

## Honorary Secretary Report

24<sup>th</sup> August, 2015

### To the Members,

It is my privilege to welcome each one of you to this the AGM & Executive Committee. Following activities took place during the period under consideration.

### **ACTIVITIES DURING REPORTING PERIOD**

#### **Activity 1**

IADC SCA Chapter organized HR workshop “Pathway to a competent workforce” on 08<sup>th</sup> September, 2014 at Hotel The Park at Delhi. and on 12<sup>th</sup> September at MCA club Mumbai. Dept. Heads from each company - HR/ Operations Dept. Heads, Drilling contractor and Training Dept. Heads. Attend the work shop. The workshop was attend by 80 nos. members in Delhi and 120 nos. members in Mumbai respectively.

During the event, presentations were given; by

Mr. Mike Dubose (VICE PRESIDENT – INTERNATIONAL DEVELOPMENT- Houston)

Mr. Chit Hlaing (ASSISTANT REGIONAL DIRECTOR – ASIA PACIFIC)

Ms. Brenda Kelly (SENIOR DIRECTOR PROGRAM DEVELOPMENT- Houston)

Ms. Brooke Polk (COMPETENCE AND LEARNING DEVELOPMENT SPECIALIST- Houston)

Ms. Deepti Thakre from Transocean,

❖ **IADC SCA Chapter Training committee members organized a Training Workshop to discuss and understand the following initiatives of IADC by delegates from IADC Houston Viz. Brenda Kelly, Mike Dubose, Chit Hlaing:-**

**1. IADC Knowledge , Skills and Ability ( KSA)**

- KSA competencies list globally accepted capabilities that rig-based personnel must possess to safely and consistently fulfill their job roles.
- IADC’s KSA competencies will be available at no charge via a database accessible on [www.iadc.org](http://www.iadc.org).

**2. IADC Workforce Attraction and Development Initiative ( WADI)**

- WADI combines the efforts of industry with the expertise of educational institutions to strengthen the ability to reach out to potential trainees and provide ongoing training for the advancement of current employees.
- WADI will address the need to find not only the number of people needed, but also ensure those people are prepared to work safety and have the knowledge and skill that lead to competence.

**3. Competency assurance Prog.**

- IADC has launched accreditation system for drilling and service company Competence Assurance programs.
- The accreditation system is designed to assure these programs meet accepted practices to develop and ensure the skills of their personnel.

- ❖ **A workshop was facilitated by Ms. Deepti Thakre to correlate these concepts in a local context with participants from operator group, Contractor group, Services group and Training delivery group participated for a brainstorming session with following plan for India:-**

1. **Planning** : Workforce modeling to Estimate Manpower requirements, Identify gaps, build 3-5 year plan, in terms of number of new people required to be trained and trainings that need to be delivered to existing crew to bridge / enhance competency
2. **Infrastructure**: Based on results of Planning stage match if current infrastructure is sufficient to address the requirements in terms of quality and quantity.
3. **Binding**: To execute this vision of benchmarking workforce and complying to highest competency standards, operators to enforce standardization & motivate contractors to comply.
4. **Industry Awareness**: If the need to train and hire new people for this industry is estimated after the above process we will need to work towards removing negative image of this industry to attract trainable people.
5. **Standardization**: Recruitment tools & selection Criteria, Training requirement for each position, Competency assessments, Mentorship Prog., Standard Training Prog. to train new people, Structured Knowledge transfer process.

- ❖ **Post Workshop Actions:**

1. Key executives from HR, operations & Safety were invited for a post workshop discussion and divided into smaller groups to work out list of competencies applicable & acceptable to all , for their Industry viz. Shallow water, Deepwater, Services.
2. Representative from all companies got together in smaller groups and list of competencies was finalized that will be minimum acceptable competencies for their industries.
3. Next action is to form a small team and build **basic Knowledge test** module for **all** offshore positions.
4. After assessments are complete, analyze the results to estimate **min level requirement** and also volume and type of training required based on competency gaps of existing workforce.
5. Committee will then do basic infrastructure mapping for quality and quantity of trainings schools and to bring training service providers up to speed with industry needs. They will make a plan and agree on timeline with institutes.
6. Later, we will build a strategic plan with predictive workforce modeling and identify full competency assessment and training benchmarks & gaps for each offshore position and agree with all.

7. Last step would be to introduce binding from the operator for point no.6. and seek compliance by certain time based on infrastructure readiness as per . Point 5...

### **Activity 2:**

IADC SCA Chapter organized 27<sup>th</sup> Technology meet on 30<sup>th</sup> March, 2015 at Hotel Taj Lands End, Mumbai.

Mr. Avinash Chandra (CDS- ONGC & Committee Members of IADC SCA, Chapter) was the chief guest for this meet.

