



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

Ministry of Labour and Employment, Government of India

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Dated: 11.08.2015.

To

Shri Shankar Aggarwal, I.A.S.,
Secretary to Government of India,
Ministry of Labour & Employment,
Shram Shakti Bhawan,
New Delhi.

Sub: Non-compliance of the instructions of the
Secretary(L&E) on Cadre Restructuring -
resultant atmosphere of unrest among officer
fraternity - reg.

Ref: Item No.2 of the 81st meeting of Executive
Committee (CBT, EPF), 18-02-2015.
2) EPF Officers Association letter dated
17.12.2014.

Sir,

Kindly refer to the above letter on the subject cited.

In this regard, it is submitted that in the
meeting held by the Hon'ble Secretary, (L&E) with the EPF
Officers Association on 24.09.2014 it was decided that the
proposal for cadre restructuring in parity with IRS shall be
included in the agenda item of the next CBT meeting for
consideration (as per Ministry letter dated 20.10.2014).
However, the proposal was not included in the subsequent
CBT meeting held on 18.12.2014.

As such, the matter was again referred to your goodself by the Association and a reminder was issued to the CPFC from your office for inclusion of the same in the agenda item.

The EPF Officers' Association would like to bring to your kind attention that despite your instructions to the effect that the report on Cadre Restructuring should be completed by 30.06.2015 and placed before the Executive Committee Meeting (to be held on 17.08.15) there is no progress in the matter.

It is also pertinent to mention that the proposal was approved by Executive Committee in the 72nd meeting held in 2011 and the same has been sent to Ministry of Labour and Employment for consideration and in turn Ministry of Labour & Employment has sent the proposal to Ministry of Finance and Ministry of Finance has only approved a part of the proposal and clearly stated that upto the grade pay of Rs.8700/- Central Board has power to restructure/creation/upgradation of posts. Therefore, in future, upto the grade pay of Rs.8700/-, proposals should not be sent to Ministry of Finance. However, the above directions are also not being implemented.

Sir, you may be aware that in the year 2011 itself pay upgradation has been granted to the officers of ESIC similar to the one approved by the EPF, EC in its 72nd meeting.

It is submitted that the officers' fraternity for the last one year has worked very hard and achieved the various ambitious goals allotted, within the target date fixed. One of the most important achievements being the activities related to UAN.

As per the Action Plan for EPFO (2014-15) as committed by CPFC to Secretary (L&E) all the items of work have been achieved in the time line committed except 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 UAN. The UAN has already been launched, however, the work relating to cadre restructuring is yet to be taken up. A feeling of low morale is prevailing among the officers of EPFO and this has further aggravated the situation.

There is an atmosphere of unrest amongst the officer fraternity and such an atmosphere is not conducive to the Organisation. Officers suffering from low morale on account of non-existent cadre progression avenues cannot deliver the results that are expected from them.

As such, it is requested that your goodself may kindly look into the matter so that the Cadre Restructuring is effected without further delay.

Thanking you,

Yours faithfully,

A. Swami

(Saurabh Swami)
Secretary General