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EMPLOYEES PROVIDENT FUND OFFICERS' ASSOCIATION
(Recognised)

MADURAI (REGIONAL OFFICE)

1, Lady Doak College Raod, Bhavishya Nidhi Bhavan, Chokkikulam, Madurai - 2,

PATRON

G.Sanjeevan Reddy,
MP (Rajya Sabha)

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SECRETARY GENERAL

V.Vijaya Kumar, RPFC-I

WORKING PRESIDENT

P.Rajasekhar Reddy, RPFC-II

JOINT SECRETARY GENERAL

Ganesh Kumar, R.P.F.C-II

Dated: 04.11.2009

To
The Central P F Commissioner*
Head Office, New Delhi

*By Name to:
Shri.V.P.Ramaiah,
ACC (HRM)

Sir,

Sub: Supplementary memorandum before Pay Anomalies Committee as desired by the Chairman – Reg.

Please recall the deliberations held before the Pay Anomalies Committee by the Employees' provident Fund Officers' Association on 28.10.09. The Chairman of Pay Anomalies Committee Shri. Sanjeeva Reddy desired that the issues on which there is consensus between the Association and the Organisation may be placed before the Committee through a supplementary memorandum. Accordingly there was a subsequent meeting in the Chamber of ACC (HRM) on 28.10.09 and the following items are placed before the Anomalies Committee for consideration.

1) Rationalization of pay scale to remove anomalies: In the original representation given to the Pay Anomalies Committee it was requested that the mandate of Section 5D(7) of EPF & MP Act fix the scales of pay and other benefits of Officers with corresponding category in Govt, is yet to be done in EPF Organisation. It was also suggested that the same may be equated with the IRS, (Income Tax).

Pending a final decision on the above issue it is suggested that the Anomalies Committee may recommended the following for immediate implementation.

a) The entry grade in Group A services of Employees' P.F. Organisation is the Assistant PF Commissioner (APFC) which is the placed in the PB – 3 pay band with Grade Pay of Rs. 5,400/-. One of the feeder grades in Employees' P.F. Organisation is the Section Officers (SOs) and Personal Secretaries (PS). Officials in both these grades have been allowed Grade Pay of Rs. 5,400/-. There is clear functional differentiations between these two layers with APFCs having supervisory control and supervision over these grades. This anomaly of feeder and promotion grades being in the same grade pay needs to be set right by making the grade pay of Rs. 5,400/- the pay of APFC while on probation. After completion of probation the grade pay of APFCs should be increased to Rs.6,600/-. This is also in accordance with the instructions of Department of Personnel and Training, which in its monograph on cadre management has recommended that the pre-revised pay scale

of Rs. 8,000-275-13500 should be the probationers' grade in the entry scale of Group A. This revision of grade pay in the cadre of APFC shall cost approximately Rs. 4,90,000/- per month.

b) It is also submitted that the CBT, EPF in its meeting held on 11th November 2008 has allowed Senior Tim scale to all regular APFCs having substantive service of five years in the grade and who are yet to be promoted. Subsequently to this approval the grade pay of APFC and RPFC-II will become same. RPFC-II is the immediate superior and supervisor of officers in the cadre of APFC and is the reporting officer of APFCs working under his supervision. This anomaly of supervisor and supervised drawing same scale of pay needs to be set right upgrading the grade pay of RPFC –II to Rs. 7,600/-. This upgradation will just cost approximately Rs. Two Lakhs per month.

c) Subsequent to the acceptance of recommendation of the Fifth Pay Commission by CBT, EPF and its adoption in Employees' P.F. Organisation, Non-functional Section Grade has been allowed to RPFC-Is after they have completed 14 years service in Group A. This NFSG upgradation in the cadre of RPFC-I has brought the pay of officers to the grade of Additional Central PF Commissioners (ACC) and RPFC-I on par. When the above benefit is extended to 30% of the Commissioners, all the Regional PF Commissioners Grade –I will be in the Grade Pay of Rs. 8,700/-. Functionally, the RPFC-Is report to and through ACCs in charge of Zones to Divisional Heads in EPF Head Quarters. This equalization of pay of functionally different posts is a direct anomaly of acceptance of recommendations of the Pay Commission and it is required to be removed by stepping up the Grade Pay of Officers in the Cadre of RPFC-I to Rs. 8,700/-. This upgradation will cost only Rs. 61,600/- per month.

