



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

Date: 15.01.2026

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
SUBHADARSHAN BEHERA
SURENDRA BEHERA
RABI NARAYAN PAL
JAGABANDHU HATI
CHANDRA SEKHAR SONI
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,

*MR Behera
15/1/26*

Manas Ranjan Behera
President,
NALCO Officers' Association.