



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
(Regd No. 33/2015)

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G.Sanjeeva Reddy,
Ex-MP (RAJYA SABHA)

PRESIDENT

D P Bhattacharya,
Regional PF Commissioner (II)

SECRETARY GENERAL

Saurabh Swami,
Regional PF Commissioner (II)

Joint Secretary General

Ashish Kumar, RPFC-II

Treasurer

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Vice Presidents:

(Tamil Nadu & Kerala)

Himanshu Kumar, RPFC-II

(Maharashtra & Chattisgarh)

Manoj Kumar, RPFC-II

(Gujarat & Madhya Pradesh)

Ashwini Kumar Gupta,
RPFC-II

(Karnataka & Goa)

Shailendra Kumar, APFC

(West Bengal, NER &
Jharkhand)

Abhijeet Kundu, APFC

Dated: 04.11.2015

To

Shri Shankar Aggarwal, I.A.S.,
Secretary to Government of India/
Vice-Chairman, CBT, EPF/
Chairman, Executive Committee, CBT, EPF,
Ministry of Labour & Employment,
Shram Shakti Bhawan,
New Delhi.

Sub: Misbehaviour with Shri Rajesh Bansal,
Additional CPFC (Hqrs) (Joint Secretary
equivalent) - request for action - reg.

Ref: The EPF Officers' Association (EPFOA) letter
dated 08.10.2015 (Copy Enclosed).

Sir,

Please refer to the above cited EPF Officers'
Association letter dated 08.10.2015 addressed to your
good self wherein certain instances of misbehaviour by
the CPFC have been brought to your kind attention.

In this regard it is submitted that in the afore cited
letter the undersigned had also referred to a specific
instance of misbehaviour & use of foul language with

Shri Rajesh Bansal, Additional CPFC (Hqrs) (Joint Secretary equivalent) on 03.09.2015. I submit to you that there is a general apprehension amongst the EPF Officers community that the cause for misbehaviour in the instant case is the initiative that Shri Rajesh Bansal, Additional CPFC (Hqrs) (Joint Secretary equivalent) had shown in meeting your goodself as the head of delegation of officers whom you had consented to meet on 27.08.2015 to discuss the issues arising out of CPFC's DO letter dated 12.08.2015 addressed to your goodself, wherein the CPFC had advocated for induction of deputationists at higher level in EPFO and thus sidelined the long pending issue of Cadre Restructuring in EPFO.

It is humbly submitted that such an apprehension creates alarm and resentment, as it generates a false perception that officers shall be taken to task for raising genuine grievances with the management. Furthermore, if the above apprehension is true, it intrudes upon the prerogative of your office & the Ministry to give a hearing to the grievances of EPF officers.

Accordingly, in order to clear the air on the issue and provide a sense of security to EPF officers, as a whole, it is once again requested to take further action, immediately on the afore cited EPF Officers' Association letter.

Thanking you.

Yours faithfully,

A. Swami

(Saurabh Swami)
Secretary General

Encls: a/a



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<p><u>Joint Secretary General</u> Ashish Kumar, RPFC-II</p> <p><u>Treasurer</u> C R Vikraman, APFC</p> <p><u>Vice Presidents:</u></p> <p>(Tamil Nadu & Kerala) Himanshu Kumar, RPFC-II</p> <p>(Maharashtra & Chattisgarh) Manoj Kumar, RPFC-II</p> <p>(Gujarat & Madhya Pradesh) Ashwini Kumar Gupta, RPFC-II</p> <p>(Karnataka & Goa) Shailendra Kumar, APFC</p> <p>(West Bengal, NER & Jharkhand) Abhijeet Kundu, APFC</p>	<p style="text-align: right;">Dated: 08.10.2015</p> <p>To Shri Shankar Aggarwal, I.A.S., Secretary to Government of India, Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.</p> <p>Sub: Gross misbehavior & use of abusive language by the CPFC towards Shri Rajesh Bansal, Additional CPFC (Hqrs) (Joint Secretary equivalent) and other officers of EPFO - request for immediate action - reg.</p> <p>Sir,</p> <p>It is due to grave & continuous provocation that I bring to your kind attention the gross misbehavior & use of extremely abusive language by the incumbent CPFC towards the officers of the EPFO.</p> <p>The CPFC has been publically misbehaving, humiliating & debasing the officers of EPFO for past two years. In review meetings held across the country, the CPFC has used abusive & un-parliamentary language when addressing the officers. It is submitted that he has used extremely filthy words which we cannot even reproduce here due to fear of violating common decency.</p> <p>This has been a continuous trend during review meetings held at Hyderabad, Bhubaneswar, Kolkata, Lucknow, Bengaluru, Chennai and during the many such meetings held at Delhi for NCR offices.</p>
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I regret to further inform you that the CPFC crossed all limits of decency & displayed total lack of any officer-like quality when on 03.09.2015, he publically abused & humiliated Shri Rajesh Bansal, Additional CPFC (Hqrs) (Joint Secretary equivalent), who is today the senior-most officer amongst EPFO's own Commissioner cadre. Sir, it is a matter of great shame for all of us that our CPFC used very filthy language which was derogatory even to the parents of our senior-most officer. The officer concerned was so traumatised by the incident that he has been on leave since then. **It is felt that Shri Rajesh Bansal, Additional CPFC (Hqrs) (Joint Secretary equivalent), who is today the senior-most officer amongst EPFO's own Commissioner cadre may have been viciously victimised as he was the senior-most member of the delegation of officers who met your good-self on 27.08.2015 to invite your attention towards the long-pending issue of Cadre Restructuring.** If so, this behaviour not only shows the hostility towards legitimate career progression demand of EPFO officers but also shows utter lack of respect towards your good office too.

This behavior further highlights the contempt that is being held for the sincerity & devotion to duty shown by officers of EPFO. It is not understood as to how the head of EPFO can be so arrogant as to claim that all the great progress made by EPFO in past few years can be attributed only to him. If the officers of EPFO were such laggards than EPFO would have been surely beyond salvation & hope for even the best of administrators.

But it is not so. The EPFO officers have risen to the occasion & performed admirably whenever the time so demanded; hence it is even more unfortunate that today the reward for this hard work is behavior that is shameful to even sincerely describe.

In light of the serious nature of above offence I request you to kindly acknowledge the same immediately and form a high-level impartial committee comprising of Hon'ble members of CBT to investigate into the above described behavioural trend & pattern of the incumbent CPFC & give their recommendations as to the further course of action.

It is humbly submitted that above described behavior has now crossed all limits and, it is in the long & short term interest of the organisation & all the stakeholders that immediate action is initiated so as to avoid any untoward incident & restore our faith in the system.

Thanking you.

Yours faithfully,

A. Swami

(Saurabh Swami)
Secretary General