



**EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION**  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
**MINISTRY OF LABOUR and Employment, Government of India**  
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November 1st, 2018

**To,**  
**The Central P.F. Commissioner,**  
**EPFO Head Office**

**Subject: Request for immediate intervention in view of proposed DPC for promotion to the post of RPFC -II - reg.**

Sir,

This is in continuation of the undersigned's letter dated 29.09.2018, vide which detailed agenda of the EPF Officers' Association (EPFOA) was presented before you. The undersigned is grateful that you have kindly consented to granting an appointment to the office bearers of the EPFOA on 19.11.2018 for a detailed discussion on the said agenda.

However, due to a development which may come to its fruition before the above scheduled meeting, the undersigned requests for your kind indulgence in considering the following matter.

It is submitted that the first point of agenda of EPFOA for the above proposed meeting is grant of one-time relaxation for promotion to the post of RPFC - II. This issue of grant of one-time relaxation has in-principle approval of Hon'ble Minister and Secretary (L&E), as conveyed by them, during courtesy meetings held with them by the office bearers of the new Central Executive of EPFOA on 19.09.2018.

In this regard, it has been learnt that there is file movement by management to conduct DPC for promotion of a number of APFCs. Although, it is indeed very appreciable that the management is moving for grant of timely promotions, there is a technical issue involved here due to which a number of officers in APFC cadre shall be denied promotion due to no fault of their own making.

In order to explain above kindly consider following example :

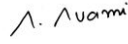
S.No.	Rank in seniority list	Name of APFC	Date of joining EPFO
1	385	AAA (example)	31.10.2014
2	389	Satish Kumar	01.01.2014
3	398	BBB (example)	15.01.2014

In the present scenario, as per the file being moved for DPC by the management, those eligible APFCs who are above in seniority list than Shri Satish Kumar are to be promoted w.e.f. 01.01.2019, even though they may have joined EPFO much after Shri Satish Kumar (kindly refer to example AAA above), while an officer who may have joined EPFO much before AAA shall be eligible for promotion only on 01.01.2020 (kindly refer to example BBB above). The reason behind above anomaly is that the eligibility year has been changed from financial year to calendar year by DoP&T w.e.f. 01.01.2019; and a number of officers are going to be penalised due to this reason. The situation becomes even further anomalous if we consider that had Shri Satish Kumar been the junior most officer of his batch then his entire batch would have been promoted due to their becoming eligible as per the RR, and similarly, had he been the topper of his batch, then no one from his batch would have been eligible for promotion without relaxation. Thus, just due to a unique quirk of fate where Shri Satish Kumar joined EPFO on 01.01.2014 and the DoP&T changed the eligibility year, many of his batchmates shall be eligible to be promoted even though they joined after him, and many of his other batchmates shall lose out due change in eligibility year even though they joined earlier than others. In fact, officers above Shri Satish Kumar are also qualifying for promotion only due to technical reason of Shri Satish Kumar having joined EPFO on 01.01.2014, otherwise they too would not have sufficient qualifying service like their other batchmates below Shri Satish Kumar in rank.

It also submitted for kind consideration that there is another category of APFCs, i.e. officers belong to the departmental promotee (DP) category. These officers were granted promotion to post of APFC on ad-hoc basis in the year 2009, and were regularised in the years 2014/2015. Many such officers shall be retiring soon. Therefore, these category of officers require your kind intervention for grant of relaxation in qualifying service for promotion to the post of RPFC-II. It is submitted that there is precedence of the same in EPFO wherein certain officers were promoted from APFC to RPFC-II in the year 2015, these officers had been granted relaxation for a period upto 2 years and 3 months for regular promotion to RPFC - II.

Sir, it is humbly submitted that in view of the ongoing file movement for conduct of DPC for promotion to RPFC - II, it is of utmost importance that the above issues may be considered prior to finalising the matter so that all above officers may be promoted through the same DPC. Therefore, I request you to kindly consider grant of relaxation in qualifying service for promotion to the post of RPFC -II for above officers. This move shall also be in organisational interest in view of a number of vacancies existing in the cadre of RPFC -II (230 vacancies out of 299 sanctioned post)

Thanking you.

Yours sincerely,  
  
[SAURABH SWAMI]  
Secretary General