



**EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION**  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
**MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA**  
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March 27<sup>th</sup>, 2023

**To,**

**Hon'ble Chairman, CBT, EPF/**

**Hon'ble Union Minister for Labour and Employment,**

**Government of India.**

**Subject: Long pending issues related to grant of service benefits by the CBT, EPF but not yet implemented by EPFO –seeking kind intervention - regarding.**

**Respected Sir,**

Kindly allow me to draw your kind attention to certain pressing HR matters that have been pending since long in the Employees' Provident Fund Organisation (EPFO). These are issues which have been approved by the CBT, EPF (the cadre controlling authority for EPF Officers), are in accordance with and at par with service conditions in other similarly placed Govt. departments and are legal requirement, however, despite this they have not been implemented in EPFO. These issues have been brought to the kind attention of the Hon'ble Secretary (L&E) and the CPFC, EPFO from time to time, but unfortunately due actions have not yet been taken on these matters. This has created undue frustration & resentment amongst the officers, and they now look with hope to you for your kind consideration.

The pending issues are grant of Non-Functional Selection Grade (NFSG), Senior Time Scale (STS) and Non-Functional Upgradation (NFU) to the Commissioners of various grades within the EPFO.

These are routine administrative matters and have already been approved by CBT, EPF. However, despite the kind and gracious consideration of the Hon'ble Secretary (L&E), who invited EPFOA's office bearers for a meeting on 14.10.2022, the matters have remained unresolved to date.

The issue of NFSG in EPFO was cleared after much to and from between EPFO, Labour Ministry, DOP&T and DOE. However, I regret to inform you that the grant of NFSG to certain eligible Regional Provident Fund Commissioners, Gr.-1 has been withheld wrongly. Thereafter, a reference was made by EPFO to Ministry of Labour & Employment. Ministry clarified that NFSG was wrongly denied to eligible officers. Unfortunately, inspite of this clarification the due benefits are still denied to these officers. Further, no minutes of the screening committee meeting held on 30.01.2023 for recommending cases of eligible officers for NFSG have been issued till date. We are not aware of the reasons why the due benefits are still not allowed even after MoL&E has clarified that denial. We request your kind intervention to allow due lawful benefits at the earliest.

Similarly, the grant of Senior Time Scale (STS) has been a settled matter in the past, and this benefit had been granted to various batches of officers as & when they became eligible. It is deeply concerning that this has also been held up for some time now .This is creating a sense of uncertainty and demoralization. You may kindly appreciate that the benefits that have been granted after deliberation at the highest level should not be withheld, as it will create an atmosphere of uncertainty that is not conducive to any organization's growth and progress.

The issue of Non-Functional Upgradation (NFU) has also been stuck in the Ministry, despite clear policy decisions taken by CBT, EPF in the past.

It is further submitted that adding to these already-existing frustrating issues is the fact that in the two highest ranks of officers in EPFO after the CPFC, namely, the ACC (HQ) level (nine en-cadre posts) and the ACC level (32 en-cadre posts), there are going to exist vacancies in near future despite availability of eligible officers. This is because unfortunately, out of the RPFIC-I in line for promotion to ACC level, according to rank-wise seniority, eight are currently under sealed-cover pending departmental enquiry against them. These proceedings are pending for years altogether.

This has led to an extraordinary situation where 25% of the ACC cadre will remain vacant in the foreseeable future, which is unacceptable for an organization of such magnitude. This will make working at the top level extremely difficult. Therefore, I humbly request that officers next in seniority to these sealed-cover officers be promoted on regular basis to meet administrative requirements. The promotions may come with the condition that in accordance with DoP&T instructions junior most promoted officer shall be reverted if an officer under sealed cover is exonerated in disciplinary proceedings. It is submitted that the disciplinary proceedings are almost never completed in CVC mandated time of six months. I would request that in cases where disciplinary proceedings concluded after inexorably long time result in exoneration of the officer

concerned then supernumerary posts may be created to allow promotion to such an officer at appropriate time.

In conclusion, I urge your good office to take the necessary steps to take-up all pending HR matters communicated by EPFOA to the concerned authorities through the letters enclosed herewith, for the sake of the larger public interest and maintaining harmonious industrial relations in the largest Social Security Organization in the world.

With profound gratitude, I remain,

Yours' faithfully,

*A. Swami*

[Saurabh Swami]  
Secretary General

Copy to :

- 1 All the Hon'ble Members of Central Board of Trustees
- 2 Secretary, Labour and employment, Government of India
- 3 Central Provident Fund Commissioner