



कर्मचारी भविष्य निधि संगठन  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**

(व्यव एवं रोजगार मंत्रालय, भारत सरकार)  
(MINISTRY OF LABOUR & EMPLOYMENT, GOVT. OF INDIA)

मुख्यालय/HEAD OFFICE  
भविष्य निधि भवन

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Dated: 19 अगस्त 2010  
AUG 2010

To

Sh. Sudarshan Kumar  
Secretary General  
EPF Officers Association,  
Bhavishyanidhi Bhawan,  
G.S. Road, Near Bharalu Bridge,  
Bhangagarh, Guwahati - 781 005 (ASSAM)

Sub:- Minutes of the meeting with the representatives of Employees' Provident Fund Officers Association with Central P.F. Commissioner on 06.07.2010 at 11:00AM in Head Office, New Delhi - reg.


Sir,

Please find enclosed herewith a copy of the approved minutes of the meeting held by CPFC with the representatives of EPF Officers association on 06.07.2010 at Head office, New Delhi for information.

[This issues with the approval of CPFC]

Encl: As above.

Yours faithfully

  
(R.K. Kukreja)

Regional P.F. Commissioner (HRM)

**Minutes of meeting of EPFOA with Central P.F Commissioner held on 06<sup>th</sup> July 2010 at New Delhi.**

The meeting with the representatives of All India EPF Officers Association was taken by the CPFC on 06.07.2010 at 11.00 A.M at Conference Hall, Head Office, New Delhi, to discuss the issues raised by the Association. The following officers and representatives of the AIEPFSA attended the meeting.

**AIEPFSA**

**Following Officers were present:**

1. Shri Samirendra Chatterjee, ( I.A.S ) – C.P.F.C
2. Shri. V.P.Ramaiah, Addl.C.P.F.C (HRM)
3. Shri. R.K. Kukreja, R.P.F.C-I (HRM)

**Representatives of Association**

1. Shri. Shankar Pathak, President
2. Shri. Sudarshan Kumar, Secretary General
3. Shri. S.S. Bawalia, Working President
4. Shri. Ganesh Kumar, Joint Secretary General
5. Shri. Rakesh Kumar, Organising Secretary
6. Shri. J.C.Thukral, Treasurer
7. Shri. Manoj Yadav, Vice President (North)
8. Shri. M. Sarfraz, Vice President (South)
9. Shri. R.P.Roy, Vice President (East)
10. Shri. Vinit Kumar, Vice President (West)
11. Smt. Sarita Jain, Member (North)

Shri. S.Kumar, member (South) could not attend the meeting.

At the outset, Shri. Shankar Pathak, President EPFOA, introduced the Office bearers of EPFOA to Central P.F. Commissioner. In his welcome address, he thanked CPFC for giving opportunity to discuss the issues of EPFOA. He further acknowledged the efforts being done by CPFC towards achieving the goal of complete Computerization of the organisation. In this regard, one of the recent changes is introduction of NEFT which has considerably catalyzed the disbursement of Provident Fund and other benefits to the claimants.

The Central P.F Commissioner, in his address to the office bearers of the EPFOA recognized the all-efforts being made by the officer community of EPFO in speedy implementation of computerization of the organisation and making introduction of NEFT, a successful endeavor. He further made a fervent appeal to the entire officers' community to complete the computerization project by December 2010. He further stressed that client-oriented approach should be adopted in formulating any policy of the organisation and modernization of every process is the only choice available with the organisation.

The Central P.F Commissioner then inaugurated the EPF Officers' Association Website i.e [www.epfoa.in](http://www.epfoa.in).

Subsequently agenda item were taken up for discussion one-by-one as follows:

1. **Providing status of organized Group A services to the Officers of EPFO:-**

Shri. Sudarshan Kumar, Secretary General, cited para 5D (7) of the Act which states that *"the method of recruitment, salary and allowances, discipline and other conditions of service of the Officers and Employees of the Central Board shall be as such as may be specified by the Central Board in accordance with the rules and orders applicable to the Officers and Employees of the Central Government drawing corresponding scales of pay"*. He further cited many circulars which have been issued by the DoPT in the recent past regarding the attributes of organized Group 'A' service and the scale of pay to be given to the officers of organized Group 'A' services vis-à-vis Indian Administrative cadre. He further cited the example of ESIC where the govt. has agreed to extend the benefits of organised Group 'A' service to the officers of ESIC. He further requested that the Para 22(a) of the scheme should be amended which restricts the powers of CBT to frame and recruit officials having the Grade Pay upto Rs 8700/- . He Opined that since the post of CPFC has been upgraded to the level of secretary and the next level below him is ACC which is equal to post of Director in Central Govt., thus creating a huge gap in between the two posts. Hence, he requested that the post of ACC should be upgraded at least to the corresponding post of Joint Secretary in the Central Government having Grade Pay of Rs 10000/-.

CPFC stated that the creation of post of Joint Secretary or equivalent post requires cabinet approval after the approval of department of expenditure.

He further asked the EPFOA to submit a detailed proposal in this regard.

2. **Implementation of recommendation of Pay Anomaly Committee based on the representation of EPFOA:-** The matter was raised by Shri. Shankar Pathak, President EPFOA that the percentage ceiling of selection grade posts be raised from 15% to 30% of all senior duty posts, which has already been done in Central Government w.e.f from June 2000. He further stated that RPF-III officers should be placed in the Grade Pay of Rs 7600/- and ACC should be placed in the Grade Pay of at least Rs 10000/-.

