

**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
**FINAL MINUTES OF THE**  
**66<sup>th</sup> MEETING OF EXECUTIVE COMMITTEE, CBT (EPF)**

**Meeting** : Executive Committee, Central Board of Trustees (EPF)  
**Date** : **03.07.2009**  
**Venue** : Conference Room, 3<sup>rd</sup> Floor,  
EPFO Headquarters,  
Bhavishya Nidhi Bhawan,  
Bhikaiji Cama Place, New Delhi – 110 066.

The 66<sup>th</sup> Meeting of the Executive Committee, CBT (EPF) was presided over by **Smt. Sudha Pillai**, Chairperson, Executive Committee, CBT (EPF) and Secretary to the Govt. of India, Ministry of Labour and Employment. The following members attended the meeting:

<p>Shri S. Krishnan Special Secretary to the Government of India, Ministry of Labour &amp; Employment Government of India, New Delhi.</p> <p>Shri Rakesh Jain Financial Advisor (L&amp;E), Ministry of Labour &amp; Employment Government of India, New Delhi.</p>	<b>Central Government Representatives</b>
<p>Shri Rakesh, Director (ESI Scheme), Ghaziabad, Uttar Pradesh (Representing Principal Secretary Department of Labour &amp; Employment Govt. of Uttar Pradesh)</p> <p>Shri D. N. Kaushik, Deputy Labour Commissioner, Faridabad, Haryana. (Representing Principal Secretary Department of Labour &amp; Employment Govt. of Haryana)</p>	<b>State Government Representatives</b>

Shri B. N. Rai (Representing Shri Girish Awasthi)	<b>Employees' Representatives</b>
Shri J. P. Chowdhary Shri Babulal B. Todi Shri B. P. Pant	<b>Employers' Representatives</b>
Shri K. Chandramouli Central Provident Fund Commissioner	<b>Member Secretary</b>

The following member could not attend the meeting due to ill health and was granted leave of absence:

Shri Girish Awasthi	<b>Employees' Representative</b>
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The following members were absent from the meeting:

Principal Secretary Department of Labour & Employment Govt. of Bihar	<b>State Government Representatives</b>
Dr. G. Sanjivareddy	<b>Employees' Representative</b>

The list of the officers of the Ministry of Labour & Employment and the officers of EPFO who attended the meeting is given at **Annexure-'A'**.

At the outset, the CPFC welcomed the Chairperson and the members of the Executive Committee to its 66<sup>th</sup> Meeting and informed that it was the first meeting of the current financial year. The CPFC apprised the Committee on the successful performance of the computerization project at Sub Regional Office, Karnal and the rolling out of project at Wazirpur Office. He further added that consequent to successful performance of the roll out at Karnal, the project has been launched at Wazirpur Office and subsequently to be introduced to five other offices for testing and implementation. As per the time lines, by the first week of August 2009 it would be rolled out in 25 offices across India. Thereafter, with the permission of the Chair the CPFC initiated the proceedings.

**Item No. 1: Final minutes of the 65th EC meeting held on 22.02.2009 for information of the Executive Committee.**

The final minutes of the 65<sup>th</sup> Meeting of the Executive Committee, CBT (EPF) held on 22.02.2009 were taken note of by the members.

**Item No.2: Action Taken Statement in respect of agenda items upto the minutes of meeting of the EC held upto 22.02.2009.**

The CPFC introduced the agenda item and read the action taken by the EPFO to the Committee. The action taken report of the items as noted by the Committee and observations that were made by the members and were noted for further action on the part of EPFO:

Sl. No. 1	Noted by the Committee.
Sl. No. 2	Noted by the Committee. However, the option of selling of vacant staff quarters was ruled out and suggestion of Special Secretary (L&E) to give the vacant quarters to staff/officers of Ministry of Labour & Employment and other sister organisations of EPFO within the Ministry as per applicable rules was accepted by the Committee.

