

# PETROLEUM EMPLOYEES UNION

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SINCE : 1954

Date: 3<sup>rd</sup> July, 2020

To,

The Director (Offshore)  
ONGC Ltd.,  
New Delhi.

RPT.

The Director (HR)  
ONGC Ltd.,  
New Delhi.

**Subject : Issues and difficulties faced by offshore going employees  
which requires immediate resolution.**

Respected Sir,

As you are aware that today the whole world is trying to overcome this pandemic situation and Govt. of India along with state governments are issuing various guidelines in order to control the situation day by day.

During this period W.O.U., Mumbai, Management had made all out efforts alongwith the concerned officials to have successful crew change for those employees who had stuck at offshore due to lock down under the guidance of our esteemed EC.

In this regard, please refer to our letters dated 18.04.2020, 06.06.2020 and 25.06.2020, wherein, we had informed you about the various issues and difficulties faced by our offshore employees during their first crew change, but, till date management has not taken any initiative to sort out those issues. Through, this letter we once again bring out the issues faced by the offshore employees during the crew change and after joining the duty, which requires urgent attention and needs to be resolved immediately for proper crew change and functioning of smooth operation at offshore:

- 1) There is no clarification from the management regarding number of days offshore duty is to be performed by an employee. Separate order clarifying duty period needs to be issued with reduction in number of days to perform as offshore duty.
- 2) Immediate release of OVERTIME claim submitted by offshore employees in the system for the duty period performed by them beyond 14 days during lockdown period in the salary of July 2020.
- 3) Planning needs to be made to deploy the manpower in staggered format i.e. dividing the total manpower into 3 shifts in which one shift will perform duty and second will join duty after half interval relieving the first crew. This will not only improve rationalization of manpower but also minimize the crew on board. This suggestion of shift changes may be considered till lockdown period is continued by Govt. of India.
- 4) TO and FRO facility from helibase to hotel, Airport, station and for local employees must be provided to avoid/minimize social contact in public transport due to extension of lock down by GOI or State Govt.
- 5) Stay at hotel during Quarantine period must be considered as OFFSHORE DUTY. As employees are staying at Hotel in Quarantine 24X7 for 7-10 Days.
- 6) To send employees safely to offshore ONGC management is taking great efforts; same should be taken while sending employees back to their family station and some strong measures also needs to be taken at HELIBASE to practically implement safety guidelines and social distancing.

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- 7) After COVID-19 test; if an employee is found positive, after hospitalization and discharge if he is willing to go to home for quarantine, he should be provided a vehicle by ONGC alongwith VALID PERMISSION TO TRAVEL.
- 8) Employee's having family station at MUMBAI; if found Covid-19 positive on test, after discharge from hospital as per the SOP quarantine/isolation facility for them may be provided by ONGC to avoid contact with family members, as homes in Mumbai are very small and congested due to which maintaining quarantine norms & social distancing is impossible.
- 9) In case, if an offshore employee is made institutional quarantine at quarantine centre or at home during is off period, his quarantine period may be treat as on duty and c/off should be accumulated to his credit for that period.
- 10) Some In-charges and Base Managers are threatening employees of CDA rules who are not able to report to duty due to non availability of transport facilities or some other reasons. On being approached to various private vehicles many of them are not ready to come to Mumbai due to various issues and those who are ready are charging 4 to 5 times more than the actual charges. Threatening about CDA rules & withholding their salaries knowing the situation around is not in the good taste and such practices should be stopped immediately.
- 11) Necessary changes are required to be made in the policy during this pandemic Covid-19, such as, availing C-OFF, TA regulations, Additional Offshore Allowances.
- 12) Approach of dealing officers in HR & F&A sections are not upto mark during this pandemic period. No proper feedback is received by them on enquires made by offshore employees regarding their claims etc. and no one are responding to their calls. Such treatment to offshore employees considering the valiant effort being made by them to keep the show going on, in these trying times are not at all acceptable.

In addition to above, we would also like to bring to your kind notice that various contract workers are working at offshore in different contracts, such as, Catering, ARC Maintenance etc. and have completed more than 140+ days on board rigs & platforms. It is also known that many of the concerned contractors have not remitted their monthly wages to these contract workers subsequently adding enormous stress because of family concerns back home in these pandemic conditions. Such worrying situation may compel them to take unnecessary steps out of stringency.

We hope for proactive approach & a holistic view on the above issues.

Thanking you,

Yours faithfully,

  
(S.H. Nandware)  
General Secretary

Copy to :

1. ED-Asset Manager, MH Asset/B&S Asset/N&H Asset, WOU, Mumbai.
2. Head Drilling Services, ONGC, 11 High.
3. ED - HDS (DW)/(SW) Services, 11 High.
4. GGM-HRO, ONGC, WOU, Mumbai.
5. CGM (HR)-I/C HR/ER, Vasudhara Bhavan.
6. GM (HR)-I/C HR/ER, Services, 11 High.
7. GM-I/C IR, ONGC, WOU, Mumbai.
8. President/Secretary General P.E.U.(W.O.U.), Mumbai