



कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organisation
श्रम एवं रोजगार मंत्रालय, भारत सरकार
Ministry of Labour & Employment, Government of India
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Dated: 20/9/2019

To

Shri Saurabh Swami
Secretary General
EPF Officers' Association
R-40A,T-N.H.B. Office Complex, Mogappair Road,
Mogappair (E), Chennai-600037.

20 SEP 2019

Subject: Minutes of the meeting of Employees' Provident Fund Officers' Association (EPFOA) with CPFC held on 27.08.2019 regarding.

Sir,

Please find enclosed herewith a copy of the Minutes of the meeting of the Employees' Provident Fund Officers' Association with Central Provident Fund Commissioner held on 27-08-2019.

Encl.: As above

Yours faithfully,

(Dr. Shiv Kumar)

Regional P.F. Commissioner-I (HRM-VI)

Copy for information & necessary action to:

- i. Staff Office to CPFC/PS to ACC(HQ)HR
- ii. FA& CAO/ACC(IS)/ACC(C)/ACC(P)/ACC(HRD)
- iii. RPFC-I(HRM-I,II& III)
- iv. RPFC -I(AVS)/Vig./IS
- v. RPFC, NDC for Web. Circulation
- vi. AD (OL) for Hindi Version.

**Minutes of the Meeting with
Employees' Provident Fund Officers' Association
At 11:00 a.m. on 27/8/2019**

A meeting with the Employees' Provident Fund Officers' Association (EPFOA) was held on 27/8/2019. The meeting was chaired by the Central Provident Fund Commissioner (CPFC). The list of representatives of the Association and officers who attended the meeting is enclosed as Annexure.

2. The President, EPFOA introduced the representatives to the Chair and submitted, as initial remarks, that under the guidance and able leadership of the CPFC, the EPFO is moving ahead with its objectives and mission in an all-round progress. There has been a significant progress on all issues pertaining to officers and staff and thanked ACC (HQ) HR for bringing tremendous change in the working culture of HR Wing.
3. CPFC, welcoming the representatives, said that EPFO must maintain its position as a premier social security provider and regulator by providing an un-interrupted and hassle-free services to its' wide client base.
4. Following issues as per the agenda were discussed:

4.1. Grant of one-time relaxation to the post of Additional CPFC & RPFC-II:

Secretary General, EPFOA stated that 05 RPFC-II are yet to get promotion after granting relaxation.

It was informed that promotion to the post of ACC, for the panel of year 2019, has already been carried out after granting relaxation in eligibility service.

CPFC directed to put up the DPC proposal for RPFC-II or any left out cadres on priority basis.

[Action: HRM-I / II]

4.2. Grant of MACP benefits to eligible APFC belonging to promotion quota:

The issue regarding grant of MACP benefits to eligible APFCs was discussed in detail.



It was informed that out of total 45 cases received in the Head Office, orders in respect of 12 cases have already been issued. In four cases complete information was not furnished whereas 13 cases are being put up for consideration.

CPFC desired an expeditious action and directed that all MACP proposals received in the Head Office should be finalised by 30th of November 2019.

[Action: HRM-III]

4.3. Confirmation of DR APFC who have completed their probation:

The Secretary General pointed out that a number of DR APFCs are yet to be confirmed even after completion of the prescribed probation period.

It was informed that vigilance clearance and/or APAR / Assessment reports in respect of many APFCs (Probationers) are required and police verification in respect of 51 APFCs is still awaited.

CPFC directed that all concerned Zonal Offices may be advised to furnish the APAR within 15 days. RPFC-I of the Region may be directed to collect police verification reports within 15 days.

[Action: HRM-III]

4.4. Grant of NFSG to eligible RPFC-I:

The Secretary General informed that the issue of granting NFSG to eligible officers is still pending and requested to expedite the matter as a contempt petition is pending before the Hon'ble CAT Chandigarh Bench and may come up for hearing at any time.

It was informed the issue is under consideration in consultation with the Ministry of Labour & Employment (MoLE). CPFC directed that a status note may be prepared incorporating the above facts for taking up the matter with Secretary (L&E).

[Action; HRM-I]

4.5. Grant of NFU to eligible Officers of the Commissioners cadre:

The Secretary General, EPFOA raised the issue of granting NFU to eligible Officers of Commissioner cadre.

It was informed that the MoLE referred the issue to DoP&T which opined that the provisions of NFU are applicable to the Group 'A' Organised Services only. The matter was submitted to MoLE in accordance with the existing GoI instructions on the applicability of the NFU to EPFO.

CPFC desired that the issue may immediately be taken up with MoLE.

[Action: HRM-I]

4.6. Finalization of seniority list of APFC cadre:

Secretary General, EPFOA informed that the representations on the seniority list of APFC cadre is pending and may be disposed of in accordance with N R Parmar case.

It was informed that the issue of seniority list of APFC shall be determined as per extant rules and regulations and the case laws as applicable.

[Action: HRM-II]

4.7. Bunching of stage in the revised pay structure:

Secretary General drew the attention of DoP&T Circular on bunching.

It was informed that a detailed circular has already been issued on the matter but in view of IAP observations, the issue has been referred to the Audit Wing.

CPFC directed that an early meeting should be convened between Audit Head and HR Head to resolve the issue.

[Action: HRM-I]

4.8. Proper operationalisation of District & Zonal Offices:

EPFOA representatives submitted that role and functions of RPFC-I of Zonal Offices and District Offices should be defined with respect to the delegation of administrative and financial powers; disciplinary and appointing authority; cadre controlling functions; and conditions of services associated. A long pending demand of providing vehicles to RPFC-I of Zones was again raised.