Sl. No. 3	<p>The CPFC informed the Committee that steps have been taken to improve the working conditions and maintenance of records in various office premises of EPFO, some of which are as follows:</p> <ul style="list-style-type: none"><li>(i) Provisioning of modular furniture including compactors in offices of EPFO which are housed in own buildings for which item was placed before the CBT, EPF.</li><li>(ii) Directions have been given to the field offices for weeding out of old records as per manual provisions for limitation of records and action has started.</li><li>(iii) Computerization of all field offices of EPFO has been taken up in phased manner.</li><li>(iv) Civil construction works across all offices that require it on need basis has been undertaken.</li></ul> <p>The suggestion made by Shri J.P. Chaudhary on weeding of records and digitization of records would be examined separately and EPFO would come up with a broad policy. Thereafter the action taken was noted by the members.</p>
Sl. No. 4	<p>The CPFC informed the House that the money paid to DGET has since been returned to EPFO as land belonged to the State Government. The then DM, Gorakhpur had fixed the circle rate of Rs. 2.528 crores which was paid to the DM, Gorakhpur. However, the land had not been mutated in the name of EPFO. On request for mutation in the name of EPFO, the present DM had raised the circle rate to Rs. 6.954 crores which was around three times of the rate fixed by his predecessor and already deposited with DM office. Since the EPFO had complied with the earlier rate prescribed by the DM, it was felt that the subsequent increase was not justified. The entire matter is being taken up with the Chief Secretary, Uttar Pradesh for being resolved.</p>
Sl. No. 5	<p>The CPFC informed the House that he has written a letter to DOP&amp;T requesting them to provide the list of training courses for which officers are eligible for nomination by the Organisation so that EPFO can nominate its officers accordingly.</p>
Sl. No. 6	<p>Noted by the Committee.</p>
Sl. No. 7	<p>Noted by the Committee.</p>
Sl. No. 8	<p>Noted by the Committee. However, Addl. Secretary requested the CPFC</p>

	to pursue the matter of claiming damages from M/s Oriental Insurance Company Limited in favour of EPFO.
Sl. No. 9	Noted by the Committee.
Sl. No. 10	Noted by the Committee.
Sl. No. 11	Noted by the Committee.
Sl. No. 12	Noted by the Committee. The CPFC further informed that an item has also been placed in this meeting in this regard (Item No. 9).
Sl. No. 13	Noted by the Committee. The CPFC further informed that the issue has been examined and the Committee will be updated as soon as the information was ready.
Sl. No. 14	Noted by the Committee. The matter would be further pursued with Secretary (Revenue), Government of India.
Sl. No. 15	Noted by the Committee. The CPFC informed that the recruitment rules for the post of DPA have been notified. Addl. Secretary (L&E) informed the House that EPFO has been advised to send the proposal in the revised formats prescribed by the DOP&T. As soon as the same are received by the Ministry, necessary amendment would be sent for notification.
Sl. No. 16	Noted by the Committee. The CPFC further informed the House that the proposal for hiring additional space by Regional Office, Bangalore has been withdrawn by RPF, Bangalore and it has been planned to shift some of the records to newly opened Sub Regional Office at Mysore Road.
Sl. No. 17	Noted by the Committee.
Sl. No. 18	Noted by the Committee. Addl. Secretary (L&E) further informed the Committee that the Ministry of Labour & Employment has sought certain clarifications from EPFO. As soon as the same are received by the Ministry, necessary amendment would be sent for notification.

**Item No. 3: Proposal for Recruitment to the post of Social Security Assistants (SSAs) in the EPF Organization.**

The CPFC introduced the item on which ratification of the Executive committee, CBT was required. He informed that consequent to sanction of posts in the grade of SSA, there was an emergent need to fill up the posts on priority. These functionaries were at the cutting edge in field offices and important for current computerization project. Having regard to the urgency of the matter, Secretary (L&E) had approved the proposal for taking the services of IBPS for conducting the recruitment and the agenda has been placed for seeking ratification of the EC.

