

EMPLOYEES' PROVIDENT FUND ORGANISATION
DRAFT MINUTES OF THE
183rd MEETING OF CENTRAL BOARD OF TRUSTEES (EPF)

Meeting: Central Board of Trustees, Employees' Provident Fund

Date: **05.07.2008**

Venue : Employees' Provident Fund Organisation,
Conference Hall, 3rd Floor,
Bhavishya Nidhi Bhawan,
Bhikaiji Cama Place, New Delhi-110 066.

The 183rd meeting of the Central Board of Trustees (Employees' Provident Fund) was held under the Chairmanship of **Shri Oscar Fernandez**, Hon'ble Minister of State (Independent charge) for Labour and Employment and Chairman, Central Board of Trustees (Employees' Provident Fund).

The following members were present at the Meeting:

<p>Smt. Sudha Pillai, Vice Chairperson, CBT (EPF) & Secretary to Govt of India, Ministry of Labour & Employment Government of India, New Delhi.</p> <p>Shri S. Krishnan Additional Secretary to the Government of India, Ministry of Labour & Employment Government of India, New Delhi.</p> <p>Shri S. K. Srivastava, Joint Secretary (SS) Ministry of Labour & Employment Government of India, New Delhi.</p> <p>Shri Rajesh Verma JS & FA (L&E),</p>	<p>Central Government Representatives</p>
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<p>Ministry of Labour & Employment Government of India, New Delhi.</p> <p>Shri S.K. Verma, Director (SS), Ministry of Labour & Employment Government of India, New Delhi.</p> <p>Dr. S. Saksena, Director (BA & PR) Ministry of Finance, Govt. of India. (Representing Dr. K. P. Krishnan, Joint Secretary (CM), Ministry of Finance.</p>	
<p>Shri Vishnu Kumar Sharma, Joint Labour Commissioner, Deptt. of Labour, Alwar, Govt. of Rajasthan. (Representing Secretary Labour, Rajasthan).</p> <p>Dr. Ram Murti Agarwal, Chief Medical Officer (ESI Scheme), Ghaziabad, Uttar Pradesh (Representing Principal Secretary, Labour, U.P.)</p> <p>Smt. G. Anupama, Addl. Labour Commissioner, Haryana.</p> <p>Shri Raminder Jaggi, Labour Commissioner, Punjab</p>	<p>State Government Representatives</p>
<p>Shri A.D. Nagpal Shri W.R. Varada Rajan Shri Ashok Singh Shri Sankar Saha Shri D. L. Sachdev Shri B. N. Rai Dr. G. Sanjeeva Reddy Shri Girish Awasthi Shri M. P. Patwardhan</p>	<p>Employees' Representatives.</p>

Shri Sharad S. Patil Shri J. P. Chowdhary Dr. Ram S. Tarneja Dr. S. M. Dewan Shri P. Rajendran Shri Santosh Saraf Shri Babulal B. Todi Shri B. P. Pant	Employers' Representatives.
Shri A. Viswanathan Central Provident Fund Commissioner	Member Secretary.

The following officer attended the meeting as a special invitee of the Board:

Dr. B. Vinaya, Senior Technical Director, NIC, New Delhi Shri R.K. Mishra Technical Director, NIC, New Delhi	
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The following members could not attend the meeting due to pre-occupation and were granted leave of absence:

Shri Ramesh Kumar Khanna Secretary to the Govt. of Tamil Nadu Labour & Employment Chennai Shri R. M. Patel, Principal Secretary to the Govt. of Gujarat, Labour & Employment, Gandhinagar	State Government Representative.
Shri S.K. Verma, Director (SS), Ministry of Labour & Employment Government of India, New Delhi.	Central Government Representative.

The following members were absent from the meeting:

Secretary (Labour) Andhra Pradesh	State Government Representatives
Secretary (Labour) NCT, Delhi	
Secretary (Labour) Bihar	
Secretary (Labour) Karnataka	
Secretary (Labour) Maharashtra	
Secretary (Labour) Madhya Pradesh	
Secretary (Labour) Assam	
Secretary (Labour) Orissa	
Secretary (Labour) West Bengal	

The list of officers of the Employees' Provident Fund Organisation who attended the meeting is given at **Annexure – 'A'**.

Before taking his chair, the Chairman approached and greeted each member of the Board. This gesture of the Chairman was appreciated by all members in particular Dr. Ram Tarneja desired that their appreciation may be recorded in the minutes. Thereafter the Chairman initiated the proceedings and welcomed the members to the 183rd meeting of the CBT, EPF. During his welcome speech he made a special mention of the contributions made by the outgoing members. He requested both old and new members of the Board to be as interactive as possible and lend their utmost support and cooperation in the peaceful and decisive conduct of the meeting. He also observed that the previous Board met more than 25 times in its tenure of five years which was appreciable by all standards. He also appreciated the important decisions taken by the Board in its tenure. Referring to the agenda before the Board, the Chairman invited attention to the agenda on reconstitution of the Executive Committee and other Committees of CBT and other important agenda such as Declaration of rate of interest for the year 2008-09, Reduction of threshold limit for the purpose of application of EPF & MP Act, 1952, Reorganization of the regions for efficient and better administration and the progress made by the NIC and EPFO on BPR front. The Hon'ble Chairman concluded his speech by welcoming again all the members to the 183rd meeting of the Board.

Since it was the first meeting of the newly constituted CBT, he introduced himself and requested all the members and officers present to introduce themselves.

After the brief introduction was over, Shri Girish Awasthi with permission of the Chair, remarked that although he is the new member of the Board he has always been in touch with the EPF matters. He added that though CBT is tripartite body but it is discussing only the government agenda and accordingly he requested the Chairman that CBT must consider the items of employee and employer representative also. This suggestion was welcomed by the Chairman who further added that there is no bar on agenda proposed by the members being placed and discussed in the Board and if there is

any important point it can be accepted even today provided the House permits. Only thing which should be kept in mind is that such agenda must be sent to EPFO well in advance so that it can be circulated to all members in time.

Thereafter, the Chairman asked the Central Provident Fund Commissioner to take up the agenda items for discussion.

Item No.1: Confirmation of the Draft Minutes of the 182nd Meeting of the CBT (EPF) held on 17.04.2008.

With the permission of the Chair the CPFC introduced the item wherein he informed the Board that one comment on the draft minutes of 183rd CBT has been received from Shri Sharad Patil wherein he has made a mention of inadequate staffing in the Physical Facilities Division of EPFO and officiating Chairman agreed to have his comments recorded and consider constituting a Review Committee to look into the matter. The CPFC clarified that process is underway to recruit adequate staff in the PFD. Since no more comments have been received by EPFO, he requested the Board to declare Draft Minutes as final.

