

**EMPLOYEES' PROVIDENT FUND ORGANISATION**

**FINAL MINUTES AND PROCEEDINGS OF THE**

**70<sup>th</sup> MEETING OF EXECUTIVE COMMITTEE, CBT (EPF)**

**Meeting** : Executive Committee, Central Board of Trustees (EPF)

**Date** : **14.02.2011 (Monday)**

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

The 70<sup>th</sup> Meeting of the Executive Committee, CBT (EPF) was presided over by Shri Prabhat Chandra Chaturvedi, Chairman, Executive Committee, CBT (EPF) and Secretary to the Govt. of India, Ministry of Labour and Employment. The following members attended the meeting:

Shri S. Chatterjee Central Provident Fund Commissioner	<b>Member Secretary</b>
Shri Ravi Mathur, Addl. Secretary, Ministry of Labour & Employment Government of India, New Delhi.  Shri Chaman Kumar, Addl. Secretary & FA, Ministry of Labour & Employment, Government of India, New Delhi.	<b>Central Government Representatives</b>
Dr. Anuradha Lamba, Dy. Labour Commissioner Representing Principal Secretary, Department of Labour & Employment, Govt. of Haryana.	<b>State Government Representatives</b>

Shri Girish Awasthi Shri D.L. Sachdev	<b>Employees' Representatives</b>
Shri Babulal B. Todi	<b>Employers' Representatives</b>

The following members could attend the meeting due to preoccupation and were granted leave of absence:

Shri J.P. Chowdhary Shri B.P. Pant	<b>Employers' Representative</b>
---------------------------------------	----------------------------------

The following members were absent from the meeting:

Principal Secretary Department of Labour & Employment, Govt. of Bihar.  Principal Secretary, Department of Labour & Employment, Govt. of Uttar Pradesh	<b>State Government Representatives</b>
Dr. G. Sanjeeva Reddy	<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"**. The proceedings of the meeting are as in **Annexure – "B"**.

The decisions and important observations of the Executive committee are as follows:-

**Introduction:** At the outset, the Secretary (L&E) and Chairman, EC welcomed the CPFC and Members present to the 70<sup>th</sup> Meeting of the Executive Committee. He then invited the CPFC to take up the agenda items.

**Item No. 1: Confirmation of the Minutes of the 69<sup>th</sup> meeting of the Executive Committee, CBT held on 08.12.2010.**

**Decision:** The minutes of the 69<sup>th</sup> meeting of the Executive Committee, CBT were confirmed.

**Item No. 2: Action Taken Statement in respect of EC Meetings held upto 08.12.2010 (69<sup>th</sup> EC meeting).**

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

Sl. No.	Decision/Observation of the EC	Action taken
1.	<p><b>Updating of Fire hydrant at EPFO Headquarters, HUDCO Vishala Building, New Delhi.</b></p> <p><i>Item no. 9 of 65th EC held on 22.02.2009.</i></p> <p>The CPFC summed up the discussion that the Executive Committee was agreeable to the proposal in the agenda item in principle. Regarding the final consultation with Ministry of Finance, he would take up the matter with Secretary, Ministry of Finance. The EPFO building was not the only building which was having this type of arrangement and hence everybody must be facing the same problem around the area. Once the Ministry of Finance agrees, EPFO would go ahead with the proposal with due intimation to the members of the Executive Committee.</p> <p>With the above deliberations the agenda item was approved.</p>	<p>Delhi Fire Service(DFS) personnel has carried out final inspection regarding 12 minimum safety standards and given the satisfactory report.</p> <p><b>(Action is completed)</b></p>

	<p><i>Item no. 2 of 66th EC held on 03.07.2009.</i></p> <p>Noted by the Committee. The matter would be further pursued with Secretary (Revenue), Government of India.</p> <p><i>Item no. 1 (sl. no. 1 of Action Taken) of 68<sup>th</sup> EC held on 06.08.2010.</i></p> <p>The CPFC informed the House that despite the matter being taken up by Secretary (Labour) with Secretary (Revenue) and follow up by the CPFC, no response has been received from the Ministry of Finance till date. The CE gave a background of the matter. He also gave an update that there was recent fire incident which has aggravated the matter. The Fire Department recognizes the building as one entity and has given notice after the incident, whereas EPFO occupies only 45% of the space. He informed that the EPFO is addressing the matter in all its seriousness despite no support from the Ministry of Finance. With this experience the EPFO is making efforts to separate the water and electricity supply in the building. The Chairman appreciated the efforts of EPFO and desired that the matter be pursued with Secretary (Revenue) in view of the notice given by Fire Department.</p>	
2.	<p><b>Decision on Banking Arrangement for collection.</b></p> <p><i>Item no. 11 of 67th EC held on 04.12.2009.</i></p> <p>Shri Babu Lal Todi observed that when the SBI is going for hike in their collection rates the EPFO should incorporate a provision of penalty for delay in sending of the information to EPFO offices on the amount received by them. The suggestion was</p>	<p>EPFO has started the facility of e-challan in some offices and will launch the same in all offices shortly. Further, the process of multi-banking arrangement is being contemplated for which to begin with, feasibility study will be undertaken after the</p>

