



NALCO OFFICERS' ASSOCIATION

MINES & REFINERY COMPLEX, NALCO

DAMANJODI-763008, Koraput, Odisha.

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

Landline: 06853-255842

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Date: 11.09.2025

Ref.: NOA/M&R/25-26/07

To

The CGM (HR),
M&R Complex,
NALCO, Damanjodi.

Subject: Revision of Online Quarter Allotment Logic.

Respected Sir,

I hope this letter finds you in good health and spirit. Based on repeated requests and suggestions from officers, the NALCO Officers' Association would like to highlight certain loopholes in the current online quarter allotment system, which often results in many quarters remaining unallotted despite being published in the circular. After careful review, we wish to present a case study, describe the existing loopholes in detail, and place our suggestions for rectification.

Illustration of the Existing Problem:

Consider the following example:

- **Officer 1:** Preference 1 – C 39; Preference 2 – C 42
- **Officer 2:** Preference 1 – C 42; Preference 2 – C 54
- **Officer 3:** Preference 1 – C 54; Preference 2 – C 45
- **Officer 4:** Preference 1 – C 45; Preference 2 – C 63

1st Allotment Round:

- Officer 1 → C 42 (2nd preference)
- Officer 2 → C 54 (2nd preference)
- Officer 3 → C 45 (2nd preference)
- Officer 4 → C 63 (2nd preference)

The options available for allotment: **Accept or Reject or Upgrade.**

Since all officers are awaiting their **first preference**, everyone opts for “**Up-gradation.**” Thus, none of the quarters are finally accepted.

2nd Allotment Round (under existing system):

As all officers have chosen “**Up-gradation,**” the same quarters are re-allotted again:

- Officer 1 → C 42
- Officer 2 → C 54
- Officer 3 → C 45
- Officer 4 → C 63

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No officer receives his 1st preference, and the process ends after the 2nd round. As a result, the quarters remain vacant until the next cycle and none of the quarters is allotted.

Loophole in Current System:

1. Intentional Rejection in Final Round:

An employee may apply for a quarter, secure allotment using his seniority, but then rejects it in the final round. Since rejection in the final round does not debar the employee from participating in the next cycle, the quarter remains vacant while that person keeps participating repeatedly.

2. Cycle Continuation:

Since the system does not penalize such rejections, the same employee can continue to block quarters in multiple cycles without consequence.

This practice not only causes wastage of available accommodation but also creates dissatisfaction among our officers genuinely in need of quarters.

Suggestions for Revised Logic:

To prevent such loopholes and ensure maximum allotment of quarters, we propose the following modifications:

- The system should provide two clear choices:
 - Accept**
 - Reject**
Along with a separate option:
 - Upgrade: Yes/No**
- The “**Accept/Reject**” option should be available **only once for each allotted quarter**.
- In the subsequent round, if the same quarter is re-allotted, no fresh Accept/Reject option should be given. If a different quarter is allotted, both accept/reject option should reappear. Upgrade option will be available for all rounds to remain in the allotment process.
- After the final round, **no rejections should be permitted by any means**.
- Upgrade option should not be available to employees who are allotted their **first preference**. They may opt for ‘reject’ online in the allotment process.
- The number of allotment rounds should be **increased from 2 to 5** to maximize quarter allotment.
- Employees found to be intentionally blocking quarters should be **debarred for 3 years** from the allotment process.

Illustration of Revised Logic:

Using the earlier example, after Round 1 all officers get their 2nd preference:

- Officer 1 → C 42
- Officer 2 → C 54
- Officer 3 → C 45
- Officer 4 → C 63



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Now, with the revised logic, officers can either **Accept** or **Reject**, while separately choosing **Upgrade: Yes/No**.

Suppose Officer 1 and Officer 2 reject their allotments.

Round 2 (revised system):

Vacated quarters (C 42 and C 54) are re-allotted as follows:

- Officer 2 → Preference 1 – C 42
- Officer 3 → Preference 1 – C 54
- Officer 4 → Preference 1 – C 45

This ensures that employees get their preferred quarter whenever possible, quarters are not left vacant, and blocking is minimized.

We believe that these changes will ensure fairness in allotment, prevent intentional blocking, and maximize utilization of available quarters. We therefore request you to kindly consider these suggestions and initiate necessary amendments in the system with due approval.

Thanking you.

With regards,

(Ranajit Nayak)
General Secretary
NALCO Officers' Association

Copy to: ED (M&R), TS to ED (M&R), CGM (Envir., TQM, TWP, MT), GM (Admin.)