Sh. Pathak further submitted that officers joining on or after 01.01.2004 should be given the liberty to join the old pension scheme.

C.P.F.C stated that Govt. has consciously taken a decision to implement New Pension Scheme w.e.f. 01/01/2004 and the option to join it or otherwise has not been given.

Further, he stated that the Anomalies Committee has submitted its report which will be placed before the Executive Committee, CBT shortly.

3. **Formulating policy for opening of new RO/SRO:-** Shri, Manoj Kumar Yadav, submitted that there is an urgent need to revisit the norms for opening new offices and all big offices may be bifurcated to provide better services to the subscriber & for better management of office. He further submitted there is a need to open two more Regional Offices in Delhi and several of other offices in and around Gurgaon & Faridabad. The matter was seconded by Shri. Sudarshan Kumar, where he requested for making norms for opening RO's & SRO's in accordance with the report submitted by XLRI.

The Central P.F Commissioner stated that norms for opening new offices is actively being considered by National Productivity Council. He further stated that once the all offices of EPFO are computerized, then the

actual picture will become clear. He also informed that efforts are being made to purchase land for constructing the office building.

4. **Constituting Committee on Cadre Review:-** Shri. Shankar Pathak requested the Central P.F Commissioner that the directions of DoPT and Cabinet Secretary may be implemented and Cadre Review Committee may be constituted to restructure the hierarchy for efficient administration. He further pointed out that since 1952, many new functions and responsibilities have been entrusted upon the officers of EPFO which have made the functions quite complex. He stated that the functions performed by the officers of EPFO are an amalgamated mix of various departments like AG office, Income Tax department, commercial bank etc. However no serious attempt of re-structuring the whole cadre of EPFO officers has been done.

The C.P.F.C asked EPFOA to submit a detailed and elaborate proposal in this regard.

5. **Regularization of Asst. P.F Commissioner and convening DPC as per model Calendar:-** Shri. J.C Thukral submitted that a large number of APFCs who have been promoted on ad-hoc basis are not regularized due to non holding of D.P.C. on time. He requested to regularize all APFCs from the date of vacancy. The same was supported by Shri. S.S.Bawalia.

It was informed that efforts are being done to conduct the D.P.C.s on regular basis in respect of all cadres and according to rule provisions. The DPC for APFC is expected to be completed by Dec 2010. It has to be done sequentially from top position so that all consequent vacancies may be considered. It was further informed that the process for Direct recruitment of APFCs is at advanced stage and the matter has been taken up with UPSC.

6. **Codification of Physical facilities to all Group A Officers:-** Shri. Ganesh Kumar raised this issue and submitted all officers should be provided with a minimum infrastructural facilities like Laser Printer/ Fax/ Scanner/ Copier (All in One), direct STD Phone line, Air Conditioner, Personal Laptop with Broad Band facility etc. and secretarial facilities like

Steno, MTA etc. it was also requested to provide office vehicle for each Compliance circle in every office.

The Central P.F Commissioner stated these facilities are some times not available even to middle level officers in the Central Secretariat. He however assured that the matter will be looked into and efforts will be done to provide the facilities as far as possible and as per rules.

7. **Transfer policies of Group A Officers:-** Shri. Vinit Kumar raised this issue and submitted that the norms of four years in one station may be substituted with three years of completed service. Wherever Officers has completed three years in one station, the process of transfer should be initiated. The vacancy position in different offices may also be notified while calling the options for transfer from the officers and the same should be circulated in the month of January every year so that transfer can be made w.e.f April every year.

The Central P.F Commissioner asked EPFOA to submit a detailed proposal in this regard.

8. **Space for EPFOA in Head Office:-** Shri Shankar Pathak raised this issue. He submitted that a formal space is required for the association so as to perform its functions more effectively and efficiently. CPFC stated that ASD wing may identify the possibility of availability of space in Head Office which could be allotted to EPFOA.

9. **Providing Guest House facility in Delhi:-** Shri. Shankar Patha submitted that NATRSS is providing accommodation only on office duty and does not allow stay of family. He requested that Provision of Guest House in new building of NRPO in Dwaraka, Delhi, be made.

It was informed that there is a Guest House building in the above said premises but the same is occupied by wage board. As and when, it vacated, the guest house will be made functional.

10. **PIMS Software:-** It was informed that the process to purchase the PIMS Software from C-DAC is under consideration.

11. **Relaxation from traveling by Air India & stopping recovery from the Officers for past travel made in other than Air India:-** The matter was reviewed by C.P.F.C and stated it may not be possible to relax the rule to allow officers to travel by any other Airlines other than Air India. Wherever seats or connectivity are not available, relaxation may be sought from Civil Aviation Ministry by the officers concerned.
  
12. **Vigilance matter:-** Shri. Sudarshan Kumar has raised the vigilance issue. He stated that excessive work load and lack of proper training to officers should also be kept in mind while issuing charge sheets to officers. He also raised the issue that the Charge Sheets to officers are being issued just before their retirement. He further submitted officers should not be suspended just because CBI has conducted raids etc and the suspension made in past must be reviewed by the competent authority at regular intervals.  

CPFC stated that 'mens rea' is always kept in mind while issuing any charge sheet. He assured that the case will be reviewed if any specific representation about any specific case is received by him.
  
13. **Other matter:-** Shri. Shanakar Pathak requested CPFC to conduct quarterly meeting with EPFOA. CPFC stated that as and when the need arises meeting will be called.

**The meeting ended with a vote of thanks to the chair.**