

Minutes of the Meeting of the Central Executive of EPF Officers' Association held at
Hyderabad on 15.09.2015

The meeting of the Central Executive of the EPF Officers' Association was held at Hyderabad on 15.09.2015. The following members attended the meeting:-

1. Shri D.P. Bhattacharya, President
2. Shri Saurabh Swami, Secretary General
3. Shri Ashish Kumar, Joint Secretary General
4. Shri Manoj Kumar, Vice President (MH&CG)
5. Shri Ashwini Kumar Gupta, Vice President (GJ&MP)
6. Shri Himanshu Kumar, Vice President (TN&KR)
7. Shri Abhijeet Kundu, Vice President (WB,NER&JH)

Shri Shailendra Kumar, Vice President (KN&Goa) was not able to attend the meeting due to personal reasons and was granted leave of absence.

At the outset all the members of the Central Executive were welcomed by the President, EPFOA, Shri D.P. Bhattacharya.

Thereafter, the members were briefed by the Secretary General, Shri Saurabh Swami, as to the latest developments & efforts in the matter of Cadre Restructuring & other relevant issues.

Cadre Restructuring

It was intimated that the Cadre Restructuring Committee formed by the Hon'ble Labour Minister has conducted a meeting during the first week of September 2015 at Delhi, however, restructuring of only so-called *fringe cadres* has been discussed and despite clear-cut directions by the Hon'ble Minister, the cadre restructuring agenda for main cadres of EPFO has not been included in the final agenda for CBT Meeting scheduled for 16.09.2015. Thereafter, the Secretary General invited the members to opine as to whether the EPFOA should approach & brief the CBT Members as to above non-compliance of orders as well as urge them to discuss cadre restructuring during the ensuing CBT Meeting, with the permission of the Hon'ble Chairperson.

Shri D.P. Bhattacharya, President, expressed that EPFOA should press the CBT Members for immediate taking up of Cadre Restructuring of Group-A officers



and should oppose any attempts for only partial cadre restructuring. Shri Ashish Kumar, Jt. Secy. General, Shri Himanshu Kumar, Vice President (TN & KR) & Shri Ashwini Kumar Gupta, Vice President (GJ & MH) seconded him. It was also generally felt by all that if cadre restructuring of other cadres such as Stenographers, Staff Car Drivers, etc. is taken up in isolation then it may become pointless later on when cadre restructuring of main cadres is taken up, as the number of posts, etc. in supporting cadres have to be linked to that in main cadres and not vice-versa.

Shri Manoj Kumar, Vice President (MH & CG) expressed that EPFOA should link Cadre Restructuring with increase in productivity, better services & better compliance functioning, while presenting the issue to the Government & CBT Members, in a manner similar to what I-T department has done. This was generally accepted by all present.

Administrative Charges

Besides Cadre Restructuring, other issues such as attempts for further lowering of administrative charges were also discussed. It was felt that EPFO management is attempting to further lower the administrative charges without taking into consideration the already existing shortage of Rs 9500 Crores (approx.) in the Staff Pension Fund or the expected imminent increase in Account-II out-go due to expenses towards implementation of 7th CPC, purchase of office accommodation at East Kidwai Nagar, Delhi as well as construction of office buildings in the field, etc. It was also intimated to all present members that it has been reliably learnt that neither any detailed financial study or analysis has been done to justify this further decrease in administrative charges, nor its future impact on the organisation has been considered on record. It was, therefore, decided to oppose this issue at all forums. Shri Abhijeet Kundu, Vice president (WB, NER & JH) submitted a copy of a report by IIM Ahmedabad on functioning of pension funds & already low administrative charges being levied by EPFO.

Deputation

Regarding Deputationists issue, it was felt that the EPFOA is rightly taking up the matter with Government and should continue to do so. Secretary General intimated the details of the meeting held on the issue with the Hon'ble Secretary (L&E).

It was also felt by the members that the indefinite continuation of *in-situ* promotions is a grave injustice to those who have been promoted as well as legally



improper as these officers are continuing to hold subordinate posts even though they have been promoted.

It was expressed that the EPFOA has been taking up the relevant issues in a proper & correct manner with concerned authorities. It was decided that EPFOA should approach & brief the concerned CBT / EC Members, individually or as per their convenience, before scheduled CBT / EC Meetings, so that they are well informed of the relevant issues and have a better overall perspective. In the same spirit, it was decided to immediately meet the CBT members who were available at Hyderabad for the CBT meeting scheduled for 16.09.2015, and brief them on above discussed issues with a special focus on Cadre Restructuring.

Transfer Policy

The issue of new Transfer Policy for Commissioners of EPFO was also discussed. Secretary General informed that many of the suggestions given by EPFOA vide letter dated 13.01.2015 have been incorporated into the Policy by the Ministry and the Policy as finally drafted by the Ministry has been approved by the Chairman, CBT, EPF. Further, the Executive Committee, EPF, have also ratified the Policy in their 82nd meeting held on 20.08.2015. It is expected that the Policy will be notified for all concerned in the official website of EPFO by the end of this month.

It was resolved that in case the Transfer Policy was not notified by 30.09.2015, the matter would be taken up with Chairman CBT and Labour Secretary. It was also resolved that since almost half the financial year is over, transfers this year should be restricted to only the essential ones, as has already been communicated to CPFC vide letter dated 26.05.2015. It was also resolved to ensure that officers promoted in-situ (but not posted to their eligible posts) be transferred immediately after notification of Transfer Policy.

The meeting ended with a vote of thanks to the Chair.



(Debi Prasad Bhattacharya)
President