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EMPLOYEES PROVIDENT FUND OFFICERS' ASSOCIATION
(Recognised)

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

PATRON

G. Sanjeeva Reddy,
MP (Rajya Sabha)

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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

<p><u>ORGANISING SECRETARY</u> Rakesh Kumar, R.P.F.C-II</p> <p><u>TREASURER</u> J.C.Thukral, R.P.F.C-II</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 style="text-align: right;">Date: March 11, 2011 Place: Guwahati</p> <p>To,</p> <p style="text-align: center;">The Secretary to the Govt. of India Ministry of Labour & Employment Shram Shakti Bhawan, New Delhi.</p> <p>Sub: Implementation of Cadre Review in EPFO – Reg. Ref: Ministry's letter bearing file no. A-11014/3/2010-SS – I dated December 06, 2010.</p> <p>Respected Sir,</p> <p>In continuation of our earlier letter dated 24/01/2011, it is humbly submitted that Recently a proposal for cadre review is prepared by the HRM wing of the EPFO and was submitted before the meeting of the Executive Committee of the CBT. This proposal though is a welcome step but needs inclusion of some more provisions/suggestions as submitted to you by the EPF Officers' Association vide our letter dated 24/01/2011.</p> <p>The Association requests for an appointment with you to explain and deliberate the content of the proposal prepared by it. It will help in finalizing the proposal and its implementation on an early date.</p> <p>It is therefore requested Sir to allow an appointment with the EPF Officers' Association in the first week of April, 2011 or any other time convenient to you but before next EC Meeting.</p>
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It is also requested that 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.

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 have geared up and successfully completed the modernization project in all our offices with better work flow and improved service delivery.

Further this communication is to bring your kind attention to the issue of Cadre Review of the cadre of P. F. Commissioners in the Employees' Provident Fund Organisation. As per extant DoPT guidelines cadre review exercise should be undertaken every five years.

An overview 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 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 but desire to avail tax exemption for their P.F. corpus. Additional workload generated by enactment of RTI Act is also substantive.

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 once again requested Sir to allow an appointment with the EPF Officers' Association in the first week of April, 2011 or any other time convenient to you.

- Enclosure:** 1. Draft Cadre Review Proposal Prepared by the Association.
2. List of members of EPF Officers' Association who will attend the meeting.

Yours faithfully,



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

Copy to: The Central P.F. Commissioner
Head Office, E.P.F.O., New Delhi.

**List of members of EPF Officers' Association who
will attend the proposed meeting**

1. Shankar Pathak, President
2. S.S. Bawalia, Vice President
3. Sudarshan Kumar, Secretary General
4. Ganesh Kumar, Joint Secretary General
5. Rakesh Kumar, Organising Secretary
6. Manoj Yadav, Vice President (North)
7. J. C. Thukral, Treasurer



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