

**Subject: Cadre Restructuring of Employees Provident Fund Organisation (EPFO)**

**Reference: M/o Labour File No. A-11013/1/2011-SS-I**

Ministry of Labour & Employment may refer to their proposal for cadre restructuring of Employees Provident Fund Organisation (EPFO). The proposal has been examined.

2. Observations of this Department are as under:

- i) Ministry of Labour & Employment have sought creation of 113 posts, 56 posts have been sought for vigilance set up and 34 for audit. In view of the fact that under the EPF and Miscellaneous Provisions Act, 1952, the Central Board has powers to create posts upto the Grade Pay of Rs. 8700, Ministry of Labour & Employment is advised to consider this restructuring/ creation/ upgradation of posts within the delegated powers in consultation with the FA for posts upto Grade Pay of Rs. 8700. However, the same is subject to the following:-
  - a) The pay scale of none of the posts may be changed during the process of cadre restructuring and only the number of posts at various levels may be modified. There is also no justification for revision of grade pay of ex-cadre posts.
  - b) It may be ensured that there is no increase in the overall strength of the organization in the current financial year and any increase in organizational strength (which may not exceed the number proposed) may take place only after 2012-13.
  - c) Further, as far as grant of non-functional upgradation to Electrician, Plumber, Pump Operator, etc. is concerned, keeping in view the provisions of the Act, they can only be made eligible for the Modified Assured career Progression Scheme which is applicable to Central Government employees after 1.9.2008 and according to which financial upgradation after 10, 20 & 30 years is allowed.
- ii) Creation of the following posts is agreed to :-
  - a) 10 posts in the Grade Pay of Rs. 8900 (PB-4) for the 10 Zones in the country.
  - b) 2 posts in the Grade Pay of Rs. 10,000 in the Headquarters.
  - c) The creation of 1 post in the HAG grade of Rs. 67000-79000 is not agreed to at this stage.
- iii) The post of FA&CAO may be upgraded to JS level (PB-4 GP Rs. 10,000)

3. This issues with the approval of Finance Secretary.