	<p>viz-a-viz his senior as a result of pay fixation formula, etc. As regards the restructuring of the posts, the proposals have to be approved by the Government under the provisions of the EPF &amp; MP Act – 1952 and as such may be separately examined by EPFO.</p>	
4.	<p><b>Re-Structuring of the Physical Facilities Division (PFD) in Group 'A' and 'B' posts in Employees' Provident Fund Organisation (EPFO).</b></p> <p><i>Item no. 3 of 68th EC held on 06.08.2010.</i></p> <p>The proposal contained in the memorandum was approved by the Executive Committee and the decision was taken to fill the vacant posts in a time-bound manner.</p>	<p>The advertisement for the newly created posts is being issued.</p>
5.	<p><b>Proposal for Amendment to the Recruitment Rules for the post of Assistant Director (Official Languages).</b></p> <p><i>Item no. 4 of 68th EC held on 06.08.2010.</i></p> <p>The proposal contained in the memorandum was approved by the EC with the observation that the proposed amendment in the Recruitment Rules shall be same as implemented by Department of Official Languages, Govt. of India for the post of Assistant Director (OL).</p>	<p>The MoL&amp;E vide letter no. A-12018/2/2006-SS.I dated 04.09.2010 has directed to send the approved proposal in the prescribed proforma for making a reference to the UPSC for their approval. The matter has been referred to MoL&amp;E vide letter no. HRD/1(12)99/RR/Pt.III/CAT. Cases/1671 dated 23.11.2010.</p>
6.	<p><b>Air-conditioning work at various offices of EPFO.</b></p> <p><i>Item no. 12 of 68th EC held on 06.08.2010.</i></p> <p>The proposal contained in the memorandum was approved in principle by the Executive Committee subject to the condition that it will be</p>	<p>Directions have been issued to various offices of EPFO for implementation of air-conditioning works vide letter no.</p>

	<p>cleared by the Finance Division before finalizing the procurement.</p> <p><i>Item no. 1 (sl. no. 11 of Action Taken) of 68<sup>th</sup> EC held on 06.08.2010.</i></p> <p>The Chairman observed that the decision of the EC on the agenda item was not recorded correctly.</p> <p>The existing para in the proceedings at page 13 of the final minutes of the 68th EC held on 06.08.2010 at Annexure "B" is to be amended as below:</p> <p>"The Chairman indicated that provisioning of air-conditioning facility was important for EPFO offices. It is important to modernize the offices not only for providing good working conditions but to have better output. The members visiting EPFO offices should also feel comfortable. He observed that the agenda may be approved by the Committee and RPFCs in-charge may be authorized to install the Air-conditioners in the offices to facilitate computerization after following the GFR procedure laid down and the CVC guidelines." Instructions are being issued accordingly.</p>	<p>CS-3(6)2009/Air-conditioner dated 24.01.2011.</p> <p><b>(Action is completed)</b></p>
7.	<p><b>Delegation of Administrative powers.</b></p> <p><i>Item no. 15 of 68th EC held on 06.08.2010.</i></p> <p>The proposal contained in the memorandum was approved by the Executive Committee.</p>	<p>An agenda item was placed in the 192<sup>nd</sup> CBT Meeting as <b>Item 10</b> which was ratified by the CBT.</p> <p><b>(Action is completed)</b></p>
8.	<p><b>Action Taken Statement in respect of EC Meetings held upto</b></p>	

**08.12.2010 (69th EC meeting).*****Item no. 1 of 69th EC held on 08.12.2010.***

Shri Girish Awasthi drew the attention of the members on the lease accommodation entitlement of the officers (Sl. No. 5 at page 11). He raised the issue that the amount being provided for the lease accommodation was insufficient due to high cost of market rent. The Chairman clarified that the matter of raising the rate of lease accommodation was accepted by the EC very recently and if there was a need for further enhancement, then a proposal may be placed for the deliberation of the EC.

Shri Girish Awasthi noted that in the last meeting he had raised the issue of regularizing the ad-hoc promotes from the date of occurrence of vacancies. The Chairman informed that the regularization will be done as per the instructions of the DOPT. He directed that the observations of Shri Awasthi may be examined and the Member may be informed if there was a difference of opinion in the interpretation of the DOP&T instructions.

The Chairman then invited attention of the Members to the matter of Anomalies Committee Report that was placed before the last EC. He stated that he has called the representatives of the EPF officers association and the representatives of the other cadres to discuss the various aspects of the restructuring of the EPFO cadres and also to sort out the aspects relating to the anomalies. He informed that this would be then placed before the EC subsequently.

The Lease accommodation entitlement approved by EC, CBT, EPF in its 67th Meeting held on 04.12.2009 has been implemented. The office order in this regard was issued vide letter no. HRM-V/25(9)/Lease Accommodation/Pt. 79836-80185 dated 11.01.2010. At present there is no proposal for further enhancement.

Hon'ble member has been apprised of the status vide office letter no. HRM-I/A-15(1)2001/2038 dated 14.01.2011.

**(Action is completed)**

The EPF Officers Association and AIEPF Staff Federation made their presentations before the Secretary, MoL&E on 13.12.2010 and 21.12.2010.

