



# 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/18/2024

Date: 18.05.2024

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

## **SUB: Change in Offshore Duty Cycle from 14 to 21 days On/Off**

Respected Sir,

In view of the Office Order No: WOFF/On-Off/01, Dated: 17/05/2024, the On/Off Cycle for offshore duty is changed from 14 Days On/Off to 21 Days On/Off during monsoon period from 15.05.2024 till 20.09.2024.

The order is issued citing the probability of turbulent weather during helicopter travel, which is raising concerns, confusion and causing apprehension among offshore posted employees. Linking the change in shift pattern with safety is demoralizing and sends a signal of fear among all employees and their families.

The shift pattern change from 14 to 21 days brings below challenges:

1. 14 Days On/Off duty demands 24X7 alertness. Offshore is already very challenging with Poor quality of Living Conditions & Recreational facilities, with limited means to connect with family. Extending the stay to 7 days further will disturb every individual's personal life.
2. The offshore becomes even scarier and survival becomes harder during monsoon under harsh weather conditions. In such challenging times, subjecting the crew to a prolonged shift will further distress them mentally and may lead to behavioral safety issues and fatigue.
3. It is also envisaged that in case of any Major Shutdown or Technical challenges, the crew who will be forced to do 21 days, may not perform to the best of their potential. This may raise safety issues and prolonged system failures as well.
4. In addition, crew change delays are inevitable in monsoon conditions due to bad weather and lesser Chopper availability. At times during monsoon, existing 14-day shifts crew changes get delayed up to 18 days also. If the shift is changed to 21 days, the delayed crew changes during monsoon can further go up to 25 days or beyond.
5. It is also to be taken into account that this year a large number of offshore experienced manpower has already been transferred out in AT-24. If we extend duty with less experienced manpower, it may compromise operation & personnel and overall safety, thus harming overall production and drilling operations.
6. Field movements like daily sorties to unmanned platforms are in increasing trend due to aged wells and installations and cannot be reduced even in monsoon period. Only reducing crew changes will not make any substantial difference in chopper movement and safety.



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ASTO Mumbai had a discussion with the Director (HR) and Chief ER on 26.04.2024 and again with Chief ER on 07.05.2024 to present the on-ground challenges faced by our offshore employees to switch to 21 days shift. ASTO Mumbai had categorically conveyed the concerns and apprehensions of Offshore Employees to the proposed change of 21 days On/Off Cycle.

Mumbai offshore for the last more than 40 years has been running on a 14 Days On/Off Cycle, taking utmost precautions during Monsoon.

ASTO reiterates that the Offshore energy soldiers should not be subjected to so much stress considering they are already working in the most challenging work environment. ASTO is committed to finding a solution that balances operational effectiveness with the well-being of our team. Therefore, it is requested necessary instructions may please be given to withdraw the aforementioned office order in the best interest of Employees and Organisation.

## Enclosed:

1. Copy of Office Order No: WOFF/On-Off/01, Dated:17/05/2024

With Kind Regards,

S K Srivastava  
President  
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. ASTO President -CWC