



**Record Notes of the Interaction with General Secretaries of Recognized Unions held on
24.07.2024 at ONGC, DUB, New Delhi**

At the outset ED-Chief ER welcomed all the General Secretaries of the Recognized Unions.

A presentation was made by the Corporate Planning Group about company's future plans and focus area before initiating the interactive session.

Presentation by Corporate Strategy & Planning Group:

A Presentation on organizational updates highlighting the goal of ONGC was shared by Shri S.N. Ahmad, CGM (P). It was emphasized that ONGC is transitioning from mere National Oil Company to Integrated Energy Company. There is a strong focus on near-term production, higher emphasis on gas vs oil with high focus on cost & capital efficiencies. ONGC is progressing towards leveraging the natural resources in the cost effective and best possible manner.

ONGC's target by the year 2030 was highlighted in the presentation which focused on (i) increasing production to meet India's growing energy demand and reduce imports and to (ii) Build a clean energy portfolio to future-proof the business. The key highlights from last 5 years performance of ONGC was also shared; the key takeaways of which are Production that is declining with no new schemes awarded in WO since 2021 and the growing Opex ,which is driven by lifting cost, TOG cost and due to decline in production.

The brief about two major initiatives namely Project Sankalp-50 and Sanchay launched to reach 50 MMTPA production in a cost-efficient manner in 5 years was highlighted in the session. It was conveyed that Project Sankalp-50 is based on production enhancement measures while the Project Sanchay is based on Cost driven measures. The six key levers necessary to drive PAT improvement to achieve the ONGC vision was also conveyed which are mentioned as under:

- Production Levers
 - (i) Production enhancement in Western offshore
 - (ii) WO loss & decline management
 - (iii) Timely ramp-up of EOA projects
- Cost optimization levers
 - (i) Opex Optimization (Power & fuel, inventory, indirect cost etc.)
 - (ii) Resource optimization
 - (iii) Exploration write-off management

The major alterations required to achieve Sankalp-50 were emphasized which are as mentioned below:

- (i) Technological Innovation – There is a need to leverage digital and new-age technologies to improve operational efficiency & decision-making
- (ii) Cost consciousness – Requirement is to be a cornerstone of operating philosophy across all areas of operations to ensure preparedness against price fluctuations

- (iii) Strategic partnerships - Partnerships with global players for smart exploration, joint-ventures to execute large scale projects etc. is the requirement.
- (iv) Best-in-class field services – There is a need to achieve excellence in field services leading to maximum resource utilization.
- (v) Be future ready – Accelerated build-out of new businesses (Petrochemicals, Renewables, Biofuels, Hydrogen)
- (vi) Capability building – The thrust should be on Capability building & strengthening in new areas (e.g. project management, green business build)

The Presentation ended with few queries from the Union members which were addressed by ED-Chief ER and CGM (P).

Arrival of Director (HR)

ED-Chief ER welcomed Director (HR) for joining the session. All General Secretaries warmly welcomed Director (HR).

Address by Shri Manish Patil, Director (HR):

Director (HR) welcomed all the General Secretaries of Recognized Unions and stated that this is an opportunity for them to share their views with the Management. He further emphasized the relevancy of presentation of corporate planning group in shaping the ideas towards interactive session. He reiterated that the non-executives are equally important and integral part of the company which is why Chairman agreed for the interaction planned during the day. Stating about the ONGC's status, he emphasized that there are various measures that have been undertaken in the recent past to increase production and although the company is doing financially well, the situation is not going to remain same for long as the energy requirement across the globe is changing. Giving the glimpse of the budget, he shared that affordability is important; the channel of communication cannot be one way and that the Head of the organization has called the representatives of the staffs to convey his message. Director(HR) shared some major concerns that need to be addressed at all levels which include increasing expenditure towards medical facilities of retired employees, wrong medical and other claims being preferred regularly. Such fraudulent activities make our existing systems vulnerable and put Governance related checks and balances to question as well as convey a negative image of the Company amongst the outside world, including Statutory Agencies. Director (HR) reiterated that ONGC is going through extremely challenging times hence both the officers and staff collectives have to rise to the occasions in the interest of the Company.

