



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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(Regn. No. 33/2015)

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April 29th, 2023

To

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

**Subject: Violation of the provisions of the Transfer Policy
for Commissioners' Cadre, 2022 by EPFO – regarding**

Ma'am,

EPFO Head Office had circulated the Transfer Policy for Commissioners' Cadre, as approved by the CBT, EPF in its 230th meeting, vide HO Circular No. HRD/3/2015/TransferPolicy/584 dated 30.03.2022. The agenda item vide which the said policy was placed before the CBT for its approval *inter alia* states as below,

"2. However, a need was felt to make the Transfer Policy more transparent and also for development of a robust IT enabled system/portal for transfers of officers in such a manner that the Annual General Transfer in the Organisation can be done in the middle of March every year."

2. Accordingly, in order to meet above target date, the said policy in its para 5.15 provides a time schedule for various procedures/actions related to the Annual General Transfer. The said table provided in the transfer policy is reproduced below for kind reference,

Date	Exercise
January 15	Preparatory work of AGT
January 15 th - 31 st	Calling for option by the Competent Authority. 31 st January shall be last date for submission of option.
By February 28 th	CTC to prepare the panel and submit recommendations to the Competent Authority
March 15 th	Order for AGT to be issued.
March 15 th - 18 th	Online grievance representation by those aggrieved by order of AGT
By March 25 th	Comments of the CTC on grievance representations to be forwarded to the Competent Authority
By March 31 st	Disposal of grievance representation by Competent Authority by passing a speaking order.
April 01 st	Date of the effect of the order of AGT i.e. officer to join new posting as per AGT order

3. The above transfer policy was implemented for the AGT held for officers upto the rank of Regional PF Commissioner-I during the year 2022 (albeit belatedly). The transfers of the officers of the rank of Addl. Central PF Commissioner and above were not done last year.

4. However, this year there has been a gross violation of the above prescribed time schedule. As per the transfer policy, AGT 2023 orders should have been issued by 15.03.2023 and after representations by aggrieved officers and their due disposal, the officers should have joined their new place of posting by 01.04.2023. But inexplicably even as on 29.04.2023, no AGT orders have been issued as of yet. Consequently, the entire transfer process has been delayed.

5. Madam, even considering that you were otherwise engaged since you had been deputed for mid-career training programme at LBSNAA, Mussoorie, it is submitted that the said training was scheduled from 10.04.2023 to 28.04.2023, and thus by the time that you left for training the date for issuance of AGT order had already long passed.

6. The delay in issuance of AGT order is not only violative of policy but the distress caused due to this delay also has a human angle. EPF Officers who have school-going

children are required to deposit school fee for the next semester latest by March end as all schools start their next semester in the month of April itself. Officers who are due for transfer are thus in a financial dilemma due to undue delay in AGT and this issue adversely effects the schooling of their children and family life.

7. EPFO as an organisation rightfully takes pride in timely settlement of claims and public grievances. Every day, including on weekends, HO reminds field functionaries through multiple WhatsApp channels regarding pendency of claims over 10/20 days, CPGRAM & EPFIGMS grievances over 7/15/30 days, and various other matters which are time bound in nature; however, introspection at all levels is required to ascertain as to why in the one area where HO is required to follow a certain time schedule, the schedule is never kept.

8. Therefore, as the CEO of EPFO, it is humbly requested to kindly ascertain the reasons for delay and expedite the process so that the AGT process can be completed at least during the month of April 2023.

Thanking you.

Yours sincerely,

A. Swami

[Saurabh Swami]
Secretary General

Copy to:

1. Hon'ble Chairman, CBT, EPF/ Hon'ble Union Minister for Labour and Employment, Govt. of India
2. Hon'ble Vice-Chairman, CBT, EPF/ Secretary, Ministry of Labour & Employment, Govt. of India

For kind information please.