



NALCO OFFICERS' ASSOCIATION

MINES & REFINERY COMPLEX, NALCO

DAMANJODI-763008, Koraput, Odisha.

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

www.noadamanjodi.com

Landline: 06853-255842

Intercom: 4299

Ref.: NOA/M&R/25-26/18

Date: 11.02.2026

PRESIDENT
MANAS RANJAN
BEHERA
Mob: 9437633777

VICE-PRESIDENT
DIWAKAR
SHRIVASTAVA
Mob: 9437063367

GENERAL SECRETARY
RANAJIT NAYAK
Mob: 9437156740

JOINT SECRETARY-I
ABINASH JENA
Mob: 7008314800

JOINT SECRETARY-II
SOUMYA RANJAN
SAHOO
Mob: 7606002234

TREASURER
AMLANJYOTI DAS
Mob: 9932563814

ECMEMBERS

M JAGANNATH
GOURI PRASAD NAYAK
KAUSTUV PATTNAIK
ASHOK KU. PANDA
KAMALA KANTA ROUT
ROHAN BARIK
DHIREN BEURA
NIRMAL KU. NAYAK
RASHMI RANJAN SETHI
RAKESH CH. SETHY
DIBYADARSHI MISHRA
SRINIVAS GOURU
SANJEEB KU. KAR
KSHITISH BEHERA
RAVI RANJAN
SUBHADARSEN BEHERA
SURENDRA BEHERA
RABI NARAYAN PAL
JAGABANDHU HATI
CHANDRA SEKHAR SONI
PRIYAM SHRIASTAVA

To
The Chairman-cum-Managing Director
NALCO
Bhubaneswar.

Sub: Representation by NOA for Reformation of PRP Policy in Line with DPE Guidelines

Respected Sir,

The **NALCO Officers' Association (NOA)** places on record its sincere appreciation for the exemplary performance of NALCO under your able leadership, particularly the **record-breaking profit achieved in the current quarter**. Your decisive initiatives—such as **timely conduct of DPCs, reforms in promotion policy, expeditious execution of project works and award of MDO for Pottangi mines** have significantly contributed to the organization's growth. Further, progressive initiatives like the **C Young Award** and **Sarjana Suggestion Scheme** reflect a forward-looking and employee-centric vision.

Key Issues Requiring Immediate Attention:

In this positive backdrop, NOA respectfully brings to your notice the following **critical issues concerning the existing PRP policy**, which have remained unresolved despite repeated representations:

• Deviation from DPE Guidelines:

The existing PRP policy of NALCO **deviates from the DPE guidelines**, which are statutory in nature and uniformly followed across CPSEs.

• Non-alignment with Peer CPSEs:

Despite the fact that **NALCO's executive pay structure is an exact replica of ONGC's**, the PRP policy of NALCO **differs substantially from ONGC's PRP framework**, leading to avoidable disparity.

• Unfulfilled Management Assurance:

In the **last PRP meeting**, management assured that the issue would be examined by constituting a **committee**. However, **no committee report or outcome has been communicated till date**.



NALCO OFFICERS' ASSOCIATION

MINES & REFINERY COMPLEX, NALCO

DAMANJODI-763008, Koraput, Odisha.

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

www.noadamanjodi.com

Landline: 06853-255842

Intercom: 4299

- **Disproportionate Impact on Executives:**

Due to the present PRP structure, **only executives in grades E2 to E7 are adversely affected**, while executives in other grades remain unaffected—resulting in a clear imbalance.

Substantiation Through Financial Illustration:

As a direct consequence of the above deviations, **frontline and middle-level executives (E2–E7)** are incurring substantial and recurring financial losses every year.

To substantiate this, NOA has prepared a representative financial illustration based on **minimum basic pay** of each grade, with the following assumptions:

MoU Rating = 0.75 | Unit Rating = 1.0 | Individual Rating = 0.8

| Grade (As per NALCO) | Minimum Basic pay | As per NALCO Grade ceiling % | As per DPE Grade ceiling % | PRP as per NALCO | PRP as per DPE/ONGC | Loss to officers |
|----------------------|-------------------|------------------------------|----------------------------|------------------|---------------------|------------------|
| E0 | 40000 | 40% | 40% | 160320 | 160320 | 0 |
| E1 | 60000 | 40% | 40% | 240480 | 240480 | 0 |
| E2 | 70000 | 40% | 50% | 280560 | 350700 | 70140 |
| E3 | 80000 | 40% | 50% | 320640 | 400800 | 80160 |
| E4 | 90000 | 50% | 60% | 450900 | 541080 | 90180 |
| E5 | 100000 | 50% | 70% | 501000 | 701400 | 200400 |
| E6 | 120000 | 60% | 80% | 721440 | 961920 | 240480 |
| E7 | 120000 | 70% | 80% | 841680 | 961920 | 120240 |
| E8 | 120000 | 80% | 80% | 961920 | 961920 | 0 |
| E9 | 150000 | 90% | 90% | 1352700 | 1352700 | 0 |
| Director | 180000 | 125% | 125% | 2254500 | 2254500 | 0 |
| CMD | 200000 | 150% | 150% | 3006000 | 3006000 | 0 |

From the above illustration, it is clearly evident that **executives from E2 to E7 alone are incurring significant annual financial losses**. It is further emphasized that these calculations are based on **minimum basic pay**; if computed on **actual basic pay**, the **financial impact would be substantially higher and far more alarming**.

Sir, NOA respectfully submits that this demand is **neither unreasonable nor beyond the capacity of management**. The Association is **not seeking any benefit beyond permissible limits**. The sole and sincere request is for **strict adherence to DPE guidelines**, which are already being implemented by other CPSEs.



NALCO OFFICERS' ASSOCIATION

MINES & REFINERY COMPLEX, NALCO

DAMANJODI-763008, Koraput, Odisha.

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

www.noadamanjodi.com

Landline: 06853-255842

Intercom: 4299

While management may not extend benefits beyond DPE norms, **compliance with DPE guidelines is essential** to ensure:

- **Equity and parity across grades**
- **Transparency in policy implementation**
- **Sustained motivation of frontline and middle-level executives**

Correction of this long-standing anomaly will **restore confidence, morale, and a sense of fairness** among the executive fraternity, thereby strengthening organizational harmony.

In view of the above, the **NALCO Officers' Association (NOA)** earnestly requests your **kind and personal intervention** to examine the matter on **priority** and initiate appropriate corrective action before disbursement of final PRP.

Thanking you.

Yours sincerely,

General Secretary

NALCO Officers' Association (NOA)

M&R Complex,

Damanjodi.