



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

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

Date: 11.02.2026

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**.



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- **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.



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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.