

Ph: 0361-2461191, 09435993131
Fax: 0361- 2529265

E-mail: epfoaindia@gmail.com
www.epfoa.in

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)

PRESIDENT

Shankar Pathak, RPFC-I

SECRETARY GENERAL

Sudarshan Kumar, APFC

WORKING PRESIDENT

E Sanjeeva Rao, R.P.F.C-II

JOINT SECRETARY GENERAL

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

ORGANISING SECRETARY

M S Arya, R.P.F.C-II

TREASURER

N Kishore Kumar, A.P.F.C

Vice Presidents:

(North)

Manoj Yadav, R.P.F.C-II

(South)

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

(East)

Shekhar Kumar, RPFC-II

(West)

Ravindra Shinde, A.P.F.C.

MEMBERS:

(North)

Rina Mandal, R.P.F.C-II

(East)

R.K.Sinha, A.P.F.C

(West)

G R Jilla, A.P.F.C.

To,

The Chairman,
Central Board of Trustees.
(By name: To Shri Mallikarjun Kharge)
Shram Shakti Bhawan,
New Delhi – 110066.

Date: December 28, 2012

Place: Guwahati

Subject: Harassment on the occasion of promotion (to the post of ACC) by refusal to hold DPC: request for fixing accountability – reg.

Sir,

This communication is to draw your attention to the existing vacancies at one of the apex levels of Additional Central P F Commissioner (ACC) in EPFO. Sanctioned strength in EPFO in the post of ACC is sixteen: one for Director of the National Academy, one each for ten political states (with additional charge to each of another political state), five in the Head Office. Two posts are lying vacant since the incumbents superannuated on April 01, 2012 and October 01, 2012 respectively. These posts are being managed by assigning additional charge of ACC (UP & Bihar) and ACC (HRM) to ACC (Pension & International Workers) and Director, NATRSS respectively. Thus two of the highest level posts of the CBT stay unfilled and being run on *ad hoc* basis for eight months and two months respectively despite availability of eligible officers. Two more vacancies shall arise in this cadre on January 01, 2013 and February 01, 2013 in the vacancy/panel year 2012-13.

Rule demands "that DPCs should be held at least two months before the commencement of the vacancy year" i.e. for the vacancy year 2012-13 it should have been held by January 31, 2012. A review DPC was held for the vacancy/

panel year 2011-12 in February 2012 and that occasion was not utilised for holding DPC for the panel/vacancy year 2012-13 though the same was due at that time in terms of model calendar for DPC prescribed by the OMs bearing number No.220 1 115186-Estt(D) dated April 10, 1989 and No.22011/9/98-Estt.(D) dated September 08, 1998 issued by the DoPT for "*strict compliance so that the desired objectives of convening of DPC meetings/preparation of the approved select panels as per the aforesaid prescribed time frame may be achieved*". When a completed proposal for holding DPC for empanelment of ACCs was sent from the EPFO to the Vice Chairman of the CBT in the Shram Shakti Bhawan in the month of May 2012, dates for holding the DPC were fixed after a lapse of five months first on October 15, 2012 and then on October 26, 2012. On each occasion it was not held and no legitimate reason exists for the same. As a result two of our officers who fulfil all eligibility conditions have been denied the promotion to the post of Additional Central P. F. Commissioner for nine months and three months respectively against the existing vacancies.

In this connection observations of the DoPT OM bearing number No.2201111/2011-Estt.(D) Dated: 11.03.2011 [Annexure I] are being set out below:

Para 2. "*...that DPCs should be held at least two months before the commencement of the vacancy year.*"

Para 3. "*Delays in holding DPCs not only affect the manpower planning in various Ministries/Departments, but also impede the career progression across the Board. Administrative delays in holding of DPCs have been viewed adversely by the Courts and is the main reason for litigation before CAT and various High Courts.*"

Para 4. "*Non-adherence to time frame of DPCs is a matter of serious concern to the Government. Hence, all concerned cadre controlling authorities are once again counselled to ensure strict adherence to the model calendar for the DPCs as circulated vide this Department's O.M. dated 8.9.1998. Wherever DPCs are yet to be held for the vacancies arising in the year 201 1-2012, the same may be completed by 31.3.201 1 and for future vacancy years, the time frame referred to in Para 2 above may be strictly complied with.*"

Para 5. "*All Ministries/Departments are also advised to immediately nominate an officer of the level of Joint Secretary as the designated authority for ensuring timely holding of DPCs and to certify adherence to the model calendar for all DPCs in the Ministries/Departments.*"

It may be seen, Sir, that despite the registration of "serious concern by the Government", direction for "strict compliance" of the model calendar for DPC and its adherence to be certified by an officer of the level of Joint Secretary (as the designated authority), nothing has moved and it's business as usual in EPFO.

It is pertinent to point out that this is not a one-off case where the officers responsible for holding DPC took liberty with the career of the officers of the EPFO. It's almost the state of affairs and even the recommendation of the DPC is not respected or implemented. A case in point is the delay in implementing the recommendation of the DPC for promotion to the post of Regional Commissioner, Grade I. It's usual for the Labour Ministry officials to convert a proposal for DPC or promotion into an instrument of delay and harassment by making repeated observations in the files which are trivial or of little relevance to the occasion. It is a serious issue that demands urgent personal attention from you.

It is needless to mention, Sir, that apart from generating organisational inefficiency and denial of promotion to and resultant demoralisation of two of our officers namely Shri K. C. J. P. Narayanan and Shri M. Narayanappa, refusal to hold DPC tantamount to complete disregard to the purposes for which the DoPT has issued the OM dated 11.03.2011 mentioned above [Annexure I].

It is, therefore, requested, Sir, to fix accountability for the wanton delay in holding DPC for the post of ACC in EPFO for the panel/vacancy year 2012-13 and to order an inquiry into the causes and motives behind such delay.



Thanking you.

Yours faithfully



Sudarshan Kumar
Secretary General
E.P.F. Officers' Association.

Copy to: The Central P F Commissioner & the Chief Executive Officer of the CBT
(By name to Shri Ravi Mathur).

NON NEGOTIABLE CONSIGNMENT NOTE SUBJECT TO BANGALORE JURISDICTION		Origin: <i>Delhi</i>	Destn: <i>N. Delhi</i>	NON NEGOTIABLE CONSIGNMENT NOTE SUBJECT TO BANGALORE JURISDICTION		Origin: <i>Delhi</i>	Destn: <i>N. Delhi</i>	dtddc lite	
-560047		CN No:		-560047		CN No:		CN Expiry Dt.	
		K 5 9 8 2 0 0 0 1				K 5 9 8 2 0 0 0 0			
Documents Enclosed		No of Pcs	Gross Wt.	Documents Enclosed		No of Pcs	Gross Wt.	Length x Breadth x Height	
Yes No		01		Yes No		01			
Dox N.Dox		Express	Air Cargo	Dox N.Dox		Express	Air Cargo	Surface Cargo	
CASH		CREDIT		CASH		CREDIT			
Consignee Name & Address.		The Chairman, Central Board of Trustees, Shri Ram Shakti Bhawan, N. Delhi.		Consignee Name & Address.		The Central P.F. Commissioner, S. The ch Executive Office of the CBT, Shri Ravi Mathur, N. Delhi.		Chargeable Weight	
Tel:		Pin: N. Delhi.		Tel:		Pin: N. Delhi.		Amount	
Total Amount		Rs. In words.		Total Amount		Rs. In words.		70	
Channel Partner Service Tax No.		Consignor Copy		Channel Partner Service Tax No.		Consignor Copy			