The CPFC clarified that the organisation had made vigorous efforts to recruit staff and stated that the Board would be informed appropriately in the next meeting.

Shri Sharad Patil again reiterated the need for adequate staff in the Physical Facilities wing of EPFO in view of huge assets of the organisation such as office buildings and staff quarters for which something must be done on priority.

Shri B.N. Rai drew attention to his observation made in the draft minutes making a suggestion to meet Hon'ble Prime Minister on the question of interest rate. The Chairman clarified that due to a busy schedule of the Prime Minister it could not materialize. But effort would be made on his to the country.

Dr. G. Sanjeeva Reddy observed that he was not favour of suggestion as the Board can take decision on their own after assessing its funds. He stated that in the past also many efforts were made to seek assistance from the Government but it did not succeed. It is matter of principle whether the Board can pay higher interest within its resources or not.

The Chairman appreciated the candid remarks of Dr. Reddy but clarified that whenever he is approached by the members he can not say no to the suggestions. He agreed that interest rate issue is totally within the purview of the Board and the rules, regulation are in place.

Shri W.R. Varada Rajan endorsed the views of Dr. Reddy. However, he clarified that there are overarching issues to the matter. The rate of interest has been maintained at 12% for long time but administered rate of interest had been applied to the EPF interest structure. The Government had constituted a Committee under the then Deputy Governor of the Reserve Bank of India which had made several recommendations. It had observed that the rate of inflation had softened below 3% and 12 % interest was not justified. The situation has now changed. The interest rates are climbing northwards. The government cannot say now that the rate of interest would be the administered rate of interest of 8% only i.e., applicable to SDS and the Public Account. Thus it is necessary to have a political decision in the matter and our view points have to be placed before the Prime Minister. He further stated that in a strange market economy the relationship of Government of India and EPFO has been of a borrower and lender respectively and the borrower is deciding the rate of interest. In a market economy it is the lender who decides the rate of interest and they bargain also. The workers money is tied up with the government for more than 30 years and the workers deserve better treatment. The real value they are getting after they retire is the issue.

The Chairman intervened and observed that further views in the matter may be brought up when the agenda is taken up by the Board for discussion.

Shri A. D. Nagpal invited attention to the matter at page 12 of the minutes regarding one time fixation benefit for Group C and D employees of EPFO.

The CPFC clarified that the matter has been referred to the Government and it is at the highest level of consideration.

After brief discussion on the draft minutes, they were confirmed by the Board and were declared as final.

Item No. 2: Reconstitution of Executive Committee – Election of the representatives of employers’ and employees’ to the Executive Committee of the Central Board of Trustees.

and

Item No.3: Reconstitution of Other Committees of Central Board of Trustees, Employees' Provident Fund.

The members took permission of the Chair to adjourn the proceedings for a while to discuss the nominations and to enable them to arrive at consensus among the employers and employees representatives respectively. After deliberations the following members were nominated by the representatives in the Executive Committee and other Committees:

Executive Committee, CBT.

<i>Employers’ Representatives</i>		
1.	Shri J.P. Choudhury	Member
2.	Dr. S.M. Dewan	Member
3.	Shri Babulal B. Todi	Member
<i>Employees’ Representatives</i>		
4.	Dr. G. Sanjeeva Reddy	Member
5.	Shri Girish Awasthi	Member
6.	To be nominated later	

Finance and Investment Committee:

<i>Employers' Representatives</i>		
1.	Dr. Ram Tarneja	Member
2.	Shri Sharad S. Patil	Member
3.	Shri Santosh Saraf	Member
<i>Employees' Representatives</i>		
4.	Dr. G. Sanjeeva Reddy	Member
5.	Shri B.N. Rai	Member
6.	Shri A.D. Nagpal	Member

Committee on Exempted Establishments:

<i>Employers' Representatives</i>		
1.	Shri B.P. Pant	Member
2.	Shri Babulal B. Todi	Member
<i>Employees' Representatives</i>		
3.	Shri Sankar Saha	Member
4.	Shri M.P. Patwardhan	Member

Pension Implementation Committee:

<i>Employers' Representatives</i>		
1.	Shri Sharad S. Patil	Member
2.	Shri B.P. Pant	Member
3.	Shri Santosh Saraf	Member
<i>Employees' Representatives</i>		
4.	Dr. G. Sanjeeva Reddy	Member
5.	Shri B.N. Rai	Member
6.	Shri W.R. Warada Rajan	Member

Committee on Implementation of IT Reforms.

<i>Employers' Representatives</i>		
1.	Shri P. Rajendran	Member
2.	Dr. S.M. Dewan	Member
3.	Shri Babulal B. Todi	Member
<i>Employees' Representatives</i>		

4.	Shri Ashok Singh	Member
5.	Shri M.P. Patwardhan	Member
6.	Shri D.L. Sachdev	Member

The following members were nominated as replacement to the outgoing members in the sub-Committees:-

Sl. No.	Name of the Committee	Name of the member nominated-Employer/ Employee
1.	Sub-Committee on study and implementation of XLRI Report.	Shri Girish Awasthi in place of Shri H.B. Dave.
2.	Sub-Committee for Monitoring the extension of Social Security to the Construction Workers.	Shri Bubulal B. Todi in place of Shri Ravi Wig.
3.	Sub-Committee on Strategic Adjustment in Compliance 2001 Programme.	Shri Babulal B. Todi in place of Shri V.P. Chopra.
4.	Sub-Committee on Review of Employees Pension Scheme 1995.	Shri Sharad S. Patil in place of Shri Vineet Virmani.
5.	Sub-Committee on Workers Capital Trust.	Shri B.P. Pant in place of Shri Ravi Wig. Shri B.N. Rai in place of Shri H.B. Dave.

The above nominations were accepted by the Board unanimously.

Item No. 4: Re-Organisation of Regions for efficient and better administration.

The CPFC introduced the item and drew attention of the Board to the comments received from two members namely Shri A. D. Nagpal and Shri W. R. Varada Rajan in the matter which were circulated with the agenda book. He further added that the agenda contains two proposals for consideration of the Board; first, formalization of the 11 Regions as created by 52nd EC, CBT held on 03.03.2005 and second, to formally allow operation of 11 post of Regional P. F. Commissioner Grade-I sanctioned by the CBT, EPF in its 174th meeting held on 23.02.2006 for the new regions. The CPFC stated that the Board approved creation of 11 posts of Regional Provident Fund Commissioner Gr.I to

man the newly created Regions. But when a DPC was proposed to be held the Government stated that since the Regions were created on experimental basis, before making them permanent the consent of the Board must be taken to make the new Regions a reality. Hence the proposal before the Board is that the Regions may be formalized as the new Regions have been under operation since then; they have been performing well in all the areas efficiently; the measure would give better span of control in the larger Regions and as a consequence 11 posts of RPFC Grade-I may be created and made operational from now onwards.

