



कर्मचारी भविष्य निधि संगठन  
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)  
EMPLOYEES PROVIDENT FUND ORGANISATION  
MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA  
मुख्य कार्यालय/Head Office  
भविष्य निधि भवन, - 14 भीकाजी कामा प्लेस, नई दिल्ली-110066  
Bhavisya Nidhi Bhawan, 14, Bhikaji Cama Palace, New Delhi -110066  
[www.epfindia.gov.in](http://www.epfindia.gov.in), [www.epfindia.nic.in](http://www.epfindia.nic.in)

No. HRM-XII/IR/11(7)2009/EPFOA/vol.I

To

Shri Abhaya Nand Tiwari  
Secretary General,  
EPF Officers' Association,  
Bhavishynidhi Bhawan,  
Vadodara

12627

Dated:

13 SEP 2017

**Subject: Minutes of the meeting with the representatives of EPF Officers' Association held on 14.07.2017 at 3.00 p.m. at Head Office, New Delhi - reg.**

Sir,

Please find enclosed herewith a copy of the approved minutes of the meeting of EPF Officers' Association with the Central Provident fund Commissioner held on 14.07.2017 at 3.00 p.m. at Head office, New Delhi for information.

Encl.: As above

Yours faithfully

  
(Sanjay Bisht)  
12/9/2017

Regional P.F. Commissioner (HRM)

Copy to: RPFC (NDC) with a request to upload on website.

## MINUTES OF THE MEETING WITH THE EPF OFFICERS' ASSOCIATION

**Date** : 14.07.2017  
**Time** : 03:00PM  
**Venue** : Conference Hall, EPFO, Head Office, 3<sup>rd</sup> Floor, New Delhi

The meeting of the Employees Provident Fund Officers' Association was held under the Chairmanship of Dr. V.P. Joy, Central Provident Fund Commissioner.

The following members attended the meeting:

Sl. No.	Name & Designation	Attended meeting in the Capacity of
1	Shri R.K. Singh, Addl. CPFC-II	President, EPFOA
2.	Shri Abhaya Nand Tiwari, APFC	Secretary General, EPFOA
3.	Shri Yashowardhan Srivastava, APFC	Joint Secretary General, EPFOA
4.	Dr. Ram Krishna Tripathi, APFC	Vice President (MH & CH), EPFOA
5.	Shri Ajay Kumar Singh, APFC	Vice President (GJ & MP), EPFOA

Following Officers of EPFO were present in the meeting:

1. Shri K.V. Sarveswaran, Additional CPFC (Hqrs.)
2. Shri Chandramauli Chakraborty, Additional CPFC
3. Shri Sanjay Bisht, RPFC-I (HRM)
4. Shri Amit Singla, RPFC-II (HRM)
5. Shri Naresh Dewan, RPFC-II (HRM)
6. Shri S.K. Antil, APFC (IR)

The Central PF Commissioner welcomed all the participants of the meeting and took up the agenda items for discussions.

**Item No. 1 : Implementation of the approved Cadre Restructuring by granting promotions to eligible officers to the post of ACC and RPFC-I :**

The Central P.F. Commissioner observed that all the eligible officers have been granted promotion in the cadre of ACC (HQ), RC-I, RC-II & AC as per existing RRs-. However, for post of ACC, and to make further promotion to the post of RPFC-I under initial fitment clause, the revised Recruitment Rules are to be notified. A proposal has been sent to the Government in this regard and its approval is awaited.



**Item No. 2 : Finalization of pending Recruitment Rules for Commissioners' Cadre (EPF), Group-A:**

It was informed that the draft Recruitment Rules for various posts have been forwarded to the Government to seek their approval. The Ministry of Labour and Employment had conveyed certain observations vide their letter dated 11.07.2017 and thereafter the Recruitment Rules for various posts in the Commissioner Cadre duly incorporating changes/amendments has been forwarded to the Ministry of Labour & Employment for approval. Approval of the Ministry is awaited.

**Item No. 2-A: Improvement of working condition for officers and staff due to non-functioning of Central A.C. Unit for the last three years:**

The Headquarters has changed the existing maintenance Agency. It is expected that situation would improve shortly.

