

the proposal could not be approved by the E.C., C.B.T. in that meeting and the Chairman, Executive Committee had requested the Central P.F. Commissioner to gather and place before the next meeting of the Executive Committee, the details particularly the number of officials who were denied or stand to lose the prospect of promotion for want of having rendered the minimum length of regular qualifying services.

It is therefore requested that the utility of this proposed Rule, that is meant to mitigate the hardship caused to almost all officers due to prolonged administrative apathy and negligence, may be emphasized during the meeting of the Executive Committee to be held on August 06, Friday. We – the officer community of E.P.F.O. – are confident that your cooperation in this matter shall hugely facilitate the adoption of this beneficent Rule.

Thanking you.

Yours faithfully,



(Sudarshan Kumar)
Secretary General

E.P.F. Officers' Association

Copy to:

1. The Hon'ble Secretary Labour & Employment
And Chairman Executive Committee, CBT
2. Shri. Sanjeeva Reddy
Hon'ble M.P, Member CBT
Patron. EPF Officers Association.

A.P.F.C.s are waiting for regularization against the existing regular vacancies under D.P. quota and resultantly losing the benefits of upgradation to next higher Grade on non functional basis and also the prospect of promotion.

Similarly, the last D.P.C. held in the year 2010 to regularize the officers in the cadre of R.P.F.C. -II, was held after a gap of six years. All those officers who were promoted to the post of R.P.F.C.-II, since the year 2004, were promoted on ad hoc basis. Thus the R.P.F.Cs.-II promoted in between years 2004 and 2010 face a prospect of losing the years of service ranging from one to six years rendered on ad hoc basis, so crucial in the wake of impending cadre review for the purpose of eligibility for the next higher post.

Delay in and omission to hold D.P.C. is neither isolated nor intermittent but the same is state of affairs in our Organisation.

As per twin D.o.P.T. guidelines D.P.C. must be held as per the model calendar prescribed for the purpose and also that the service of a government servant can be regularized only from the date of D.P.C. While the latter guideline is scrupulously observed in denying the benefits of regular service the former is given a go by. It is patent that by not holding the D.P.C. in time officers are forced to render *ad hoc* service against regular vacancies that results into loss of these years for the purpose of eligibility for promotion to the next scale or post. To mitigate this difficulty it was proposed to frame a special rule to regularize *ad hoc* services rendered by officers and members of staff against vacancies under regular posts/seats. This compensatory benefit was sought to be limited to that span only of *ad hoc* service that was put in and lies on or after January 01, 2004.

You may please refer to the Agenda Item no. 29 of the meeting of Executive Committee, CBT held on December 04, 2009 that contained a proposal to this effect. However

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EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
(Recognised)

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PATRON

G Sanjeeva Reddy,
MP (Rajya Sabha)

PRESIDENT

Shankar Pathak, RPFC-I

SECRETARY GENERAL

Sudarshan Kumar, APFC

WORKING PRESIDENT

S.S. Bawalia, R.P.F.C-II

JOINT SECRETARY GENERAL

Ganesh Kumar, R.P.F.C-II

Date: August 04, 2010.

To

The Central P.F Commissioner
Employees' Provident Fund Organisation,
Head Office, New Delhi.

**ORGANISING
SECRETARY**

Rakesh Kumar, R.P.F.C-
II

TREASURER

J. C. Thukral, A.P.F.C

Vice Presidents:

(North)

Manoj Yadav, R.P.F.C-II

(South)

M. Sarfraz, A.P.F.C

(East)

R. P. Roy, A.P.F.C

(West)

Vinit Kumar, A.P.F.C

MEMBERS:

(North)

Sarita Jain, RPFC-II

(South)

S. Kumar, A.P.F.C

**Subject: Regularization of the length of service rendered in
ad hoc capacity against regular vacancies - Agenda Item
No. of 29 of the meeting of 67th Executive Committee, CBT,
EPF meeting held on December 04, 2009 - Reg.**

Sir,

This communication is to draw your attention to the
practice obtaining in E.P.F.O. to grant *ad hoc* promotion
against the vacancies under the regular posts/seats.

It is a matter of record that the D.P.C. for the cadre of
Assistant P. F. Commissioner was held last on January 05,
2004. (Subsequent DPCs were conducted only for
confirmation of probationer A.P.F.Cs. against D.R. quota).
Large numbers of vacancies which have arisen both under
D.R. and D.P. quota since 2004 were filled only *ad hoc* and
continued so till date as the H.R.M. division has failed to
carry out its prime function of holding regular annual
D.P.C. . For six years in the past, a large number of