Shri D. L. Sachdev observed that the agenda has come to the Board several times and the Board was unanimous that the Regions must be formalized. He fully supported the agenda and further added that the Board must discuss the matter in subsequent meetings to create new Regions.

Dr. G. Sanjeeva Reddy observed that the Board has created new Regions three years back and emphasized that creation of 11 regions was an administrative decision taken with for efficient working of the organisation and settle grievances. Now that these 11 regions have been working for almost three years he strongly felt that in the interest of the organization everyone should support the agenda and both the new Regions and creation of 11 posts should be approved.

Shri Varada Rajan drew attention of the House to the detailed note he gave to the administration of EPFO in this regard. As regards the creation of 11 posts he supported their creation. In fact in the organisation the career advancement is very bleak. He observed that there are RPFC Gr.II level officers waiting for three years for their promotion. As regards the issue of formalization of new Regions, he recapitulated his observations contained in his note that the decision of creation of 11 regions was taken on trial basis for one year. He stated that the issue of bifurcation of Regions is a wider issue. He has gone through the provisions of the Act and the scheme wherein separate State Board have to be formed for each State. But the Government has not decided so and have set up Regional Committees in the States. In the present situation when regions have been bifurcated there is no accountability for the entire state and many

people have reported that they have to shuttle between to regional offices to get their grievance redressed. For new regions separate Regional Committees have to be formed if the new Regions are to be formalized. While the Regions have been bifurcated separate Regional committees for the States have not been set up. In the Annual Report also the performance of the Regions as undivided States has been reflected. He further added that this model is not desirable in long term. It is admitted that although one cannot compare Maharashtra State as a region with Goa State. He referred to the remarks of the then CPFC made in a discussion at the 162nd meeting of the CBT justifying the need for a higher level of responsibility and authority in bigger geographical states split into operational Regions. The reasons adduced in the agenda are that the Regions are in existence for more than three years and the existence of new Regions have been known to the members and public at large. He desired that the agenda should have explained how the Regions had performed in terms of quality of performance. He also referred to the observations of the Chairman in the 178th Meeting of the CBT held on 27.01.2007 wherein the Chairman assured the Board that whole issue would be re-examined before taking any final decision in the matter. He stated that alternate administrative model was being followed in other departments like ESIC where they are continuing with state as an administrative unit and have created two separate smaller functional units within the larger unit of state. Such a model serves both the purpose of smaller span of control, reporting and unity of command. He suggested that delegation of authority is necessary and hence, in the case of EPFO the geographical state should be retained as administrative unit and centralized control may be retained at the Regional Headquarters or the State Headquarters. The regional Head can be upgraded to the rank of Additional CPFC as the Zonal Office is being under-utilized in the present scenario where all the reports by the region are being forwarded directly to Head Office. He further observed that such a restructuring attracts the recommendations made in the XLRI Report and hence the same can be examined in the light of those recommendations so that the objective of Centralization of Authority is achieved without disturbing the seniority. He further emphasized that creation of 11 posts should not be clubbed with formalizing the new regions. He was of the view that 11 posts of RPFC Grade-I may be created without formalizing the newly created regions.

Shri Sankar Saha endorsed the views of Shri Varada Rajan and further observed that we should send a good message to all by confirming the 11 posts. He added that Additional CPFCs in some zones are not having power as those delegated to the RPFCs in Charge and desired that the Additional CPFCs in the zones may be given adequate powers.

Shri A.D. Nagpal observed that there are two issues involved in this matter. One is creation of posts and the other is formalization of the regions. There is shortage of officers in EPFO. In some regions one RPFC Grade-I is looking after two regions like in case of Chandigarh and Punjab, Chennai and Coimbatore, etc. The Board has passed creation of these 11 posts in 2006 which is about two and a half years ago and still it has not been implemented. Accordingly he proposed that these 11 posts may be created without formalizing the regions at this stage.

Shri Girish Awasthi welcomed the creation of eleven posts provided its feasibility is ascertained and remarked that if 11 posts of RPFC Grade-I are created then there should be some sanction for increasing staff strength in these 11 Regions also.

Shri Ashok Singh observed that this matter is pending for long. It was taken up by the EC in its 52nd meeting held on 03.03.2005 and there it was referred to CBT for consideration in the 174th Meeting held on 23.02.2006. It was again placed before EC in its 56th Meeting held on 06.12.2006 for accepting reorganization on permanent basis but the Chairman decided to refer it to the Board. The matter was again considered by the Board in its 178th meeting held on 27.01.2007. The Chairman in the 178th Meeting of CBT desired to have the views of the members and a letter was issued on 09.07.2007. Even after a lapse of almost one year only one view was received from Late Shri Parduman Singh who was also in favour of creation of more regions. The proposal was placed with a view to make the regions more efficient but there has been a delay of more than three years. He desired that the matter has been pending for long time and Board members take some concrete decision in this meeting.

Shri B. N. Rai observed that he has no objection to the creation of 11 posts. He drew attention of the Board to page 53 of the agenda where it was mentioned in the last para that "the regions now are separate entities with separate administrative structure and human resources". But there is no report regarding workload and transfer of staff.

Shri Babulal B. Todi supported the views of Shri Ashok Singh and further added that it is high time to accept the proposal. Further reorganization or otherwise can be taken up in future.

Shri B.P. Pant observed that the formula of linking the number of posts of officers with the number of subscribers in the region suggested by late Shri Parduman Singh was perfect and further reorganization may be thought of on these lines. Also by doing this the creation of posts in the grade of RPFC Gr.II and RPFC Gr.I would be automatic. He endorsed the views of Shri Ashok Singh that the present agenda should be approved without delay.

Dr. S. M. Dewan remarked that such a sanction may be done immediately and other issues of delegation and staffing may be looked into.

Shri J. P. Chowdhary agreed for creation of regions and endorsed the views of Shri Sanker Saha regarding powers of the Additional CPFCs in the zones and suggested that there should be better coordination between regions.

Dr. Ram Tarneja informed the House that he had a talk with the Secretary, Labour & Employment wherein he was informed that 80% of the work has been done on XLRI report and suggested that a special Meeting of the CBT can be convened with the members of the Sub-Committee constituted for the purpose and sit for one whole day so that most of the issues may be settled.

