



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/187/2007

DATE : 20/02/07

To,
The General Manager (Operation)
ONGC – Dronagiri Bhuvan
Uran Plant
URAN.

o/c

Subject: **Risking individuals, over looking safety in plant operation at the cost of 1/3rd O/T restriction.**

R/sir,

This is in reference to our letter dated 4/02/2007 vide No. ONGC/KS/182/2007 addressed to RPS Uran Plant on the above issue. Please find copy attached for your perusal and kind consideration. 1/3rd OT. restriction is having its repercussions, as it is getting extended to individual and operational risk. May I request your esteemed authority to give an appointment for meeting on 27.2.2007 after lunch. So the issue can be discussed at length and a amicable solution can be achieved.

With regards,

Thanking you,

Yours faithfully,

o/c

Pradeep Mayekar
Pradeep Mayekar
(General Secretary)

C.C.

- GGM (HR/ER) HRO, ONGC, NSE Plaza Mumbai
- Dy.G.M. (IR), ONGC, MR. NSE Plaza Mumbai.
- Manager (IR), ONGC, Uran Plant



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REF. : ONGC/KS/182/2007

g/c

DATE : 4.02.2007

To,
The Residential Plant Sup.,
ONGC, Uran Plant,
Uran.

**Sub: 1/3rd OT restrictions not applicable to relieving shift pattern duty
in operational area.**

Respected Sir,

It is observed that over a period of one year in Uran Plant key operational areas are exposed unmanned due to restriction imposed towards overtime, i.e. including operational areas like LPG-I, II, Air Compressor etc. The above circumstances have encouraged certain employees to conceive the perception that it is not serious to leave plants un-manned. In general, practicing unsafe working condition has become permissible parameter.

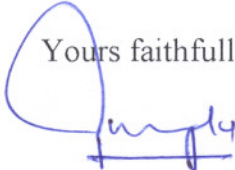
We are all witness to accidents in ONGC (Onshore – Offshore) and its repercussion. Uran Plant is no exception. Let us live to the standards we have set in achieving ISO rating, and not create unsafe working condition by leaving vital operational areas un-manned.

Further, in reference to office order (12/2006) dated February 13, 2006, which is an extension of office order No. 18 (3)/97-OTA/EP Dated 12.08.1998, the said office order confirms **“Where operations are of continuous in nature, restriction of 1/3rd OT of monthly Basic + DA can be relaxed.”** The manpower chart of all the four shifts, mainly in the field area is self explanatory, that redeployment of all class III employees in place of class II & I officers will be apt solution in reducing O/T in the plant. Till such time redeployment is not available in hand, it is requested that O/T restriction may please be relaxed for field shift personnel.

We are enclosing the circulars of competent authority for your perusal, when efforts towards minimizing OT is appreciated it is not at the cost of Plant & Human Recourses safety. Your esteemed authority is requested to look into the matter and do the needful at the earliest. So that unsafe work conditions are erased maintaining amicable work atmosphere.

With regards,
Thanking you,

Yours faithfully,



(Pradeep Mayekar)
General Secretary



Copy to:

1. DGM, HR/ER Uran Plant, Uran.
2. DGM (IR), NSE Plaza, BKS Rd. MR
3. Manager (IR) Uran Plant, Uran.

Recd
Son Singh
I Pradeep Mayekar