

F.No. 2-L&E/154015
Government of India
Ministry of Labour & Employment
No. 1 Section

Shri. Manoj Bhawan, Raj Marg,
New Delhi, dated 01.04.2015

To,

The Central Provident Fund Commissioner,
Employees' Provident Fund Organisation,
Bhavishya Nidhi Bhawan,
14- Bhikaji Cama Place,
New Delhi-110066

Sub: Issues raised by Shri Saurabh Swami, General Secy, EPF Officers
Association in the meeting held on 01.04.2015 in the chamber of
Secretary (L&E)-reg

Sir,

I am directed to enclose herewith representation dated
24.02.2015 of Shri Saurabh Swami, General Secretary, EPF Officers
Association and to request to furnish comments on issues raised by
him urgently to this Ministry for perusal of Secretary (L&E).

Encl: As above

Yours faithfully



(Ajay Malik)

Under Secretary to the Government of India

AGENDA ITEMS FOR MEETING WITH HON'BLE CPFC

1. Cadre Review:

- a. Section 5D (7) says service condition as per Central Govt. officers.
- b. According to this Section, parity with IRS is approved by EC in 72nd EC in 2011. Further, the Secretary Labour had already directed EPFO to **implement IRS parity** in the year 2014 and despite such categorical direction it has not been implemented yet.
- c. **Grade Pay of 7600/- may granted to RPFC-II** as already approved by 72nd EC. As per Chandok judgment the Central Board is fully competent and not required to refer the matter to the Ministry. Most of the RPFCs-II are stagnating for more than a decade in Time Scale despite statutory guarantee for parity with IRS(IT).
- d. **Single Service Rule** i.e. Integrated R.R. for all cadres of P.F. Commissioners may be formulated as in other Services.
- e. Based on total number of years of regular service in Group 'A', grade pay and rank may be assigned.
- f. Post of **Dy. P.F. Commissioner** already in the Act may be activated.
- g. **NFU** may be implemented. It has not been implemented despite 6th CPC's accepted recommendations having been adopted by the Board and the Ministry having already directed to implement it in the year 2012.
- h. **Special Pay** admissible to officer posted in the Head quarters (H.O.) may be implemented as 6th CPC's accepted recommendations had been adopted by the Board *in toto*. The Ministry has rejected this on the untenable ground that EPFO Head Office is "Head Office" and not "Head Quarters".
- i. **Regular annual recruitment of APFCs and such recruitment through Civil Services Examination.**
- j. Para 22-A of the Scheme may be amended to enhance the appointment power of the Board consequent upon upgradation of the post of the CPFC to Secretary equivalent.

2. Leased Entitlement Enhancement:

- a. A representation by Association has already been made five months ago that present leased rate is highly inadequate and as a result wide disparity arises between officers who are allotted official residence and those who are not. Further advance and brokerage were proposed to be reimbursed. Leased accommodation rate as applicable in SBI may please implement.
- b. Detailed representation made earlier is enclosed as **Annexure-I**.

3. Transfer Policy:

- a. Timely transfers should be ensured by issuing directions for strict compliance of timeline with full disclosure of all vacancies in each office so that informed choice may be made at the time of Annual General Transfer (AGT).
- b. Actual practice of transfer is very erratic, irregular, untimely and arbitrary as well.

4. Holding Regular DPC:

DPC is not held regularly in EPFO. The practice of irregular and almost invariably delayed DPC, curtails the whatever little promotional avenue available to our officers. In the last two years no DPC has been held for which no justification can be offered. In this regard the letter dated December 28, 2012 written by the Association is enclosed as **Annexure-II**.

5. System Improvement:

- a. In **formulation of agenda** to be placed before the Board and the EC, the E.P.F Officers Association should be consulted beforehand and its inputs may be considered for incorporation as agenda and modification of proposed agenda.
- b. In the meetings of the Board and the EC, the President and the Secretary General of the E.P.F. Officers' Association should be allowed to attend to observe the proceedings and wherever required to assist and facilitate the proceeding with the permission of the Chair.
- c. **Vigilance cases are prolonged** for years in EPFO despite repeated and sincere exhortation to disciplinary and vigilance authorities to complete such proceedings within stipulated time limit. I therefore request that all vigilance cases pending for more than one year may be reviewed rigorously at the level of CPFCA for reasons behind undue delay. A list of DoPT and CVC instructions emphasizing completion of departmental proceedings in time are enclosed as **Annexure-III**.

6. Packers & Movers Empanelment:

As per the powers delegated by the EC, the process of empanelment of packers and movers may be finalized at the earliest and in any case before the initiation of the process of Annual General Transfer.