

CIRCULAR

Sub: Amendment to NALCO Scheme of Performance Related Pay for Board level and below Board level Executives.

The Competent Authority has approved changes in the NALCO Scheme of Performance Related Pay for Board level and below Board level Executives. Accordingly, the relevant provisions of the Scheme have been amended as provided below:

Clause No.	Existing Provision	Revised Provision
Clause 6.0(d)	<p>No payment shall be made to the executives who are absconding/suspension cases/pending disciplinary cases pertaining to the relevant financial year. However, release of PRP to such executives shall be regulated as per the IOM CHRD/RR/0012.5/1310/2012 dt. 24.04.2012. Similarly, there will be no payment to executives who have been imposed with major penalty during the relevant financial year and in case of minor penalty during the same period; there will be a cut of 10% of admissible PRP payment.</p>	<p>(d) No payment shall be made to the executives who are absconding or are under suspension or disciplinary cases are pending pertaining to the relevant financial year. However, the release of PRP to executives in such cases shall be regulated as following:</p> <p>(i) For executives under suspension, PRP with effect from date of suspension shall be withheld until finality of the case. The period of suspension shall not be counted for calculation of PRP unless exonerated after conclusion of disciplinary proceedings.</p> <p>(ii) In cases where the executive is not under suspension but disciplinary proceeding has been initiated, the PRP for the year in which disciplinary proceedings initiated, shall be withheld.</p> <p>In cases the disciplinary proceeding is not completed during the year and spilled over to next year, the PRP which was on hold shall be released and PRP for the subsequent year shall be kept on hold. The practice shall continue till completion of disciplinary proceeding after which release of PRP shall be dealt as per the outcome of the</p>

	<p>disciplinary proceeding. This will ensure that the PRP for only one year is kept on hold at any point of time till the completion of disciplinary proceeding.</p> <p>(iii) No PRP shall be paid to executives who have been imposed with a major penalty of dismissal/removal/termination/compulsory retirement during the relevant financial year in which the penalty is imposed. However, in case of imposition of any other penalty except above (dismissal/removal/ termination/ compulsory retirement), no PRP shall be deducted.</p>
--	--

Since the PRP for FY 2024-25 is yet to be finalized, the amended provisions may be effected from the FY 2024-25.

This issues with approval of the Competent Authority.



(Anuj Kumar)
DGM(HR)

Copy to:

1. All executives (Through Email)
2. HR Establishments.....for necessary action.
3. Policy File.

For Kind Information of:

- o D(P)/D(P&T)/D(HR)/D(F)/D(C)/CVO
- o Sr.TS to CMD for kind information of CMD.