



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

Ministry of Labour and Employment, Government of India

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Dated: 30.11.2015

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: **Report for Organisational Restructuring in EPFO presented before CBT on 24.11.2015 - non-inclusion of consensually agreed upon points for posts - final appeal for justice - failing which last resort action - appeal to the Prime Minister & launch of Satyagraha - reg.**

Ref: EPF Officers' Association letter dated 12.10.2015 addressed to the Hon'ble Secretary (L&E)

Sir,

To start with I would like to thank your good-self for your initiatives to kick-start the stalled process of cadre restructuring in EPFO. It is a well-known fact that it is only due to your personal intervention that the Cadre

Restructuring Committee has held their recent meetings and prepared a report / presentation which was laid on the table during the last meeting of CBT held on 24.11.2015.

It is in light of the aforementioned report that was laid before the CBT that once again I request your kind indulgence to allow me to present before your good-self certain agreed upon points that have surprisingly been found to be missing in the said report.

Sir, to give a brief background, it is intimated that the Cadre Restructuring Committee had held a meeting with the office bearers of EPF Officers' Association (EPFOA) on 27.10.2015, wherein the EPF Officers' Association had made a presentation before the Committee outlining the genuine career aspirations of EPF Officers. The said meeting was attended by the CPFC, ACC (HQ) & RPFC-I (HRM) from EPFO, the Addl. Secretary & Director (SS) from the Ministry & the President & Secretary-General of the EPF Officers' Association. The EPF Officers' Association presentation was broadly three-fold (based on the service conditions of IRS (I-T)) viz. (i) Structural anomalies to be removed (ii) Defining of qualifying service for promotion / upgradation to the next post (iii) Creation of new posts in EPFO.

After our above presentation, we had a very fruitful & interactive session with the Committee and the Committee agreed to some of our requests while modifying / deferring others. **After due discussion, a consensus was reached by the EPF Officers' Association with the Committee whereby following structure was agreed upon by all present:**

<i>S. No.</i>	<i>Pay Band &amp; Grade pay</i>	<i>Proposed Designation</i>	<i>Field of Selection and Minimum Qualifying Service for promotion</i>
1	PB 3 with GP 5400	Assistant PF Commissioner	50% by selection through UPSC, 50% by promotion
2	PB 3 with GP of 6600 / NFSG	Deputy PF Commissioner	Officers in GP 5400 who have completed 4 yrs of regular service
3	PB 3 with GP of 7600	Regional PF Commissioner, Gr.-II	Officers who have completed 9 yrs of service in Group-A of EPFO

4	PB 4 with GP 8700 / NFSG	Regional PF Commissioner, Gr.-I	Officers who have entered 14th year of service in Group-A
5	PB 4 with GP 10000 (SAG)	Additional Central PF Commissioner (by merger of existing posts of Addl. CPFC-I and Addl. CPFC-II)	Officers who have completed 21/22 years of service in Group-A
6	Rs 67000-79000 (HAG)	Additional Central PF Commissioner (HQ)	Officers who have completed at least 30 years of service in Group-A

It was requested by the EPF Officers' Association that at least two posts of HAG level be created for EPFO officers, however, the Addl. Secretary had intimated that the Hon'ble Secretary, i.e your good-self, has currently agreed to only one post at that level & no posts of HAG+ level. It was therefore requested by us that the Committee may kindly request your good self to sanction of at least two posts of HAG level as even currently, EPFO has two posts at top-most level of ACC (HQ), i.e. at Senior Administrative Grade. The Committee had kindly consented to the same.

Further, as regard to the qualifying service for the post of Regional PF Commissioner, Grade-I (NFSG), it was proposed by the CPFC to be kept as at least 18 yrs., however, it was pointed out that this would not be in line with existing service conditions in other services and would in fact take away benefits that are already available to EPF officers. Therefore, it was agreed, by consensus, to keep the qualifying service for RPFC-I (NFSG) as service of 13 years in Group-A in EPFO.

