed Radio Officers to mitigate these risks effectively.

Considering these serious concerns, we earnestly request your esteemed office to initiate regular recruitment of Radio Officers to ensure the safety, efficiency and continuity of operations offshore. Regularized appointments will not only improve operational safety but also serve the long-term interests of the organization and its dedicated employees working under challenging offshore conditions.

We trust that the matter will receive your urgent attention and that necessary steps will be taken in the greater interest of safety and operational excellence.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary



Copy to:

1. ED- Chief (ER), ONGC, Deendayal Urja Bhavan, 5, Nelson Mandela Marg, Vasant kunj, New Delhi – 110070.
2. ED Chief – HR Services, ONGC WOU, NBP Green Heights, BKC, Bandra (E), Mum -51.
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11. Surface Managers, ONGC WOU, MH Assets, B&S Assets, NH Assets, Vasudhara Bhavan, Bandra (E), Mum-51.
12. GM, I/c-IR, ONGC WOU, NBP Green Heights, BKC, Bandra (E), Mum -51.

18/09/25



NOTIFICATIONS

The following Notification prohibiting engagement of Contract Labour has been issued by the Govt. of India, which affects ONGC operations.

TO BE PUBLISHED IN PART-II SECTION-3, SUB-SECTION (II)
(THE GAZETTE OF INDIA, EXTRA-ORDINARY)
GOVT. OF INDIA/ BHARAT SARKAR
MINISTRY OF LABOUR/SHRAM MANTRALAYA

Jaisalmer House,
Man Singh Road,
New Delhi, dated the 8th Sept., 1994

NOTIFICATION

No. SO.648-- In exercise of the Powers conferred by sub-section (1) of section 10 of the Contract Labour (R&A) Act, 1970 (37 of 1970), the Central Govt. after consultation with the Central Advisory Contract Labour Board, hereby prohibits the employment of contract labour in various works, specified in the Schedule annexed hereto, in the establishment of the Oil and Natural Gas Commission in the country.

SCHEDULE

1. Fire Fighting (Fire Supervisor, Fireman, Fire Technician).
2. Typists
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4. Steno Typists/Stenographers
5. Data Operators
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7. Store Keepers
8. Boiler Operators
9. Telephone Operators
10. Attendants/Helpers/Peons
11. Instrumentation Technician & Helpers
12. Radio Operators
13. Drivers (wherever driving work is not done by hiring vehicles on contract but by vehicles owned by the Oil and Natural Gas Commission)

Sd/-
(S. S. Sharma)
Director General (Labour Welfare)/
Joint Secretary to the Govt. of India
(File No. U-23013/4/92-LW)
(With Hindi Version)

The Manager,
Govt. of India Press,
Mayapuri, Ring Road, New Delhi

भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)

PART II—Section 3—Sub-section (ii)

साधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 1388]

No. 1383]

नई दिल्ली, मंगलवार, जुलाई 1, 2014/आषाढ़ 10, 1936
NEW DELHI, TUESDAY, JULY 1, 2014/ASHADHA 10, 1936

श्रम और रोजगार मंत्रालय

गधिसूचना

नई दिल्ली, 30 जून, 2014

का.आ. 1658(अ).—बन्दीय सरकार छान अधिनियम, 1952 (1952 का 35) की धारा 83 की उपधारा (1) के अंतर्गत प्रदत्त शक्तियों का प्रयोग करते हुए एतद्वारा सेल एवं गैस उद्योगों के मन्वेक्षण एवं उत्पादन के कार्य में नियोजित व्यक्तियों को छान अधिनियम, 1952 की धारा 28, 30 एवं 35 के अंतर्गत से निम्नलिखित शर्तों के अधीन छूट प्रदान करती है:

- (क) किसी व्यक्ति को किसी एक दिन में बारह घंटों से अधिक समय तक नियोजित नहीं किया जाएगा;
- (ख) किसी व्यक्ति को लगातार इक्कीस दिनों में अधिक समान दिवसों (अर्थात् 21 दिन) के विश्राम अंतराल के साथ नियोजित नहीं किया जाएगा;