**Item No. 3 : Grant of Non Functional Selection Grade pre revised 8700 GP (NFSG) to eligible officers at the level of RPFC as per approved Cadre Restructuring (CR) in EPFO :**

The matter is being taken up with the Government.

**Item No. 4 : Proper work profiling, infrastructure and budgetary allocation in respect of District Offices & Zonal Offices:**

It was informed that instructions have already been issued to all ACCs & RPFCs to ensure adequate infrastructure to District Office as well as budget allocation for meeting contingent expenditure. Further, under revised arrangements communicated vide Headquarters letter No. Budget/46/2016-17/2017-18/C.Pool/7203 dated 18.07.2017 budget is being placed at disposal of Zonal Offices for further allocation among ROs under its jurisdiction. In respect of hiring of vehicle for official duties by the Zonal Office and District Office an office order has been issued.

**Item No. 5 : Promotion of APFCs to the post of RPFC-II . Large number of posts in the RPFC-II cadre are laying vacant post cadre restructuring.**

It was informed that a proposal for seeking relaxation from the Chairman, CBT, EPF is under consideration as a onetime measure till the amendment to the existing Recruitment Rules are notified. Actions will be taken on receipt of approval from competent authority.

**Item No. 6 : Implementation of Non Functional Upgradation (NFU) benefits to EPFO Group A officers:**

The officers Association was informed that the report of the Screening Committee constituted by CPFC will be examined in HRM and the recommendations will be forwarded to government for further action in the matter.

**Item No. 7: Provision of adequate number of vehicles (including hired taxi) with sufficient budgetary allocation in field and zonal offices for carrying out the set policies and programmes effectively:**

Secretary General pointed out that only one official vehicle is provisioned for each office which is inadequate in many cases particularly for the larger offices. It was decided that a suitable norms based policy for official vehicles would be worked out and appropriate decision taken.

**Item No. 8 : Use of State Emblem by EPFO and EPF Officers as per Emblem Act 2008:**

It was informed by the Association that the Emblem Act permits use of state Emblem by EPFO and EPFO officers and general permission should be accorded for the same. The Secretary General, EPF Officers Association was advised by the Central P.F. Commissioner to send a proposal in this regard citing the legal provisions.

**Item No. 9 : Empanelment of Movers & Packers agency:**

It was stated that the proposal will be re-visited and appropriate decision taken.

**Item No. 10 : Increase in lease rent for Group A officers:**

It was informed that the proposal will be re-visited keeping in view the revised entitlements consequent to the implementation of 7<sup>th</sup> CPC Recommendations and the pay structures.

**Item No. 11 : Confirmation of all direct recruit APFCs who have completed their probation period:**

It was informed that as of now only the cases of 17 APFCs for their confirmation is pending which includes APFCs who have also resigned after completion of one year service in EPFO. The pending reports on the verification of caste and verification of character and antecedents and medical fitness reports have already been called for to convene a meeting of the Departmental Confirmation Committee.

**Item No. 12 : Early disposal of long pending case of Sh. Vinod Kumar, APFC:**

It was informed that specific cases of officers need not be raised in such forums. However, any pending grievances of the officer will be examined to resolve the issue under the Rules.

**Item No. 13 : Delay in implementation of MACP:**

It was informed that apparently the issue of MACP relates to those APFCs who have been appointed from the promotion quota and had completed 20 years or 30 years prior to their promotion. Recently, it has been decided to obtain clarification from the Ministry before the remaining cases are taken up for seeking approval of the Competent Authority.

**Item No. 14: Time bound DPC meetings and issuance of promotion orders to ensure promotion from date of occurrence of vacancy:**

It was informed that consequent to the Cadre Restructuring, all DPCs at the level of Addl. CPFC (HQ) have been held as per the schedule based on the existing Recruitment Rules. Wherever the posts have remained vacant due to officers not being eligible in the feeder posts, necessary action has been taken to seek relaxation from the Competent Authority before a DPC can be convened.