It was informed the circular regarding role and functions of District Offices has already been issued by the HRD Division. Draft Employees' Provident Fund (Officers and Employees' Conditions of Service) Regulation, 2019 has already been prepared and circulated laying down the provision of appointing authorities / disciplinary authorities. Moreover, the draft delegations of financial and administrative powers are being framed will be circulated shortly.

CPFC advised that the proposal to provide vehicles to the RPFCs-I of the Zone may be re-examined with a view to provide similar facilities to officers of same scale.

[Action: HRM-I/HRD]

4.9. Lease accommodation facility:

The President, EPFOA informed that the lease accommodation facility has two facets: first, the enhancement @ 15% in the existing lease entitlement after every three years, which was due for revision in Mar 2019, has not been revised; and secondly, after the 7th CPC market rents have increased considerably, especially in Metro cities such as Delhi, Mumbai, Bangalore etc. Moreover, the existing lease entitlement has become less than the admissible HRA in metro cities. Within the existing lease rent, it is practically impossible to get a decent accommodation and, therefore, there is an urgent need to revise the entitlement of lease accommodation at every level including for the post of ACC (HQ). He further suggested that revision in Lease accommodation should be on similar line as in the State Bank of India.

It was informed that a proposal for enhancement of the existing lease entitlement as per the rise in the cost of living index has been submitted on file. The matter is now fixed for a discussion with FA&CAO.

CPFC directed that the matter has already been referred to Finance, therefore, a meeting may be convened with FA& CAO in this matter.

[Action: HRM-I/FA&CAO]

4.10. Inclusion of ACC(HQ) in transfer policy of Commissioner cadre:

Secy. General of the Association stated that present transfer policy suffers from many lacunae especially after CR and formation of new Zones. The post of ACC (HQ) has been left out from the approved transfer policy for EPF Officers and requested for revisit the same.

It was informed that a draft agenda will be prepared after taking the inputs from the field offices and representatives of EPFOA.

[Action: HRM-I / HRD]

4.11. Grant of STS to eligible APFCs:

Secretary General, EPFOA pointed out that Senior Time Scale (STS) is granted to APFCs after four years of regular service, however, this routine exercise is still pending.

It was informed that STS has already been granted in most of the cases and a list of the remaining few eligible officers for grant of STS is being prepared. Requisition for VCC and APARs will be sent shortly after finalisation of list.

[Action; HRM-II]

4.12. Review and early finalisation of long pending departmental proceedings:

Secretary General pointed out that two committees headed by ACC (HQ) HR and CVO were to be constituted.

It was informed that Departmental Proceedings Appeal and Review (DAR) cases are being regularly monitored and actions are being taken to dispose the old cases. Instructions have also been issued to field offices for expediting DAR cases. Individual communications to the IOs have been sent for seeking explanation wherever unreasonable delay is noticed in submission of Inquiry report.

CPFC emphasised need to review all such cases in a time bound manner.

[Action: AVS / Vigilance]

4.13. Date of implementation of cadre restructuring in EPFO:

Secretary General pointed out that in the 210th Meeting of CBT, it was decided that date of implementation of CR in EPFO shall be 9/12/2015, but this decision of CBT has not yet been implemented in EPFO.

It was informed that the matter has already been clarified in the 3rd Meeting of the Anomaly Redressal-Cum-Implementation Committee held on 20/2/2017 chaired by CPFC.

CPFC directed that a meeting of Anomaly Redressal-Cum-Implementation Committee on this issue should be called immediately.

[Action: HRM/HRD]

4.14. Training Policy for the offices in EPFO:

This issue was discussed in detail and Secretary General requested that Zonal Training Head should be given powers to conduct such training programmes in ZTIs.

It was informed that direction have been issued to PDNASS for preparing a list of national and International programmes. The participating Officers for such programme shall be nominated by HRM, Head Office.

[Action: HRM-I/PDNASS]



4.15. Important Organisational issues:

Secretary General informed that Provident Fund Act, 1925 is an important legislation governing the provident funds maintained by a number of Government and semi-Government organisations throughout the country. EPFO is governing body of social security in India as a main provident fund trust regulator in the country and is a natural choice for handling the PF Act, 1925.

CPFC informed that this issue is under active consideration of MoLE.

[Action: Compliance]

The meeting ended with a vote of thanks to the Chair.

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Annexure

I) List of the representatives of EPFOA who attended the meeting

1. Shri Abhay Ranjan, President
2. Shri Manoj Kumar Yadav, Working President
3. Shri Saurabh Swami, Secretary General
4. Shri E.S. Sanjeeva Rao, Member
5. Shri Manoranjan Kumar, Member
6. Shri Saurabh Tripathi, Member
7. Shri M.K. Sharma, Member
8. Shri Satender Antil, Member
9. Shri J Srinivas, Member

II) Officers who attended the Meeting:

1. Ms Rekha Yadav, ACC (HQ) HR
2. Shri Hemant Jain, FA & CAO
3. Ms Uditia Chowdhary, ACC (HRM)
4. Sh. R. M. Verma, ACC (Pension)
5. Ms Sarojini Rane, ACC (HRD)
6. Shri V. Ranganath, ACC (IS)
7. Shri Sanjay Kumar, ACC (FIA/WSU)
8. Dr. Shiv Kumar, RPFC-I (HRM-VI)
9. Shri Sanjay Bisht, RPFC-I (HRM-I)
10. Shri M. Ngullie, RPFC-I (HRM-VII)
11. Shri S.C. Sharma, RPFC-I (HRM-III)
12. Shri Rajkamal Meena, APFC (HRM-VI)
13. Shri Manoj Dutt, Section Officer (HRM-VI)
14. Shri Balkishan, Section Officer (IR)