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

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

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<p><b><u>ORGANISING SECRETARY</u></b> Rakesh Kumar, R.P.F.C-II</p> <p><b><u>TREASURER</u></b> J.C.Thukral, R.P.F.C</p> <p><b><u>Vice Presidents:</u></b></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><b><u>MEMBERS:</u></b></p> <p>(North) Sarita Jain, RPFC-II</p> <p>(South) S. Kumar, A.P.F.C</p>	<p>Date: December 13, 2010 Place: Guwahati</p> <p>To,</p> <p>The Secretary to the Govt. of India Ministry of Labour &amp; Employment (Govt. of India), New Delhi.</p> <p>Sub: Constitution of Cadre Review Committee – Reg. Ref: Ministry's letter bearing file no. A-11014/3/2010-SS – I dated December 06, 2010.</p> <p>Respected Sir,</p> <p>This communication is to bring your kind attention to the issue of Cadre Review of officers in the Employees' Provident Fund Organisation. As per extant DoPT guidelines cadre review exercise should be undertaken every five years.</p> <p>A view of the history of the Employees' Provident Fund Organisation (E.P.F.O.) shows that this Organisation came into existence in the year 1952 with a limited mandate of managing provident fund of employees of six notified industries. With the gradual accrual of functions E.P.F.O. now manages the pension and insurance fund also in addition to provident fund. Reach of E.P.F.O. is almost universalised with inclusion of two hundred odd industries within its fold. Numbers are swelling by the day both in terms of establishments and beneficiaries. Beginning with a few crores of Rupees we now manage a corpus of almost</p>
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four lakh crore.

Not long ago additional responsibility of managing social security fund of international workers is assumed by EPFO. Recently, by way of amendment to the Finance Act, 2006, E.P.F.O. is assigned the additional function to examine and grant exemption to all those establishments, which were hitherto beyond the sweep of the E.P.F. Act and desire to avail tax exemption for heir P.F. corpus. Not to mention the additional workload generated by enactment of RTI Act.

Realising the importance of functions discharged and the impact that the services delivered by us has on the masses of Indian citizenry, level of work performance is monitored by the Govt. of India under Result Framework Document (R.F.D.). We too pulled up our stocks and are on the verge of successful completion of modernization project of all our offices computerisation of service delivery work flows.

In the wake of recommendation of the Sixth Central Pay Commission (S.C.P.C.) the Cabinet Secretary vide the D.O. Letter No. I-11019/6/2008-CRD dated April 29, 2008 wanted the Cadre Review exercise to be completed within two months. For the facility of ease of reference the content of the D.O. letter by the Cabinet Secretary is enclosed. DoPT vide its Office Memorandum bearing File No.I-11019/6/2008-CRD dated September 05, 2008 drawn the attention of all Cadre Controlling Authorities to the provision contained in Para 1 (ix) of the Department of Expenditure Resolution No. 1/1/2008-IC dated August 29, 2008 to carry out Cadre Review within one year.

Most importantly we may revisit the yet unimplemented statutory mandate of equality of service conditions of officers of C.B.T. vis-à-vis service conditions of officers of Govt. of India as contained in S. 5D (7)(a) of the E.P.F. & M.P. Act, 1952. It provides 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 formulae for drawing levels of equations between officers of C.B.T. vis-à-vis those of Govt. of India 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 three 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 Govt. of India counterparts.**

**Despite astronomical augmentation and diversification of functions and responsibilities of E.P.F.O. and existence of statutory mandate and numerous administrative directions no cadre review or organisational restructuring were undertaken and implemented till date** resulting into limited achievement of Constitutional and statutory objectives, stunted growth of the Organisation compared to the potential and effectively limiting the organisational ability to excel in managing social security of our nation. It is pertinent to mention that in a conspicuous display of administrative apathy the Cadre Controlling Authority completely failed to undertake these mandatory exercises of organisational restructuring and cadre review in the past. This accumulated neglect caused acute stagnation and almost complete absence of promotional avenue to all cadres of officers and staff of E.P.F.O. leading to high level of demotivation and frustration among all Group 'A' cadres across the board.

It is therefore requested Sir to constitute a Cadre Review Committee with a mandate to prepare a comprehensive proposal for cadre review of all cadres of officers of E.P.F.O. with a mandate to correct the accumulated wrong of the past. This Committee may comprise exclusively of E.P.F. officers with a provision for three members of the proposed committee - to be nominated by the Central Executive of the Association - to meet the legitimate aspiration of career progression of officers in full measure. A draft Cadre Review proposal is prepared and the same is submitted herewith for your kind consideration. The Association shall submit its final and detailed proposal for cadre restructuring before this proposed Cadre Review Committee.

Yours faithfully,



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

Enclosure: Draft Cadre Review Proposal Prepared by the Association.

Copy to:

1. The Central P.F. Commissioner  
Head Office, E.P.F.O., New Delhi.
2. The Addl. Central P.F. Commissioner (H.R.M.)  
Head Office, E.P.F.O., New Delhi.