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 Hormony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/117 /2026 DATE : 4/11/2026

To,
The ED- MH Asset,
ONGC-WOU,
Vasudhara Bhavan,
Bandra (E),
Mumbai- 400 051

Sub.: Immediate Redressal Of Employee Welfare Issues At NQO Process Platform.

Respected Sir,

We are in receipt of letter from crew member of NQO Process platform, dated 31.10.2026 from employees at NQO Process Platform, MH Asset, regarding persistent welfare concerns. We urges Management to address these issues promptly, keeping in view the demanding & isolated conditions of offshore duty.

1. Prolonged Day/Night Shift Deployment: Employees report that some personnel have continued on day & night shift duties for approximately 13–14 years. We request a transparent, equitable rotation policy, developed in consultation with employee representatives, with due consideration of fatigue, health & operational requirements.

2. Non-Supply Of Dungarees (Coveralls): Employees state that fresh coveralls have not been supplied for nearly three years & that worn or damaged garments remain in use. Suitable protective workwear should be issued immediately, with an assured periodic replacement schedule & adequate stock offshore.

3. Withdrawal Of Basic Hygiene Supplies: The earlier annual provision of 12 bath soaps & one towel has reportedly been discontinued. We request restoration of these basic hygiene items, or an equivalent & clearly communicated arrangement, for offshore personnel.

4. Food-Box Delivery Frequency & Quality: The supply interval has reportedly changed from seven days to fifteen days. Employees report that vegetables & other perishables may become unfit within about seven days & that essential items run short before replenishment. We request restoration of the seven-day supply cycle, or an equally effective arrangement that guarantees safe, fresh & sufficient food throughout each roster.

Contd.....2

5. Review Of Revised Logistics Arrangements: Employees have questioned the benefit of reduced boat movements when the volume of materials per trip has increased. Management should review the operational & financial rationale alongside food quality, nutritional adequacy, storage limitations & employee welfare & share the outcome transparently.

We requests a joint review with Offshore Administration, Logistics, Catering, HSE & Union representatives, followed by an item-wise, time-bound corrective plan. As immediate relief, Management should ensure adequate protective clothing, hygiene provisions & uninterrupted availability of fresh vegetables, fruits & essential food items.

Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

Copy to:

1. SM- MH Asset, ONGC WOU,MH Asset,Vasudhara Bhavan,Bandra (E),Mum.- 51
2. SAM- NQO, ONGC WOU,MH Asset,Vasudhara Bhavan,Bandra (E), Mumbai- 51
3. GM,I/c-HR/ER, ONGC-WOU,MH Asset,V. Bhavan,Bandra (E),Mumbai - 51
4. GM I/c-IR, ONGC-WOU, NBP Gr.Heights, BKC, Bandra (E), Mumbai – 51.

Date: 31/10/2026

To,
The General Secretary
Karmachari Sanghatana
ONGC, WOU Mumbai

Subject: Request for intervention on employee welfare issues at NQO Process Platform

Respected Sir,

We would like to bring to your kind attention certain longstanding employee welfare issues at the NQO Process Platform, MH Asset, which are causing growing concern among offshore personnel. Despite repeated representations, these matters remain unresolved and are adversely affecting the health, morale, and overall well-being of employees working in challenging offshore conditions.

A major concern relates to the deployment of employees on continuous day and **night shift duties for the last 13-14 years**. Prolonged shift working has a significant impact on physical and mental well-being, leading to fatigue, disturbed sleep patterns, stress, and other health-related issues. Employees strongly feel that a fair and transparent rotational policy should be introduced so that shift duties are shared equitably among eligible personnel, thereby reducing the long-term health burden on a limited group of employees.

Another issue requiring immediate attention is the non-supply of **dungarees (coveralls)** to offshore employees for nearly three years. Dungarees are not merely a part of the work uniform but are essential protective workwear for employees operating in demanding offshore environments. Many employees are currently compelled to use old, worn-out, and damaged coveralls which are no longer in a satisfactory condition. The prolonged delay in providing this basic requirement has led to considerable dissatisfaction among the workforce.

Another important employee welfare concern is the discontinuation of the annual supply of basic personal hygiene items to offshore employees. Earlier, employees were provided with **12 bath soaps and 1 towel annually**. However, this facility has also been discontinued without any satisfactory alternative arrangement. These items are basic necessities, particularly for personnel staying continuously at offshore installations for extended periods. The discontinuation of this facility has added to the dissatisfaction among offshore employees and reflects a reduction in the basic welfare facilities being provided to them.

We would also like to highlight the difficulties being faced due to the change in the **food box** supply schedule from once every 7 days to once every 15 days. It has been consistently observed that vegetables and other perishable items often remain fit for consumption for only a limited period and, in many cases, become unfit for use within approximately seven days. Essential food items also become unavailable before the next supply cycle, adversely affecting the quality, nutrition, and variety of meals available to employees onboard.

Even after the implementation of the revised schedule, although the frequency of boat movements has been reduced from once every 7 days to once every 15 days, the quantity of

food containers and other materials transported during each movement has increased significantly. As a result, employees are unable to clearly understand the actual logistical or financial benefits achieved through this revised arrangement. While the number of boat movements has decreased, the increased quantity of materials transported in each trip raises concerns about whether the intended benefits have truly been achieved. Meanwhile, the adverse impact on the health, well-being, and welfare of offshore personnel remains a significant concern.

The offshore workforce firmly believes that the welfare of employees should remain a priority, particularly in remote offshore installations where access to basic amenities and alternatives is inherently limited.

In view of the above, we request the Karmachari Sanghatana to take up the following issues with the management on priority:

1. Establishment of a regular replacement schedule for dungarees.
2. Restoration of the food box supply frequency from 15 days to 7 days.
3. Ensuring uninterrupted availability of fresh vegetables, fruits, and essential food items throughout the roster period.
4. Review of the present food box policy with due consideration to employee health, nutrition, and welfare.

We sincerely request the Union to pursue these genuine concerns with the management and ensure timely corrective action in the interest of the health, dignity, morale, and welfare of all offshore employees.

Yours faithfully,

Offshore Secretary
Karmachari sanghatana,
NQO Process Platform