During the event, two presentations were given; by

Mr. Tarsem Singh – Director Exploration & Production –Oil India Safety Directorate on brief introduction of OISD- Rules & Regulation

Dr. Ghana Gogoi- Dy. General Manager (CEMG-P) - Oil India Ltd. -“Paradigm Shift: Drilling Technology and process”

### **Activity 3:**

IADC SCA Chapter organized dinner at Houston on 05<sup>th</sup> May, 2015.

Jindal Drilling, Nabors, John Energy, WOM, Mac Coy, Vantage & Foresight Group had sponsored the event.

120 delegates including ONGC and Indian drilling contractors from India attended the dinner. It was a very good gathering and appreciated by all. Mr. Stephen Colville, Mike Dubose, Mark Denkowski, Leesa Teel from IADC- Houston also attend the dinner and appreciated.

Mr. Mike Dubose send the appreciation mail to IADC SCA, Chapter:

“Thank you for the dinner last night, it was good to see that it was a “Standing room” event. We certainly appreciate and value your continued support.”

### **Activity 4:**

IADC SCA, Chapter organized *First HP-HT Coordination meeting of IADC SCA, Chapter*” in 11 High ONGC office on 07<sup>th</sup>July , 2015 and Four presentations were made.

### **Other Activities:**

IADC SCA, Chapter organized below mentioned meeting during financial year 2014.

### **Critical Issues India Conference Meetings:**

1.02<sup>nd</sup> July, 2014 – meeting held at **Hotel Sahara Star** to discuss on “27th Technology Meet”& “Critical issues India Conference”.

2. 09<sup>th</sup> July, 2014 – meeting held at **Hotel Trident** to discuss on safety and training workshop Critical Issues India Conference”.

3 At ONGC 11 High office meeting held to discuss on “Critical issues India Conference” 2015

- 4<sup>th</sup>&14 ,August, 2014
- 10<sup>th</sup> October, 2014
- 5<sup>th</sup>10,November, 2014
- 3<sup>rd</sup> December, 2014
- 16<sup>th</sup> 22<sup>nd</sup>&28<sup>th</sup> January, 2014

- 6<sup>th</sup>, 12<sup>th</sup>, 17<sup>th</sup>, 18<sup>th</sup> & 25<sup>th</sup> February, 2014
- 4<sup>th</sup>, 14<sup>th</sup>, 17<sup>th</sup>, 19<sup>th</sup> & 26<sup>th</sup> March, 2014

### **HR Meetings:**

- 06<sup>th</sup> April, 2014 – 11 High ONGC- Mr. Tapas Basu from John Energy gave presentation on “Crew Competency development & training academy”.
- 01<sup>st</sup> October, 2014- 07<sup>th</sup> November, 2014- 11<sup>th</sup> November, 2014- meeting held at 11 High ONGC offices to discuss on “Post planning and discussion on “Pathway to competent workforce”.
- 19<sup>th</sup> November, 2014- meeting held at 11 High ONGC office to discuss on “summary points of pathway to a Competent workforce
- 28<sup>th</sup> November, 2014, 17<sup>th</sup> December, 2014 & 19<sup>th</sup> December, 2014 – meeting held at 11 High ONGC office to discuss on “KSA workshop”.

### **Tax Committee meetings:**

1. 14<sup>th</sup> April, 2014 & 11<sup>th</sup> September, 2014 – “Tax committee meeting” held at Transocean House presentation given by Mr. Navin Sarda (in charge of Tax committee –IADC SCA, Chapter)

**Safety Committee meetings:** Meeting were held among members and also with OISD to discuss the details and implications vis a vis adopting API Std. 53 Vs the existing RP 53

**Contract Sub Committee :** Meeting were held among members regarding the new ONGC contract and ONGC was requested for the contract workshop. ONGC had review member comments and revised draft has been share by ONGC with the members. Members have given their suggestion regarding for the changes.

**Government. Affairs committee :** Representation given to Secretary Ministry of Shipping regarding anomalies in DG shipping notifications. IADC had clarified the merchant shipping Act can be amended by the parliament and not by DG notifications. Reminder has also been sent.

### **Members Data:**

Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 as on date
Full	14	19	19	22	19	26	28	26	27	27	29
Associate	23	36	31	40	50	53	55	55	66	66	52

## **Key concerns & the way forward.**

- **Industry is going thru unprecedented downturn.  
Challenges & Opportunity.**
- **Rs.25 lacs Advance paid to Taj Lands End**
- **Utilization of excess skilled man power in the industry.**
- **Increase the activities of Sub Committees to meet and discuss industry needs.**
- **Need Sponsors – small conferences.**