



**EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION**  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
**MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA**  
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March 10<sup>th</sup>, 2020

To,

**Shri Sunil Barthwal, IAS,  
Central P.F. Commissioner,  
Employees' Provident Fund Organisation,  
NEW DELHI 110 066**

**Subject: Non-adherence of the time schedule prescribed  
in the EPF Commissioner-cadre Transfer Policy – request  
for expediting the AGT process - Regarding**

Sir,

As you are aware, the EPFO's Transfer Policy for PF Commissioners prescribes a detailed time schedule for various procedures / actions related to Annual General Transfers.

2. The above time schedule prescribes January 1<sup>st</sup> as the date for calling of options by the competent authority, and since, this time the options were called vide HO circular dated 30.12.2019, it gave a positive indication to all concerned regarding the due seriousness being given to the transfer policy and it was hoped that further actions shall also be taken on time.

3. Unfortunately, subsequent actions have not followed the prescribed time schedule and now we have lagged by a considerable delay. As per the transfer policy, the order for AGT is to be issued by February 15<sup>th</sup> and by March 5<sup>th</sup>, the representations from aggrieved officers were required to have been disposed by the Competent Authority.

4. Sir, as you know, transfers and postings play a significantly large role in the day-to-day social and family life of the officers. Periodically shifting to a completely new station across the country with one's entire family and household is stressful enough on its own, and if it also becomes unpredictable, it causes immense tension to the concerned officers. During the month of April, most officers have to deposit school fee of their wards for the next school session. However, any such delays in regular transfers, places the concerned officers either in a situation where they deposit the school fee and then in the event of their transfers, lose out financially on most of it, or places them in a socially embarrassing position where they may have to plead with the school authorities for extension of time limit for fee deposit. In many cases, important family decisions such as spouse's job, family obligations, medical treatments, etc. have to be put on hold due to continuing uncertainty.

5. Even administratively, any uncertainty and delay may result in putting on hold important official decisions or avoiding any official commitment to long-term goals by concerned officers. Such avoidance or putting on hold may not be due to any ill-intent but simply due to continuing uncertainty and unpredictability. Therefore, such continuing uncertainty does not bode well for long-term organizational goals.

6. Annual general transfers are a long-established & historical bureaucratic mechanism to do away with entrenched interests and parochial outlooks in the Government system. All those who join an organisation with an all-India transfer liability are well aware of their commitment and duty to serve anywhere as required by the organisation. A clear-cut transfer policy is meant to bring in a semblance of predictability and control in this stressful situation, however, if the prescribed transfer policy is not duly followed, it will not only harm the organisation from an HR and administrative point of view, but may also invite undue allegations and complaints.

7. Therefore, in view of above, it is sincerely requested that suitable administrative directions may be given to expedite the AGT process, and to complete the process in the prescribed time schedule.

Thanking you.

Yours sincerely,

*A. Swami*

[ **Saurabh Swami** ]  
**Secretary-General**