



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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Regional PF
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May 17th, 2022

To,

**Ms. Neelam Shami Rao, IAS,
Central Provident Fund Commissioner,
Employees Provident Fund Organisation,
NEW DELHI 110 066**

Subject: Request for grant of appointment to EPF Officers' Association (EPFOA) and request for early completion of Annual General Transfer process – regarding

Ma'am,

As you are aware the EPF Officers' Association is the sole service association of EPFO's Commissioner-cadre officers. We are a representative body with duly approved constitution and elected office bearers. In our sacred role as representatives of EPFO officers it has been our endeavour to not only put forth service issues that concern EPF officers, but also to ensure that issues that concern EPFO, as one of world's largest social security organisation, are also suitably discussed.

2. It is with above goals in mind that the EPFOA had sought time from you for an appointment vide letters dated 07.01.2022 and 23.03.2022 (copies attached for kind reference). Vide above referred letters, a suitable agenda for the meeting was also proposed for your kind consideration. Unfortunately, the EPFOA has not been granted an appointment till now. Even though the representatives of the EPFOA have been invited for presentations before the Ad-Hoc CBT sub-committee on HR/Establishment Matters, as well as meetings of the EPF Central Staff Welfare Committee, not even a single meeting has been granted to discuss the issues submitted vide above letters.

3. It is submitted that you have been CPFC for over 5 months now, and it is our hope that EPFO reaches even greater heights in your remaining tenure. The foundation that you will lay now will yield results in the time to come. However, for that to happen it is of utmost importance that a two-way dialogue is established between the management and the officers' community. You must recognise that there is a plethora of important issues that affect individual officer as well as officers' community as a whole and only a collective & representative body has any hope to bring them to your attention. If you do not grant us even a hearing it will only sweep these important issues under the carpet. That is not healthy for the organisation's growth and future. Non-communication with EPF officers' representative body is particularly glaring for EPFO, where the CBT, EPF itself is a tri-partite body formed with the noble intention of bringing the management and the workers' unions to a dialogue for extending the common good.

4. Ma'am, we are career officers of EPFO, here for our entire service life, and it is in our best interests that EPFO continues to grow as a social security organisation. We believe that this is our common goal with you and it is with this intention of organisational growth that we once again seek time from you to discuss issues of importance. It is our sincere hope that you will grant us an appointment at your earliest convenience.

5. Another issue that is submitted for your kind consideration is the issue of pending Annual General Transfer (AGT) exercise. As the initial process of formulating the new Transfer Policy, seeking comments from EPFO officers and approval from CBT was rushed through by the management, it was hoped that the entire process of transfers would be completed well within time this year. However, even though the option calling exercise has been closed w.e.f. 22.04.2022, the transfer orders have not yet been issued. It is understood that since this year transfers are through a new transfer policy, there may be some initial delays. However, kindly consider that already half of May is over and the new academic sessions are well under way. EPF officers have been forced to pay school fee of their wards for the new session at present place of posting, even though many of them may be posted at new places of posting where they will again be forced to shell out admission fee, etc. for their wards. These are hidden costs of transfers that are not reimbursed or reflected anywhere. Therefore, it is requested that the transfer process may kindly be expedited and completed without any further delays.

Thanking you.

Yours sincerely,



(Saurabh Swami)
Secretary-General