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EMPLOYEES' PROVIDENT FUND ORGANISATION
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June 7th, 2022

To,

**Ms. Neelam Shami Rao, IAS,
Central Provident Fund Commissioner,
Employees Provident Fund Organisation,
NEW DELHI 110 066**

**Subject: Undue delay in completion of Annual General
Transfers, 2022 – regarding**

Ma'am,

EPFO, on 30.03.2022, has notified a new transfer policy for Commissioner Cadre officers and the annual general transfers this year are required to be conducted as per the above policy. The said transfer policy prescribes a fixed timeframe for completion of the transfer process whereby some 43 days are provided from the last date of options submission to the date specified for AGT order to be issued. The explanatory Note no.2 in para 5.15 of the transfer policy states that for AGT 2022, time lines will be circulated separately. Of course, the above stipulated circulation of the time lines is still awaited as of date.

2. Unfortunately, non-circulation of time lines is not the only issue of concern, but rather the continuing delay in issuance of AGT order is a matter of serious concern for all involved. The last date for submission of options this year was 22.04.2022, this would mean that in keeping with the 43-44 days' time needed by the CTC (as prescribed by the transfer policy), the AGT order should have been issued latest by 3rd/4th June, 2022.

3. As the EPFOA has repeatedly submitted the annual transfers of officers is a very serious and important matter not only for the officer concerned but also his entire family. Most officers' children are of school going age and many officers who are due for transfer have been in dilemma over the payment of school fee for academic year 2022-23. As per extant rules EPFO shall not re-imburse any financial loss to the officer due to double payment of school fee at present place of posting and then again at future place of posting. Due to delay in annual transfers this year, it is requested that this issue may be examined and the school fee may be doubly reimbursed for those officers who are adversely affected due to mid-academic session transfers.

4. Earlier when drafting of a new transfer policy was being considered at HO, the EPFOA vide letter dated 20.01.2022, had submitted as below:

"3. Unfortunately, a policy document is not worth the page it is printed on if it's not adhered. The present transfer policy prescribes specific date-wise timelines for various activities such as calling for options, date of issuance of order, timeline for submission & consideration of representations, date of effect of the transfer order, etc. But these prescribed time-lines have never been followed since 2016 in the conduct of Annual General Transfers (AGT) except perhaps once. Officers are regularly transferred when their children are in middle of the academic year putting additional financial & mental burden on them."

5. The manner in which the formulation and notification of transfer policy was rushed through with barely 3 days' time granted for submission of comments on the draft policy, non-consideration of any comments submitted by EPFOA, short time duration granted for options submission, it was expected that maybe this time EPFO shall break the mould and actually follow the time lines. However, now first week of June is over, and schools are reopening after summer break in many parts of the country but our officers are still waiting for their transfers. Presently, some officers have


been requesting school authorities for an extension of time on fee payment, others have not sent their wards to school this session, and still others have duly paid the school fee to avoid any embarrassment.

6. Other Govt. departments such as Central Board of Indirect Taxes & Customs have completed the transfer process in May, while Income-Tax completed it in April itself. But EPFO is unable to implement its own policy. It may kindly be considered that the conduct of AGT process is one of the very few original works being handled at HO level, and if we are unable to ever follow the self-prescribed time lines for this, then whether there remains any moral authority to insist on 7 days' time lines for death claims & CPGRAM grievances or even 10/20 days' times lines for claim settlement by field offices.

7. Ma'am, the EPFOA vide this letter is attempting to convey the general frustration being experienced by many officers due to this ongoing and inexplicable delay in conduct of AGT. It is our sincere hope that you will acknowledge our situation and ensure immediate remedial measures.

8. It is also submitted that the requests of those officers who are due for promotion and those who have recently been promoted after last transfers may be considered so as to avoid double transfers of such officers within a year.

Thanking you.

Yours sincerely,

(Saurabh Swami)
Secretary-General