Address by Shri Arun Kumar Singh, Chairman & CEO, ONGC:

The interaction started with the introduction of all the General Secretaries. Chairman began by stating that it took more than one year for such an interaction since he wanted to understand ONGC completely first before having such an interaction with the collectives. He stated that although ONGC is doing financially well, we as a good corporate citizen are required to do more and future is something that we should work very assiduously. He further stressed that ONGC is doing very good but the best is not so easy to bring and replicate. He pointed out the stability of price of crude oil for last 2-3 years due to the policy of Saudi Arabia which have been encouraging for oil business scenario. He informed the



house about continuous increasing of ONGC's share price which displayed the belief of market that ONGC has been doing good and will do better in the future. Further, he shared that the average age of employees of ONGC is 42 years which is very good. Organization is very young and it needs to do well not only for its younger population but also for posterity; retired employees' medical expenditure is increasing whose funding is ultimately borne by youngsters. Therefore, they need to be little responsible for claims. One better thing in the recent past is the safety records which have been very good. Chopper sortie was reduced in Western offshore only due to safety reasons. If frequency of sortie is reduced, the probability of accident will get reduced. Safety is of paramount importance and all efforts have been made towards safety. He also emphasized the importance of contract labours who equally work hard in the interest of the company.

Speaking about increasing production, he highlighted that all efforts have been made and tried to increase production from the western offshore. He shared that Production in Eastern offshore has increased and gas has been discovered. He reiterated that there is a need to monetize discovered wells on priority. Talking about the future aspects, he emphasized requirement of good discoveries, transition from mere oil & gas to other energy avenues and every possible cost optimization measures for ONGC to sustain. He also shared about the prospects in the state of Tamil Nadu and Nagaland, where company is not able to carry out operations due to State Govt. policy and practices.

Further, sharing the concerns he stated that the overall cost is increasing since there are many areas where cost cannot be controlled like cost of rigs, vessels etc. He also shared concern over increasing medical expenditure of retired employees. He also requested the General Secretaries to explore the possibility of transfer of unionized category employees for at least those who are below the age of 50 years. He stressed the benefits of rotation of manpower across different work-centres in this regard.

Lastly, he shared concern on the elements that are damaging the image of ONGC and therefore urged all the employees to strive towards maintaining sanity and building the image of ONGC.

Following the lunch break, the session continued with the discussion on issues raised by General Secretaries of recognised unions.

Discussion on Issues with the General Secretaries:

At the foremost, all the General Secretaries raised concern over non-sharing of the details of Project Sankalp 50 and Project Sanchay with the unions. It was also stressed that before formulating any policy, the unions should be consulted for giving their inputs. Whatever decision is taken by the Management should be conveyed to the Asset/Basin timely so that the same is percolated down to all the employees. In recent times, several policies have been introduced without understanding the ground reality and without discussion with the union members. It was further stressed by General Secretaries that the dialogue of the management with the union members are required to be increased at every level. The issues arising out of increasing outsourcing, safety related issues was also highlighted and pointed out that good brands of safety shoes are not available in GeM.

Thereafter, the following issues/concerns raised by General Secretaries were discussed:



Sl. No.	Issues / Concerns	Discussion / Deliberation
1.	Transfer of Non-Executives	It was shared by ED-Chief HRD that an SOP regarding transfer of non-executives is under process since there is no formal policy of JRTP for non-executives.
2.	Convening of a Meeting to discuss R&P Issues	<p>The General Secretaries requested for early convening of a Meeting to discuss R&P issues as this was also an agreed point in the last JCM. Agenda points had already been submitted.</p> <p>The unions were advised to re-examine the agenda points and submit for discussion.</p> <p>It was agreed that the Meeting to discuss R&P issues will be convened shortly.</p>
3.	Extension of Retirement Age of TBFOs	It was shared that the issue is under examination.
4.	Issues arising out of Circular regarding non-replacement of contract labour	It was shared that the Circular has been issued in the interest of the company to curtail excess manpower in the contracts. However, if difficulty is being faced to run the operation or if there is requirement of any legal compliance, there is always an option of obtaining separate approval on case to case basis.
5.	Engagement of contract labour in Fire Services	It was shared that engagement of contract labour in Fire Services comes under prohibited category and therefore only regular employees on contractor's company' roll can be deployed.
6.	Various Issue arising out of outsourcing	<p>It was shared by the unions that the contractors are not deploying the competent and skilled manpower which is adversely affecting our operations. In absence of any outsourcing policy, there is no check on the quality of contract labours that are being deployed by contractors. It was also apprehended that Contract labours are being deployed replacing the regular manpower.</p> <p>It was assured that no regular manpower are being replaced by contract labours and there would be appropriate checks on the bills of contractors. Further, the quality of manpower can also be checked by Principal Employers through the contractor since direct control and supervision are not permissible under the law.</p>
7.	Delay in processing of Medical	The unions highlighted the considerable delay in



	reimbursement	<p>reimbursement of medical bills due to criss-cross method. They suggested that a timeline should be defined and also reiterated that a bill under certain particular amount can be allowed to be processed at the same work-centre level.</p> <p>It was shared that the method has been adopted to prevent fraud and wrong claims towards medical. However, it was agreed that the suggestion of Unions will be taken into account.</p>
8.	Long pending of personal claims particularly in Assam Asset	<p>It was highlighted by the unions that personal claims like loans & advance, white goods adjustment, HBA are pending for long due to shortage of manpower.</p> <p>It was conveyed that sufficient manpower have been posted in Assam this year and such issues will be resolved soon.</p>
9.	Expansion of Homeopathy medicines	<p>It was highlighted that the possibility of expansion of the admissibility of homeopathy should be expanded since doctors are also now advising and recommending the use of homoeopathy medicines.</p> <p>It was agreed that the medical reimbursement towards homoeopathy will be examined.</p>
10.	Issue of leave capturing in 2 day on-off duty pattern	<p>It was highlighted by the unions that in 2 day on-off duty pattern, the leaves are not properly captured in SAP and two times of leaves are being deducted from the employee's quota while applying in Webice.</p> <p>It was agreed that the matter will be taken up with ICE team.</p>
11.	14 day on-off duty pattern in fields that are 100 km away from base location	<p>It was highlighted by the unions that in CBM Asset, Bokaro, 14 day on-off duty pattern is not allowed even if the fields are 100 km away from base location.</p> <p>It was agreed that the matter will be examined in conjunction with the applicable statutes and orders.</p>
12.	Safety related Issues	<p>The unions highlighted that there are many issues related to safety and procurement through GeM and therefore requested for convening of a meeting with Chief HSE.</p> <p>It was agreed that Chief HSE would be requested for</p>




		convening a meeting to discuss safety related issues.
13.	Equipment related issues in Tripura Asset	It was highlighted that equipment are not available in 2 NG Rigs and there are safety related issues also in NG Rigs. Difficulty in movement of rigs due to narrow size of roads was also highlighted. It was agreed that matter will be examined through the Asset Manager.
14.	Modification in allocation of talk time and data card limit	It was highlighted by the unions that as per today's need there is less requirement of talk time and more requirement of data usage and therefore it was suggested to modify the allocation of talk time and data usage within the same approved slabs. It was agreed that the possibility will be explored through Infocom.
15.	Wage revision of Contingent Employees	It was informed to the unions that the proposal for wage revision of contingent employees is under examination.

The meeting ended with a vote of thanks by ED-Chief ER. He thanked all the General Secretaries for being present in the interaction. He further assured that the issues raised will be examined earnestly.