(ग) इक्कीस दिनों के लिए अनियमित पद्धति पर इस प्रकार से नियोजित व्यक्ति को उस अवधि के दौरान मानक आवास एवं कल्याण लाभ अथवा सुविधाएं कार्य स्थल पर अथवा शिविर में उपलब्ध करायी जाएंगी, जैसा कि:-

- (i) निःशुल्क रहने एवं खाने की व्यवस्था;
- (ii) निःशुल्क परिवहन सुविधा;
- (iii) निःशुल्क चिकित्सा, स्वास्थ्य एवं स्वच्छता संबंधी सुविधाएं;
- (iv) सर्फ-मफाई;
- (v) मनोरंजन संबंधी सुविधाएं और
- (vi) दोनों पक्षों द्वारा लिए गए निर्णय के अनुसार अन्य सुविधाएं;

- (य) इष्टीम दिन की 'अनियमित' लचीली कार्य पद्धति कामगारों एवं नियोजन संघों के मध्य लिखित समझौते के बाद अपनायी जाएगी;
- (ज) इस प्रकार से नियोजित व्यक्तियों को ऐसे भत्ते एवं अन्य सुविधाएं जो अधिवेशन अथवा समझौते पर भत्ता की राशि से कम न हों, और जो खान अधिनियम, 1952 की धारा 33 के प्रावधानों अथवा इसके अंतर्गत बनाए गए किसी नियम अथवा विनियम अथवा उपनियमों अथवा उस समय प्रवृत्त अन्य किसी निगम अथवा किसी मंचाट की शर्तों के अंतर्गत अथवा संबिदा के समझौते अथवा सेवा नियमों के अनुसार अनुनय हो गया, जो भी कामगारों के हित में हो, प्रदान की जाएगी।

[फा. सं. जेड-16025/09/2011-आईएसएच-II]

ए.सी. पाण्डेय, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 30th June, 2014

S.O. 1658(E).—In exercise of the powers conferred under sub-section (1) of section 83 of the Mines Act, 1952 (35 of 1952), the Central Government hereby exempts the persons employed in exploration and production of oil and gas mines in India from the provision of sections 28, 30 and section 35 of the Mines Act, 1952, subject to the following conditions, namely:—

- (a) the persons shall not be deployed for more than twelve hours on any one day;
- (b) the persons shall not be deployed for more than twenty one days at a stretch with grant of rest interval of the same number of days (i.e. 21 days);
- (c) the persons so deployed for twenty one days "on-and-off" work pattern shall be provided with standard accommodation and welfare amenities or facilities at the work site or camp during the period, such as :—
 - (i) free boarding and lodging;
 - (ii) free transportation facility;
 - (iii) free medical, health and hygiene facilities;
 - (iv) sanitation;
 - (v) recreation facilities; and
 - (vi) any other facilities as decided mutually;
- (d) the flexible pattern of work twenty one days "on-and-off" shall be adopted after written agreements between workers' and employers' organisations;
- (e) the persons so deployed shall be paid such allowances and other facilities amounting to not less than the extra wages or overtime which shall have been payable to them under the provisions of section 33 of the Mines Act, 1952 or any rule or regulation or bye-laws made thereunder or any other law for the time being in force or admissible under the terms of any award or agreement of the contract or rules of the service, whichever is favourable to the workers.

[F. No. Z-16025/09/2011-ISH-II]

A.C. PANDEY, Jt. Secy.



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Website : www.ksmumbai.com

REF. : ONGC/KS/ 86 /2024

DATE : 26/09/2024

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

cc/c

Subject: Recruitment of Regular Radio Officers in Western Offshore Unit, Mumbai Region.

