



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



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Ref. - ASTO/MUM/Dir (P) /24/2024

Date: 06.09.2024

To,
Director (P)
DUB
ONGC Ltd.,
New Delhi.

Subject: Concerns regarding change in Mode of Transportation of Neelam, Heera and Ratna field for ONGC Employees

Respected Sir,

ASTO being representative body of executives would like to express the concerns and disappointment felt by our offshore employees of WOU regarding the recent office order (ONGC/MR/COL/53/2024) dated 29th August 2024, which mandates the use of FAST CREW BOATS for the Neelam, Heera, and Ratna fields. This decision may have been made with the intention of optimizing logistics, unfortunately it has added to the ever growing frustrations among our executives due to a series of recent unilateral changes.

The only justification offered for this change has been the proximity of these fields to Mumbai Port. However, this reasoning overlooks the significant challenges that will come with the transition to crew boats. ASTO understands that this change may have been implemented with cost-effectiveness in mind, we would also like to highlight several critical challenges that may arise due to introduction of change in transportation mode, which would negatively impact both the Organization and its employees in the long term:

1. Lack of Employee Engagement:

The repeated issuance of unilateral orders, without engaging the employees or field managers who understand the day-to-day challenges, has created a sense of alienation and frustration among the workforce. This latest decision to impose fast crew boats without proper consultation has further deepened the disconnect & alienation between Management and those working offshore.

2. Increased Travel Time and Fatigue:

The shift from a 30 minutes helicopter journey to a 3.5 to 4.0 hours (excluding security check, Immigration and boarding process) crew boat trip will drastically increase the travel time for personnel. This extended journey is physically and mentally draining, leading to fatigue due sea journey sickness that can affect the crew's performance and safety upon arrival at the offshore installations.



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3. Impact on Incoming and Outgoing Crew:

The prolonged travel time affects both the incoming and outgoing crew. The crew completing their offshore shift are forced to endure a lengthy trip back to shore when they are already fatigued, which raises concerns about their well-being. Similarly, the incoming crew, instead of arriving afresh and ready for their duties, may be fatigued even before their shift begins.

4. Safety Concerns Due to Sea Sickness and Other Operational Risks:

Traveling by sea, especially for such an extended duration, increases the likelihood of sea sickness and other health-related concerns, further diminishing the alertness and capacity of the crew to perform their duties effectively. Moreover, the transfer from the crew boat to the rig via crane basket poses additional personal safety & risks. The transfer process is inherently hazardous, and any fatigue or physical discomfort exacerbates the danger.

5. Delays in Embarkation and Disembarkation:

The process of embarking and disembarking at port has also introduced considerable delays due to the involvement of multiple agencies. This inefficiency not only adds to the already long travel time but also increases the stress and fatigue levels of the personnel.

6. Long Distance from Airport to Port Trust:

Personnel are also required to travel a significant distance from the airport to the port in Mumbai, often through heavy traffic. This added leg of the journey further compounds the travel time and fatigue, leaving personnel less prepared to undertake their offshore duties.

Many employees operate from remote locations having very limited flight options, thus increasing their travel time to operating station.

7. Impact on Morale and Productivity:

The cumulative effect of these decisions is beginning to take its toll on employee morale. Offshore personnel are feeling overlooked, and their concerns, especially about health and safety, are being disregarded. This could eventually lead to reduced job satisfaction and, as a result, diminished productivity.

While this change in logistics may offer short-term economic benefits, ASTO is concerned that it could prove detrimental to the Organization in the long run. Fatigued and overworked personnel are more prone to errors, accidents, and safety breaches, which could lead to operational risks, reduced productivity, and ultimately, higher costs.

Additionally, the well-being of our employees true to ONGC motto once it was “Company that Cares” must remain a top priority. By implementing transportation methods that cause undue strain and fatigue, we risk lowering morale, reducing job satisfaction, and added hardship.



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In light of these concerns, we kindly request that Management reassess this decision, considering both the long-term risks and the overall impact on employee welfare and operational safety. ASTO believe that a balanced approach, one that takes both cost and safety into account, would better serve the interests of the organization and its workforce.

Looking forward to a positive response and constructive engagement on this matter.

With Kind Regards,


S K Srivastava
President,
ASTO Mumbai

CC:

1. ED –Western Offshore
2. ED – Chief ER
3. GGM-COL
4. ASTO President –CWC