



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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May 08th, 2023

To,

**Hon'ble Chairman, CBT, EPF/
Hon'ble Union Minister for Labour and Employment,
Government of India.**

**Subject: Delay in officers' promotion – request for kind
intervention-regarding**

Respected Sir,

We invite your kind intervention to the Guidelines on Departmental Promotion Committee (DPC), issued by DoP&T on 27-03-2023. These are consolidation of extant guidelines issued over the years for regulating promotions. They have following salient features: -

1. There shall be a model DPC calendar and the panel of officers for promotion shall be finalized latest by 31st December for the vacancy year beginning on 1st January, i.e., panel for vacancy year beginning 1st January 2023 should have been finalized by 31st December 2022. **This unfortunately is not happening in case of officers' promotion in EPFO. The promotions are routinely delayed due to administrative slippages and delays in getting vigilance clearance.**

The issue of vigilance clearance in EPFO can be streamlined very easily. HR database in EPFO is completely computerized (HRSOFT). Vigilance Division can mark officers not clear from vigilance angle in this software. HR Division of EPFO can then ensure DPCs on time. EPF Officers' Association has been suggesting this repeatedly but to no avail.

2. Vigilance Clearance Certificate (VCC) can be denied only on following grounds:
 - a) Officer is under suspension.
 - b) Chargesheet has been issued and disciplinary proceedings are on-going.
 - c) Magistrate has taken cognizance and prosecution for criminal charges are pending.

It may be ensured that VCC is denied only on these and on no other grounds.

3. The cases of promotion for officers under "sealed cover" are to be reviewed every six months, duly covering the progress made in the disciplinary proceedings/criminal prosecution and the further measures to be taken to hasten the completion. In case such proceedings pending even after two years, such officers may be considered for ad-hoc promotion.

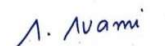
It is requested that ad-hoc promotions may be allowed to such officers. If such an ad-hoc promotion is not found desirable, officers next in line may be promoted on regular basis. If later, the officer under "sealed cover" is exonerated after more than two years, supernumerary post may be created to accommodate him/her.

The officer's cadre in EPFO is proportionately exceedingly small; just 6% of total sanctioned strength. The norm in Central Government is 15% - 20% of total sanctioned strength. Even with such small proportion, if many posts stay unfilled it seriously undermines organizational ability. We request you to kindly intervene and ensure time bound action. We were enthused by your assurance during the *Chintan Shivir* held in November 2022 that time bound, and rule bound action will be taken in all HR matters. Following issues require your urgent consideration:

- i) Timely promotions, if needed, by relaxing extant service requirements.
- ii) Notifying EPFO Commissioners' cadre as a participating service in the Central Staffing Scheme of Government of India.
- iii) EPFO Commissioners' cadre fulfils all attributes of an organized service. It may be so declared.
- iv) EPFO Commissioner's cadre may be the core around which a new central service viz. Indian Labour Service may be constituted. This would unify labour laws administration in India and would ensure that stakeholders have a single point of contact for all the services.

We are awaiting the follow up action on the assurances and look forward to an early favorable response.

Yours sincerely,



[Saurabh Swami]
Secretary General

Copy for information and urgent action to:

1. Secretary, Labour and employment, Government of India
2. Central Provident Fund Commissioner