

# PETROLEUM EMPLOYEES UNION

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SINCE : 1954

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To,

**Chairman & CEO**

ONGC Ltd.

PDDU Urja Bhavan, New Delhi.

**Subject** : Urgent Consideration and Re-evaluation of Outsourcing Proposal for offshore Installations/Rigs, Trombay Terminal, ONGC Uran & Hazira Plant Operations.

**Respected Sir,**

It has come to our attention that there is a proposal for Operation & Maintenance (O&M) Contracts and outsourcing of manpower at Offshore Installations/Rigs, Trombay Terminal & Uran & Hazira Plant, citing the integration and outsourcing of staff-level jobs.

We have learned that ONGC management is considering a proposal for Operation & Maintenance (O&M) contracts and manpower outsourcing at aforementioned installations and plants. The proposal mentions the contract and outsourcing of manpower positions.

Sir, in light of various court judgments emphasizing the restriction of contractual /outsourced manpower in core activities, recent failed experiments of O&M Contracts on Drilling rigs in Mumbai, it is requested to revisit the proposal, evaluate the implications & refrain from proceeding with Operate & Maintain Contracts and outsourcing at Offshore Installations/Rigs, Trombay Terminal & ONGC Uran & Hazira Plants.

In accordance with the principles of industrial democracy and the rights of workers, it is imperative that major decisions affecting the workforce are made through a consultative process involving representatives of the employees. Unfortunately, the decision to outsource services appears to have been made unilaterally without due consideration of the valuable input that the representatives of the employees, namely unions and associations, can provide. In the recent 79th Joint Committee Meeting (JCM) convened in Kolkata, we categorically conveyed our view on the policy pertaining to Operation and Maintenance (O&M) Contracts and the outsourcing of manpower. However, to our surprise, the management disclosed to the assembly that only positions and locations where less expertise is deemed necessary are currently under consideration for O&M Contracts and Manpower outsourcing.

Contrary to this disclosure, in Mumbai the management has outsourced highly skilled and unique expertise in critical areas such as core installations, drilling operations and plant operations. What adds to the perplexity is that these outsourcing decisions are being implemented without yielding the anticipated results and, in some instances, have led to failures. This disconcerting revelation raises concerns about the efficacy and strategic alignment of the current outsourcing practices within the Organization.

In reference to the Indian legislative system, such an arbitrary decision without prior consultation may run counter to the principles of industrial relations and fairness. The Industrial Disputes Act (1947) emphasises the need to involve workers in decisions that have a significant impact on their employment conditions. The various judgments available in context to law, industrial Tribunal & court of law. Additionally, the Contract Labour (Regulation and Abolition) Act, 1970, underscores the importance of regulating the employment of contract workforce and ensuring associated obligations.

Given the numerous court judgments emphasizing the restriction of contractual /outsourced manpower in core activities, recent failed experiments of O&M setbacks Contracts on Drilling rigs in Mumbai.

Further it shall be discussed for various flaws in existing contracted and outsourced services where lot of loopholes in outsourcing like inapt screening procedures, involvement of several individual of the Organisation responsible for contracting these services with vested interest to be indirect stake holder by different possible means while cornering required compliances and guiding the affiliations to grab the contract by sharing information by all possible ways. A lot to discuss that may lead to nonfulfillment of the desired purpose to serve and may become liability instead. Sir, it is requested to review the proposal, evaluate, and assess the implications & refrain from proceeding with Operate & Maintain Contracts and outsourcing at Installations/Rigs, Trombay Terminal & ONGC Uran & Hazira Plants.

Also, it is rudimentary to understand that replacing contractual workers against regular employees which causes change in posting of the employees in question somehow leads to change in service condition which again is not to be decided by Management unilaterally. By doing so, the law is being violated by Management and we will make sure that it should be prevented in best interests of our employees.

It is rather rhetorical to state the contribution of WOU region in the total production of ONGC across the country. The efforts and dedication of our employees is not only not acknowledged enough but also undermined by introducing the proposition of considering O&M contracts to third parties. Such steps taken by management are taken in bad taste by us and our employees alike and we will make sure the Management would not take unilateral decisions at own pleasure without taking into consideration the best interests of our employees and organisation.

**Your consideration for several such concerns and revaluation of the outsourcing strategy would be highly appreciated. Management's move in this context is being harshly criticized in Assets throughout the Nation and we assure you a fierce opposition will be put forth by our Unions. The expertise, commitment, dedication & integrity of our internal workforce are pivotal in ensuring the safeguarding of the operational integrity and success of ONGC which needs to be acknowledged in Management's part.**

**THANKING YOU,**

Yours sincerely,



(Santosh J. Patil)  
General Secretary

**Copy to:**

1. Director (Production) ONGC Ltd. PDDU Urja Bhavan, New Delhi.
2. Director (T&FS) ONGC Ltd, PDDU Urja Bhavan, New Delhi.
3. Director (HR) ONGC Ltd, PDDU Urja Bhavan, New Delhi.
4. ED – Chief ER ONGC Ltd. PDDU Urja Bhavan, New Delhi.
5. ED – PMU, ONGC Uran Plant, Dronagiri Bhavan, Uran.
6. ED – PMU, ONGC Hazira Plant, Surat, Gujrat.
7. ED – CDS, ONGC 11 High, Mumbai.
8. ED - CRO, ONGC NBP, Mumbai.
9. GM (HR)- I/C IR, ONGC(W.O.U.), NBP Green Heights, Mumbai.
10. DGM (HR) – I/C, ONGC, Hazira, Surat, Gujrat.
11. Manager (HR) – I/C IR ONGC Uran Plant, Dronagiri Bhavan, Uran.
12. Dy. CLC (C ), Mumbai, Sion.
13. RLC (C ), Baroda, Gujrat.
14. President PEU., Tel Rasayan Bhavan, Dadar(E), Mumbai.