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

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

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MP (Rajya Sabha)

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<p><u>ORGANISING SECRETARY</u> Rakesh Kumar, R.P.F.C-II</p> <p><u>TREASURER</u> J.C.Thukral, A.P.F.C</p> <p><u>Vice Presidents:</u></p> <p>(North) Manoj Yadav, R.P.F.C-II</p> <p>(South) M. Sarfraz, A.P.F.C</p> <p>(East) R.P.Roy, A.P.F.C</p> <p>(West) Vinit Kumar, A.P.F.C</p> <p><u>MEMBERS:</u></p> <p>(North) Sarita Jain, RPFC-II</p> <p>(South) S.Kumar, A.P.F.C</p>	<p>To, Date: December 03, 2010 Place: Guwahati</p> <p>The Central P.F.Commissioner EPF Organisation Head Office Delhi.</p> <p>Sub: Constitution of Cadre Review Committee – Reg.</p> <p>Sir,</p> <p>This communication is to bring your kind attention to the issue of Cadre Review of officers of the Employees' Provident Fund Organisation. In pursuance to the recommendation of the Sixth Central Pay Commission (S.C.P.C.) the Ministry of Personnel, Public Grievances and Pensions vide its Office Memorandum No.I-11019/12/2008-CRD dated September 05, 2008 directed all Cadre Controlling Authorities to carry out Cadre Review within one year. The same direction was reminded and emphasized by the Cabinet Secretary vide the D.O. Letter No. I-11019/6/2008-CRD dated April 29, 2008 wherein he wanted the Cadre Review exercise to be completed within two months. For the facility of easy of reference the content of the D.O. letter by the Cabinet Secretary is enclosed as Annexure I.</p> <p>Further in the 68th meeting of the Executive Committee of the C.B.T., the Hon'ble Chairman of the Committee and the Labour Secretary has observed "the (Cadre Review) proposal requires to be prepared again for restructuring of post having regard to new functional requirement".</p>
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The E.P.F. Officers' Association had also requested in the bilateral meeting held on July 06, 2010 for recognizing the status of Group 'A' service to the cadre of officers of E.P.F.O. In this regard the letter from the Head Office bearing number H.O: IR/11(7)09/EPF Officers Asso/09/17454 dated August 19, 2010 may please be referred to.

Most importantly we may revisit the yet unimplemented statutory mandate of equality of service condition of officers of C.B.T. and Government of India (G.o.I.) as contained in S. 5D (7)(a) of the E.P.F. &M.P. Act, 1952. It mandates further that no deviation from this mandated equality can be practiced unless the prior sanction of the Government of India is secured. Also Section 5D (7)(b) of the Act supplies formula for drawing levels of equations between officers of C.B.T. and G.o.I. based upon the educational qualifications, method of recruitment, duties and responsibilities of such officers.

It is eminently pertinent to reiterate that this statutory mandate remains unimplemented since it was enacted almost six decades ago, causing forced inferiority upon the officers of E.P.F.O in respect of a host of service conditions and benefits compared to their G.o.I. counterparts.

It is therefore requested to constitute a Cadre Review Committee duly specifying its constitution, mandate, and sphere of jurisdiction and limits of time for completion of the assigned responsibility. EPF Officers' Association shall submit its cadre restructuring proposal before this Committee. It is further requested to kindly provide suitable representation to Office Bearer of E.P.F. Officers' Association in the proposed Cadre Review Committee to meet the objective of the proposed exercise in full measure.

Yours truly,



Sudarshan Kumar
SECRETARY GENERAL
E.P.F. Officers' Association, Guwahati

“D.O. No. I-11019/6/2008-CRD

**CABINET SECRETARY
NEW DELHI**

April 29, 2008

K.M. CHANDRASEKHAR

Dear Secretary,

As you are aware, the Cadre Review Division of the Department of Personnel & Training processes all proposals received for Cadre Review from the Cadre Controlling Authorities (CCAs). Normally, the cadre structure of each Service should be reviewed once in every five years. However, if the cadre is managed in a manner that the functional needs at various levels as well as legitimate aspirations of members of the Service for promotions are taken care of, then the review of the Cadre/Service could wait for a longer period. The delay in submission of the cadre review proposals to the DoPT should, thus, be based on a properly analyzed decision of the Cadre Controlling Authority, and should not be the result of inaction or administrative delays.

2. I have seen the status of Cadre Review of the Group ‘A’ Services as prepared by the DoPT. It appears that in the case of a large number of Group ‘A’ Services, including the Services of which your Ministry is the Cadre Controlling Authority, such cadre review has not been held in time. You would appreciate that the tool of cadre review is made use of to ensure timely career growth and progression of the officers of all Services. Therefore, it is essential that this review is made in time so that frustration and demotivation leading to litigation etc. could be reduced.

3. In view of the above, I would request you to so arrange your schedule that the cadre reviews are held within the next two months positively. If, for some reason, you are not able to do the cadre review within two months, you must write to me, indicating the reason and also the possible date by which it will be done.

**With regards,
Yours sincerely,
Sd. /-
(K.M. CHANDRASEKHAR)”**