JS & FA (L & E) enquired the reasons for resorting to single bid for such a huge process having large financial implications. The CPFC clarified that IBPS, Mumbai has been selected for the job as it was a government agency having specialization in recruitment and vast experience in this field which was regularly doing recruitments for RBI and nationalized banks. Moreover, IBPS, Mumbai had done the recruitment of Social Security Assistants (SSAs) in the year 2007 successfully. He also apprised the House about the shortages in the SSAs grade and urgency of their recruitment and schedule announced for the examination.

JS & FA (L & E) further enquired about the total fee quoted by the IBPS to which CPFC clarified that EPFO would not be incurring any additional expenditure towards conduct of examination as the same would be recouped from the fee collected from the candidates at the rate of Rs. 50/- per candidate from SC & ST candidates and Rs. 200/- per candidate for all other categories. After the recruitment test there would be few candidates left for skill test.

Addl. Secretary (L&E) endorsed the views of the CPFC that the recruitment has to be made at the earliest as after the implementation of the Interim Report of the Sub-Committee on XLRI Report, the manpower requirement in EPFO has increased, early recruitment for which has further been necessitated by the Computerization Project. In selecting IBPS, the EPFO, which was an autonomous organisation with government

nominees, has gone by precedent. Further and the rates quoted by IBPS were reasonable.

With these observations the proposal for ratifying the item was approved by the Executive Committee.

**Item No. 4: Proposal for Recruitment to the post of Junior Engineer (Civil) in the EPF Organization.**

The CPFC introduced the item and informed the House that it was for the first time that the EPFO was recruiting Engineers through open competitive examination, the recruitment for which would be done by IBPS. In this case also EPFO would not be incurring any additional expenditure towards conduct of examination as the same would be recouped from the fee collected from the candidates at the rate of Rs. 50/- per candidate from SC & ST candidates and Rs. 200/- per candidate for all other categories. The requirement of Engineers was also paramount to strengthen the Physical facilities wing of the organisation and the EPFO had been facing difficulties in filling up of the posts by deputation. In this case also the Secretary (L&E) had approved the proposal and the agenda was placed before the EC for ratification.

Thereafter the proposal for ratifying the item was approved by the Committee.

**Item No. 5: Leased Accommodation in EPFO - entitlements post acceptance of 6th Central Pay Commission recommendations.**

The CPFC introduced the item. He informed that the officers of the EPFO who carry All India Service liability have been extended the facility of taking residential accommodation on lease from the open market. The facility has been extended by the Central Board of Trustees taking into account the fact that sufficient residential accommodation was not available for Group 'A' officers in the Organisation at all the

places of posting and in accordance with the entitlements for the Board's accommodation in terms of area etc, it was decided to allow the officers to take residential accommodation on lease. By taking up such accommodations on lease, the officers were not entitled for HRA attached with the grade and the applicable license fee was recovered from the officers. The Board had approved a formula for entitlement of the cost ceiling for taking an accommodation on lease. This formula was based on the maximum of the scale of pay recommended by the Fifth Central Pay Commission with admissible HRA plus 15%. The organisation has implemented the pay structure as per recommendations of the sixth Central Pay Commission and the same formula has been applied on the new pay scales for arriving at the new entitlement of cost ceiling for various grades in the officer cadre. The proposal was accordingly for consideration of the EC.

JS & FA (L&E) observed that with the overall increase in the emoluments as per the Sixth Central Pay Commission there was no justification for enhancing the cost ceiling further and the agenda was not clear whether it was based on any request made by the officers.

Shri J.P. Chowdhury observed that lease entitlement was only reimbursement of expenditure incurred by an officer towards occupation of a residential accommodation. If the officer was incurring the same expenditure there was no case of enhancement for the reason that the pay structure has been changed as per the sixth Central Pay Commission recommendations.

Addl. Secy. (L&E) observed that the proposal does not contain any additional factor to justify further enhancement over and above the entitlement of HRA.

