



**EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION**  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**

Ministry of Labour and Employment, Government of India  
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Date : 20-11-2014

To

Smt. Gauri Kumar, I.A.S.,  
Secretary to Government of India,  
Ministry of Labour & Employment,  
Shram Shakti Bhawan,  
New Delhi.

Subject: Enhancement of House Lease Entitlement and related issues. – reg.

Madam,

It is to draw your attention to a grave problem plaguing officers in EPFO. Housing infrastructure is inadequate in the Organisation. Whatever little assets are there, it is concentrated at one or two place in big metro cities, much of them in dilapidated state. Officers, therefore, have to hire accommodation. To compensate the cost of such hire there is a provision of hiring houses on lease for which different entitlement is created based on the rank of an officer. Such entitlements are inadequate by any standard. As a result, officers usually reside in accommodations which are below the prescribed norm for government accommodation in terms of measurement and in-house facilities. To accommodate within entitlement, small houses are usually hired at far off place from the location of the office thereby spending a large part of productive time in commuting to office and back home.

Newly recruited Assistant P.F. Commissioners who are posted at Mumbai or NCR are demoralised as they can only get sub-standard house within present lease entitlement and many of the have opted to resign from service on this count. Enhancement in lease entitlement will help officers stay in decent localities in houses with better facilities and measure.

The house lease entitlement for officers in State Bank of India [[Annexure-I](#)] is at reasonable level with differential rates for Mumbai, metro cities and other places.

Till entitled categories of housing infrastructure are put in place for all officers of the Board, the same entitlement as for officers in S.B.I. may be adopted in our Organisation for those officers who do not get entitled category of residence by the Central Board.

**Reimbursement of brokerage, security deposit/ “pagri” and maintenance charges:**

Leased houses are hired with the help of property brokers who charge a sum equal to one month rent for every eleven month of stay. In addition security deposit/ “pagri” equal to the rent of two to five months are to be deposited with the house owner/lessor. These amounts are not provided by the office and the same has to be expended by the officer from his own resources.

Earlier, in the year 2012, the Central Commissioner had agreed in his meeting with the E.P.F. Officers’ Association to reimburse brokerage and security deposits but the same has not yet been implemented. In this regard, the letter issued by the EPF Head Office bearing number IR/11/(7)/09/EPF/Officers/Asso./27856 dated December 17, 2012 [Item number 1 (e)] is enclosed as [[Annexure-II](#)].

Leased house also needs periodic maintenance. **Though license fee is deducted by the office, maintenance of the house is not done by the office.** Such costs are quite high and drain a large part of personal savings.

Further, many officers having all India transfer liability keep their family at one place on account of educational needs of their children or professional compulsions of spouse. Though the officers are duty bound to serve in any part of India, their need to retain family at one place should be accommodated. Children and spouses should not be inconvenienced or compelled to move along the public servant every three years at the expense of their educational or professional interests.

Office order prescribing house lease entitlement applicable at present for various level of officers are enclosed as [[Annexure-III](#)].

Agenda already submitted to the Central Commissioner in this regard is enclosed as [[Annexure-IV](#)].

**It is, therefore, requested to kindly consider and accept the following proposals of the Officers Association:**

1. Housing lease entitlements as applicable in State Bank of India may be adopted and implemented in EPFO.
2. Annual increment of lease entitlement may be approved for automatic increase by ten percent (10%) over the previous year to match actual increase in rent.
3. Two month's lease amount may be allowed for every 11 months, in addition to regular entitlement, to meet recurring expenditure on maintenance.
4. To mitigate the financial rigour it is proposed that costs involved in payment towards brokerage and house-maintenance may be defrayed by the office by payment of two months lease entitlement amount for every eleven month
5. Full amount of security deposit and brokerage may be paid by the office (already agreed but not implemented since 2012).
6. Group 'A' officers may be allowed to avail house lease in any city/town as per entitlement of that city/town, irrespective of his/her place of posting.
7. In all cities/town till the housing infrastructure are created, readymade flats in good residential locality and society may be taken on long term lease by EPFO. Till such time proposals contained above may be accepted or directed to be placed before the upcoming Central Board/Executive Committee for their consideration.

Thanking you.

Yours faithfully,

*A. Swami*

**(Saurabh Swami)**  
**Secretary General**

Copy to: The Central P.F. Commissioner,  
Head Office,  
New Delhi.