



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

Ministry of Labour and Employment, Government of India

Bhavishya Nidhi Bhawan, N.G.O.'B' Colony, Tirunelveli - 627007 Tamil Nadu

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Regional PF Commissioner (II)

SECRETARY GENERAL

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Regional PF Commissioner (II)

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Shailendra Kumar, APFC

**(West Bengal, NER &
Jharkhand)**

Abhijeet Kundu, APFC

Dated: 23.12.2014.

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

Sub: Non-inclusion of the proposal for cadre restructuring in parity with IRS in the agenda item for 80th Executive Committee meeting - non-adherence to the direction of the Secretary (L&E) - resultant low morale leading to an atmosphere of unrest in the officers fraternity - reg.

Ref: i) EPF Officers Association letter dated 09.10.2014.
ii) F.No.A-11017/07/2014-SS.1 dated 20.10.2014.
iii) F.NO.A-11017/07/2014-SS.1 dated 04.12.2014.

Respected Madam,

Kindly refer to the above letters on the subject cited.

It is to inform that it was decided in the meeting held on 24.09.2014 with the EPF Officers Association that the proposal for cadre restructuring in parity with IRS shall be included in the agenda item of the next CBT meeting for consideration (cadre restructuring matter has been delegated to Executive Committee in 123rd meeting of CBT). The said matter has been conveyed to CPFC vide MOL&E letter dated 20.10.2014 (copy enclosed). The EPF Officers Association vide their letter dated 9.10.2014 has requested for inclusion of the proposal for cadre restructuring in the agenda item of next Executive Committee meeting.

However, it is very unfortunate that the above item was not included in the agenda item of the next Executive Committee meeting which was proposed to be held on 02.12.2014. As such, the matter was again referred to your goodself and a reminder was issued to CPFC from your end for inclusion of the same in the agenda item (copy enclosed).

Meanwhile, the meeting of the Executive Committee which was posted on 02.12.2014 has been postponed and fixed on 18.12.2014 but the proposal for cadre restructuring in parity with IRS has not been included in the agenda item. This is a situation of non-adherence to the directions of the Hon'ble Secretary (L&E).

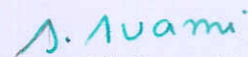
It is very pertinent to mention here that the officers fraternity for the last one year has achieved the various goals allotted within the target date fixed. One most important achievement being the UAN which has been successfully launched by the Hon'ble Prime Minister. As per the Action Plan for EPFO (2014-15) as committed by CPFC to Secretary (L&E) all the items of work has been achieved in the time line excepting one item i.e. cadre restructuring at Sl.No.24, the internal timeline for which was 30.06.2014. In the said Action Plan itself it is stated that the work of Cadre Restructuring will be taken up but will be completed only after the issuance of unique ID. The unique ID has already been launched, however, the work relating to cadre restructuring is yet to be taken up. A feeling of low morale is already in existence among the officers and this has further aggravated the situation.

The above scenario has led to frustration and agitation among the officers fraternity which may lead to unrest among the officers. Such a feeling among the officers fraternity will not help in building the image of the organization.

It is, therefore, requested that necessary directions may kindly be issued to convene a special meeting for considering the matter of cadre restructuring, as directed by your goodself.

Thanking you,

Yours faithfully,


(Saurabh Swami)
Secretary General

F.No.A-11017/07/2014-SS.1
Government of India/Bharat Sarkar
Ministry of Labour & Employment/Shram Aur Rozgar Mantralaya

Shram Shakti Bhavan, Rafi Marg,
New Delhi, dated the 20th October, 2014

To

The Central Provident Fund Commissioner,
Employees' Provident Fund Organization,
Bhavishya Nidhi Bhawan,
14, Bhikaji Cama Place,
New Delhi-110 066.

Sub:-Meeting with EPF Officers' Association-regarding.

I am directed to enclose herewith a representation dated 9.10.2014 received from Employees' Provident Fund Officers' Association, Tamil Nadu for taking further necessary action. It may be recalled that Secretary(L&E) had taken a meeting with the Office bearers of the EPF Officers' Association on 24.9.2014 in which other senior officers from this Ministry and EPFO were also present. In this meeting it was discussed that the proposal for comprehensive cadre restructuring in parity with IRS(IT) should be included in the next meeting of the CBT for its consideration.

Yours faithfully,



(Ajay Malik)

Under Secretary to the Government of India

Copy to:- Shri Saurabh Swami, Secretary General & RPFC-II, Employees' Provident Fund Officers' Association, Bhavishya Nidhi Bhawan, N.G.O. 'B' Colony, Tirunelveli-627007 (Tamil Nadu) for information.

Reminder

F.No.A-11017/07/2014-SS.1
Government of India
Ministry of Labour & Employment/
SS.1 Section

New Delhi, dated 4th December, 2014

To

The Central Provident Fund Commissioner,
Employees' Provident Fund Organization,
Bhavishya Nidhi Bhawan,
14, Bhikaji Cama Place,
New Delhi-110 066.

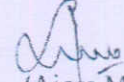
Sub:- Meeting with EPF officers' Association- regarding.

Sir,

I am directed to refer to this Ministry's letter of even no. and dated 20.10.2014 (Copy enclosed) and enclose herewith a copy of representation dated 01.12.2014 received from Shri Saurabh Swami, Secretary General, EPF Officers' Association on the above mentioned subject for appropriate action.

