



# ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

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

## OIL AND NATURAL GAS CORPORATION LTD.

Room No. 2016, 2nd Floor, Tower-A, Vasant Kunj, New Delhi-110070

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### CENTRAL WORKING COMMITTEE

**No. ASTO/CWC/Accd/2018-21/14**

**02.12.2020**

To,  
Chairman & Managing Director  
ONGC  
5<sup>th</sup> Floor Deendayal Urja Bhawan  
New Delhi - 110070

**Sub: Unfortunate Accident resulting in sad demise of Sh. Sandeep Kumar AEE (D)**

Sir,

A meeting of Core Team of ASTO was held on 30.11.2020 for discussing the unfortunate accident at Rajahmundry Asset.

The sad demise of our young colleague Late Sh. Sandeep Kumar AEE (D) in the accident at a Drilling Rig at Rajahmundry has shaken all of us. On 25<sup>th</sup> November 2020, our young colleague, Sh. Sandeep Kumar working on a Drilling Rig in a remote location of Rajahmundry suffered a head injury while carrying out operations on the derrick. He succumbed to his injuries in the afternoon of 28<sup>th</sup> November 2020 at a hospital in Hyderabad with doctors and our colleagues from Rajahmundry making all attempts to save him. Late Sh. Sandeep Kumar had joined ONGC on 31<sup>st</sup> July 2020. He had been posted on the Rig in the first week of August itself.

During last three months we have had three fatal accidents. It has become important that we need to analyse this deteriorating adherence to safety standards. It is being noticed that though EC gives top most priority to maintaining highest adherence to safety but the implementation at grass roots is not up to the mark. The people responsible need to tighten up their resolve to ensure safe operations and Zero Tolerance to any violation of safety standards. However, we have seen time and again that the importance that Safety deserves remains on paper.

All the three accidents point towards complete disregard to laid down safety protocols. In case of the recent accident at Rajahmundry, it needs to be inquired how Sh. Sandeep Kumar was deployed for operation duty without any prior training/hand holding/familiarisation programme. Recently we have seen that it is mainly young employees who are getting impacted in the accidents as the number of young employees at officer and staff level in the field operations is on the rise and as of today as per our information more than 50% of employees posted in field are young.

Factual analysis needs to be done and system loopholes are to be identified in the existing system of manpower deployment in the field. General practise here is - A new GT after joining and completing minimum required safety training for deployment in the field, is sent to field for operational work without any proper guideline/ instructions for on job training/ familiarisation programme and thus the newly joined person is being treated as manpower like other experienced crew member.

The GT training curriculum and protocol needs to be revisited as we have seen that they are becoming more of leadership mentoring rather than capacity building for handling operations and safety management. Similarly for entry level staff also we need to have a very comprehensive program.



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Sir, ASTO accordingly proposes the following:

1. A targeted program for handling operations and safety management to all new joinees of last two years (officers & staff) and providing them with complete core PPE items before deployment.
2. All incidents be inquired into and action be taken against the people who have violated safety norms including the accident involving Late Sh. Sandeep Kumar.
3. All Key Executives be advised that their prime responsibility is to ensure safe operations first as all system and procedures are there but implementation is an issue.
4. A mechanism be developed for pension compensation of such cases like that of Late Sh. Sandeep Kumar. It is suggested that ONGC make a provision for the same and see how to compensate pension for Late Sh. Sandeep Kumar. Officers are also making voluntary contributions.

Sir, the process of dialogue is most important to understand the requirement as well as to develop a collective way forward. It would be appropriate at this crucial juncture to interact and take feedback which can bring about the required change that the organization may require. **It is therefore requested that a meeting on safety issues be held on priority with ASTO.**

With warm Regards

(Amit Kumar)  
President-CWC

(S K Chaturvedi)  
Gen. Secretary-CWC

(A K Sinha)  
Working- President

(P N Pathak)  
Working President

(Ajay S Rawat)  
Working President

(S S Mayal)  
Vice-President

(Sanjay Varshney)  
Vice President

(K N Chudasama)  
Organizing-Secretary

(Amit Pradhan)  
Organizing Secretary

(S D Barman)  
Organizing Secretary

(Atin Mondal)  
Addl. Gen Secretary

(S K Shrivastava)  
Addl. Gen.Secretary

(A K Shukla)  
Addl. Gen.Secretary

(Mahesh Pareek)  
Joint Secretary

(Vivek Singh)  
Joint Secretary

(Ashish Chauhan)  
Treasurer

(Varun Khandelwal)  
Regional Joint Secretary

**Copy to:**

1. Dir(Fin)/Dir(Off)/ Dir(HR)/Dir(Expl)/Dir(T&FS)/Dir(On)
2. ED - Chief HSE
3. President/Secretary – All ASTO unit