



**EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION**  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
**MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA**  
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October 20th, 2021

To,

**Shri Sunil Barthwal, IAS,  
Secretary to the Govt. of India,  
Ministry of Labour & Employment,  
Shram Shakti Bhawan,  
NEW DELHI 110001**

**Subject: Grant of Non-Functional Selection Grade  
(NFSG) to all eligible officers of EPFO – regarding**

Sir,

We thank you for facilitating approvals for grant of long pending NFSG to officers of EPFO. We seek to bring to your kind notice denial of same to a few officers, perhaps due to administrative oversight.

2. The relevant rule of DoPT, Government of India states that the NFSG is admissible to Group A officers who are in the Junior Administrative Grade (JAG) [RPFC-I in EPFO] and who have entered the 14th year of service in Group A. The rules also state that for the purpose of screening for grant of NFSG, Vigilance Clearance Certificate (VCC) is to be obtained for the first day of the recruitment year in which the case of an officer matures for grant of NFSG. This has been earlier confirmed by MoL&E while answering a specific reference of EPFO in this regard.

3. Had NFSG been granted in due time, this rule would have applied automatically. As you are aware that NFSG in EPFO has been acutely delayed. Orders for same were issued in August 2021, for due dates starting from January 2017 onwards. It seems that VCC status as on due dates and on the current date, both were collected, erroneously, as is done for substantive promotions. Those, who were not clear on current date have been denied the NFSG. Moreover, VCC has also been denied to a few officers against whom charge sheet is "contemplated". This is clearly against DoPT instructions on grant of VCC, which categorically state that VCC cannot be denied in such cases.

4. We accordingly request to cause a review of all such cases and allow NFSG to all eligible officers who satisfy the criterion laid down by DoPT.

Thanking you.

Yours sincerely,

*S. Swami*

**[Saurabh Swami]**  
**Secretary-General**