Yours faithfully,

Encl: As above.


(Ajay Malik)

Under Secretary to the Government of India

Copy to:- Shri Saurabh Swami, Secretary General & RPFC-II, EPF Officers' Association, Bhavishya Nidhi Bhawan, N.G.O. 'B' Colony, Tirunelveli-627007 (Tamil Nadu) for information.

**ACTION PLAN FOR EPFO (2014-15) AS COMMITTED BY CPFC TO
SECRETARY (LABOUR & EMPLOYMENT)**

Sl No.	FUNCTIONAL AREA	TIMELINE	INTERNAL TIMELINE	ACTION TO BE TAKEN BY
1.	Universal Account Number (UAN) will be allotted to the present active members by 15 th October, 2014 and thereafter the coverage of other members will be taken up.	15.10.2014	30-06-2014	FA & CAO ACC(IS) Zonal ACCS
2.	Launch of ECR version II - incorporating new features and functionality.	01.11.2014	31-08-2014	ACC(IS) ACC(C)
3.	Re-engineering of Pension settlement process.	01.12.2014	31-08-2014	ACC(Pension)
4.	Digitization of pension data.	30.09.2014	31-08-2014	ACC(Pension)
5.	Extension of OTCP to facilitate transfer between un-exempted and exempted establishments.	01.07.2014	30-06-2014	FA & CAO ACC(IS)
6.	Cleaning of Establishment Master.	30.06.2014	31-05-2014	ACC (C) All field offices.
7.	On-line registration of establishments (issue of code numbers).	30.06.2014	31-05-2014	ACC(C) ACC(IS)
8.	Monitoring of exempted establishments- Software launched in January 2014.	30.04.2014 (75%) 30.06.2014 (100%)	31-05-2014	ACC(C) All field offices.
9.	Assessment of interest under section 7Q and damages under 14B: Notice to be issued in all cases.	30.04.2014 (> Rs 1 lac) 30.06.2014 (all cases)	31-05-2014	ACC(C) All field offices.
10.	On-line fillable application form for issue of Certificate of Coverage.	15.04.2014	Already launched on 11- 04-2014	ACC(IW) ACC(IS)
11.	Providing online information regarding CoC to liaison agencies of SSA countries.	15.04.2014		ACC(IW) ACC(IS)
12.	Reconciliation of international workers data with Foreign Residents Registration Office (FRRO).	30.06.2014	15-06-2014	ACC(IW)

13.	Facilitating establishments for making e-payment of contribution from any bank account.	30.09.2014	31-08-2014	FA & CAO ACC(IS)
14.	100% e-payment of benefits to beneficiaries- Currently 93% benefits are being paid electronically.	30.09.2014	31-08-2014	FA & CAO ACC(IS) All field offices.
15.	Reconciliation of undisbursed pension amounts	31.07.2014	30-06-2014	ACC(P) All field offices.
16.	Reconciliation of Interest on belated credit payable by SBI- (pertaining to last five years)	31.07.2014	30-06-2014	FA & CAO All field offices.
17.	Implementation of NPS: Deductions in this regard from eligible employees has to be deposited and all details furnished.	30.06.2014	15-06-2014	ACC(HR) All field offices.
18.	EDLI actuarial evaluation: Required urgently to check whether the admissible benefits can be improved.	30.09.2014	31-08-2014	ACC(P) All filed offices – to conduct a review of all EDLI exemption cases and correctly mark such cases in establishment master.
19.	Internal Audit: All internal audit paras pending as on 31.03.2013 to be resolved.	30.09.2014	31-08-2014	FA & CAO Zonal ACCs
20.	Smoothing the working of bigger offices: It has been observed that a large number of complaints in EPFO pertain to fifteen offices. The working of all the fifteen offices needs to be separately looked into. There might be need to open sub offices within these offices to take care of the services to the stakeholders. This work is being studied presently. Study will be completed and the appropriate sanction will be taken.	30.11.2014	30-09-2014	ACC(HR) ACC(MIS) ACC(IS) Zonal ACCs.
21.	Reconciliation of sundry credits & debits: There is a backlog of un-reconciled transactions roughly amounting to Rs.300 crores in sundry credits and sundry debits which needs to be reconciled.	31.12.2014	31-10-2014	FA & CAO All field offices.

22.	Construction issues: The construction work is pending at various places. Meetings have been held with the CPWD and NBCC. Further sub-committee on Building & Construction has also been formed.	31.12.2014 (construction in at least 40% places should start)	30-11-2014	CE (PFD) Zonal ACCs.
23.	EPFIGMS & CPGRAM: under EPFIGMS & CPGRAM is being done regularly but duty chart and responsibility chart needs to be framed. Work will be completed by 31 st July, 2014. It would ensure better compliance.	31.07.2014	30-06-2014	ACC(CSD) All field offices.
24.	Cadre Restructuring: The restructuring of the cadre is an urgent need of the EPFO especially in view of the pending changes. This work will be taken up but will be completed only after the issuance of unique ID.	January 2015	30-06-2014	ACC(HR) ACC(IS)
25.	Updation of Member records: Efforts are being made to collect the data regarding all the members.	30.04.2014 (collection of data of more than 95% of active members)	30-04-2014	FA & CAO ACC(P) All Zonal ACCS