The CPFC clarified the additional enhancement formula had the approval of CBT and the same has been applied to the existing pay scales due to rise in the cost of rental. In fact, it was not possible to frame a policy guideline linking it with market rates as they vary from place to place. He invited Addl. CPFC (HR) to apprise the house about the need for such a facility and the justification for enhancement of existing cost ceiling.

Addl. CPFC(HR) informed the house that a policy decision has been taken by the CBT to extend facility of leased accommodation for officers who carry All India Transfer liability. A separate policy decision has been taken to not to construct new staff quarters. There being shortage of staff quarters, the officers were not in a position to locate a residential accommodation as per the entitlement in the existing ceiling at their place of posting. The EPFO has implemented the recommendations of sixth Central Pay Commission but the financial implication in the proposal was only to the extent of 15% over and above the HRA admissible approved by the CBT, in the revised pay structure which the EC can agree to.

The Chairperson summed up that the sixth Central Pay Commission has taken into account the increase in cost of living while recommending the revised pay structure for various grades. The revised pay structure has been implemented very recently and it will not be appropriate at this juncture to go for further enhancement considering the market situation. There could be a possible audit observation for allowing enhancement in addition to 30% entitlement for HRA in revised pay structure to the officers.

With above deliberations the agenda was deferred by the Executive Committee.

**Item No. 6: Amendment in Transfer Policy Guidelines in respect of Group 'A' officers of Employees Provident Fund Organisation.**

The CPFC introduced the item and explained the changes suggested in the transfer policy guidelines of Group 'A' officers of EPFO. Thereafter he invited comments of the members on each of the proposed modifications.

Regarding Sl. no. 2 of proposed modification, Addl. Secretary (L&E) observed that the reason for having the clause of 8 years in a Zone had logic attached to it. It took into consideration that no officer should stay in a particular area throughout his career in a particular cadre and hence the clause should not be deleted from the guidelines.

The CPFC informed that since in the new arrangement the Zones do not exist, it was suggested to delete the clause. However, he agreed to the views of Addl. Secretary (L&E) and accepted that instead of deleting the clause at Sl. no. 2, the Zones may be replaced by Political States as proposed modification.

The Chairperson observed that there was a basic contradiction between Sl. no. 2 where Zones are supposed to have become non-existent whereas in Sl. no. 3, zones have again shown to exist. Thus, she felt that there was a need to clarify 'zone'. She further enquired as to why the name 'political state' was being used. It was clarified that most states are having more than region, the word political state was being used instead of state to avoid confusion of region being seen as co-terminus with state. The Chairperson, however, observed that a better nomenclature may be used for denoting the new zones.

Regarding Sl. no. 5 of the proposed modification, the Chairperson suggested that there was no need of Personnel Placement Committee (PPC) and there should be an in-house arrangement within HR Wing of EPFO to affect transfers. If any necessity arises the files may be routed through the Chief Liaison Officer who was also available at headquarters for his information during General Transfers.

The changes as suggested by the Chairperson and other members in the proposed modification were accepted by the Executive Committee and accordingly the item was approved subject to the changes in the proposed modification as accepted by the Committee.

**Item No. 7: Extension of tenure of Portfolio Auditor to conduct audit for the year 2007-2008.**

After a brief discussion the item was approved by the Committee.

**Item No.8: Entrusting of Internal Audit of Regional Offices to Chartered Accountants' Firms.**

The FA & CAO introduced the item and explained the members that quotations were invited to entrust the internal audit of 4 ROs (Bandra, Chandigarh, Chennai and Gurgaon) and the process has already been initiated. While initiating the discussion, the Chairperson observed that Internal Audit was weakest in the Organization. The Members noted that while the initial proposal was to entrust Internal Audit of 15 offices to CA firms, the number of offices was reduced to 4 on the ground that TA/DA incidence will be high, if outstation firms are appointed. The Members observed that the emphasis seem to be on saving of money rather than increasing the coverage of internal audit by CA firms. The Members stressed that emphasis should have been on the quality of audit rather than the cost factor. The Internal Audit need not cover 100% in all offices. This audit may cover 10 per cent or 15 per cent at random. This will result in coverage of more offices and will result in a check on more people.

