

PETROLEUM EMPLOYEES UNION

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Date: 22.08.2026

To,
Director (Production)
Oil and Natural Gas Corporation Limited
PDDU Urja Bhavan, Nelson Mandela Marg
Vasant Kunj, New Delhi – 110070.

RPT.

President, Western Offshore,
Oil and Natural Gas Corporation Limited,
8th Floor, Vasudhara Bhavan, Bandra (E), Mumbai.

Subject: Urgent Intervention Required: Critical Safety Risk, Non-Payment of Salaries and Concerns Regarding Certification, Training and Documentation of Crane Operators and Technicians deployed in Contract at ONGC (WOU).

Reference: GeM Contract No. GEMC-511687774455863 for Operation & Maint. of Cranes.

Respected Sir's,

The **Petroleum Employees Union (PEU)**, the **Recognised Union of ONGC, Western Offshore Unit (WOU)**, is constrained to bring to your urgent and personal attention a matter of grave concern involving the non-payment of salaries to essential crane operating and maintenance personnel deployed across the **Mumbai High (MH), Bassein & Satellite (B&S), and Neelam & Heera (N&H) Assets.**

The situation has now reached a critical stage and has the potential to cause serious disruption to offshore operations. More importantly, it raises significant concerns relating to the **safety of personnel, safe operation of lifting equipment, competency of deployed manpower and compliance with mandatory statutory and contractual requirements.**

It has been reported that **M/s Spectrum Onshore & Offshore Services Pvt. Ltd.**, the contractor engaged under the above GeM Contract for Operation and Maintenance of Cranes, has failed to disburse salaries to the **Crane Operators and associated Crane Technicians for the months of June 2026 and July 2026.**

Despite repeated representations by the affected workers and interventions by our Offshore Office Bearers, the issue remains unresolved. The continued deprivation of wages to personnel working in such a demanding and safety-sensitive offshore environment is unacceptable.

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The contract, awarded on **27.01.2026**, has a substantial estimated value which runs into Crores of Rupees. While we appreciate that the processing and clearance of contractor bills may involve procedural requirements, under no circumstances should such administrative or financial issues result in the withholding of wages of workmen who have already rendered their services.

The present situation warrants your immediate intervention for the following serious reasons:

1. Serious and Imminent Safety Risk

The deployment of approximately **57 Crane Operators along with associated Crane Technicians** is critical to offshore material handling, lifting operations, logistics, maintenance activities and ongoing projects.

Crane operations are inherently high-risk activities requiring continuous concentration, sound judgement, physical fitness and complete mental alertness. Non-payment of wages for prolonged periods has understandably caused severe financial hardship, mental stress and uncertainty amongst the affected workers.

It is a matter of serious concern that personnel suffering from acute financial distress are expected to continue operating and maintaining heavy lifting equipment in offshore installations.

Any lapse in concentration or judgement during a lifting operation can have catastrophic consequences, potentially endangering:

- Personnel working in and around the lifting zone;
- Offshore installations and critical equipment;
- Supply and maintenance operations;
- Contract workers and ONGC employees; and
- The overall safety and integrity of offshore operations.

Safety cannot be compromised merely to ensure continuity of operations. We strongly believe that forcing or expecting workers to continue performing highly safety-sensitive duties while their legitimate wages remain unpaid is neither fair nor conducive to a safe working environment.

2. Serious Doubts Regarding Certification, Training, Competency and Documentation of Deployed Personnel.

In addition to the issue of unpaid salaries, the Union is compelled to express its serious concern regarding the **Certification, Competency Assessment, Mandatory training, Experience records and statutory/Contractual documentation of the approximately 57 Crane Operators and associated Crane Technicians presently deployed by M/s Spectrum Onshore & Offshore Services Pvt. Ltd. at ONGC (WOU).**

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Considering the critical nature of offshore lifting operations, we request management to immediately verify whether all deployed personnel possess valid and up-to-date:

- Required competency certificates and licences, wherever applicable;
- Training certificates for offshore Crane operations and associated maintenance activities;
- Mandatory safety and offshore survival training;
- Medical fitness and other mandatory clearances;
- Experience and competency records prescribed under the contract;
- Equipment-specific familiarisation and operational training;
- Refresher training and validity records;
- Authorisation for performing the specific duties assigned to them; and
- All other statutory, contractual and ONGC-required documentation.

The Union has genuine apprehensions regarding whether the complete documentation, competency verification and training records of all the deployed Crane Operators and Technicians have been thoroughly scrutinised and periodically monitored by the concerned authorities.

In view of the potential consequences of any accident involving lifting operations, **we strongly urge ONGC to conduct an immediate and comprehensive audit of the Credentials, Competency, Certification, training records and deployment documentation of all 57 Crane Operators and the associated Crane Technicians deployed under this contract.**

No person should be permitted to undertake or continue safety-critical crane operations unless their competency, certification and mandatory documentation are fully verified and found compliant with applicable requirements.