Sir, it is submitted that the reason why I am taking your valuable time by mentioning the detailed discussion of the said meeting is to request your attention to an important fact which is that the basic outlines of the proposed cadre restructuring report was agreed upon at the said meeting after due deliberations & discussions. A consensus was built, by all concerned, by trying to find a common thread between

our genuine aspirations and EPFO's structural realities. The consensus structure, as outlined in the table above, is somewhat in line with other organised services and addresses the structural anomalies in EPFO's current administrative structure to a large extent. Even though this agreed upon structure was not exactly in line with what are the legitimate demands of EPFO officers, but still it goes a long way in addressing the stagnation that currently exists in EPF Officers cadre.

Accordingly, in keeping with the spirit of consensus & negotiation, the EPF Officers community had, on a whole, consented to the above tabled structure.

Therefore, Sir, you may well imagine the sense of outrage & anger that the EPF Officers have felt when during the 24.11.2015 CBT meeting, none of what was agreed upon, as outlined above, found its place in the report presented before the CBT. The report presented on 24.11.2015 only talks about creation of some posts at various levels without addressing the important issues of structural anomalies or posts upgradation. While the hard work put in by the Committee to streamline certain issues for regular functioning of EPFO as well as the emphasis being given to as of yet neglected functions such as compliance may well be appreciated, however, without addressing the core issues of upgradation and structural anomalies, any cadre restructuring report is incomplete and therefore any organisational restructuring based on such a report is bound to fail.

You may appreciate that the process of cadre restructuring was originally taken up to alleviate the genuine career stagnation that exists in EPFO. The existence of this stagnation has been acknowledged by your good self as well as the Hon'ble Minister on various occasions, then, how can any such organisational restructuring which provides minimal benefits to the officers themselves be of any consequence or benefit to the organisation and by extension to the stakeholders. The EPF officers themselves are the biggest stakeholders in future success of EPFO as ours' & our families' futures are intimately linked to the future of EPFO, therefore, any

organisational restructuring which leaves our genuine needs unaddressed is definitely inimical to the future success of the organisation as a whole.

Sir, the report presented on 24.11.2015 talks about an EPFO of future, which is a shared dream for all of us, therefore, it is very unfortunate that it does not consider us as an instrument to realise that glorious future. The said report states at various places the many achievements realised by EPFO in recent future. These achievements are a matter of pride for us in EPFO as well as for the Ministry, as our parent body. Today EPFO has reached such glorious heights that its performance is now finding frequent mentions even in the speeches of the Hon'ble Prime Minister, Shri Narendra Modi, as evidenced during the recent debate held at Parliament on 27.11.2015 for marking the Constitution Day. In fact, it a matter of great pride for all of us that our achievements are so genuinely acknowledged by all, that they are being claimed as their own even by the Opposition in the Parliament. All of this has been due to the hard work & perseverance put in by EPFO officers under your able guidance.

Now, therefore, once again I humbly request your good-self to kindly ensure that the consensually agreed upon points for cadre restructuring in EPFO, as outlined in the table above, must find place in any final approval given by CBT during the next proposed meeting to be held on 09.12.2015. This would not only reward the EPF officers for their earlier hard work, but also motivate them to re-dedicate themselves to the future of EPFO.

Furthermore, in light of the unfortunate fact that despite the Hon'ble Minister's press statement on 16.09.2015 to the effect that a special CBT shall be held within one month's time to approve cadre restructuring in EPFO, the CBT was held after over two months' time, and therein too it reportedly spared barely 10 minutes on the agenda of cadre restructuring, I also request you to kindly ensure that the proposed special CBT meeting on 09.12.2015 is not postponed and held as per the schedule so as to exclusively deliberate upon the issue of cadre restructuring.

As I have submitted to your good-self, there is immense frustration amongst EPF officers' community regarding lack of meaningful career progression avenues. And in light of lack of meaningful efforts to resolve the said issues we have already given our notice to proceed on a **Satyagraha** movement for our genuine rights with effect from 01.01.2016. Sir, you may kindly appreciate that until now, we have placed our complete faith in your good office and still hold firmly to the belief that you shall address our demands. However, if the CBT does not address our genuine aspirations, as outlined above, in the proposed meeting on cadre restructuring, then, we shall be forced to reject any piece-meal organisational restructuring and shall have no alternative but to place our requests before the ultimate administrative authority in the land, i.e. the Prime Minister himself, before finally carrying out our proposed **Satyagraha** movement as per intimated schedule.

We have faith that you shall not let us down.

Thanking you.

Yours faithfully,

*A. Swami*  
( Saurabh Swami )  
**Secretary General**