**(Action is completed)**

9.	<p><b>Draft Annual Report on Work and Activities of the Employees Provident Fund Organisation for the year 2009-10.</b></p> <p><i>Item no. 2 of 69th EC held on 08.12.2010.</i></p> <p>The Executive Committee recommended the Draft Annual Report on the work and activities of the Board for the year 2009-2010 to be placed before the 191st Meeting of the Central Board of Trustees.</p>	<p>The Annual Report for the year 2009-10 will be sent to the Govt. of India for placing before the Parliament along with Audited Annual Accounts of EPFO for the year 2009-10.</p> <p><b>(Action is completed)</b></p>
10.	<p><b>Audited Annual Accounts in Respect of Employees Provident Fund Scheme, 1952, Employees Pension Scheme, 1995 and Employees Deposit Linked Insurance Scheme, 1976.</b></p> <p><i>Item no. 3 of 69th EC held on 08.12.2010.</i></p> <p>The Executive committee deferred the agenda on the Audited Annual Accounts with the observation that it may be placed before the next EC meeting to be convened in January 2010.</p>	<p>An agenda item with Audited Annual Accounts for the year 2009-2010 was placed in the 70<sup>th</sup> EC as <b>Item 3</b> for consideration. The EC after its deliberations recommended the Audited Annual Accounts to be placed in 192<sup>nd</sup> meeting of the CBT for adoption.</p> <p><b>(Action is completed)</b></p>
11.	<p><b>Mutation of immovable property in favour of EPFO at Gorakhpur, UP.</b></p> <p><i>Item no. 4 of 69th EC held on 08.12.2010.</i></p> <p>The proposal contained in para 12 of the agenda was approved by the Committee.</p>	<p>Approval of the Executive Committee, CBT (EPF) has been conveyed to the Officer-in-charge, SRO, Gorakhpur and a copy has been forwarded to Addl. CPFC (UP &amp; BR) and RPFC (Kanpur) vide letter dated 28.12.2010 for further necessary action at their end.</p> <p><b>(Action is completed)</b></p>



12.	<p><b>Supplementary Budget for carrying out Exclusive Publicity Campaign on Inoperative Accounts.</b></p> <p><i>Item no. 5 of 69th EC held on 08.12.2010.</i></p> <p>The proposal contained in para 11 of the agenda was approved by the Committee.</p>	<p>In order to give wide publicity on inoperative accounts, advertisement campaign through electronic media has been taken up in two phases of fifteen days each through AIR, Doordarshan and DAVP. Presently, a fifteen days campaign starting from 26th January, 2011 is running on DD National Network, DD News, North East Kendras &amp; Regional Kendras of Doordarshan and in stations of AIR. Since the campaign through electronic media involves two phases of fifteen days each, the second phase of the campaign is also likely to be started from 24<sup>th</sup> February, 2011 involving private C&amp;S channels (through DAVP) in addition to the above channels of Doordarshan and AIR. Also, two quarter page advertisements will be released in various newspapers throughout the country during the campaign period.</p> <p><b>(Action is completed)</b></p>
13.	<p><b>Shifting Investment from IIFCL Bonds to SDLs.</b></p> <p><i>Item no. 6 of 69th EC held on 08.12.2010.</i></p> <p>The proposal contained in para 4 of the agenda was approved by the Committee.</p>	<p>The proposal for recommending shifting investment from IIFCL bonds to SDLs was approved in the 191st CBT Meeting held on 09.12.2010 and the proposal with the recommendation of the CBT has been forwarded to the Central Government vide note dated 20.01.2011 for</p>

		approval. The Ministry has since conveyed its approval.  <b>(Action is completed)</b>
14.	<p><b>Purchase of Ready Made Office Building for Regional Office, Peenya and Office of the ACC (KN &amp; Goa).</b></p> <p><i>Item no. 7 of 69th EC held on 08.12.2010.</i></p> <p>The agenda was deferred by the Committee, with the directions that the CPWD may first evaluate the cost of the building and the accessories.</p>	<p>Proposal to evaluate the building by private registered Valuer has been obtained by RPFC-I (Peenya). The competent authority has to be approached for approval of Rs. 1.25 lakhs, process for which has been initiated. The Chairman reiterated that the evaluation must be got done by CPWD in the first place as decided in the last meeting.</p>
15.	<p><b>Deployment of Outsource Technical Man Power in EPFO Offices for sustainability of the Computerisation Project.</b></p> <p><i>Item no. 8 of 69th EC held on 08.12.2010.</i></p> <p>The Committee decided that technical manpower can be hired from both the NICS I and UTITSL being government agencies as required and approved the proposal.</p>	<p>The matter has been discussed in detail with M/s. UTITSL and the agreement is under preparation.</p> <p><b>(Action is completed)</b></p>
16.	<p><b>Any other item with the permission of the Chairman – Observations of the Members.</b></p> <p><i>Item no. 10 of 69th EC held on 08.12.2010.</i></p> <p>The Chairman observed that regarding the first suggestion (of Shri Babulal Todi), the Member may bring specific instances to the notice of the</p>	<p>A letter was received from the Member on the issue that has been forwarded to the concerned Division for necessary action and reply to the</p>

	<p>CPFC.</p> <p>Regarding the implementation of NFSG he observed that what is applicable in the Government can be implemented in EPFO also. He observed that the matter of implementation of NFSG can be placed before him as and when the proposal is received from EPFO.</p>	<p>Member.</p> <p>The matter has been referred to the Ministry of Labour &amp; Employment, Govt. of India vide letter no. HRM-I/D-18(1)2006/Pt/1977 dated 04.01.2011.</p>
--	--	---

**Decision** : The action taken report was noted by the Committee. It was also reiterated that all the decisions taken by the EC, should be implemented within a time frame without exception.