Dr. Sanjeeva Reddy observed that there are two aspects for consideration. One is the regular up gradation of posts initiated by the Department and the second aspect is to total reorganization as suggested by the XLRI. The two aspects need not be linked

together. The bifurcation of the Regions was suggested for efficient and better management but is pending for more than three years. The matter of XLRI can be discussed separately and deliberated upon and the discussion would take more time. The matter of formalization of 11 posts should not be delayed.

Shri P. Rajendran observed that now when the regions are working and subscribers are getting their funds settled through these offices the Board has no choice but to go ahead with the formalization of 11 regions as the action has already been delayed by three years and now it cannot be stopped. It must be realized by all that it is a fait accompli matter. He endorsed the views of Dr. Tarneja and raised two points. First that it has been given to understand the Sub-Committee on XLRI was given a timeline of 90 days that is nearing completion. It would be better to fix day for the meeting and finalise the decisions to be taken utilizing the good offices of Secretary (L&E) and Addl. Secretary (L&E). Second, like committees on Finance, Pension and IT there is a strong case for having a committee on Human resources from amongst the members of the Board which should meet and come with projections for the next five years before the Board about the human resource needs of EPFO. It should come every six months to the Board for sanction. This committee should review the position from time to time so that proper HR strategy may be adopted for the Organization. Unless a view is taken on this important aspect of the organisation we cannot move forward in right direction.

Thereafter Secretary (L &E) clarified that there is a sub-committee on XLRI Report which has deliberated on this issue and decided that EPFO should work out an implementable proposal and such a proposal has been drawn and it can be implemented straightaway. Other matters can be linked with the issues under consideration of the Committee.

Dr. Sanjeeva Reddy endorsed the views of the Secretary (L&E) and remarked that issue of 11 posts should be taken separately and operationalised and other issues including formalization of regions may be discussed later.

Shri W.R. Varada Rajan observed that he has not got any clarification from CPFC with regard to his note. He observed that continuing with one regional Committee for one state even after formal bifurcation of the regions will not work.

Shri A. D. Nagpal endorsed the views of Shri Varada Rajan and highlighted the need of comments regarding localization of offices. The attachment of the offices to the new Regions was not proper and by formalization it would be continued.

In this regard Shri D.L. Sachdev pointed out that he has received many complaints and representations from Ujjain that workers from Ujjain have to go to Indore to get their claims settled.

The Chairman observed that the majority view was in favour of the formalization of the Regions. The specific issues can be taken up by the Board separately.

Secretary (L&E) summed up the discussion and suggested that the Board should go ahead with the proposal of operationalising 11 posts and regularize the new regions as it has been pending for long and the issues raised by the members on re-organisation of the regions may be placed before the Committee for XLRI.

The Board approved the above proposal of Secretary(L&E).

Item No.5 : Delegation of Financial Powers to the Executive Committee, CBT, EPF.

The CPFC introduced the item by stating that Executive Committee has been formed to assist CBT in its functioning and accordingly it has been given certain responsibilities most of which relate to incurring financial expenditure like hiring of office building, purchase of land, etc. The existing financial limits given to EC are inadequate in the light of rising prices because of which in most of the cases we have to go to the Board for final approval. This takes time and by the time it is approved prices have changed which not only leads to extra expenditure but also to delay in completion of work. Hence

it is proposed to enhance the financial powers of EC. The proposed powers are subject to financial scrutiny of the internal finance and audit of EPFO. It is proposed to give full powers to EC on the items mentioned in the agenda placed before the Board.

Shri A. D. Nagpal enquired that though the CPFC has mentioned that the powers will be subject to scrutiny of internal finance, why it has not been mentioned in the proposed agenda clearly. He did not oppose delegation of powers but was of the view that powers can be delegated to the CPFC and Chairman, EC so that expenditure is met in time. He cited an example in the past when due to delay in the sanction the organisation lost a plot of land.

Shri B. N. Rai drew the attention of the House to para 7 on page 95 of the agenda wherein it has been mentioned that the finance wing was of the view that the powers already delegated are sufficient to meet day to day requirements of the organization and has opined that the reason 'considerable delay is caused due to lack of delegation of powers to EC' is not sound. In reply the reasoning given to treat the observations of finance wing as not sound, is based on two points. These two stands are themselves contradictory. Secondly, he agreed with Shri Nagpal that the point regarding financial scrutiny should have been mentioned. Also if it is subject to the approval of the Board, it should have been indicated in the agenda.

To this CPFC clarified that the EC is a sub-committee of the Board and exercises full powers of the Board. It is in order that expenditure incurred can be reported to the Central Board, but as explained the financial limit has to be raised.

Dr. G. Sanjeeva Reddy remarked that EC is a statutory body and it cannot work under the internal finance committee of EPFO. The internal finance is a part of the administration. Once a decision has been take by the EC it should reported to the CBT after implementation. He is not agreeable to suggestion of prior concurrence of the Internal Finance. It should not be the case that decisions of EC should be subjected to the scrutiny of the internal finance.

The Chairman also agreed that the agenda should be properly worded to make it clear that a proposal has to go to EC only after it has been cleared by the Internal Finance.

The FA & CAO clarified that the consultation of Internal Finance is a process for the benefit of the Committee.

Shri W.R. Varada Rajan mentioned that page 95 para 7 indicates that the internal finance wing has opposed such delegation of powers to EC. The agenda says that the observations of the internal finance are not sound and can be rejected is acceptable. The Board can agree to the reasons such as delay and cost overrun given for approving such delegation. He drew attention to item at Sl. no. 1 on page 95 of the agenda book regarding approval of estimates for construction of office building/staff quarters for which full powers have been proposed for the EC which is agreeable provided there is concurrence of internal finance. In case of SL. no. 2 his view was that full powers may be given in case of purchase from Govt. agency, but in case of purchase from private agency there should be some monetary limit. With regard to all the items in general the recommendations of Building and Construction Sub-committee must also be factored in. The delays may be attributable to holding of the meeting of the EC or the Board but cannot be attributed to a dedicated sub-committee of the EC.

The FA & CAO clarified that the current practice is to seek prior concurrence of finance before placing it before the Board and it will be followed strictly in future also.

Shri Ashok Singh observed that the matter was very clear. It is the duty of the CPFC to take the approval of the internal finance before bringing matter to the EC. Regarding purchase of land from government agency he was of the view that if the requirement is urgent and the agency is unable to handover the land what would be the fate. If a private agency comes forth with a proposal for land what has to be seen is the price offered i.e., EPFO has to go with L-I price.

Dr. Ram Tarneja agreed with the views of Shri Ashok Singh and cited the example of Government agencies which have come to the reality sector such as UTI and LIC is likely to come in this sector.