The Addl. Secretary (L& E) also suggested covering as many offices as possible by obtaining names from CAG office and deciding the scope and volume of work.

Shri Babulal Todi suggested that the Internal Audit should be done every year.

Shri J. P. Chowdhary observed that a decision to entrust the audit to CA firms was taken 5 to 6 years back when a fraudulent cases were detected and came for discussion. Some 18 stations were identified for carrying internal audit. But the pace of progress in appointment of CA firms was slow. He further stated that the image and interest of the Organisation are at stake. He observed that it was important to conduct audit which would minimize the instances of frauds and act as deterrent, than to only consider the cost involved. He suggested that the names of CA firms may be obtained from CAG office and regular Internal Audit must be made a standard practice. He further suggested that if CA firms with 5 partners are not available at some of the stations, firms with 4 or 3 partners may be considered.

JS & FA (L&E) suggested that there should be ABC analysis of offices to be audited.

The FA & CAO stated that 5 partners were prescribed because of huge volume of work involved in many of the offices. He further stated that ABC analysis has already been made and the offices have been segregated into various categories like those not audited for more than 5 years, not audited for more than 4 years etc.

The Chairperson advised the FA & CAO that his primary focus should not be saving of money; rather he should cover more offices by appointing CA firms. She agreed with the suggestion of Shri J.P. Chowdhury to make internal audit a regular feature and that the CPFC may decide on the policy of internal audit of each office and issues whether there should be 5 partners or 4 partners in a CA firm and take final decisions relating entrusting audit to CA firms. The matter of engaging CA firms for internal audit need not come to the Executive Committee again. However, the EC may be informed of the internal audit being under taken in various offices from time to time. She further observed that in the wake of computerization project what internal control structures are required may be assessed separately by the Organisation.

With the above deliberations the agenda item was approved by the EC.

**Item No. 9: Status on National Registry and Processing Office (NRPO) at Delhi.**

The CPFC introduced the item and informed the members that the NRPO project Office was expected to be completed by September 2009 and the Wage Board of Journalists under the Ministry of Labour & Employment was already functioning in the building. Director General, ESIC had requested for an area of 1000 sq m at NRPO for their official use which can be allotted to them as about 1600 sq m area was still spare in the building. He also informed that DG, ESIC has in turn assured that the space available

with them at Colaba, Andheri (West) in Mumbai would be shared with EPFO on reciprocal basis.

Shri B. N. Rai enquired about the status of proposed shifting of EPFO Head Office at Bhikaiji Cama Place to NRPO, Dwarka.

The CPFC explained that initially the project team would be shifted to NRPO building as the building was meant for project work only. However, shifting of Head Office and other EPFO offices in New Delhi to NRPO, Dwarka would be looked into depending upon the future requirement and availability of space in the new building.

The status contained in the memorandum was noted by the EC.

**Item No.10: Purchase of leasehold Govt. land allotted by the Govt. of Orissa for construction of Office Building for Sub-Regional Office at Berhampur.**

After a brief discussion the item was approved by the Committee.

**Item No.11: Acquisition of land in New Town, Kolkata for construction of Zonal Training Institute (East Zone), Kolkata.**

The Chief Engineer introduced the item and explained that Govt. of West Bengal had allotted a land in New Town, Kolkata to EPFO which could be utilized for housing the Zonal Training Institute (ZTI), East Zone (EZ). He further added that currently ZTI, EZ was functioning in own building only, but due to some problems it was being planned to shift ZTI, EZ to the new place.

Shri B. N. Rai enquired about the reasons for shifting ZTI, EZ to the new place when the present building was acquired 2-3 years back only and similar problems were existing even then.

The Chief Engineer explained that the area in which ZTI, EZ was currently functioning was very congested and had some social problems due to which it was not very safe for training.