d) Once the upgradation of Grade Pay of RPFC-I is allowed, the ACCs need to be placed on the next higher level i.e PB-4 Plus Grade Pay of Rs. 10,000. It will be an anomaly to keep the Supervisor and supervised in the same Grade Pay. This is essential to maintain the functional and supervisory distinction between these grades. Cost of this revision will be only Rs. 27,300/- per month.

Thus the total monthly increase due to revision of Grade Pay as suggested above shall be approximately Rs.7.81 Lakhs only. The structures of Grade Pay proposed above for Group A Officers will solve the present existing anomaly consequent on the implementation of the 6th Central Pay Commission.

2) Date of first increment after adopting upgradation recommendation of the SCPS: The method of fixation of pay under 6th Central Pay Commission, which provides that there shall be an uniform increment date of 1st July 2009 for every employee; and that the employee should have completed a minimum of six months service before she/he becomes eligible to draw the increment has put a large no. of Officers to huge disadvantage. Officer having date of last increment/date of joining in December '05 are entitled to get their next increment on 1st July. '06, whereas an Officer whos date of last increment/joining is on or after 1st Jan '06 is entitled to get the next increment only on 1st July '07. effectively there is a gap of 18 month in getting the first increment. There is a clear anomaly in benefits between these two categories of Officers. To rectify this anomaly it is suggested that as a one time measure the first increment may be given to all Officers from July '06 irrespective of the date of last increment.

3) Non-functional pay upgradation:

a) The recommendations of the 6th Central Pay Commission have been accepted mutatis mutandis by the CBT, EPF. One of the accepted recommendations is regarding having a revised NFSG structure. Govt. of India has now issued guidelines for operating the revised NFSG vide OMs dated 24th April and 25th September 2009. Copies of the said circular have already been provided to the Committee and HRM, EPF Head Quarters. This new and revised NFSG may accordingly be allowed for Officers of EPF immediately.

b) The NFSG scheme as implemented in Govt. of India in the year June 2000 is yet to be fully implemented in E.P.F.O. Though the Government revised the benefit from 15% to 30% it is yet to be implemented in E.P.F.O. The NFSG scale alongwith the corresponding 6th Central Pay Commission benefit may be extended to all the eligible Officers from the dates it became due.

c) CBT, EPF in its meeting held on 11.11.08 approved the interim recommendations of its Sub-Committee constituted to go into the report on organizational restructuring of E.P.F.O as submitted by XLRI Jameshadpur. The administrative approval for operationalising the above recommendations has been given by the Central PF Commissioner in December 2008 and again March 2009. Following has been approved for implementation:

1. Senior Time Scale shall be granted to all regular APFCs as on 11.11.2008.
2. The time scale shall be granted from the dates such Officers complete five years regular service from the date of joining in the grade of APFC.

The orders in this regard are yet to be issued. The orders once issued will require re-fixation of pay of large no. of Officers as per the recommendation of the 6th Central Pay Commission.

4) Cadre Review: The 6th Central pay Commission has recommended that all cadre controlling authorities should immediately undertake Cadre Review of services under their control. This recommendation of the 6th Central Pay Commission may be endorsed by the Anomalies Committee along with a recommendation to complete the process in a time bound manner. It is important to note that the Cabinet Secretary as well as DoPT have advised cadre controlling authorities to expedite the cadre review in the respective spheres. Immediate action is to be taken to constitute Cadre Review Committee and expedite the process of cadre review.

It is requested that the above supplementary memorandum may also be taken into records of Anomalies Committee. It is also requested that the above issues may be recommended to the Board for Immediate Implementation.

Yours faithfully,

(V.VIJAYA KUMAR)
REGIONAL PF COMMISSIONER-I &
SECRETARY GENERAL
EPF OFFICERS ASSOCIATION.