



OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Krishna Kunj No. 2, C-Wing, Flat No. 304, Tambe Nagar, Mulund (W), Mumbai - 400 080.

REF. : ONGC/KS/415/2009

DATE : 16/03/09

To,
The CMD
ONGC,
Jeevan Bharati, Tower II
New Delhi.

The Director (T&FS)
ONGC
Jeevan Bharati, Tower II
New Delhi.

g/c

The Director (Offshore)
ONGC
Jeevan Bharati, Tower II
New Delhi.

**Subject: Non availability of 72 contractual Instrument Technicians in
Offshore Installations, of WOU since 01/march/2009.**

Respected Sir,

Adopting parentage activity under the government policy for sick PSUs on occasions leads to sever crisis, mainly in operational areas, presently Western Offshore Unit is facing such crisis.

With the ON-LINE bidding system the existing contractor," Keltron "who were coincidently functioning in offshore for nearly ten years, failed to match with the lowest quotation as quoted by Instrumentation Limited. With the available extension of one month which was given to keltron, so that the new entrant could mobilize its man power, all the 72 Instrument Technicians moved out of offshore installation on 01/march/2009. This has left the existing starving condition of Instrument department with the shortage of ONGC Instrument personal into complete distress.

Today, even with an extension of one month i.e. up to 28/02 /2009 and additional sixteen days, Instrumentation Limited has failed to mobilize instrument personnel. Our Vice President M.K.Mitra had a detailed discussion with Mr. Pilkhane, DGM- (INST.) who is the authority dealing with the awarding of the said contract, concerning early implementation of the same.

Mr. Pilkhane has expressed his helplessness, as Instrumentation Limited has not lived up to the policies and laid down criteria's in providing the man power. Mr. Pilkhane has also confirmed on failing after repeated persuasion penalty is being imposed, and if they fail to provide in weeks time we will have to call and negotiate with Keltron, but the file will be rooted through legal section. This will take its own course of time at the cost of non availability of Instrument Technician in offshore installations.

With all respect to procedures and policies following two main constraints keeps haunting the instrument heads

- Tensed up situation of losing highly experienced people every second year if the existing contractor does not match with the lowest rates.
- This practice of contractization leaves the Instrument department, virtually a training centre for contractual employees.

More over let us not forget, when contract is awarded for two years actual exposure of any individual is only for one year due to 14days ON/OFF pattern of duty. It need not be elaborated how difficult it is to train this people in this short tenure.

It is earnestly requested to your esteemed authority to call upon the concerned authorities in expediting the matter so that experienced technicians are deployed with no further lapse of time, as the circumstances prevailing in offshore is highly volatile, any shutdown may have severe repercussion towards speedy recovery effecting productivity levels.

Further it is suggested, so as to overcome the above circumstances in view of long term solution, as the present practice is not a sustainable socialization in more than one way, mainly in core operational areas like our offshore installation, i.e. shifting from contracterization to Tenure based employment, as it is already adopted in ONGC since the year 2000.

This will have multifold benefits, as our selection procedures has already proved, "The best are picked up and the fittest are retained". The benefits: The uncertainties that dawn every year will not exist, with its detrimental effects on the working atmosphere.

With the ongoing rescission of jobs, it will be a good response towards the call of local employment making us a friendly organization with the prevailing environment.

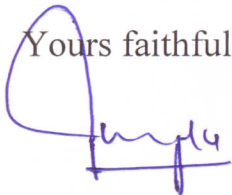
The financial implication will have a softening effect in the long run, as economization is the word of the day. **The present service charges are 70% higher than the salaries of Tenure employees deployed in offshore.**

Through the existing practice of open bidding, reduced service charges will always have compromising effect on quality employment, as we are already experiencing with the new entrant- Instrumentation limited. **Shifting to tenure employment will erase this unwanted crisis.**

It is once again requested to look into the matter with urgency, as the aging field's demands a higher frequency of quality maintenance. **We rest assured that your authority will not fail to gauge the seriousness of the issue in deploying the most needed Instrument manpower at the earliest, remaining concerned.**

With regards,
Thanking you,

Yours faithfully.



(PRADEEP MAYEKAR)
GENERAL SECRETARY.



CC.

1. Asset Managers (MH-ASSET/ B&S/ NEELAM HEERA), ONGC, Mumbai
2. GGM, Head- HRD, ONGC, Negi Bhavan, Dehradun. Uttaraanchal
3. ED- ER, ONGC, Negi Bhavan, Dehradun, Uttaraanchal.
4. GGM, Head- RO, ONGC, BKC, Mumbai.
5. DGM (HR)- IR, ONGC, Mumbai.
6. CM (HR)-R&P, ONGC, BKC, Mumbai → 