



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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April 8th, 2022

To,

**Ms. Neelam Shami Rao, IAS,
Central Provident Fund Commissioner,
Employees' Provident Fund Organisation,
New Delhi 110066**

Subject: AGT 2022 – imbalanced distribution of vacancies - Reg.

Ma'am,

This is with reference to HO circular no. HRM-II/T-1(2)2022/E-File No.47399/4506 dated 05.04.2022 whereby options have been called from EPFO officers for the Annual General Transfer 2022.

2. As you may be aware transfers in EPFO are typically unduly delayed and this adversely affects the transferee officer & their family. Therefore, the EPFOA is grateful to you for kicking off the transfer process so that officers & their families can move to their new place of posting without much loss of academic session this year.

3. It is submitted, however, that there are certain critical issues related to the vacancies distribution which require your kind attention. These are as below:-

A. Distribution of officers amongst ROs & DOs

Vide aforementioned circular dated 05.04.2022, posts in different offices have been categorized as "Assigned Posts" and "Blocked Posts". This is a new concept in EPFO, introduced by the latest transfer policy. It is indeed a welcome move to distribute available manpower judiciously so as achieve

organisational goals, however, an ill-considered distribution has the potential to exacerbate already existing manpower shortages. The distribution as envisioned vide above circular leaves many Regional Offices short of required manpower, particularly in RPFC-II & APFC cadres. For instance, RO Ranchi has been assigned only one RPFC-II, while four of its DOs have been assigned APFCs. Similarly, RO Mysuru has been assigned one RPFC-II, while two of its DOs have been assigned APFCs. Other offices like RO Guwahati & Rajahmundry have been assigned no RPFC-II or APFC. The above examples of offices are indicative and there are many such offices.

The issue that needs to be considered is that the entire accounts-related work of the region viz. claims settlement, cash, and pension, besides administration, is still handled entirely by ROs, whereas DOs handle only compliance-related work pertaining to their jurisdiction. In an RO where only one Group-A officer has been posted that officer will not be able to even avail a single day's leave without bringing the office to a standstill. In absence of sufficient RPFC-II & APFC in ROs, service-delivery to members will suffer. Therefore, it is of utmost importance that all ROs have at the very least one RPFC-II and one APFC to ensure smooth functioning.

A constructive suggestion to address above issue is that RPFC/OIC of ROs may be allowed to assign additional work of ROs to RPFC-II/APFC posted in DOs under their respective jurisdiction as a temporary measure. As compliance-related work is mostly handled through online/VC mode at present, the concerned RPFC-II/APFC can easily discharge all their functions from RO itself.

In addition to above, it can be considered to leave those DOs for which there are no optees during AGT as vacant and instead the officers can be deployed in ROs where they are needed and for which they may have opted.

B. Distribution of officers amongst field & non-field postings

It is submitted that the distribution of officers amongst field & non-field postings is heavily tilted. In RPFC-II cadre, HO has been assigned 54 posts, PDNASS has been assigned 9 posts and ZTIs have been assigned 2 posts each (with 1 more for sub-ZTI, Shillong). Thus, 24% of the cadre strength of RPFC-II posts has been assigned non-field postings. The direct impact of this distribution is shortage of required number of officers for Regional Offices. Of course, placing sufficient number of officers at HO is very important for the organisation, however, it may kindly be considered that we cannot discharge even day-today functions without placing sufficient number of officers in the field. Therefore, this issue may kindly be looked into.

C. Re-transfer of officers posted during last 9-10 months

A significant number of officers were transferred during July/August 2021 and have been in their present place of posting for only 9-10 months. However, due to re-distribution of assigned & blocked posts amongst offices, some of these officers are facing the prospect of again getting posted during upcoming AGT. This untimely posting would be unjust to the concerned officers as well as

their families. Therefore, it is suggested that such officers may be allowed to continue at their present place of posting for the remainder of their tenure.

4. It is requested that above suggestions may kindly be duly considered and incorporated in the AGT so that the offices are strengthened and the needs of officers are also suitably addressed.

Thanking you.

Yours sincerely,

A handwritten signature in brown ink that reads "S. Swami".

[Saurabh Swami]
Secretary-General