Respected Sir,

This has reference towards immediate action for recruitment of Radio Officers in offshore for smooth operation and to maintain **Oil and Gas production** levels. The present situation in offshore including Drilling and Production is very alarming due to acute shortage of Radio Officers.

To gauge the seriousness or the disastrous situation prevailing we surface certain facts to your esteem authority, "when total requirement as per HRD study and approval is 93 Radio officers", presently strength of our radio officer is only 59. With this manpower it is not only very difficult but near impossible to manage the Radio Operation in offshore. In addition to this two Radio Officers are retiring in the month of December 2024 and Eleven (11) Radio Officers are retiring in the year 2025, i.e out of 59 Radio Officers 13 will be retiring within next fifteen months, we are heading to a suicidal situation at jet speed.

The above conditions are forcing the OIMs/MMs to adopt all sorts of illegal practices, like newly recruited Radio Officers are called during their off period to perform duty in Offshore. These Radio officers are overburdened, and over stressed, so also an acute sense of frustration is creeping in, for their extra duty in Offshore they are not even compensated by sanctioning overtime. It is unfair labour practice, which is blatantly practiced, it is pertinent to mention here that in case any Radio Officer falls sick he cannot be replaced, **imagine offshore installation without a Radio Officers.**

As per the notification issued by the Director General (Labour Welfare) / Joint Secretary to the Govt. of India, File No.U - 23013/4/92-LW and Notification No. SO.648, Dated 8th September 1994, In exercise of the Powers conferred by sub-section (1) of section 10 of the Contract Labour (RSA) Act, 1970 (37of 1970), the Central Govt., after consultation with the Central Advisory Contract Labour Board, prohibits the employment of contract labour for the post of Radio Officer, specified in the Schedule annexed hereto, In the establishment of the Oil and Natural Gas Commission in the country. This notification is issued only for ONGC (Formerly known as Oil and Natural Gas Commission). Please find attached the copy of notification issued by **Director General (Labour Welfare) / Joint Secretary to the Govt. of India for your perusal.**

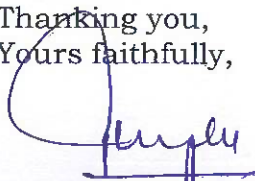
Contd....2

To overcome this problem **Trainee Radio Officers** may please be recruited with requisite qualification of Diploma and Degree with **GMDSS Certificate** and can be trained by our experienced Radio Officers in Offshore. They can be posted in Offshore along with our Radio Officers for training. After acquiring proper training they can be regularised in ONGC. This exercise was done in the case of **Crane Operators** where **ITI (Motor Mechanic, Diesel Mechanic) + NCVT** candidates were recruited and were given a training of two months of Crane Operations in Pune. Later they all were regularised and posted in Offshore.

Recently we have deployed Radio Officers through a contractor **M/s Grand Harbour** on our Rig Sagar Bhushan, paying a salary of **Rs. 45000/- (Rupees Forty five thousand only)** per month per Radio Officer by the contractor. This is exploitation of the Radio Officers by the contractor as they are working in 12 Hrs. shift per day.

Your esteemed authority is requested, gauging the seriousness of the issue, kindly give direction to the concerned authorities for initiating the action for regular recruitment of Radio Officers in ONGC, Mumbai Region, before we encounter some fatal accident.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

Copy to:

1. Chairman & CEO, ONGC, Deendayal Urja Bhavan, 5, Nelson Mandela Marg, Vasant kunj, New Delhi – 110070.
2. Director (Production), ONGC, Deendayal Urja Bhavan, 5, Nelson Mandela Marg, Vasant kunj, New Delhi – 110070.
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13. Drivers (wherever driving work is not done by hiring vehicles on contract but by vehicles owned by the Oil and Natural Gas Commission)

Sd/-
(S. S. Sharma)
Director General (Labour Welfare)/
Joint Secretary to the Govt. of India
(File No. U-23013/4/92-LW)
(With Hindi Version)

The Manager,
Govt. of India Press,
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