



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

Ministry of Labour and Employment, Government of India

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Dated: 15.06.2015

To  
Shri K.K.Jalan, I.A.S.,  
Central PF Commissioner,  
Head Office,  
New Delhi.

Sub: Inordinate delay in redressal of several grievances relating to Group A Officers of EPFO - reg.

Sir,

Please refer to the subject cited above.

Since last two years EPFO has achieved several milestones in terms of delivery of services & has also adopted technological advancements in almost all its functional areas such as coverage of establishments through OLRE, inspection through SSP, pension disbursement on day one, extremely speedy settlement of claims, reduction of return/rejection ratio, timely addressing of grievances, cleaning of establishment master, allotment of UAN & seeding of KYC, verification & settlement of UCD accounts, etc. All of these achievements have been made possible only due to your dynamic & forceful leadership. However, Sir, you will surely agree that a leader cannot achieve much without

the co-operation, co-ordination and dedication of his team-members. EPFO's recent achievements, which seemed impossible at one point of time, have been made possible today and the results have been felt by all stakeholders, but unfortunately, the genuine grievances of EPFO officers such as timely promotion, cadre restructuring, timely transfers, etc. have been grossly neglected; which has discouraged the officer fraternity at large, who are feeling very much let down by the management.

### **Promotions & Postings**

It is an extremely unfortunate state of affairs that even when there was no dynamic leadership in EPFO, at that time too the genuine grievances or any other matters raised by the EPF Officers Association were adequately attended to, but the present scenario is a complete reversal of the same. Each and every matter raised by the EPFOA is at a virtual standstill. After a lot of efforts, some of the RPFC-I grade officers were promoted to the ACC-Gr.II, but this is the first time that even after one month of promotion there is no posting and the promoted officers have been given in-situ promotion. In the case of promotion of officers of the grade of RPFC-II to RPFC-I, DPC has been conducted one month back but the matter is lying idle. In the case of promotion from APFC cadre to RPFC-II, no DPC has been conducted so far. Transfers & Postings is not yet done though it should have been completed during the month of March commensurating with the academic sessions of schools. The resultant frustration of officers with this policy of not following any time-table or deadline for promotions & annual postings is wholly avoidable by the management.

### **Cadre Restructuring & NFU**

In a similar manner, the EC in its 76<sup>th</sup> meeting had decided that within two months cadre restructuring shall be done. But as usual a committee has been formed with no result. In 2012, itself the Ministry had constituted, a Screening Committee under the Chairmanship of Secretary(L&E), with a direction to send the list of officers eligible for NFU but that has also been in vain, and now three years later again a fresh committee has been formed without any concrete results.

### **Enhancement of Lease Entitlement**

The EPFOA has requested several times to increase the Lease Entitlement of officers in metro cities, at the least, so that the officers can ensure decent accommodation. Sir, you may be aware that at present the rent of accommodation is very high whereas the lease entitlement is very meagre and the officers are compelled to adjust with accommodation far away from their offices & on the outskirts of cities which is affecting the performance of the officers. A major problem is commuting for long hours which has become a threat not only to work output but also to their health & family life.

## **Empanelment of Movers & Packers**

There is no empanelled Movers & Packers Agency since last two years resulting in hardships to officers on transfer. This facility was continuously available from 2010 onwards. It is learnt that the matter could have been finalized but the same was rejected on some flimsy grounds.

Sir, it is strongly felt that the management could have paid a little attention to genuine grievances of the officer fraternity and pursued them in the larger interest of EPFO. Work-wise, when compared to many other public organisations, the officers of EPFO are doing a very good job and achieving various goals within the stipulated time. It is believed by the officer fraternity that if your honour could kindly bestow your personal attention to the grievances relating to the officers it will go a long way in re-building the fragmented relationship between the Officers and the Management.

In view of the above, it is requested that the above matters may kindly be looked into and needful be done for welfare of the officers and in the over-all interest of the Organisation as a whole.

Thanking you.

Yours faithfully,

*A. Swami*

( Saurabh Swami )

Secretary General