Dr. S. M. Dewan observed that adequate delegation is very important for the committee to function efficiently. The concern of the members is the checks and balances while incurring expenditure. He stated that the role of internal finance is to advise and assist higher authorities like CBT and EC and it is for the higher authority to accept its views or not.

Shri D. L. Sachdev remarked in the lighter vein that this means EC is being made more powerful by delegating full financial powers.

Shri Sankar Saha added that the Board cannot give a blank cheque to anybody including EC.

With these observations the item was passed by the Board.

Item No.6: Reduction of threshold limit for coverage of establishment under the EPF & MP Act, 1952.

The CPFC introduced the item to the Board highlighting the background of the agenda and brief glimpse of the discussion which took place in the last meeting of the CBT.

Dr. Ram Tarneja expressed his dissent to the proposal in the agenda and added that such a reduction should not be done.

Dr. Sanjeeva Reddy made an appeal before all the members especially the employers representatives to approve the agenda unanimously.

Shri B. N. Rai drew attention of the House to the Minutes of 183rd CBT Meeting that except for the reason that this particular agenda was not circulated in advance almost everybody including employer representatives had agreed with the proposal and requested that some time may be given to them so that they may go through the items and come prepared in the next meeting. So now this agenda must be approved by us unanimously.

Shri J. P. Chowdhary congratulated the Government for covering unorganized sector through Unorganized Sector Bill and further requested the Government to include upto 19 workers under the ambit of the Bill. He agreed to the view that social security should be extended to every worker of the country. But the only point is that by reducing the number for coverage to 10 many small employers will be subjected to the vagaries of unscrupulous inspectors. They will have to maintain all the records for which, unfortunately, they do not have resources. The present system is cumbersome and if we devise online returns for most of the services it could be better. Also, there is serious fear from draconian powers for recovery under Section 7A and 8B which may lead to pandemonium. He further remarked that some simple mechanism needs to be designed before taking up this matter further.

Shri Girish Awasthi remarked that in ESIC already establishments with 10 or more workers are covered. Thus it may be implemented in EPFO also.

Shri B. N. Rai endorsed the views of Shri J. P. Chowdhary regarding powers under Section 7A and 8B and suggested that there should be an agenda on the matter as it is being exercised arbitrarily.

Shri Ashok Singh also aired the feelings similar to Shri B. N. Rai by referring to agenda on harassment as an unstarred question.

Shri A. D. Nagpal remarked that this agenda has already been approved in 157th Meeting of the CBT and the matter is pending with the Government and enquired about the reason for bringing before the CBT again and also whether EPFO has sufficient staff

for the purpose. Already there are large number of vacancies in all the cadres. As far as the harassment part is concerned he agreed with the employer's view.

Shri W.R. Varada Rajan observed that in the last meeting this item was deliberated for a long time and except Shri V. P. Chopra nobody else raised any objection. And taking into account his objection only the Chairperson agreed to take it up in the next meeting. He also informed the House that this matter has been pending since 1998 when Shri Satyanarayan Jatiya was the Chairman, during whose tenure this matter was unanimously welcomed. At that meeting the then Chairman made the opening remarks referring to the importance of this issue. Later a tripartite workshop was organized under Dr. L. D. Mishra the then Labour Secretary during which everybody was unanimous in their views. Again during second National Commission on Labour it was decided that it should be brought to 10 at par with ESIC, then to 5 and finally to 1. As regard harassment he felt no employer small or big should be harassed. The point raised by Shri J. P. Chowdhary to bring upto 19 workers under Unorganized Sector Bill is not practical. Since upto 9 persons will be covered under Unorganized Sector Bill and 20 and above are already covered under EPF & MP Act, 10 to 19 remains a No Man's Land which needs to be covered.

Shri Santosh Saraf remarked that there is a great burden on existing staff of EPFO. There is huge gap between sanctioned staff and in-position staff. The proposal of changing the coverage from 20 to 10 would mean an increase of manifold in the work for which EPFO is not prepared. If the infrastructure and harassment part is taken care of he has no objection.

Shri B. P. Pant brought attention of the house to the matter of universalizing the social security benefit by covering every a single member of the society. He also referred to the recommendations of the Ramanujam Committee which had proposed a passbook scheme on which a system may be devised and developed. He also requested his trade union friends to suggest a transparent and friendly mechanism in this regard.

At this point the Chairman intervened and remarked that if the associations are ready to certify that what figures establishments are giving are correct the Government is willing to accept it.

Shri D. L. Sachdev appreciated the concerns of employer side and pointed out that the present limit of 20 was approved way back in 1960 and so now there should be a firm decision to bring it down to 10.

The Chairman observed that everybody has agreed that the caution regarding harassment should be taken into account. If there is no opinion in this regard let the Board do it.

Shri Sankar Saha raised the point of Ramanujam Committee and observed that since the technology has developed ever since, the passbook system may be introduced.

Shri J. P. Chowdhary responded by stating that he was the member of that Committee and passbook system can be introduced.

Dr. Sanjeeva Reddy mentioned about the complaints received from contract workers who have frequently alleged that their signature are taken on blank paper and are not provided with any social security scheme. There is a lot of manipulation going on and all the benefits are being availed by middlemen at present.

Dr. Shashank Saksena informed the House that the Finance Ministry has requested the Government to bring out financial and administrative exigencies of implementation of this scheme. He further added that till the time the figures on administrative requirements and costs involved are not known it will not be appropriate to go ahead with the scheme.

The Chairman summed up the discussion and again requested the House to pass the agenda as the matter is pending for long and assured the House that required measures will be taken care of.

With the above discussions the agenda was passed by the Board for recommending it to the Government for further necessary action.

Item No.7: List of ineligible requests for waiver of damages rejected by Central Provident Fund Commissioner.

The agenda was passed together with agenda 16.

Item No.8: Grant of Exemption under Section 17 of the EPF & MP Act 1952 by appropriate Government.

The agenda was taken up by the CPFC and Dr. G. Sanjeeva Reddy initiated the discussion that although exemption should be granted to the eligible establishments but there is a strong need to ensure compliance after exemption. There are establishments which do not declare interest in time, do not grant loans to their staff and take lot of time to settle their provident fund claims. He cited a case a Hyderabad where the establishment was resorting to dilatory tactics while dealing with provident fund matter of the staff.

Shri B.P. Pant endorsed the views of Dr. Reddy that action must be taken against reckless employers. However, we must encourage exemption. A decision on reducing the threshold limit for coverage from 20 to 10 is likely to come and it will increase the volume of work many fold. In fact the word exemption is a misnomer as the establishment is still under the jurisdiction of the Act and the concerned RPFC.