3. Concerning Track Record of the Contractor

It is pertinent to note that **M/s Spectrum Onshore & Offshore Services Pvt. Ltd.** is not a new contractor to ONGC. The contractor has reportedly been associated with the operation and maintenance of cranes for several tender cycles continuously over the past **3–4 contract terms**.

Such a long association should ideally have ensured stability, reliability and timely compliance with labour and contractual obligations. However, repeated instances of financial distress, delayed wage payments and labour-related grievances raise serious questions regarding the contractor's financial capability and suitability for handling such critical offshore operations.

The issue has reportedly been brought to the notice of concerned authorities on several occasions, including through our Offshore Office Bearers, who have directly witnessed the increasing frustration, agitation and mental distress amongst the affected workers.

Despite this, no effective preventive mechanism appears to have been established to ensure timely payment of wages and to prevent recurrence of such situations.

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If the present issue continues without immediate corrective action, the Union will be constrained to formally demand the initiation of appropriate action, including **review of the contractor's performance and consideration of blacklisting/debarment proceedings**, in accordance with applicable rules and contractual provisions.

4. Responsibility of ONGC as Principal Employer

ONGC, being the Principal Employer, cannot remain a passive observer when workers engaged for essential offshore operations are deprived of their wages for months.

The applicable labour laws and the contractual framework provide mechanisms to protect contract workers and ensure payment of wages. Where a contractor fails to fulfil its obligations, the Principal Employer has the responsibility and authority, subject to applicable provisions, to take appropriate measures, including facilitating/directly ensuring payment of wages and recovering the amount from the contractor as permissible.

The affected workers are continuously contributing to critical offshore operations, often working under demanding conditions and extended offshore deployment schedules. Denial of their legitimate wages for months is not merely a financial issue—it is a matter concerning their dignity, welfare, morale and, most importantly, **offshore operational safety**.

In view of the above, we strongly request your immediate intervention and directions to the concerned authorities to:

1. **Immediately take necessary action to ensure payment of the pending salaries for June 2026 and July 2026** to all affected Crane Operators and Crane Technicians, including consideration of direct payment through the appropriate mechanism wherever permissible under applicable rules.
2. **Expedite the processing and clearance of the contractor's legitimate pending bills**, while ensuring that payment of wages and other statutory dues to the workers is given immediate priority.
3. **Conduct an urgent and comprehensive verification/audit of all 57 Crane Operators and associated Crane Technicians** deployed by M/s Spectrum Onshore & Offshore Services Pvt. Ltd. with respect to their Competency, Certification, training, Medical fitness, Experience and all mandatory statutory, contractual and ONGC documentation.
4. **Ensure that no personnel lacking Valid Certification, Competency Clearance, mandatory training or prescribed documentation are deployed for safety-critical crane operations** until full compliance is established.
5. **Review the contractor's financial capability, past performance, compliance record and repeated instances of wage-related defaults** to determine its suitability for continuation and future engagement in ONGC.

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6. Establish an effective mechanism to ensure that **payment of wages and statutory dues to contract workers engaged in critical offshore operations is not delayed due to disputes or delays in contractor bill processing.**

The matter is extremely urgent. Any further delay in resolving the wage issue may lead to serious unrest and disruption of critical offshore operations. More importantly, continuing safety-sensitive crane operations under the prevailing circumstances, without addressing the workers' mental distress and verifying the competency and compliance documentation of all deployed personnel, would expose ONGC and its workforce to an avoidable and unacceptable risk.

We, therefore, request your **personal and immediate intervention** to ensure payment of the pending wages and to direct a comprehensive review of the safety, competency and statutory compliance aspects of the manpower deployed under the above contract.

We trust that the matter will be treated with the seriousness and urgency it deserves.

Thanking you in anticipation,

Yours Sincerely,


(Vaibhav M. Lavekar)
General Secretary

Copy to:

1. **Director (T&FS), ONGC, PDDU Urja Bhawan, 5A-5B, Vasant Kunj, New Delhi – 110070.**
2. **Director (HR), ONGC, PDDU Urja Bhawan, 5A-5B, Vasant Kunj, New Delhi – 110070.**
3. **Director (Finance), ONGC, PDDU Urja Bhawan, 5A-5B, Vasant Kunj, Delhi – 110070.**
4. **ED – AM, MH Asset, Vasudhara Bhavan, Bandra (E), Mumbai.**
5. **GGM – AM, B&S and NH Asset, Vasudhara Bhavan, Bandra (E), Mumbai.**
6. **Head Maintenance – MH/B&S/NH, Vasudhara Bhavan, Bandra (E), Mumbai.**
7. **GM (HR) – Head FMG & I/C IR, ONGC Regional Office, NBP GH, Mumbai.**
8. **M/S Spectrum Offshore & Onshore Services Private Limited, C/O 712, Satra Plaza, Sector 19D, Vashi, Navi Mumbai - 400703.**