

PETROLEUM EMPLOYEES UNION

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SINCE : 1954

Date: 25.01.2024

To
ED- WOU
ONGC, V.Bhavan

Subject: Diligent while claiming Overtime by Mumbai Assets employees

Respected Sir/Madam,

We are in receipt of Circular No. WOU/MA/HR-ER/OT2024 dated 10.01.2024 (*copy attached*) which is one of its kind so far in the administration of ONGC, Mumbai Asset. Now that a special mention and an circular is being issued to Mumbai Asset's employees, it is in extreme contrast to the fact how 'diligently' our management is taking efforts to create a healthy work life balance in an attempt to curtail the operational cost mandating the Overtime allowance which is taking a heavy toll on the economics of Mumbai Asset. It is also noteworthy that we appreciate the time taken by HR department to send the aforementioned circular individually to employees of Assets of WOU whereas we are not sure whether it is in your knowledge of that happening.

One of the numerous points where we attempt to shed some light is the complete underutilization of ONGC's asset, that is, Santa Cruz guest house which has been shut down for almost (number of years). Optimization for cost reduction could have started there instead of spending lakhs of company's revenue for an alternate solution.

To extend our support and co-operation, we are extremely glad to remind you about how our Union has requested for a rest room at Helibase for our employees that would not only be convenient for our offshore going employees but also affect the cost saving on hotels in Mumbai for a mere 1-2 hours which are needed for refreshment of our employees arriving in the dawn, which has been pointed out by employees them self.

Coming to the point of operations, the hurdles faced in offshore field duty are of different nature each time which require spontaneous and improvised solutions. It is tackled by our employees to the best of their abilities where the controlling officer assigns the unionized staff employee to work out of their way by working overtime thus contributing to the efficiency of operations. As there are numerous hurdles which can be deciphered by field employee's only, conjectures and speculations about optimization of operational costs on the part of circular issuing authority, without complete information of offshore work culture, lose their credibility. It also casts a shadow of judgment over the credibility of controlling officers concerning their abilities.

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This circular of management is nothing but an attempt to downplay the role of our employees who bring out the best performance compared to rest of the assets across our Nation. The graph of performance in the past years including the Covid-19 years where the world stood still has been linearly progressive which couldn't have been achieved without the extra hours our employees have been putting to their work. It is always in the employees' right to refuse for work beyond his/her scope or working extra hours once the duty hours are concluded. But the co-operation from our employees to avoid hamper smooth operations is taken for granted which is evident from management circular.

To maintain healthy working environment and work life balance, what needs 'diligent rationalization' are such circular on management's part and scrutiny of the same by the upper management so as to help maintain the sincerity of our employees intact.

Yours Sincerely



25/11/24

(Santosh J Patil)
General Secretary

Copy to :

1. ED – HRO (WOU)
2. ED – Asset Manager, B&S
3. ED – Asset Manager, MH
4. ED – Asset Manager, NH
5. ED – Asset Integrity Manager
6. GGM(F&A) – COF, V. Bhavan
7. GM(HR) – I/c HR-ER, Mumbai Assets



ऑयल एंड नेचुरल गैस कॉर्पोरेशन लिमिटेड
Oil and Natural Gas Corporation Limited

मानव संसाधन

मुंबई परिसर
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Human Resources

Mumbai Assets
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Email ID : mumbaiassetshr@ongc.co.in

No: WOU/MA/HR-ER/OT/2024

Date - 10.01.2024

CIRCULAR

In our pursuit to optimize our operational cost, one of the parameters, that has been mandated to be closely monitored, is the manpower cost.

02. One component of operational cost, which mandates rationalisation is overtime.
- ✓ 04. It is enjoined upon all the employees of Mumbai Assets, to be diligent while claiming overtime.
- ✓ 05. From the records, it is seen that there has been improvement in rationalisation of overtime. However, Reporting officers and Sectional Heads of Mumbai Assets, may continue to judiciously monitor the sanctioning of overtime, to the employees reporting to them.
06. In line with the instructions regarding overtime allowance, reporting officers should call employees for work beyond office hours, only in case of emergency/urgency/special assignment.
- ✓ 07. Responsible use of the overtime facility would contribute to a healthy work environment and work life balance, while reducing operational cost of the organisation, thereby aiding in organisational & employee growth.

Ajudsen

Aarti Judson
General Manager(HR)
I/c HR-ER, Mumbai Assets

Distribution:

1. All employees concerned

Copy for information:-

1. ED-Western Offshore
2. ED-Asset Manager, B&S Asset
3. ED-Asset Manager, MH Asset
4. ED-Asset Manager, NH Asset
5. ED-Asset Integrity Manager
6. GGM(F&A) - Chief Offshore Finance

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