



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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August 9th, 2022

To

**Hon'ble Chairperson, CBT, EPF /
Hon'ble Union Minister for Labour & Employment,
Government of India,
NEW DELHI 110 001**

**Subject: Seeking intervention to address genuine grievances caused by
orders of Annual General Transfers.**

Respected Sir,

Officers Association of EPFO, on behalf of its member officers, wish to convey our heartfelt gratitude for the long-awaited orders of Annual General Transfers. We are thankful that it is in line with the approved Transfer Policy for Commissioner Cadre - 2022 and hence giving out a sense of satisfaction and justice.

Sir, this experience is an encouraging one and that is what inspired us to write to you without any delay to draw your kind attention to a few issues of concern that need your immediate intervention :-

1. Like any other orders this order has also caused some genuine grievances to some of our officers, and they wish to file an appeal as has been provided in paragraph 6 of the Transfer Policy for Commissioner Cadre – 2022. Therefore, it is requested that such officers should not be relieved of their duties from their present place of posting till the time such

appeals are disposed of within the time frame set by the Transfer Policy in paragraph 5. Any orders to relieve such aggrieved officers from the present place of posting prior to disposal of their grievances would render the provisions of Grievance Redressal meaningless causing grave injustice to the officers concerned.

2. There are cases where officers were not considered for posting even at the nearest station to their exercised choices. In such cases also representation of the officers may be considered, and officers not relieved till the disposal of their grievance.

3. (I) Transfer Policy at its paragraph 3.4 and 7.1 states that the basis of rejection or recommendation by the Transfer Committee shall be placed at HR Soft. This provision needs to be activated immediately so that aggrieved officers can file a comprehensive appeal after duly understanding the causes of not considering the opted places for posting by the Transfer Committee.

(II) Transfer Policy in chapter 4, at length discusses the “tenure” at a station and in a zone and then mentions at 5.18(i) about posting on promotion being subject to “tenure” and “rotation” however the Transfer Orders does not follow the provisions at least in certain cases which we could see in the short span of time and also fails to assign any reasons to it. Such things violate the sanctity of a well-thought-out policy at the instance of the very first implementation.

(III) In paragraph 4.7, the Transfer Policy states that transfers on spouse ground shall be regulated as per Government of India Policy, but Transfer Orders does not seem to have applied it as in certain case/s posting has not been granted on spouse ground inspite of the fact that there was an available vacancy.

4. (I) Provisions mentioned in letter No HRM-II/T-1(2)2022/E-File No. 47399/4506 dated 5/04/2022 vide which options for Annual General Transfers (AGT) 2022 were called, read with Office order NO. HRM-II/T-1(1)2022/E-File No 43810/7040 dated 21.04.2022 gave it out very authentically and convincingly that the “probable vacancy” as mentioned therein was the very vacancy basis which officers gave their choice of posting as their 1st, 2nd or 3rd choice and now the orders revealed that “probable vacancies” were not fully operated. This in turn proved deceptive for the officers who gave choices for stations where probable vacancies were not operated and as a result, they were either transferred to places of last choices or to places that were not opted for by anybody. With all rationale, it can’t be denied that had such officers known that “probable vacancy” would not be operated, their exercise of the option would have been different and hence their places of posting, as have been made through impartial algorithms. Therefore, appeals of such officers may also kindly be allowed to be considered so that justice may be served to them too.

(II) The Transfer Orders also revealed the fact that a few senior officers who were transferred on the last instance in July 2021 with anticipated promotions have again been transferred and in all probability, these officers will again be transferred once the very due and legitimately anticipated promotions are granted. It would not be impertinent to mention here that Non-conduct of DPC for more than 2 years is against the DoPT mandate of holding annual DPC and hence against the set DoPT norms of issuing a certificate of there being no vacancy in a particular cadre. Apart from placing

such individuals to unceremonious tests such transfers intemperately burn the exchequer of EPFO. Transfer-posting of such officers deserves a reconsideration if we really care for our officers.

5. Some appalling instances of embarrassing transfer postings were also observed in the orders viz. APFCs who have either left the service of EPFO or left for heavenly abode have also been mentioned in the orders. This is quite disturbing as it shows apathy towards our deceased colleague. In another case one officer who has been absconding since past more than 1 year from head office and has been transferred posted from Head Office to Regional Office, Chikamanglur. Similarly, it was noticed that the Transfer-posting orders will cause the posting of 2 APFCs at the District Office, Jalgaon.

Your early intervention is requested to undo the errors which have crept in the transfer orders. It will go a long way in creating a warm environment for our officers where they can work for excellence in the respective domains of their responsibilities and help build EPFO into model Social Security Organization globally.

Thanking you.

Yours sincerely,



(Saurabh Swami)
Secretary-General

Copy to:

- 1. Secretary (L&E) to the Govt. of India --- with request for kind intervention as above**
- 2. Central P.F. Commissioner, EPFO --- with request for kind consideration**



(Saurabh Swami)
Secretary-General
EPF Officers' Association