**Item No. 3: Audited Annual Accounts in Respect of Employees Provident Fund Scheme, 1952, Employees Pension Scheme, 1995 and Employees Deposit Linked Insurance Scheme, 1976.**

**Decision**: The Executive committee after discussing the observations of the CAG and the replies given by the Organisation recommended the Audited Annual Accounts of the Organisation for the year 2009-2010 to be placed before the 192<sup>nd</sup> meeting of the CBT for adoption.

**Item No.4: Purchase of land for construction of office building for Sub-Regional Office, Salem, Tamil Nadu.**

**Decision**: The proposal contained in para 6 of the agenda was approved by the Committee.

**Item No. 5: Revised Estimate for construction of boundary wall in the acquired land at Ranchi.**

**Decision**: The proposal contained in para 7 of the agenda was approved by the Committee.

**Item No. 6: Supply, Installation, Testing and commissioning of 400 KVA Transformers at Regional Office, Chandigarh.**

**Decision:** The proposal contained in para 7 together with the revised proposal placed on table was approved by the Committee.

**Item No. 7: Allotment of land for office building and staff quarters of EPFO, SRO, Keonjhar.**

**Decision:** The proposal contained in para 6 agenda was approved by the Committee.

**Item No. 8: Proposal for Creation of additional Posts of Hindi Translator (Gr.II), & Hindi Translator (Gr.I) and Assistant Director (OL) – regarding.**

**Decision:** The proposal contained in Para 5 and 6 was approved by the Committee.

**Item No. 9: Insertion of Initial Constitution clause in Recruitment Rules of Section Officers notified on 27.9.2003 - Implementation of Order dated 5-1-2011 of the Central Administrative Tribunal in Contempt Petition No.758/2010 in OA No.2272/2008 filed by Shri N.S. Parashar, Section Officer, Headquarters Office and others.**

**Decision :** After deliberation, the Committee decided that a proposal for obtaining relaxation of the existing Recruitment rules for the post of Section Officer and Assistant shall be submitted to the Govt. in accordance with the provisions of the Recruitment rules, duly explaining the background of the order passed by CAT, Principal Bench, New Delhi dated 17-12-2009.

**Item No. 10: Proposal for creation of additional posts of PS, PA and Stenos as per entitlement as on 31.03.2010.**

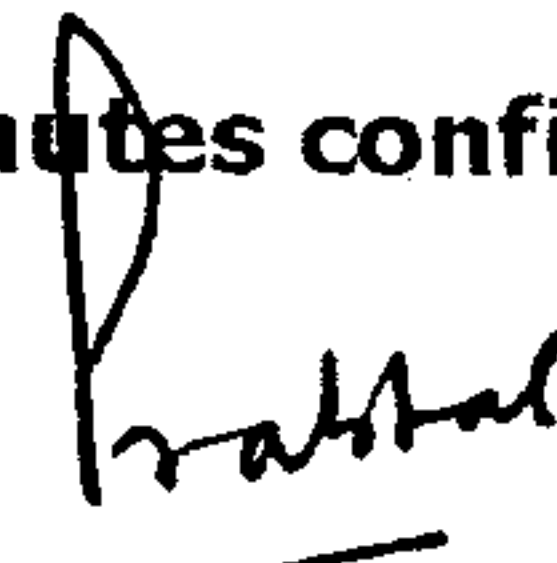
**Decision :** The Committee after deliberation on the agenda, decided that the agenda may be prepared in accordance with the needs and existing norms for creation of posts in various cadres of Stenographers.

**Item No. 11: Cadre restructuring consequent upon rapid expansion of EPFO.**

**Decision :** The Committee deliberated on the agenda and decided that the proposal will be re-examined and discussed with Secretary (L&E), before placing it in the next EC meeting.

**The meeting ended with vote of thanks to the chair.**

Minutes confirmed.



(Prabhat Chandra Chaturvedi)  
Chairman, Executive Committee, CBT &  
Secretary (Labour & Employment), Govt. of India.

