



# Association of Scientific & Technical Officers

Registered with the Registrar of Societies, Uttarakhand Govt., Regd. No. 172 (1967-68)

OIL AND NATURAL GAS CORPORATION LIMITED, Mumbai

ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड, मुंबई



**S. K. SRIVASTAVA**  
PRESIDENT  
9969229529

**SHASHI PRAKASH PANDEY**  
VICE PRESIDENT  
9409304657

**JYOTI RANA**  
SECRETARY  
9969223092

**RENU NAIR**  
JT. SECRETARY  
9969229452

**AKHAND PRATAP SINGH**  
JT. SECRETARY (OFFSHORE)  
7710091467

**MOHINISH DEEPAK**  
JT. SECRETARY (PANVEL)  
9969228919

Ref. - ASTO/MUM/Chairman & CEO/CC/19/2024

Date: 20.05.2024

**To**  
**Chairman & CEO,**  
**ONGC Ltd.**  
**New Delhi**

## **Sub: Notice for Direct Action for the change in Shift Duty Cycle**

**Ref:** Letter No. ASTO/MUM/Chairman & CEO/CC/18/2024, Dated 18.05.2024 regarding issued Office order No. WOFF/On-Off/01, Dated 17.05.2024 for Change in Duty Cycle

**Respected Sir,**

It is to bring to your kind attention that in the light of the Office Order WOFF/On-Off/01, Dated 17.05.2024, ASTO Mumbai had made its stand clear vide our letter no. ASTO/MUM/Chairman & CEO/CC/18/2024 dated 18.05.2024 that as per the response received from our employees posted in Western offshore, the change in 21 days Duty Cycle is not in the best interest of Employees.

It is disheartening to all those employees who are already serving the company and nation by performing their duties Day & Night in “not normal” working conditions. During this period, they are cut off from their social circle and their families are left behind.

During the pandemic period, our offshore employees had shown Valour by performing duties even beyond 50 days at a stretch. The dedication and work spirit of our offshore posted employees is matchless. However, the effects of these long shifts had already been faced by them & their families.

Today, the employees at offshore have submitted to ASTO that to maintain their mental health, and safety, and to keep their personal life sane, the shift change to 21 days is unacceptable (Copies of letter received from Offshore locations are attached). Further, to the best of our knowledge, there have never been any helicopter accidents caused by weather during the monsoon season. Rather, quoting this change with safety is very demoralizing.

Offshore Employees at present are in a state of low morale, low motivation and apathy. During our interaction with officers posted at various offshore field locations, we received feedback of huge anger and disappointment over this change in shift cycle.

Today, time is of the essence. Ignoring the views of employees and collectives, Western Offshore Management has left no scope for a bilateral process. The issuance of the order in the change in shift Cycle, implementing with immediate effect, cancelling all scheduled Crew Changes, not letting the Out Going crew fly back to shore, and giving instructions to all incoming crew to report for duty after 7 days, has left all offshore crew agitated to the core.



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Not even once the Western Offshore Management has cared enough to establish communication with its employees working in shifts at Offshore, and take their feedback on this change. At the same time, the management did not pay any heed to ground reality put forward by the ASTO-Mumbai.

Despite that, ASTO-Mumbai has still pursued concerned authorities through all means of communications for discarding the afore-mentioned office order, and to understand the agony of offshore employees.

Sir, the time-bound prevailing situation and Western offshore Management's attitude towards offshore employees, is compelling us to adopt path of direct action.

**In view of above, for the immediate withdrawal of Office Order No. WOFF/On-Off/01, Dated 17.05.2024, ASTO-Mumbai will observe following:**


- 1. Black Badge at Offshore from 21.05.2024.**
- 2. Work Without Food on 22<sup>nd</sup> and 23<sup>rd</sup> May, 2024 at Offshore & Office Bearers at Base.**

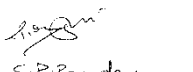
With the hope of finding resolution with your kind intervention in this matter, ASTO Mumbai once again requests for immediate Withdrawal of Office Order WOFF/On-Off/01, Dated 17.05.2024 and to Restore 14 Days Shift Cycle without further delay for maintaining healthy industrial relations and to arrest unrest amongst Offshore Employees.

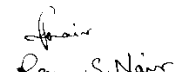
## Enclosed:

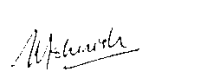
1. Copy of Letter: ASTO/MUM/Chairman & CEO/CC/18/2024, Dated 18.05.2024
2. Copies of Letters received from Offshore Locations


With Kind Regards,

  
President  
ASTO, Mumbai

  
S. P. Pandey  
VICE - President  
ASTO, Mumbai

  
Renu S. Nair  
Jt. Secretary  
Asto, Mumbai

  
MOHINISH DEEPAK  
JT. SECRETARY - ASTO  
PANVEL,

  
AKHAND PRATAP SINGH  
JT. SECRETARY (OFFSHORE)  
ASTO MUMBAI

## CC:

1. Director (T&FS)
2. Director (P)
3. Director (E)
4. Director (HR)
5. Director (F)
6. ED –Western Offshore
7. ED – Chief ER
8. GGM – HRO, Mumbai
9. ASTO President -CWC