**Item No. 15: Regular recruitment of DR APFCs on annual basis through the Civil Services Examination conducted by UPSC:**

It was informed that recruitment of APFCs against DR Quota for the vacancy year 31.03.2017 has already been completed. Regarding the recruitment of DR APFCs through the Civil Services Examination, this has to be taken up with the UPSC through the Ministry of Labour & Employment to examine the feasibility of the proposal.

**Item No. 16: Correct implementation of DoPT Order dt. 04.03.2014 on inter-se-seniority:**

It was observed by the representatives of the EPF Officers Association that the matter was raised in the context of fixation of seniority list of directly recruited APFCs in EPFO. Since the matter is pending before the Hon'ble CAT it will not be proper to discuss the issue in this forum. However, the representatives were informed that EPFO has notified the EPF (Fixation of Seniority Regulations) 1989 for determining inter-se seniority of APFCs and other posts sanctioned in EPFO.

**Item No. 17: Effective Training Policy for Group A Officers of EPFO including adequate induction training for fresh Direct Recruit / Departmental Promoted APFCs. Provision for foreign training component for officers in-view of SSAs done with many countries to broaden the horizon of officers in order to have an international perspective in formulating/ implementing policies in the Social Security sphere:**

It was informed that a draft Training Policy is under consideration.

**Item No. 18: Higher Study Policy for Group A Officers of EPFO and nomination of EPFO Group A officers in DoPT sponsored programmes including carrying out MoU with Management / Govt. Institutes:**

The Central P.F. Commissioner has observed that the Head Office has been granting permission to the officers for pursuing further Studies. The EPF Officers Association may submit detailed provisions on the subject citing the precedents where officers from Autonomous Bodies are permitted to participate in DoP&T sponsored Training Programmes.

**Item No. 19: EPF Officers online- Creation of Intra & inter interaction platform for information dissemination and knowledge sharing among officers:**

It was informed that already EPF Officers Association is having its Website and there being social Media platform available, EPF Officers Association may explore the possibility of utilising these platforms for dissemination of information among the officers' community.

**Item No. 20: Conducting annual National Seminar on Social Security at PDNASS & publication of Journal on Social Security (JOSS):**

It was informed that such seminars have already been organised at PDNASS from time to time. In fact, an International Seminar on Social Security was also organised at PDNASS recently.

**Item No. 21: Publication and circulation of an EPFO internal e- Magazine for sharing best practice, important developments in social security sphere and showcasing achievements across various EPF Offices:**

The Central P.F. Commissioner welcomed the proposal of EPF Officers Association and assured that the practice of publishing e-magazine shall be revived and all the Offices shall be asked to regularly send for showcasing important milestones of the Organisation to which EPF Offices shall be expected to regularly contribute. He further informed the Association that Organisation has already initiated the Awards Scheme to recognize the Offices whose performance during the year on various functional parameters has been outstanding.

**Item No. 22 : Process re- engineering and updation/revision of manual procedures and circulars in various functional areas in view of the technological changes in EPFO to suit the need of the present times:**

The Central P.F. Commissioner welcomed the idea for updation and revision of manuals. Keeping in view the re-organisation of the Offices as well as the changed work procedure after introduction IT enable services, the same shall be initiated in Head Office by constituting a Committee of senior Officers.

**Item No. 23 : Revisit on delegation of work performed by officers in view of technological change-removing reutilized work from officer level so that quality and efficiency of work in important functional areas can be improved:**

It was informed that the revised delegation of Administrative and Financial Powers has already been undertaken and the same shall be circulated in consultation with the Finance Wing.

**Item No. 24 : Boarding/Lodging officers in PDNASS during official non-official visits to New Delhi**

The Secretary General, EPF officer's Association raised the point that PDNASS has recently enhanced the rates for boarding and lodging in PDNASS during official/non-official visits to New Delhi. It was stated that officers were required to visit Delhi for various reasons and the facility available in PDNASS was a relief in the absence of a guest House/Transit Home in Delhi. With such high increase in rates, the officers are facing difficulties. It was requested that a logical rationale should be adopted in increasing the rates. It was decided that pending a logical determination of rates of Boarding for Lodging in PDNASS, the Director, PDNASS would be requested to Keep the enhanced rates notified by PDNASS in abeyance.

The meeting ended with the vote of thanks to the chair