Date: 28<sup>th</sup> March 2011

**ANNEXURE – 'A'**

**List of officers of Ministry of Labour & Employment and Employees' Provident Fund Organisation, who attended the 70<sup>th</sup> Meeting of the Executive Committee, CBT (EPF) held on 14.02.2011.**

1. Shri S.K. Verma, Director, Ministry of Labour & Employment.
2. Shri Rajesh Bansal, FA & CAO, EPFO.
3. Shri Rajeev Kumar, Chief Vigilance Officer.
4. Shri B. K. Panda, Addl. CPFC (IS).
5. Shri S.R. Joshi, Addl. CPFC (HR).
6. Shri A. Kulshrestha, Addl. CPFC (Pension).
7. Col. P .K. Chaturvedi, Chief Engineer.
8. Shri R. K. Kukreja, RPFC (HRM).
9. Shri P.K. Udgata, RPFC (F&A).
10. Shri V. Shyam Sunder, Director (Audit).
11. Shri Anil O.K., RPFC (Publicity).
12. Shri Kumar Rohit, RPFC (ASD).
13. Shri Sebastian Zakaria , Assistant Engineer (Civil)
14. Shri Sanjay Bisht, RPFC-II (Conference).
15. Shri Pramod Singh, APFC(MIS).
16. Shri Vishwanath Sharma, APFC (ASD).

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

**Meeting** : Executive Committee, Central Board of Trustees (EPF)  
**Date** : **14.02.2011 (Monday)**  
**Venue** : Employees' Provident Fund Organisation,  
Conference Hall, 3<sup>rd</sup> Floor,  
Bhavishya Nidhi Bhawan,  
Bhikaiji Cama Place, New Delhi-110 066.

The 70<sup>th</sup> Meeting of the Executive Committee, CBT (EPF) was presided over by Shri Prabhat Chandra Chaturvedi, Chairman, Executive Committee, CBT (EPF) and Secretary to the Govt. of India, Ministry of Labour and Employment.

At the outset, the Secretary (L&E) and Chairman, Executive Committee welcomed the CPFC and Members present to the 70<sup>th</sup> Meeting of the Executive Committee. He then invited the CPFC to take up the agenda items.

At this point, Shri Girish Awasthi desired to put forth some points to which the Chairman agreed. He first remarked that the present proposal for restructuring has completely ignored the PFD staff of EPFO and then wanted to know as to why the scale of Chief Engineer of CPWD has not been given to the Chief Engineer of EPFO even when the designation was similar.

The CPFC informed the Committee that after the restructuring proposal of mainstream cadres of EPFO is approved, the other cadres like PFD and technical ones will also be taken up for restructuring.

The Chairman clarified that he has been informed in a meeting that only the designation of Superintending Engineer was changed to Chief Engineer in the year 1997 which was confirmed by Addl. CPFC (HR) and there was no proposal of granting the pay scale of Chief Engineer of CPWD to the renamed post. Moreover, at that time the CPFC who is the CEO of the organisation was of Joint Secretary level and in that case none of the posts could have been above him in terms of rank and pay.

He further added that when the present incumbent joined the EPFO as Chief Engineer he was very well aware of the recruitment rules and other service conditions. The name of the designation was changed as Head of the Physical Facilities Wing at Headquarters which did not entail that the incumbent would be granted the pay scale of Chief Engineer which was applicable in CPWD.

Shri Babulal Todi observed that in the changed circumstances, since the post of CPFC has been upgraded to Secretary level at present, the matter may be re-examined and a proposal may be considered for upgrading the pay scale of not only Chief Engineer but also of other below level posts.

The suggestion of the member was accepted by the Committee. Thereafter, the regular agenda items were taken up by the CPFC.

**Item No. 1: Confirmation of the Minutes of the 69<sup>th</sup> meeting of the Executive Committee, CBT held on 08.12.2010.**

The minutes of the 69<sup>th</sup> meeting of the Executive Committee, CBT held on 08.12.2010 were confirmed.

**Item No. 2: Action Taken Statement in respect of EC Meetings held upto 08.12.2010 (69<sup>th</sup> EC meeting).**

The CPFC introduced the agenda item and read the action taken by the EPFO to the Committee. The action taken report on the items and observations that were made by the



members were noted for further action on the part of EPFO and have been included in the decision part of the Meeting.

The action taken report was noted by the Committee. It was also reiterated that all the decisions taken by EC should be implemented within a time frame without exception.

**Item No. 3: Audited Annual Accounts in Respect of Employees Provident Fund Scheme, 1952, Employees Pension Scheme, 1995 and Employees Deposit Linked Insurance Scheme, 1976.**

The CPFC introduced the agenda item to the Committee. He further observed that in accordance to the provisions of Para 74 of the Employees Provident Funds Scheme 1952, the Audited Annual Accounts in respect of three schemes for the financial year 2009-2010 have to be adopted by the CBT for being sent to the Government for placing it the Parliament.

The CPFC informed that the Audited Annual Accounts for the year 2009-2010 together with separate audit report and management letter of the C&AG alongwith replies were deliberated in the 104<sup>th</sup> meeting of the Finance and Investment Committee held on 03.02.2011. It had recommended the Audited Accounts to be placed before the 70<sup>th</sup> meeting of the EC.

He highlighted the important observations made by CAG's office at page 42 onwards of the report before the EC. He further informed the House that relevant replies have been sent to all the observations given by the Audit Report of C & AG of India, a summary of which has been enclosed with the audited accounts. He thereafter requested the members to recommend placing the Audited Annual Accounts in respect of three Schemes for the financial year 2009-2010 before the Central Board of Trustees for adoption.