The Chairperson expressed her concern for corrosion of the buildings in and around Kolkata especially in Salt Lake area and directed the Chief Engineer to take corrective measures through technical options available to reduce corrosion and construct new building with all necessary safeguards for the purpose. She also emphasized the need for proper planning of buildings and structures to avoid such problems in future.

With these observations the item was approved by the Committee.

**Item No.12: Onetime payment of Rs. 2.40 crores to State Bank of India for implementation of new process (e-challans).**

The CPFC introduced the item and invited the FA&CAO to explain the details. The FA&CAO explained that the State Bank of India was the sole collection agency of EPFO. The State Bank of India was charging Rs.2.00 per thousand challans for collecting the contribution and other dues. The EPFO had entered into an arrangement with SBI in the year 1990 to pay Rs.2.50 per thousand challans. First agreement was made for 5 years in the year 2001 agreeing upon a rate of Rs. 2.00 per thousand for the collections in base branch and Rs. 1.50 for that of link branch. In next agreement signed for 2 years, the base branch rate was revised to Rs. 2.00 per thousand. In the proposed agreement the SBI has revised the rate at Rs.3.00 per thousand which was reduced from their earlier proposal of Rs.5.00 per thousand on negotiation by the Organisation. He further informed that there were other choices for collection agencies but in view of the computerization process the present arrangement with SBI was more conducive. Having regard to the EPFO system and legacy of paper documents switching to other bankers and setting up of new system for every day collection and monthly reconciliation will consume lot of time which is otherwise crucial for computerization. Further having regard to the complexity of transactions the package offered by SBI was acceptable.

JS&FA (L&E) invited attention of the house to RBI letter dated 8.5.2006 addressed to the SBI and other nationalized banks which quoted the existing rates for receipts of Govt. business as Rs.45.00 per transaction and for other payment Rs.50.00 per transaction. Further the RBI has issued further guidelines vide letter dated 13<sup>th</sup> July, 1999 in which the Govt. business handling charges have been raised to Rs.1.18 per thousand from Rs.1.12 existing earlier. Thus the rates quoted by SBI were not reasonable. Having regards to the transactions of EPFO per year as per the RBI guidelines and the existing arrangement will result in an expenditure of Rs.10 to 15 crores. Thus, EPFO should further negotiate the cost of transaction as well as turnover.

FA&CAO clarified that EPFO transactions do not fall under the category of Govt. transactions and hence the benefits under the RBI guidelines were not available to EPFO. In 1990 itself the SBI was charging Rs.2.50 per thousand challans and in the proposed arrangement it will charge Rs.3.00 per thousand thus, the effective increase was only Rs.0.50.

The CPFC observed that further negotiation will lead to further delay which was not desirable when efforts have been made to implement computerization project in EPFO.

Addl. Secretary (L&E) expressed the view that it appears that the EPFO was faced with zero option situation. The charges as such appears to be coming down. Further, looking at the conditions put forth by the SBI the matter of basic concern is freezing the EPFO into an agreement for five years.

Shri B.P. Pant observed that removing SBI suddenly will create lot of problems for the Organisation.

Chairperson summed up that the offer given by SBI was indicative of monopolistic behavior on the part of SBI. It was to be understood that the EPFO money was not a tax

payers money which can wait in their accounts. EPFO was a trust and hence money coming to EPFO has to be credited by the bankers. If it was not so, then it should be regarded as misconduct. She was also not in an agreement with the observation that the Organisation was in a helpless situation and for that matter computerization will be hampered. She, therefore, suggested that the proposal may be further examined by FA&CAO and appropriate resolution of the EC may be communicated to SBI and to bring them for further negotiation.

With the above deliberations the agenda item was deferred by the EC

**Item No.13: Appointment of Concurrent Auditor for EPFO's portfolio.**

FA & CAO introduced the item and informed the members that EPFO had received quotations from five CA firms for concurrent audit of EPFO's portfolio.

Shri B. L. Todi desired to know whether any of these five CA firms are in any way connected to any of the EPFO's fund manager or its subsidiaries because in that case they may influence the audit and whether they are familiar with these kinds of transactions. He was also of the view that more than one firm can be associated for the work.