Dr. G. Sanjeeva Reddy cited the example of Gujarat State Road Transport Corporation which had withdrawn a huge sum from the provident fund of the employees which is not permissible under the rules. He has brought the instance to the notice of the State Government and the Ministry also. He was not against the grant of exemption but action must be taken against the defaulting establishments.

Shri B.N. Rai was of the view that Trade Unions should be consulted while considering the exemption of the establishments.

The CPFC clarified that consultation with Trade Unions is a part of the conditions for grant of exemptions. There are many check points which had to be fulfilled before the agenda is placed before the Board.

Shri P. Rajendran observed that in the previous meeting the CBT had cleared about 120 cases of exemption which have been recommended to the Government for notifications. These companies and in particular large companies where those for whom the exemption was pending for 10 to 15 years. The Ministry of Finance has issued guidelines for exemption stating that if the trust do not get exemption by the deadline of 31st March 2006, they will attract income tax. He was in support of the proper mechanism of watching compliance but the establishments which are eligible they must be recommended for exemption otherwise the contributions would be taxed.

Shri D.L. Sachdev observed that the matter of exemption which are pending must be expedited.

Shri Ashok Singh brought to notice the case of Sahara which has been granted exemption and there were certain irregularities pointed by him. At this stage Hon'ble LEM remarked that it should be investigated properly.

Joint Secretary (SS) clarified that the Government is fully aware of the deadline set by the Finance Ministry within which formal concurrence has to be given in the form of notification. The matter was taken up with the Ministry of Finance and the deadline has been extended to 31st March 2009 and all the cases of exemption would be resolved by the end of the Financial Year.

The Chairman observed that the feel of the house is to devise a mechanism to watch compliance from exempted establishment. There are a number of complaints where exemption has been granted but the establishments are not complying with the provisions of the Act. The examples cited by the members are note-worthy and it would

be appropriate to discuss the agenda with a view to further take measures to improve the effectiveness of EPFO in this regard in a special meeting where a full fledged discussion may be done. As to the current cases the deadline has been extended by the Ministry of Finance there must not be any element of worry.

With the above discussion the agenda was deferred.

Item No.9: Proposed amendment to para 32A of the EPF Scheme, para 5 of the EPS and para 8A of the EDLI Scheme.

The agenda was deferred due to paucity of time.

Item No.10: Request for waiver of damages u/s 14B and interest u/s 7Q of the EPF & MP Act, 1952 in respect of M/s Danddeli Ferro Pvt. Ltd., KN/HBL/1065.

The board approved the agenda for waiver of 50% of damages.

Item No.11: Request for waiver of damages levied under Section 14B of the Employees' Provident Funds & Miscellaneous Provisions Act in respect of M/s. Kirloskar Electric Company Ltd. (KN/29).

The request was rejected by the Board.

Item No.12: Request for waiver of damages under section 14B of the Act – M/s Unitop Engineers Pvt. Ltd., GJ/BD/10458.

The request was rejected by the Board.

Item No.13: Recommendation of rate of Interest to be credited to EPF members accounts for the year 2008-09.

The agenda was deferred due to paucity of time.

Item No.14: Ratification and adoption of the Policy for Obsolescence of Computer Hardware & Peripherals as recommended by Technical Committee.

The Central Provident Fund Commissioner introduced the item and stated that the organization has been procuring IT hardware and peripherals since the late eighties and in the absence of an obsolescence policy the organization was not able to dispose of old and unusable equipment.

In this context an obsolescence policy was proposed which categorizes equipment into two categories. In respect of equipment whose individual cost was above rupees ten lakh the policy proposes support from the OEM and obsolescence is to be determined in consultation with the OEM taking into consideration the end of life and end of support notifications of the OEM but subject to the fact that the normal lifetime of such equipment is not below 8 years. In the case of equipment whose individual cost was below rupees ten lakhs the productive lifetime of these equipments has been proposed as five years including the warranty period. Beyond this period they would continue to be used to the extent possible and the obsolescence would be determined for such equipment on the basis of the criteria given in the agenda by a committee of officers constituted for the purpose. The Technical Committee of EPFO had considered and recommended the obsolescence policy for adoption.

The Chairman wanted to know about the rate of depreciation applicable and whether this factor had been taken into account for determining the usability of the machines. The CPFC clarified that at the end of five years the commercial values of systems get reduced to negligible amounts. FA&CAO of EPFO added that IT Act rates of depreciation are not applied in EPFO and the life of equipment should be the determinant for obsolescence.

Shri M.P. Patwardhan suggested that the depreciated value can be found out from experts as it provides an inbuilt control and audit mechanism for obsolescence.

Shri Sankar Saha wanted to know whether these systems constituted assets for the organization and were subject to depreciation. It was clarified by FA&CAO that except land and building all other expenses were revenue expenditure in EPFO.

Shri P. Rajendran stated that in the private sector different depreciation rates are applied for different purposes for such equipment. While under the Income Tax provisions IT equipments are fully depreciated in 3-4 years a different rate of depreciation is applied under the Company law. However, internally private companies extract the maximum use possible of equipment and are usually used for 6-7 years. He added that in IT sector generally the latest systems are initially provided to development teams and after a few years a review is carried out and the systems are redeployed to other divisions. Likewise he was of the opinion that the obsolescence in EPFO should not be an automatic at the end of the proposed five years and the phasing out of the systems should be through a review process carried out by some kind of an asset review committee.

The CPFC clarified that the obsolescence policy was quite categorical in this respect and it specifies that systems would continue to be used after the end of five years to the extent possible. Furthermore, the obsolescence would be determined by a committee of officers on the basis of the criteria enunciated in the policy. As such it was clear that the obsolescence would not be an automatic feature at the end of 5 years and a conscious decision is taken on the basis of specified yardsticks by a duly constituted committee. Joint Secretary (L&E) also pointed out that the policy clearly specified that a committee would be constituted as per the provisions of the General Financial Rules for declaring items as obsolete or unserviceable.

Shri W.R. Varada Rajan stated that he would like to add 'availability of AMC' as an additional criterion for determining the obsolescence of systems. It was pointed out that the criteria mentioned in the agenda already specified the availability and cost of repairs and spare parts which addresses this concern.

Shri P. Rajendran suggested that in most instances the price that can be obtained for these obsolete systems in auction or sale is barely a few hundred rupees and it would

be worthwhile to consider putting in a little amount of money to make it workable and donate it to needy schools and other institutions.

The CPFC welcomed the idea and suggested that donating such systems to Regional ITI's in the vicinity of offices should be considered.