Shri Babu Lal Todi raised certain observations on the observations of the CAG on inoperative accounts at Sl. No. A.1.2. The CPFC clarified that the matter related to proper classification of inoperative accounts after their detection, which related to previous years. Regarding the accounting in balance sheet, he clarified that it conforms to the present accounting policy laid down in the Scheme which has been duly approved by the Central

Government in consultation with the CAG. Since the audit certificate has been issued the audited accounts may be recommended for adoption.

With the above deliberations, the Executive Committee recommended the Audited Annual Accounts in respect of three Schemes for the financial year 2009-2010 to be placed before the 192<sup>nd</sup> Meeting of the Central Board of Trustees for adoption.

**Item No.4: Purchase of land for construction of office building for Sub-Regional Office, Salem, Tamil Nadu.**

The CPFC introduced the agenda item to the Committee. He informed that he had written letter to all Chief Secretaries of the States to offer land to EPFO for allotment as a result of which we have started getting land at some places. He further added that Salem was one of them and thereafter requested the Chief Engineer to take up the items related to PFD.

Chief Engineer explained the specifications of the land proposed to be bought from the Tamil Nadu Housing Board. He clarified that first, the proposal was only for purchase of land at present and not for construction which would be taken up later, and second, the rates quoted in the proposal are applicable for the current financial year that may be revised upwards if the process of purchase was not completed in the current financial year.

The proposal contained in para 6 of the agenda was approved by the Committee.

**Item No. 5: Revised Estimate for construction of boundary wall in the acquired land at Ranchi.**

The Chief Engineer introduced the agenda item and informed the Committee that the proposal was for closing of account with AIR after completion of the work. As the cost has escalated from the earlier approved one, some additional payment has to be made by the EPFO as per the terms of agreement. The Chief Engineer requested that the minor variation in the estimated and actual cost may be approved by the Committee.

AS & FA (Labour) enquired that whether agencies engaged follow the schedule of CPWD and GFR & CVC guidelines as applicable to the Govt.

The Chief Engineer clarified that since they were also government agency, they follow them.

With brief discussion, the proposal contained in para 7 of the agenda was approved by the Committee.

**Item No. 6: Supply, Installation, Testing and commissioning of 400 KVA Transformers at Regional Office, Chandigarh.**

The Chief Engineer introduced the agenda item and informed the Committee that the proposal is for upgradation of existing electric supply at Chandigarh on the recommendation of the local electricity department by installing 400 KVA transformers through Civil Construction Wing of All India Radio.

At this point, AS & FA (L&E) enquired as to why CPWD was not approached first.

Chief Engineer gave a background of the matter. He stated that in the beginning EPFO was taking up the civil construction work through direct contract. It was stopped by the CBT due to certain practical problem at some places. Then, the Organisation went to the CPWD on deposit for work norm which had an inherent condition to charge for the work taken up without any documentary evidence. The construction works of EPFO was proving to be an additional burden on them, leading to delay in completion and cost escalation of the work. Accordingly, in the year 2000, it was decided to get the civil works done through those govt./semi govt. agencies that were ready to enter into contract with EPFO before undertaking work, to follow CPWD procedure and also ready to take responsibility for both time and financial overrun.

AS & FA (Labour) suggested that the decision needs a re-look and may be examined separately, which was agreed by the Chairman.

With the above deliberations, the proposal contained in para 7 together with the revised proposal placed on table was approved by the Committee.

**Item No. 7: Allotment of land for office building and staff quarters of EPFO, SRO, Keonjhar.**

The Chief Engineer introduced the agenda item to the Committee. After a brief discussion, the proposal contained in para 6 of the agenda was approved by the Committee.

**Item No. 8: Proposal for Creation of additional Posts of Hindi Translator (Gr.II), & Hindi Translator (Gr.I) and Assistant Director (OL) – regarding.**

The CPFC requested Addl. CPFC (HR) to introduce the agenda item to the Committee. Addl. CPFC (HR) informed the Committee that the Parliamentary Committee on Official Languages regularly visits EPFO offices to review implementation of the Rajbhasha directives. As a part of its recommendations, it has observed that there was a need to create posts in Hindi division as per the norms. Accordingly, the present proposal was for creation of additional posts of Hindi officers as per the norms approved by the Department of Official Languages.

AS & FA (L&E) observed that the norms need a relook as the members of EPFO in non-Hindi speaking areas like Andhra Pradesh do not really need papers in Hindi and therefore requirement needs further examination. He further added that it may be relevant for purely Govt. Departments which have to correspond to Head Office or Govt. of India, but in case of EPFO the correspondences were mainly with the members who may require local language instead of Hindi for better understanding.

The CPFC, though agreed to the views of AS & FA (Labour), clarified that agenda has been placed to fulfil the observation of Parliamentary Committee on Official Languages, which is an obligation under the Rajbhasha directives.

The Chairman observed that the proposal may be agreed to if based on the norms approved by the Department of Official Languages.

With these discussions, the proposal contained in Para 5 and 6 was approved by the Committee.

