

Ph: 0361-2461191

Fax:0361- 2529265

**EMPLOYEES PROVIDENT FUND OFFICERS' ASSOCIATION
(Recognised)**

Bhavishyanidhi Bhawan, G.S. Road, Near Bharalu Bridge,
Bhangagarh, Guwahati – 781 005. (Assam)

PATRON

G.Sanjeeva Reddy,
MP (Rajya Sabha)

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SECRETARY GENERAL

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M. Sarfraz, A.P.F.C

(East)

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MEMBERS:

(North)

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S.Kumar, A.P.F.C

**REPRESENTATION SUBMITTED BY EMPLOYEES
PROVIDENT FUND OFFICERS ASSOCIATION TO
HON'BLE COMMITTEE ON SUB-ORDINATE
LEGISLATION**

- Para 22 of the EPF Scheme 1952 enshrines that the Central PF Commissioner would be the Secretary of the Central Board and the Executive Committee. Instead, it needs to be amended as " **The Central Provident Fund Commissioner shall be the Secretary of the Central Board and the Chairman of the Executive Committee**" for speedy decisions.
- Para 22A of Employees Provident Fund Scheme,1952 states about the **Appointment of officers and employees of the Central Board upto** a maximum scale of pay of Rs.14300.00-Rs.18300.00 i.e. 8700/- being the grad pay of Additional Central P.F.Commissioner whereas the next level i.e. Central Pf Commissioner who is in the rank of Secretary is around four levels next. **Therefore Para 22A needs to be amended to empower the CBT to make appointment to the post carrying a maximum grade pay of Rs.12000.00.**
- The officers of EPFO are losing many benefits offered to the organized Group A Services as it is assumed that we do not belong to the organized cadre through we are also recruited by UPSC, and other service conditions are also at par with the other organized cadre. Recently ESIC has taken a decision that the services of Gr. 'A' Officers will be classified as Organized Group A Services. the services of Group 'A'

of EPFO also may be classified as "Organized Group 'A' Services" by adding an amendment in para 22A itself in the last line as "**The Officers appointed by the Central Board would be eligible for all benefits as available for Organised Group 'A' Services and would be considered to be part of Central Staffing Scheme.**"

- Presently officers of Employees Provident Fund Organisation are vested with quasi-judicial powers in adjudicating specific issues arising out of the enforcement of certain provisions of the act. If aggrieved the employers have either to prefer an appeal before the Honourable EPF appellate tribunal or approach the Honourable Highcourt. As such there is no in house authority has been developed on appeals emanating out of grievances of the employer on receipt of the proceedings issued by the Assessing Officers. In order to address the grievances of the employers, an IN House Appellant authority may be created which will not only address the grievances of the employers but also the grievance of the employees. Aggrieved employees before taking the Legal Course can appeal to the In House Appellate authority to redress their grievances. Hence it is suggested a combined IN House Appellate Authority on the lines of banking ombudsman may be created to redress the grievances of employees and employers in order to address the grievances in short time. **According, required amendments are required in the Scheme for efficient monitoring of Redressal of grievances.**
- At the time of regularization, the service rendered on adhoc basis is not calculated and regularization is done only progressively. Every promotion requires minimum five years of service in a post. The service rendered by the Officers in adhoc post is not taken into account. Hence, it is suggested that regularization of officers shall be done either from the date of adhoc promotion or from the date of occurrence of vacancy whichever is earlier. **For this purpose, a separate instruction is required to be issued through DoPT, Govt. of India, which the Hon'ble Members of the Committee may kindly intervene and help.**
- The Department of Personnel & Training has issued OM dated 24.04.2009 and 01.07.2010 directing the Ministries and Department of Govt. of India to take necessary action to grant higher scale for officers belonging to batches of Organised Group 'A' services that are senior by two or more and have not so far been promoted to that particular grade. As central Board of Trustees has accepted the recommendation of Sixth Pay Commission in toto, it is requested that the Hon'ble Members of the Committee may impress upon the Central Board of Trustees to ensure the implementation of solve the perennial problem of stagnation an adhocism in one go.

Sd/-
S KUMAR
MEMBER (SOUTH ZONE)