Shri Babulal B. Todi suggested that the skill development initiatives of ITI's would benefit from such a scheme of EPFO to donate obsolete but workable systems.

Secretary (L&E) agreed with the philosophy of Shri Rajendran and stated that such equipment sold as scrap are normally disposed off in an environmentally unsound manner and the proposal to donate such systems to ITI's for the skill development initiatives should be accepted. She suggested that a note can be prepared for considering the issue of donating such systems to ITI's.

With these deliberations the board ratified the obsolescence policy as presented in the note with the condition that proposals for donation should be prepared and presented for consideration.

Item No.15: Progress Report on the revised "Re-inventing EPF, India" Project implementation action plan devised and being implemented in collaboration with NIC.

The Chairman invited members of the board to take a presentation on the latest update on the progress made on the revised "Re-inventing EPF, India" Project action plan being implemented in collaboration with NIC.

Dr. B. Vinaya, Sr. Technical Director, NIC made the presentation on behalf of the joint EPFO-NIC team working on the project and apprised the board of the latest developments. The board was informed that most of the administrative initiatives and structures required to actualize the collaborative efforts for implementing the project had been completed. The Memorandum of Understanding (MoU) between EPFO and NIC had

been entered and a joint EPFO-NIC team has been working on the project since 5th May 2008. The Apex and Technical Committees as contemplated in the MoU had been constituted and both the committees had started functioning.

He further informed that EPFO had transferred requisite funds to NICS I for engaging technical manpower. Two technical persons at the level of project leaders had been engaged through NICS I and they have been working on the project for almost a month. A batch of seven developers through NICS I had been selected after interviews and had joined the project. Interviews for 5 more developers had been completed and process for four Asst. Programmers had been initiated. A total team size of 28 technical persons (18 Hired through NICS I, 5 from NIC and 5 from EPFO) would be working on the application development. The required hardware for the development was in place as the existing systems with some augmentation of resources was being used.

On the technical initiatives front the board was informed that the revised System Requirement Specification (SRS) had been finalized. Existing data from two offices had been ported to Oracle database for analysis and test purposes. Dr. Vinaya provided a module wise description of the development timeframes and the work that has been completed in each of the six modules viz. first level database design, business level validation of process and Graphical User Interface (GUI) screen design. On the data migration front he explained that a software tool is under development that would run on the existing database and generate reports on the data gaps. This tool was expected to be available by 3rd week of August and all the offices would be provided training on data migration thereafter to fill the identified gaps. Furthermore, he explained that the interest calculation and reconciliation logic was under preparation and is expected to be finalized soon.

On the overall timelines he informed that the application development for the first phase was expected to be completed by 3rd week of February 2009 and the third party testing would commence from 4th week of Feb '09. The software testing and integration and parallel run would commence at one office from 1st week of April '09. The parallel

run would be completed by 1st week of June '09 and then the application can be rolled out to all offices in a phased manner.

Shri P. Rajendran observed that while he was sure that the application development would progress along planned lines he was concerned about the switchover from single entry system to double entry accounting system where he felt that the need of expertise was more pronounced than for application development. These problems had been experienced by most of the internationally reputed consultancy firms like, Price Waterhouse Coopers (PwC), Mc Kenzie, etc. while working with the government sector and he felt that appropriate accounting expertise should be obtained by EPF as well in their efforts.

Shri A. D. Nagpal wanted to be assured that adequate care had been taken in preparing the SRS as in the earlier project implementation by SISL an inadequate SRS was the major source of problems.

Responding to these observations, Dr. Vinaya explained that adequate attention had been paid in making the SRS with simplified processes. It was understood that data was the most critical element for EPFO and the first phase of the project focused on cleaning and updating the data while ensuring continuity of service levels. The Business Number (BN) for establishments and Social Security Number (SSN) for members had been introduced by SISL for centralized accounting which involved additional work in the entire process of collecting and generating these numbers and subsequent mapping the numbers to existing numbers and validation of the data. In the current system this has been avoided and it has been decided to proceed with the existing system of numbers for establishment and members. Furthermore under the revised plan the existing data will be taken as it is to Oracle database and the double entry system will be introduced after migration to Oracle database. He also informed that currently available accounting packages in the market are being studied and evaluated and the double entry accounting system will be introduced in the second phase of the project.

Shri B.N. Rai enquired whether the data migration activities that are scheduled to commence from 07-07-08 as per the timeline chart had been commenced. It was clarified that the activity was within schedule presently.

Shri D.L. Sachdev enquired about the legal action that has been taken against SISL and also the safeguards against time overruns by NIC. The CPFC clarified that as per the approval accorded by the board, EPFO has after due consultation with the legal advisor issued the termination notice to SISL while reserving the right to claim damages. The response from SISL was awaited and after receiving it the required steps would be taken to claim damages. In respect of the safeguards in the collaboration mechanism with NIC it was stated that the MoU provided the mechanism. He also stated that a copy of the MoU would be provided to the members for information.

With these deliberations the board noted the progress as reported in the agenda.

Item No.16: List of ineligible request for waiver of damages rejected by Central Provident Fund Commissioner

This item was approved along with item 7.

Item No.17: Request for Waiver of damages u/s 14B and 7Q of the EPF & MP Act, 1952 in respect of M/s Andhra Pradesh Heavy Machinery & Engineering Ltd., Kondapalli, AP/5864.

The request was rejected by the Board.

Item No.18: Request for waiver of damages in respect of M/s Eddy Current Controls Pvt. Ltd. – KR/KC/4139.

The request was rejected by the Board.

Item No.19: Audited Annual Account in respect of Employees' Provident Fund Scheme, 1952, Employees' Pension Scheme, 1995 and Employees' Deposit Linked Insurance Scheme, 1976 for the financial year 2006-07.

An agenda item together with audited Annual Accounts in respect of Employees' Provident Fund Scheme, 1952, Employees' Pension Scheme, 1995 and Employees' Deposit Linked Insurance Scheme, 1976 for the financial year 2006-07 alongwith the Audit Report of the DG (A) CR, New Delhi and Comments of the E.P.F.O. was placed before the Board for deliberation and adoption so as to send the same to the Government for placing before the Parliament.

The CPFC invited FA & CAO to introduce the item. Initiating the discussion, FA&CAO explained the salient points of Annual Accounts of the Employees' Provident Fund Organisation for the year 2006-07. Thereafter he informed the House that there was delay in compilation of Annual Accounts because of delay on the part of EPFO as well as CAG which has been noted with criticism by recent Parliamentary Committee. As per the Scheme provision, the Annual Accounts must be placed before the Executive Committee before, bringing up in CBT, however, as Executive Committee is yet to be formed, it is placed directly before the Board. Finally he requested the Board to discuss and adopt the Annual Statement of Accounts for the year 2006-07.

