



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

Ministry of Labour and Employment, Government of India
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Dated: 28.12.2015

To

Shri K.K. Jalan, I.A.S.,
Central Provident Fund Commissioner,
Head Office,
New Delhi.

Sub: **Lack of progress in routine HR-related issues
in EPFO - reg.**

Sir,

As the calendar year 2015 draws to an end and we tally the organisational achievements realised during this past year, it is noted that although there has been remarkable progress made by EPFO in its service delivery to various stakeholders, but inexplicably and particularly in past one year, there appears to be singular lack of progress in most of the HR-related issues pertaining to our organisation.

What is most unfortunate is that here we are not talking about a major issue such as Cadre Restructuring or even Organisational Restructuring, but rather issues which are seemingly minor for the management to conclude, but which have major career impact for the concerned individual officer. These issues are discussed as below:-

i. Timely Grant of STS to APFCs

One of these issues is the grant of Senior Time Scale (STS) to APFCs who were regularised in the year 2011. As you are aware, timely grant of STS is one of the very few benefits where EPF officers have been at par with other organised services, and after getting STS, we again face a long & never ending wait for the next pay up-gradation / promotion. More so ever, in case of most of the departmentally-promoted APFCs, due to age-factor, STS is the highest pay level upto which many of them reach before retirement. But now, for unknown reasons, even this routine exercise of pay up-gradation has not been conducted.

ii. Service Confirmation of newly-recruited APFCs

Another similar instance of lethargy has been observed in the routine exercise of service confirmation of directly recruited APFCs who have joined the organisation in 2012-13 through UPSC. Majority of these officers have successfully cleared their mandated probation period and also the prescribed probationary examination, but still their orders for service confirmation have not yet been issued.

iii. Non-issuance of routine promotion orders of officers

To continue in the same vein, officers for whom the relaxation orders have been issued by the Hon'ble Minister for promotion to RPFC-II (against panel year 2009-2010) as well as officers for whom successful DPC has been conducted for promotion from RPFC-II to RPFC-I and RPFC-I to ACC-II, and only appointment orders need to be issued, have been kept waiting endlessly.

iv. Non-granting of NFSG for officers in Grade Pay of Rs 7600

Similarly, the granting of NFSG Grade Pay of Rs 8700/- for eligible officers in the Grade Pay of Rs 7600/- is again an issue that has been kept pending for needlessly long time. The last time NFSG benefits were granted was vide orders dated 23.08.2013 and since then HO has called for vigilance clearance for further beneficiaries vide its office letter dated 12.12.2014, still no further orders have been issued in over one years' time. And this is despite the Hon'ble Labour Minister / Chairman, CBT asking for its implementation as per DoPT norms and C&AG query during the 210th meeting of the CBT.

In your past two & half years of service in this organisation, you may have come to appreciate the sheer tenacity & hard working of the EPF officers who have realised the most seemingly impossible & hard targets in record time. EPF Officers are unique performing so dedicatedly despite getting almost no benefits. When it comes to providing us service benefits we are clubbed with pure government organisations and denied most basic benefits on one plea or another, but when it comes to service delivery, performance at par with or even surpassing most private sector organisations is expected of us. Sir, for us it is not a question of glass being half-empty but rather there not being a glass at all.

Still it is a matter of pride for us that despite all, we have not been found wanting on any aspect of service delivery, but rather have been publically praised at various forums including by the Hon'ble Prime Minister at the Parliament.

Therefore, it is requested that you may kindly ensure that at least the routine HR-related matters are immediately disposed off so that we may all concentrate on the major issues facing the organisation today.

Thanking you.

Yours sincerely,

A. Swami

(Saurabh Swami)
Secretary General