



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

Ministry of Labour and Employment, Government of India
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Ajay Kumar Singh, APFC

Dated : 10.01.2017

To,

Dr. V. P. Joy, IAS
Central Provident Fund Commissioner
Employees Provident Fund Organization
Bhavishya Nidhi Bhawan
Bhikaji Cama Place,
New Delhi

Subject: **Implementation of Organisational and Cadre Restructuring in Employees' Provident Fund Organisation (EPFO) as per the modifications and approval given by Ministry of Labour and Employment, Govt. of India – reg.**

Respected Sir,

It has been learnt that Ministry of Labour & Employment, Govt. of India has communicated its approval to the proposal of Organisational & Cadre Restructuring in Employees' Provident Fund Organisation (EPFO) as approved by the Central Board, subject to certain modifications. The Ministry has conveyed its approval to EPFO with the following modifications in the proposal :

1. Existing designation of Regional Provident Fund Commissioner – I & Regional Provident Fund Commissioner – II will continue to be used.
2. Deputy Provident Fund Commissioner as proposed by Central Board shall be replaced by Regional Provident Fund Commissioner – II in the organization.
3. The revised sanctioned strength of total posts of Regional Provident Fund Commissioner – II shall be 299.
4. The revised sanctioned strength of total posts of Assistant Provident Fund Commissioner shall be 452.

As per the above modifications conveyed by Ministry, it is very clear that Ministry has approved the organisational & cadre restructuring in EPFO without any changes in the existing structure of RPFC-II & RPFC-I. Instead, Ministry has disapproved the creation of new posts and designations of Regional Provident Fund Commissioner & Deputy Provident Fund Commissioner in EPFO as approved by Central Board. The proposal of DPFC, wherein promotional avenues for APFC cadre was abolished by treating it mere change in designation has been rejected by the Ministry. As directed by the Ministry, RPFC-II continues to be a promotional post for the APFC cadre in the finally approved restructuring proposal. Therefore, the vacancies of RPFC-II cannot be operated upon to promote cadre lower to APFC and the vacant posts in RPFC-II can be filled from feeder cadre only i.e. APFC cadre. Since many posts are vacant in the RPFC-II cadre, the correct way would be to promote APFCs to RPFC-II by relaxing the qualifying service through initial constitution clause in the recruitment rules so that all eligible EOs can be promoted to the resultant vacancy created by promotion of APFC to RPFC-II. The revision in the sanctioned strength of APFC & RPFC-II to 452 & 299 respectively done by Ministry is also consistent and in line with the above approach of continuation of the existing hierarchy of RPFC-II above APFC. Further, since Ministry has disapproved any changes in the existing administrative structure, the present system of SROs headed by RPFC-II & ROs headed by RPFC-I be continued.

Sir, therefore, it is submitted that since existing administrative structure has been retained by Ministry, and in view of the commitment given by Hon'ble Union Labour Minister & Chairman Central Board, promotion orders be issued i.r.o. all eligible officers as per existing recruitment rules. Thereafter, suitable amendments be carried out in the recruitment rules to promote officers by inserting initial constitution clause of relaxation of qualifying service wherever vacancy is available. In view of above, it is earnestly requested to implement the approved organisational & cadre restructuring in EPFO with modifications as communicated by Ministry at the earliest.

Thanking You.

Yours Sincerely,



(Abhaya Nand Tiwari)
Secretary General

Copy :

1. Sh. R K Gupta
Joint Secretary / Member Anomaly cum Implementation Committee
Ministry of Labour & Employment
2. Sh. Manish Kumar Gupta
Joint Secretary / Member Anomaly cum Implementation Committee
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(Abhaya Nand Tiwari)
Secretary General