Shri A.D. Nagpal remarked that the Employees' Provident Fund Organisation should finalize the Annual Accounts in time. The excess of income over expenditure is around Rs.240 crore and there should not be any difficulty in recruiting the staff against the vacancies, to improve the services to the members. He also informed the House that he has come to know that in Sub-Regional Office, Gurgaon, the claims are reportedly pending for more than six months due to shortage of staff. Further, he sought clarification on the following four points quoting referring to the entries in the Annual Accounts:

- On page 5 of the Annual Accounts the balance available in the S.R.F. is around Rs.61 crore and he wanted to know the reasons for not paying from S.R.F. for settling the claims.
- What is the status of recovery from those defaulting establishments in respect of whose members' settlement has been made from SRF Account ? He desired to have a status report in the matter.
- On page 33 of the Annual Accounts under Sl. No. 2 pertaining to E.D.L.I. Scheme, the contribution collected in EDLI Scheme Account is around Rs.250 crore whereas the benefits settled are about Rs.48 crore. He has been observing in the past to have a review of E.D.L.I. Scheme for increasing the benefits and enquired whether any such proposal is underway.
- Regarding point on Audit on page 44 he wanted to know the reasons as to why internal audit was conducted only in 25 field offices out of about 120 auditable units.

Shri Santosh Saraf remarked that the replies to audit paras may be given in time to avoid delay in finalization of Annual Accounts. Also, members account may be updated at the earliest. He enquired whether EPFO claims depreciation on Assets.

Dr. G. Sanjeeva Reddy made the following remarks:

- EPFO is responsible for keeping proper account of the workers money. Interest should be credited to the members' accounts without delay.
- Annual Accounts slips to the members are pending for more than 3 years and the workers do not know how much money has been deducted by the employer and what money lies in their account.

- EPFO should explore the possibilities of issuing the Annual Accounts slips without crediting interest for the said year, in the case of delay in declaration of rate of interest. He pointed out the case of Contract workers who work for 3-4 months in an establishment and by the time account slips are issued they have left that establishment. This gives opportunity the employer to play fraud with the workers money.
- The status of pending Annual Accounts slips may be reported to the Board periodically.

Shri D.L. Sachdev emphasized that claims should be settled within 30 days and also requested CPFC to ensure that pendency in Noida and Gurgaon offices are cleared at the earliest.

Shri W.R. Varada Rajan, observed that:-

- Against the sanctioned strength of 23,344 only 19,510 officials are in position, as per the Annual Report.
- Possibilities of Region wise recruitment of Staff may be explored and taken up to clear the shortage of staff in various Field Offices and also giving chance to local people in respective Regions.

Responding to the above, the FA&CAO replied that:-

- The difficulties faced in compiling the Annual Accounts have been explained.
- As per the C.B.T. decision, only interest earned on S.R.F. balances will be taken into Account for allocating the Budget to the Regions. No proposal has been rejected on this count. Proposals are examined as per the criteria and regulated accordingly.

- Regarding Internal Audit, it is informed that 11 more Audit Parties are to be created and HR Wing is in the process of filling up the vacancies. Improvement will be shown in the current year.
- Other issues are relating to policy initiatives and decisions thereon.

The C.P.F.C. also responded to above queries of the members and informed the Board that:

- The issues raised by Hon'ble C.B.T. members in the matter of issuing Annual Accounts slips to the members, recruitment of Staff etc. will be examined.
- Regarding issuing of Annual Accounts slips without interest (due to late declaration rate of interest), the technical difficulties in the software programme need to be examined separately. He will come back to the Board after ascertaining the possibility.
- With regard to pendency in Sub-Regional Office, Gurgaon, Addl. C.P.F.C. (North Zone) has reviewed the position and made necessary arrangements by posting temporary staff from nearby offices to clear the pendency. He assured the members that the desired results will come soon.
- With regard to the Recovery from defaulting establishments he informed the house that in most of the cases it is very difficult to ascertain the whereabouts of the employer, in the absence of which it is not possible to recover dues.
- With regard to increasing the benefits under E.D.L.I. Scheme, he informed the House that a consultant actuary has been appointed. He has submitted his report and Compliance Wing is taking necessary action in the matter.

After carefully considering the concerns of the members regarding delay in issuance of annual account slips Hon'ble Chairman directed CPFC to give orders to various field offices to issue annual accounts of the EPF members.

With these observations the Board adopted the Audited Annual Accounts for the financial year 2006-07 and recommended to forward the same to the Government for placing before the Parliament.

Item No.20: Action Taken Statement in respect of CBT Meetings held upto 17.04.2008.

The item was deferred due to paucity of time.

The meeting ended with vote of thanks to the Chair.

List of the officers of Employees' Provident Fund Organisation, who attended the 183rd meeting of the Central Board of Trustees (EPF) held on 05.07.2008.

1. Shri Abhay Kumar Singh, FA & CAO
2. Shri Rajeev Talwar, CVO
3. Shri Trilok Chand, Addl. CPFC (HR)
4. Shri K.C. Pandey, Addl. CPFC (Pension)
5. Shri P. Sudhakar Babu, Addl. CPFC (Compliance)
6. Shri N. N. Sharma, Addl. CPFC (CSD)
7. Col. P.K. Chaturvedi, Chief Engineer
8. Shri V. P. Ramaiah, RPFC (F&A)
9. Shri N.A. Nair, RPFC (HRM)
10. Shri V. Vijaykumar, RPFC (MIS)
11. Shri A. K. Gupta, RPFC (Project)
12. Shri S.C. Goyal, RPFC (Investment)
13. Shri Gautam Dixit, RPFC (CSD)
14. Shri Chandramauli Chakraborty, RPFC (IS)
15. Shri K. V. Ranganathan, Dy. Director (Audit)
16. Shri Kumar Rohit, RPFC (ASD)
17. Shri Sanjay Bisht, RPFC (Conference)
18. Shri Rajesh Pandey, APFC (HRM)
19. Shri Uttam Prakash, APFC (HRM)
20. Shri Robert Kapai, APFC (Finance)
21. Shri Rakesh Yadav, APFC (Coordination)
22. Shri Vishal Agarwal, APFC (Conference)
23. Shri Brajesh Mishra, APFC (Investment)
24. Shri R. K. Kohli, APFC (Balance Sheet)
25. Shri Prashant Sharma, APFC (Recovery)
26. Shri J.C.Thukral APFC (ASD)