Shri Sanjeeb Boruah, Chief Coordinator-AIOTUCC & Gen. Sec.-OPEA, Sivasagar expressed his sincere gratitude and thanks to the Chairman, Director (HR), ED-Chief ER, ED-Chief HRD and all the senior officers for convening the interaction.

The interaction ended on a cordial note.


(Ajay Chauhan)
DGM (HR)-I/c Corporate IR

Encl.: List of Participants.

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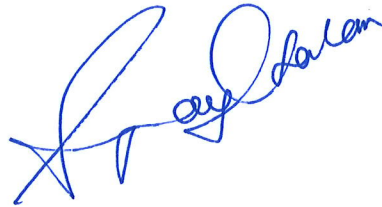
Distribution:

1. General Secretary, ONGC Employees Mazdoor Sabha, Mehsana
2. General Secretary, Petroleum Employees Union, Mumbai
3. General Secretary, ONGC Employees Association, Kolkata

4. General Secretary, ONG Mazdoor Sangh, Ankleshwar
5. General Secretary, ONGC Staff Union, Dehradun
6. General Secretary, Petroleum Mazdoor Sangh, Ahmedabad
7. General Secretary, ONGC Employees' Union of Tripura, Agartala
8. General Secretary, ONGC Purbanchal Employees' Association, Sivasagar
9. General Secretary, Petroleum Employees Union, Rajahmundry
10. General Secretary, Petroleum Employees Union, Karaikal
11. General Secretary, Petroleum Employees Union, Chennai
12. General Secretary, Trade Union of ONGC Workers, Silchar
13. ED-Chief ER, New Delhi
14. ED-Chief HRD, New Delhi

Copy for kind information to:

1. CEA to Chairman & CEO, ONGC, New Delhi
2. CEA to Director (HR), New Delhi

A handwritten signature in blue ink, appearing to read 'Rajesh Kumar', is written in a cursive style.

List of Participants:

Management Participants S/Shri	General Secretaries of Recognized Unions S/Shri
<ol style="list-style-type: none"> 1. Arun Kumar Singh, Chairman & CEO 2. Manish Patil, Director (HR) 3. Rajan Asthana, ED-Chief ER 4. Sheel Shood, ED-Chief HRD 5. Debashish Bora, CGM(HR)-Head R&P 6. S.N. Ahmad, CGM (P)-Corporate Strategy & Planning 7. Dhananjay Kumar, GM (HR)-I/c, Promotion 8. Vaskar Barai, GM (HR)-I/c Corp. Policy 9. Ajay Chauhan, DGM (HR)-I/c Corp. IR 10. Amit Minz, DGM (HR), Corporate Policy 11. Pankaj Parag Minz, Sr. HRE, Corp. IR 	<ol style="list-style-type: none"> 1. A. R. Tadvi, Gen. Sec., ONGC EMS, Mehsana. 2. Santosh Patil, Gen. Sec., Petroleum Employees Union, Mumbai. 3. P. K. Sarkhel, Gen. Sec. ONGC Employees Association, Kolkata 4. Nilesh M. Bombde, Gen. Sec., ONG Mazdoor Sangh (BMS), Ankleshwar. 5. Ajay Sharma, Gen. Sec., ONGC Staff Union, Dehradun. 6. K. Suresh Kumar, Gen. Sec. Petroleum Employees Union, Rajahmundry and Additional Charge, Gen. Sec., Petroleum Employees Union, Chennai. 7. I. Kanagaraj, Gen. Sec., Petroleum Employees Union, Karaikal. 8. Birchandra Debbarma, Gen. Sec., ONGC Employees' Union of Tripura. 9. Sanjeeb Boruah, Chief Coordinator-AIOTUCC & Gen. Sec., ONGC Purbanchal Employees' Association, Sivasagar. 10. Hiresh Chakraborty, Gen. Sec., Trade Union of ONGC Workers, Silchar. 11. D. J. Chowdhary, Gen. Sec., Petroleum Mazdoor Sangh, Ahmedabad.

