



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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Assistant PF
Commissioner

TREASURER

Smt. Ritu Kanojia
Assistant PF
Commissioner

29th September, 2022

To

**Ms. Arti Ahuja, IAS,
Secretary to the Govt. of India /
Vice Chairman - CBT,
Ministry of Labour & Employment,
Government of India,
NEW DELHI 110 001.**

**Sub: Extending warm welcome and request for an early
appointment – regarding**

Ma'am,

On behalf of the officers of EPFO, the EPF Officers' Association (EPFOA) warmly welcomes you to the Ministry & the Central Board of Trustees, EPF.

It is submitted that the EPF Officers' Association (EPFOA) is the representative service-association of all Commissioner-cadre officers of EPFO and endeavours to promote & safeguard service-related interests of EPF officers & the organisation.

It is requested that you may kindly grant an appointment to the office bearers of the EPFOA at your earliest convenience so that certain important issues may be brought to your kind attention. A brief gist of the important EPFO officers-related issues is attached herewith for your kind perusal.

With regards.

Yours sincerely,

A. Swami

**[Saurabh Swami]
Secretary-General**

IMPORTANT ISSUES AFFECTING EPFO OFFICERS
WHEREIN KIND INTERVENTION OF HON'BLE SECRETARY (L&E) IS SOILICITED

- A. **Inordinate delay in promotion to ACC(HQ) and ACC cadre** – DoPT instructions state that DPC for promotions for all posts be held regularly and consequential promotion orders issued well in time. In case there are no promotions a certificate is to be issued that there is no vacancy/no eligible officer. It has been more than two and a half years since promotions due, have inexplicably not been allowed.
- B. **Filling of all existing and consequential vacancies arising on account of promotions in the Commissioners' Cadre** should be carried out urgently to comply with the directives of Hon'ble Cabinet Secretary vide DO Letter dated 14.09.2022. For doing this within the prescribed time limit requisite administrative actions for convening of DPC must start immediately.
- C. **Allowing Non-Functional Upgradation (NFU) to eligible officers, pending since 2012** – It is now almost a decade since the requisite approvals were received. Inexplicably, no screening has been held till date. This is so when MoLE had written in 2012 itself to constitute the committee to complete the process.
- D. **Allowing Non-Functional Selection Grade (NFSG) to left out eligible officers** – NFSG has been allowed to eligible officers, four years after the approval for same was accorded by Government of India. It has, however, been denied in violation to DoPT instructions on Vigilance Clearance Certificate (VCC) status, which categorically state that VCC status for NFSG is to be seen on date of eligibility. Because the NFSG was allowed after considerable delay of more than four years, VCC status was erroneously sought on date of (delayed) screening. That, this is wrong, has been clarified again by MoLE on a reference from EPFO Headquarters. It is requested that orders allowing NFSG to such left out officers may be issued immediately as their screening is already done. Further, timely screening for eligible officers may be done immediately.
- E. **Recruitment Rules for Commissioners' cadre are not in accordance with those approved by CBT, EPF in 2017;** neither are they in accordance with extant RRs of central services. EPFOA has submitted a draft composite RR for Commissioners' cadre in 2021. It is requested that these may be notified urgently.
- F. **Enhancing strength of Group-A Commissioners' cadre** – The approved recommendations of second Administrative Reforms Commission state that organisations should become officer centric. Niti Aayog in its report on Strategy for New India @ 75 (2018) has endorsed this recommendation. As is evident from report of Seventh CPC, Group A constitutes 15%-20% of the total cadre strength in large number of Ministries, including in MoLE. The corresponding ratio in EPFO is a meagre 6%. It is requested that the ratio may be enhanced to minimum of 10%. This resultant Group A posts as per current total sanction would be about 2470. Leaving aside about 450 Group A posts for other than Commissioners' cadre, there should be minimum of 2000 officers in Commissioners' cadre EPFO. This may be further sub-divided into JTS (30%), STS (40%- including leave, training, deputation reserve), JAG/NFSG (22%), SAG (8%). This enhancement would provide requisite number of officers for manning functions, present and anticipated. The resultant promotions down the grade would also address the perceived grievance of lack of promotional opportunities for subordinated grades.
- G. **Non-Disposal of appeals / representations filed by officers aggrieved by Annual General Transfers (AGT), 2022** – Transfer orders for AGT, 2022 were issued on 08.08.2022, and some of the transferred officers, aggrieved by said orders, have filed appeals / representations (in accordance with the provisions of the Transfer Policy). However, the said appeals are still pending for consideration & disposal, thus putting such officers & their families in a state of limbo till their fate is finally decided. It is requested that suitable instructions may be issued to EPFO to put up the appeals before competent authority for consideration in a time bound manner.