



# 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: 10.01.2026

Ref.: NOA/M&R/25-26/15

To  
The Chairman-cum-Managing Director,  
NALCO,  
Bhubaneswar.

Respected Sir,

We convey our sincere New Year greetings to you. As we begin the new year, we remain confident about achieving the organizational targets under your dynamic leadership and guidance.

We wish to once again bring to your kind attention the grievance of executives regarding the calculation of PRP, as communicated vide NALCO Officers' Association Letter No. **NOA/M&R/25-26/06**. During the PRP meeting with the Officers' Association before PRP advance disbursement, it was assured that an HR committee would be constituted to examine the issue. Although the committee was subsequently formed, no meeting has been convened with the Association so far, nor has any outcome been communicated.

With the financial year approaching its conclusion, it is imperative that this issue is examined and resolved within the current financial year. PRP is a key motivational component for executives, directly linked to organizational performance. Continued deviation from DPE guidelines in the implementation of the PRP scheme has resulted in substantial financial loss to executives, particularly during years of strong financial performance by the Company.

In view of the prolonged pendency of this matter, we earnestly request your kind intervention to facilitate an early meeting between the Officers' Association and the HR committee, so that a fair, transparent, and sustainable resolution can be arrived at in the interest of both the executives and the organization.

We look forward to your kind support and early action in this regard.

Yours sincerely,

Ranajit Nayak  
General Secretary  
NALCO Officers' Association

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### EC MEMBERS

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KAMALA KANTA ROUT  
ROHAN BARIK  
DHIREN BEURA  
NIRMAL KU. NAYAK  
RASHMI RANJAN SETHI  
RAKESH CH. SETHY  
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SRINIVAS GOURU  
SANJEEB KU. KAR  
KSHITISH BEHERA  
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SURENDRA BEHERA  
RABI NARAYAN PAL  
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PRIYAM SHRIASTAVA