



NALCO OFFICERS' ASSOCIATION

MINES & REFINERY COMPLEX, NALCO

DAMANJODI-763008, Koraput, Odisha.

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

Landline: 06853-255842

Intercom: 4299

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PRIYAM SHRIASTAVA

Ref: NOA/M&R/25-26/13

Date: 08.12.2025

To,
The Chairman-cum-Managing Director,
Corporate Office, NALCO,
BHUBANESWAR

Sub: Submission for review & revocation of Austerity Measures Imposed.

Ref: Circular No. NBC/FIN/784, Dt.18.05.2013

Sir,

This is to respectfully submit that the austerity measures imposed vide above referred circular based on the then prevailing LME Aluminium price of **\$1800/MT**, covered six major expenditure categories aimed at safeguarding the company's financial position.

The said circular had stipulated restrictions under the following heads:

- 1. Withdrawal of delegated power for sanction of tours:**
Tours of all employees up to the level of GMs (now CGM) require approval of the Functional Director, and tours of EDs require approval of the CMD.
- 2. Withdrawal of authority to sponsor employees** for Conferences/Seminars.
- 3. Reduction of authority by 25%** for approving expenditure relating to entertainment (DoP Cl. No. 2.8), departmental meetings (DoP Cl. No. 2.9) and lunch/dinner for various meetings/seminars (DoP Cl. No. 2.28), applicable for the full year.
- 4. 10% cut** in the budgetary sanction for official/social/cultural activities.
- 5. 10% cut** in the budgetary sanction of all administrative expenditures, excluding statutory, security-related, and environmental expenses.
- 6. Expenditure reduction efforts** to be made in areas such as vehicle hiring, township maintenance, computer consumables, and advertisement/publicity.

During the first half of the current financial year, NALCO has demonstrated exceptionally strong financial performance, registering a **50.15% growth in Net Profit**, reaching **Rs.2497 Cr.** Simultaneously, the LME price has strengthened to **\$2895/MT**, indicating a robust improvement in market fundamentals compared to 2013. However, the austerity measures has been continuing since last 12 years.

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In view of the above-noted improved financial performance, strengthened market outlook and enhanced revenue realisation, **Nalco Officers' Association, Damanjodi**, humbly submits that the austerity measures under the above six heads may kindly be **reviewed and withdrawn w.e.f. the current financial year**, wherever deemed appropriate by the Management, so as to enable normal operations and essential departmental activities.

Further, considering the Company's robust profitability and favourable market conditions, it is earnestly requested that the top Management may also consider **enhanced focus on employee welfare measures**, which will significantly contribute to higher morale, improved productivity and overall organisational harmony.

We look forward to your favourable consideration and necessary action in this regard.

Thanking you,

Yours faithfully,

(Ranajit Nayak)
General Secretary,
For Nalco Officers' Association

Copy to: Director (Finance) }
Director (HR) } for kind information.
ED (M&R) }