**Item No. 9: Insertion of Initial Constitution clause in Recruitment Rules of Section Officers notified on 27.9.2003 - Implementation of Order dated 5-1-2011 of the Central Administrative Tribunal in Contempt Petition No.758/2010 in OA No.2272/2008 filed by Shri N.S. Parashar, Section Officer, Headquarters Office and others.**

The CPFC requested Addl. CPFC (HR) to introduce the agenda item to the Committee. Addl. CPFC (HR) informed the Committee that initial constitution clause was not inserted at the time of creation of Recruitment Rules of Section Officers and Assistants in the year 2003 due to which adhoc Superintendents and Assistants at the time of adoption of Recruitment rules as per the Central Secretariat Service (CSS) pattern in Head Office could not be regularised.

The CPFC clarified that some of the adhoc Superintendents went to CAT that pronounced its decision in their favour and directed the CPFC to pass appropriate order in the matter based on its judgement dated 17.12.2009. The representation of the applicants which were pending were disposed in light of the directions of the CAT, vide memorandum dated 07.04.2010 as the claim of the Superintendents to regularise adhoc service against direct recruitment and examination quota vacancies by including the initial constitution clause in the Recruitment Rules of Section Officer dated 27.09.2003 was not found admissible. Thereafter, the aggrieved group again approached CAT and filed contempt petition. The CAT in its order dated 05.01.2011, observed that the order passed by the CPFC was not in keeping with its directions and directed the respondents to implement its directions within 2 weeks time. Now, as per the CAT judgement, irrespective of type of initial recruitment, quota or type of service rendered by them, all section officers and assistants (regular as well as adhoc) as on 27.09.2003 are to be placed in their respective pay scales at par with that of regular Section Officers and Assistants promoted or recruited against their respective quotas. This would result in counting of their adhoc service as qualifying service for promotion to the next post.

The Chairman remarked that adhoc period is never counted as qualifying service. He noted that adhoc promotions are also done as laid down in the rules. The difference between adhoc and regular promotions is that when the promotions are not done by the appropriate competent authority they are termed as adhoc.

The CPFC clarified that the issue was different. The issue in question was that the persons were promoted against other quotas on adhoc basis to meet administrative exigencies and later on they claim that the period of adhoc service may be counted as qualifying service.

The Chairman observed that if this was the case, they were not entitled to the post held on adhoc basis and hence cannot claim seniority on its basis. He further clarified that persons promoted against promotion quota are only entitled to that post and hence they can only claim seniority from the date of adhoc promotion provided the vacancy was available on that day against promotion quota and the department could not hold DPC at the right time due to various reasons even when the vacancies were very much available. If they were promoted on adhoc basis against their own quota then the department was at fault.

AS & FA (Labour) desired to know that how the Superintendents both regular as well as adhoc were adjusted against the SOs cadre in September 2003. He enquired that how many Superintendents were there who due to being on adhoc, could be placed in the SOs cadre and what will be the implications if all of them are made SOs from September 2003 like what will be the effect on inter-se quota..

Addl. CPFC (HR) replied that all regular superintendents in September 2003 were placed in the Section Officers cadre, whereas the adhoc ones could not be placed as there was no initial constitution clause in the newly framed RRs, even when both regular and adhoc superintendents were drawing same pay. He informed that there were around 30 such SOs and inter-se quota would be effected.

The Chairman observed that the order of CAT is clear on the point, that when relaxation was given in similar situation earlier, then why it was not being given now and accordingly he directed that it should be given in the instant case as well if permissible under the Recruitment rules itself.

RPFC (HRM) confirmed that the existing Recruitment rules has the provision for "Power to relax".

Shri Girish Awasthi agreed to the views of the Chairman regarding relaxation to avoid contempt of Court as change in Recruitment rules might lead to future complications.

AS & FA (Labour) further observed that the CAT has in its final order given both the options, to relax the recruitment rules or to insert initial constitution clause.

The Chairman suggested that the officers looking after the personnel matters should consult such issues with the Government before placing it before any forum and added that when the earlier provision only speaks about regular then how it is being made applicable to adhoc ones in the present case. He felt that the position had not been clearly put before the Court by the Department which had resulted in adverse order.

Accordingly, after deliberations, the Committee decided that a proposal for obtaining relaxation of the existing recruitment rules for the post of Section Officer and Assistant shall be submitted to the Govt. in accordance with the provisions of the Recruitment rules duly explaining the background of the order passed by CAT, Principal Bench, New Delhi dated 17-12-2009.

**Item No. 10: Proposal for creation of additional posts of PS, PA and Stenos as per entitlement as on 31.03.2010.**

The CPFC requested Addl. CPFC (HR) to introduce the agenda item. Addl. CPFC (HR) informed the Committee that the proposal was for creation of additional posts of PS, PA & Stenos as per the entitlement based on the norms of Central Secretariat Stenographers Service (CSSS).

Shri Babulal Todi observed whether so many posts need to be created when many offices have been computerised. The officers have been provided desktop computers with internet for all working needs. There was huge recurring financial implication involved in the proposal which are met from the administrative charges received from the employer.