Addl. Secretary (L&E) observed that concurrent auditor have to perform a very crucial role and thus their selection has to be rigorous.

FA & CAO informed the member that a three-member Committee was formed for the purpose which has considered all these aspects during the technical evaluation of the bid.

The Chairperson enquired about the composition of the Committee and directed that it was a very sensitive work. The scope of work has to be properly defined. The selection procedure needs to be very through and the CVC guidelines to be followed scrupulously. She observed that the Finance & Investment Committee may be involved in finalizing the Concurrent Auditors. The agenda may be brought to the Executive

Committee again with the final recommendations of the Finance and Investment Committee of the CBT.

With these observations the item was deferred.

**Item No.14: Regularization of ad-hoc service against regular vacancy in the quota as per the recruitment rules due to delay in conduct of DPC in the various cadres in respect of employees and officers of the Organisation.**

The CPFC introduced the item and informed the members that in EPFO, officials in all cadres starting from Section Supervisors have been promoted on ad-hoc basis against regular vacancies due to non-conduct of DPC in time and they remained ad-hoc for several years for no fault of theirs. Because of this anomaly they were not eligible for promotion to next rank, grade or scale as they had not completed minimum years of regular service required for the promotion. This item was aimed at removing this anomaly by regularizing the officials holding the higher post or rank on ad-hoc basis against a regular vacancy on notional basis from the date on which they hold the post on ad-hoc basis against the existing regular vacancy in that cadre of posts. Thus, this item does not have any financial implications as all such officials were already drawing the pay & allowances of that post. Only benefit which they will have was that their period of service on ad-hoc basis would be regularized and hence would be counted for their seniority and subsequent promotion.

JS & FA (L&E) remarked that there was no provision under any rule or any DOP&T instructions that support this kind of regularization. He further added that as per the existing DOP&T instructions, regularization was done only from the date of DPC and not from the date of holding the post on ad-hoc basis even if it was against a regular vacancy unless the same has been ordered by either CAT or Court of law.

The CPFC clarified that, there were thousands of employees who were affected by this non-regularization of ad-hoc service against regular vacancies and it was not expected that every employee should go to CAT or Court of law. He further assured the

House that the number of aggrieved by this decision would be none or meager including those who have already retired from service as they were also getting all monetary benefits linked to the post they held at the time of retirement.

Special Secretary (L&E) informed that he also had experience of regularizing a bulk number of engineering staff on ad-hoc service against regular vacancies because of delay in conduct of DPC during his stint in Uttar Pradesh. He further observed that there were some guidelines of DOP&T for regularizing the ad-hoc service after three years and it may be gone through to ascertain whether those guidelines benefit the case of EPFO.

Addl. Secretary (L&E) supported the views expressed by the CPFC and reiterated that since there was no financial implication involved and none would be affected this could be done and item could be approved.

The Chairperson desired to know whether there was any specific court decision in this regard that supports such regularization to which the CPFC replied that though there are a plethora of decisions regularizing such kind of ad-hoc service, court decisions have gone either way in the past.

The Chairperson observed that since it was an administrative matter it should be decided and resolved by EPFO in-house and need not be brought before the Executive Committee again.

JS & FA (L&E) mentioned that in such cases normally an aggrieved officer files a petition in the Court/CAT and based on the court pronouncement, administration takes a view after completing the procedure as per extant orders.

The Chairperson summed up the discussion and desired that since it was an administrative matter the item may be withdrawn and it may be decided by EPFO in consultation with its legal advisor. If any need was felt for intervention of the Ministry of Labour & Employment the matter may be referred with the recommendations of EPFO

after obtaining legal advice and then may be placed before the Executive Committee again.

With the above deliberations the item was deferred.

