



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

Ministry of Labour and Employment, Government of India
Bhavishya Nidhi Bhawan, Sham Nagar, Near General Bus Stand,
Ludhiana, Punjab - 141 001
(Regd No. 33/2015)

Phone: 0161 - 2421211, 9646744171
Fax: 0161 - 2402206
WhatsApp: EPF Officers' Association (9646744171)
PAN: AAAAE7689J

Email: epfoaindia@gmail.com
Web: www.epfoa.in
Facebook: Epfoa India
Twitter: @epfoaindia

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G.Sanjeeva Reddy
Ex-MP (RAJYA SABHA)

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Addl. CPFC-II

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Dated : 23.01.2017

To

Sh. Bandaru Dattatreya
Hon'ble Union Labour & Employment Minister /
Chairman (Central Board of Trustees, EPF)
Ministry of Labour & Employment, Govt. of India
Shram Shakti Bhawan
Rafi Marg, New Delhi

Subject: **Initial Constitution Clause in the grade of RPFC-II in Recruitment Rules (RRs) of Commissioners' Cadre, EPFO for smooth and proper implementation of approved Cadre Restructuring – reg.**

Respected Sir,

Consequent to the approval of Organisational & Cadre Restructuring in EPFO, it has been learnt that EPFO has forwarded draft Recruitment Rules (RRs) for Commissioners' Cadre, EPFO to the Ministry of Labour & Employment for its approval. Further, it has come to the knowledge that the initial constitution clause has been provided in RR of all the grades in the Commissioners' cadre except for promotion to the post of RPFC-II. Sir, in this context, it is earnestly submitted that after operation of the

proposed draft RRs, most of the posts in the RPFC- II grade will be lying vacant since all officers presently stagnating at RPFC-II level would be promoted to RPFC-I grade. And since no initial constitution clause has been provided for promotion of APFCs to the grade of RPFC-II in the draft RRs, most of the posts at the level of RPFC-II would be lying vacant, thereby creating an administrative vacuum which will seriously hamper the operation and functioning, especially in field offices of EPFO.

Sir, in addition to the creation of an extraordinary situation explained above post restructuring, it has been desired by the Central Board in the approved organisational & cadre restructuring proposal, as a one time measure, to promote all eligible EOs / AOs of 1999 batch to APFC. Presently, almost all the posts in APFC grade are occupied by direct recruit and promotee officers. In this situation, there are no posts lying vacant in APFC grade for enabling promotion to eligible EOs / AOs of 1999 batch. Further, as per the modification approved by the Ministry of Labour & Employment, Govt. of India to the proposal of Organisational & Cadre Restructuring in EPFO, the RPFC-II grade continues to be a promotional post for the APFC cadre and hence the vacancies of RPFC-II can be filled from the APFC feeder cadre only. The revision in the sanctioned strength of APFC & RPFC-II to 452 & 299 respectively done by Ministry to align with the pyramidal structure is also consistent with the present hierarchical structure of RPFC-II above APFC. Thus, RPFC-II is a promotional post, and clearly involves higher responsibility and is functionally different from APFC, and, therefore, the vacant RPFC-II posts cannot be operated upon to promote eligible EOs/AOs to APFC. In view of aforementioned position, the logical solution would be to relax half of the the qualifying service, as a one time measure, for promotion from APFC to RPFC - II through initial constitution clause in the RRs of RPFC-II. This would solve the problem of unfilled large number of vacant RPFC-II posts. Also, as desired and approved by the Central Board, all eligible EOs / AOs can be promoted to the resultant chain vacancy of APFC created by promotion of APFC to RPFC-II.

Sir, the overall objective and need for organisational & cadre restructuring in EPFO, as envisaged in the report itself is to meet the changing expectations of our stakeholders in an ever changing world. As stated in report, it is also connected with the aspirations of employees working in the organization and any good organization must be able to take care of them and their aspirations as it is only through them, the services will be provided. Therefore, in view of the stated objectives of organizational restructuring, and considering the fact that organizational restructuring is happening for the first time in the history of EPFO, it is earnestly requested to kindly provide relaxation in half of qualifying service for promotion to the post of RPFC-II by inserting suitable initial constitution clause in the draft RRs of RPFC-II grade, as made available to other grades in the Commissioners' cadre, EPFO.

Thanking You.

Yours Sincerely



(Abhaya Nand Tiwari)

Secretary General

Copy :

1. Smt. M Sathiyavathy
Labour Secretary
Ministry of Labour & Employment, Govt. of India
2. Dr. V P Joy
Central Provident Fund Commissioner, EPFO
Chairman - Anomaly cum Implementation Committee
3. Sh. R K Gupta
Joint Secretary / Member - Anomaly cum Implementation Committee
Ministry of Labour & Employment, Govt. of India
4. Sh. Manish Kumar Gupta
Joint Secretary / Member - Anomaly cum Implementation Committee
Ministry of Labour & Employment, Govt. of India
5. Sh. Vinod Kumar
Director
Ministry of Labour & Employment, Govt. of India



(Abhaya Nand Tiwari)

Secretary General