AS & FA (Labour) and Director (SS) remarked that in the present circumstances, even the Ministries are taking these works from the outsourced staff on contract basis as there is ban on creation of new posts.

AS & FA (Labour) observed that EPFO was following the norms applicable in the Govt. whereas its working was different. It was desirable to have norms suiting to the requirement of EPFO as an autonomous body. Further, it may not be appropriate to follow the old norms when EPFO has taken up computerisation of its offices.

Shri D. L. Sachdev agreed to the views of Shri Babulal Todi and other members and observed that as per his understanding when restructuring of all cadres was being taken up in a comprehensive way, separate agenda for certain cadres and posts can be taken up later. He further added that since EPFO is an autonomous organisation, it should devise its own norms as per its requirements and should not blindly follow Govt. norms or borrowing norms applicable to other Govt. Departments.

The Chairman summed that the agenda needs further improvements as it does not make clear the additional requirements as per the norms while taking into account the existing posts in each grade of Stenographers.

With the above deliberations, the Committee decided that the matter may be further prepared in accordance with the entitlement of PS, PA and stenos for each cadre of officers based on the needs and existing norms for creation of posts in various cadres of stenographers.

**Item No. 11: Cadre restructuring consequent upon rapid expansion of EPFO.**

The CPFC introduced the agenda item to the Committee that the agenda was prepared in accordance with the decision of the 68<sup>th</sup> meeting of the Executive Committee while considering an item on the report of the Anomalies Committee report. The suggestions of the service associations were also taken into consideration. Thereafter, the Chairman desired that the employees' representatives may express their views on the agenda first.



Shri D.L. Sachdev observed that the matter requires further consideration. He suggested that restructuring of PFD cadre and other isolated technical cadres should also be included in the present proposal as was decided by the CBT during discussion on XLRI Report as assets of EPFO were increasing day by day and their inclusion will make the proposal comprehensive. Further, since one of the members of the anomalies Committee, Dr. G. Sanjeeva Reddy was not present, the agenda may be deferred.

Shri Girish Awasthi appreciated the proposal contained in the agenda. However, he noted that financial upgradation may be proposed for all the grades of the staff after a minimum period of service in lower post. He appreciated the proposal for electrician, plumbers and pump operators. He also appreciated the proposal for grant of grade pay of Rs. 8700/- to RPFs (Grade-I). However, he noted that some of the RPFs were already getting this grade pay and accordingly some enhancement in their grade pay after certain duration of service could be considered.

He further added that there is no mention of PFD staff like JEs and AEs in the present proposal. He drew attention of the Committee that for upgradation of senior level posts, upgradation of pay scale of Chief Engineer has been left out.

The Chairman suggested that all the points and suggestions raised by the members may be examined and considered for inclusion in the restructuring proposal. Then, complete proposal may be discussed with him and other senior officers of the Ministry before placing in the Executive Committee so that it is approved in the Committee. If required, a special meeting may also be convened only to discuss the item as this proposal has been long pending. It may also be kept in mind that the proposal should include the requirements of both the associations based on the common norms as it was observed during the presentations by the respective associations before him. Comparison of posts with different sets of cadres and services in the Government may not give the appropriate solution.

With the above deliberations, the Committee decided that the proposal will be re-examined and discussed with Secretary, L&E, before placing it in the next EC meeting.

**Item No. 12: Any other item with the permission of the Chair – Observations of the Members.**

After the main agenda items were over, with the permission of the Chairman, some of the Members put forth certain points for consideration. Shri Babu Lal Todi noted that transfer of EO/AO within the state and rotation from EO to AO and vice-versa may be followed uniformly. He also mentioned that the Board had approved the revised TA/DA entitlements of the CBT members which was not agreed by Finance as the approval communicated by the Govt. has reduced the entitlements from what was passed by the CBT. This was not meeting the requirements of the Members when travelling to attend the meetings.

The CPFC clarified that there was a transfer policy which was being followed in case of EO/AO and for officers. However, the problem was that he was receiving requests for 20 stations out of 120 and when anyone was transferred to non-preferred station, representations come for change on various grounds. Nevertheless, if there were specific cases of deviation known to the Member, it may be brought to his notice so that he can take remedial action. Regarding the travel entitlements he suggested that it may be made equivalent atleast to Joint Secretary level to the Govt. of India.

The Chairman accepted the views of the Member regarding revision of DA entitlement to CBT members and suggested that till the time it was revised, all stay, etc. arrangements of CBT members for attending the meetings may be made by the EPFO.

Shri Girish Awasthi observed that the present criteria for promotion of Section Supervisors to EO/AO is 5 years of service which was leading to stagnation and delay in promotion of Section Supervisor to EO/AO. He desired that one time relaxation by 2 years could be considered as it would help large no. of Section Supervisors. He further noted that one of the members nominated on behalf of BMS in the recently reconstituted Regional Committee, EPF for the State of UP does not belong to BMS. He desired to know how his name has been included in the Committee.

The CPFC clarified that it was not a case of stagnation as they have not completed 5 years. Hence such staff would have to render 5 years of eligible service for promotion/upgradation. Regarding, the matter of Regional Committee, the CPFC clarified