**Item No.15: Amendment to the Recruitment Rules for the posts of Junior Analyst and Research Assistant in the pay scale of Rs. 8,000-13,500 (pre-revised) and Rs. 6,500-10,500 (pre-revised) respectively in EPF Organisation.**

Addl. Secretary (L&E) observed that the item involved amendment of the Recruitment rules for which prior approval of the Government would be necessary. He requested the CPFC to refer the matter to the Ministry before any decision was taken in this regard. Accordingly the item was withdrawn from the agenda list.

**Item No.16: Amendment to the Recruitment Rules for the post of Enforcement Officer/Assistant Accounts Officer in EPF Organisation.**

After a brief discussion the item was approved by the Committee.

**Item No.17: Amendment to the Recruitment Rules for the post of Welfare Officer in the pay scale of in EPF Organisation.**

Addl. Secretary (L&E) observed that this item was similar to item no.15 and involved amendment of the Recruitment rules. He requested the CPFC to refer the matter to the Ministry also before any decision was taken in this regard. Accordingly the agenda item was withdrawn from the agenda list.

**Item No.18: Provision of Office vehicles to the office of Addl. CPFC, where no vehicles have been provided for facilitating management & development of business.**

The CPFC introduced the item and informed the House that Internal Finance Division of the Ministry of Labour & Employment has raised certain observations on the

item stating that only Joint Secretary or equivalent and above officers are entitled for office vehicle.

The Chairperson clarified that such a comparison cannot be made with the posts involving field operations and requested the Committee to approve the item.

Thereafter the item was approved by the Committee.

**Item No.19: Providing additional office accommodation at Sub Regional Office, Udaipur, Rajasthan.**

After a brief discussion the item was approved by the Committee.

**Item No.20: Construction of Office Building for Sub Regional Office, Hubli, Karnataka.**

After a brief discussion the item was approved by the Committee.

**Item No.21: Delegation of financial/administrative powers in case of retired employees of EPFO and / or their spouse /dependents.**

After a brief discussion the item was approved by the Committee.

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

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**Minutes Confirmed.**

**(Sudha Pillai)  
Secretary (Labour & Employment) &  
Chairperson, Executive Committee, CBT,EPF.**

**ANNEXURE – 'A'**

**List of officers of Ministry of Labour & Employment and Employees' Provident Fund Organisation, who attended the 66<sup>th</sup> Meeting of the Executive Committee, CBT (EPF) held on 03.07.2009.**

1. Shri S.K. Srivastava, Addl. Secretary, Ministry of Labour & Employment.
2. Shri S. K. Verma, Director (SS), Ministry of Labour & Employment.
3. Shri Abhay Kumar Singh, FA & CAO, EPFO.
4. Shri V. P. Ramaiah, Addl. CPFC (HR) & CVO.
5. Shri P.S. Babu, Addl. CPFC (Compliance).
6. Shri Rajesh Bansal, Addl. CPFC (Pension).
7. Shri A. Kulshrestha, Addl. CPFC (CSD).
8. Shri B. K. Panda, Addl. CPFC (IS).
9. Col. P .K. Chaturvedi, Chief Engineer.
10. Shri R. K. Kukreja, RPFC (HRM).
11. Shri K.V. Sarveswaran, RPFC (IWU).
12. Shri K. L. Goyal, RPFC (IMC)
13. Dr. A. K. Singh, RPFC (Examination).
14. Shri Sarojini Rane, RPFC (Examination).
15. Shri K. S. Rajan, RPFC (F&A).
16. Shri V. Ranganath, RPFC (Investment).
17. Shri J. P. Chauhan, RPFC (Finance & Banking).
18. Shri K. V. Ranganadhan, Dy. Director (Audit).
19. Shri Sanjay Bisht, RPFC (Conference).
20. Shri S. C. Sharma, RPFC (ASD).
21. Shri Sunil Kr. Yadav, APFC (HRM).
22. Shri Vishal Agarwal, APFC (Conference).
23. Shri J. C. Thukral, APFC (ASD).
24. Shri A. K. Goyal, Asstt. Engineer
25. Shri P. K. Mishra, Asstt. Engineer