



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

Ministry of Labour and Employment, Government of India
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Dated: 22.04.2016

To

Dr. V.P. Joy, I.A.S.,
Central Provident Fund Commissioner,
Head Office,
New Delhi.

**Sub: Inordinate delay in conduct of Annual
General Transfers 2016 – Continuing &
blatant violation of approved Transfer
Policy – Request for immediate compliance
– regd.**

Sir,

As you are aware, the Annual General Transfers (AGT) of EPF Officers for the year 2016 were supposed to have been governed by an approved Transfer Policy, which prescribed a defined step-by-step time frame for its implementation. As per the time frame in the said approved policy, the transfer process was supposed to have been completed by April 1st, which has been designated as the *Date of the effect of the order of AGT, i.e. officer to join new posting as per AGT order*. As you may also be aware, this transfer policy was a result of detailed instruction issued by the Hon'ble Supreme Court of India in the Writ Petition titled as *TSR Subramanian & Ors. Vs Union of India & Ors*, and consequent instructions issued by the Ministry of Labour & Employment to EPFO.

To put above into further perspective, a brief

discussion of the history of the formulation of above Transfer Policy may kindly be permitted. It is submitted that during end of December 2014, EPFO had ordered transfers of six officers of RPFC-II grade, however, the Ministry of Labour & Employment, at that point of time, had directed for freezing of and ultimately reversal of said transfer orders, with specific directions to the effect that no further transfer orders are to be issued in EPFO till the Organisation frames a Transfer Policy in accordance with Hon'ble Supreme Court judgment (cited above). Accordingly, EPFO had drafted a Transfer Policy for its officers during the year 2015 and the same was duly approved by the Hon'ble Chairman, CBT, EPF. Thereafter, EPFO implemented the said Transfer policy in 2015 by issuing transfer orders for officers of the rank of ACC-I, ACC-II & RPFC-I, in accordance with the said Transfer Policy. However, general transfer orders for officers of rank of RPFC-II & APFC were not issued, and same have, thus, been pending for about 1.5 years now.

This is of particular concern as a specific benefit that was expected to flow out of the implementation of above policy was provision of a definite time frame for effecting annual transfers thus causing least disturbance in the academic schedule of the wards of EPF Officers and allowing them the convenience of continuing their education seamlessly at new place of their parent's posting.

However, by allowing violation of the above defined time frame and not effecting annual general transfers even by end of April, above benefit has been allowed to be fritted away.

As no general transfers have been conducted at RPFC-II & APFC level for past few years, most of the EPF Officers are eligible for transfers this year as per the new policy. Many of these officers have not admitted their wards in schools at their current place of posting so as to avoid double payment of admission fee / school fee. By keeping these officers & their families waiting indefinitely, a very wrong message is being sent to EPF Officers that the management has no sense of care or concern for the genuine grievances of its own officers.

Furthermore, as no annual general transfer were conducted in EPFO during 2015, a peculiarly undesirable situation has arisen today, wherein some of the EPF officers have been, unwittingly, forced to continue at same station for over 5-6 years continuously.

Even worse is the plight of those officers who were promoted from APFC to RPFC-II rank as a result of promotion orders issued in September 2015 and were directed to continue *in-situat* their existing place of posting till separate posting

orders are issued. These officers are still continuing at their original place of posting and are awaiting posting as RPFC-II for the past eight months (approx.). Of similar nature is the plight of officers of rank of RPFC-I who have been promoted to said rank in March 2016, but have been asked to continue *in-situ* till further orders.

Accordingly, on behalf of EPF Officers, it is sincerely requested that in interest of stated policy, approved rules & regulations and very genuine grievances of EPF Officers, no further delay is made in ordering & implementing the annual general transfers, as any further delay shall only give rise to issues such as mid-term transfers and their consequent ill-effects for the organisation & its officers.

Thanking you.

Yours sincerely,



(Saurabh Swami)
Secretary General