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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

Dr.G.Sanjeeva Reddy
MP(Rajya Sabha)

PRESIDENT

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

17th June, 2011

To,

The Hon'ble Union Minister of Labour
and Chairman, Central Board, EPF
E.P.F. Organisation,
Shram Shaki Bhawan
NEW DELHI.

Sub : Request for meeting on June 22, 2011, Monday, with the EPF Officers' Association to consider implementation of statutory parity of service conditions and Cadre Review - reg.

Respected sir,

I would like to avail this opportunity to apprise you with a plight of the officers of the Employees Provident Fund Organisation who are suffering from stagnation and lack of parity with officers of other similar organisations. This has resulted in the low self esteem and morale of the officers and it is now effecting functional efficiency of the organisation.

Sir, as a cadre we have put forth our utmost dedication and efforts to achieve the RFD targets especially in respect of the issue of Annual Accounts and an early implementation of all the deserving benefits to our officers will act as a morale booster.

I take this opportunity to invite your kind attention to the statutory provisions as contained in Clause (a) & (b) of Sub Section 7 of Sec 5-D of EPF & MP Act, 1952 which provides for as equality of the conditions of services of officers of Central Board of Trustees with their counter parts in the Government of India. These provisions were brought into effect by way of an amendment to the Act in the year 1988 itself, but despite a lapse of 23 years, these remain to be given an executive force. The DOPT, Government of India and the Cabinet Secretariat have also repeatedly stressed on the need of the exercise of cadre review every 5 years. Sir, I take this opportunity to add although 6th Central Pay Commission also fixed deadlines for implementation of the Cadre Review for every service, the same could not be done in EPFO. However, to aid the management, a cadre review proposal had been prepared by the EPF Officers Association and a detailed analysis was made with reference to the organisational, functional and personnel needs of this organisation and its officers. A copy of the same was also submitted for your kind perusal and also to the Secretary ,Ministry of Labour and the Central Provident Fund Commissioner.

This issue was also discussed in the 70th meeting of the Executive Committee of the CBT which was held on 14th February 2011 and during this meeting a modified version of our proposal was presented by the EPFO Management for consideration. Since then, this issue has taken a back seat which could be due to enormous workload of the issue of Annual Accounts within the target date which was of supreme importance . However, sir, since now, we the officers of EPFO have excelled in completing the targets, I would now implore you to kindly consider the well earned cadre review of the officers of EPFO.

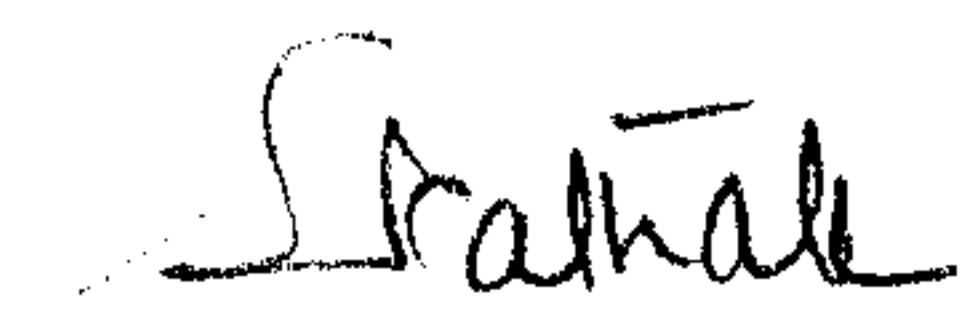
I would also like to bring to your kind notice that this issue also attracted judicial attention in the matter of Shri A.K. Chandok Vs. Union of India (OA number 400/HR/2010) before the Hon'ble CAT Chandigarh. While delivering the judgement on February 25th, 2011 , the Hon'ble CAT upheld and reiterated the statutory provisions as contained in Sec. 5-D (7)(a) and declared that its non-implementation is violation of the statutory mandate. A copy of this judgement is enclosed for your kind perusal as Annexure I. The Union of India challenged the above judgement of the Hon'ble CAT under the article 226 of the Constitution of India before the Hon'ble Punjab & Haryana High Court (CWP 8438 of 2011). After considering the matter in detail, the Hon'ble High Court disposed off the petition on 12th May 2011. The Hon'ble High Court

concluded with the CAT Chandigarh and held that this statutory mandate of the equality of services conditions remains unimplemented. A copy of the said judgement is enclosed as Annexure II for your kind perusal.

Sir, consequent to the above, I, as the President of EPF Officers' Association, request your kind self to allow us time on June 22nd, 2011 after review meeting of the Officers Incharge of all offices in EPFO is over so that the said matter may be discussed in detail. I am also enclosing the list of officers likely to attend the said meeting as Annexure III for your kind information. I am also enclosing a copy of the cadre review proposal as prepared by the EPF Officers Association for your kind consideration before the deliberations of the issues. I shall look forward to fruitful discussions in the matter with you.

Thanking you,

Yours faithfully,



(SHANKAR PATHAK)
PRESIDENT,
EPF Officers' Association.

Encl : As above.

c.c. : The Central P.F. Commissioner,
Employees' P.F. Organisation,
14, Bhikaji Cama Place,
New Delhi 110 066.