



NALCO OFFICERS' ASSOCIATION

MINES & REFINERY COMPLEX, NALCO

DAMANJODI-763008, Koraput, Odisha.

(Regd.No.537-98/1289-90/23.01.90)

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Date: 15.01.2026

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PRIYAM SHRIASTAVA

Ref.: NOA/M&R/25-26/16

To

The Director (HR),
NALCO,
Bhubaneswar.

Respected Sir,

The issue of revision in doctors' duty timings at Damanjodi is submitted for your kind consideration with the following strong justifications:

1. The earlier duty timing of 8:00 AM to 12:00 noon and 5:00 PM to 7:00 PM was deliberately fixed to align with plant employees' shift schedules, ensuring optimal accessibility to medical services after working hours.
2. This timing was followed consistently for a considerable period without any compromise in the quality, availability, or efficiency of healthcare services.
3. Maintaining reasonable duty hours is essential for doctors' physical and mental well-being, which directly impacts the quality of patient care. The earlier schedule ensured a healthy work-life balance and sustained efficiency.
4. The doctors' closing time must be at least 30 minutes before the pharmacy closing time, failing which patients are unable to procure prescribed medicines, defeating the purpose of medical consultation.
5. As per the Ministry of Health & Family Welfare, Government of India, normal working hours of doctors should not exceed 40 hours per week, and any deviation may adversely affect service quality.
6. Damanjodi being a remote location, availability of essential services after 7:30 PM is extremely limited, causing hardship to doctors and medical staffs.
7. It is pertinent to note that specialist services and casualty facilities are already available round-the-clock (24x7), adequately addressing medical emergencies beyond routine OPD hours.
8. Any extension of routine OPD hours beyond necessity may lead to fatigue, reduced efficiency, and long-term adverse impact on healthcare delivery.

In view of the above facts, it is earnestly requested that the existing duty timings of doctors may be retained, in the larger interest of employee welfare, effective healthcare delivery, and compliance with established norms.

Regards,

Manas Ranjan Behera
15/1/26

Manas Ranjan Behera
President,
NALCO Officers' Association.