



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
Regional Office, Sham Nagar, Near General Bus Stand, Ludhiana – 141001 (Punjab)

(Regn. No. 33/2015)

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Assistant PF
Commissioner

TREASURER

Smt. Ritu Kanojia
Assistant PF
Commissioner

June 26th, 2023

To,

**Ms. Nidhi Srivastava,
Deputy Secretary to the Govt. of India,
Secretariat of the Appointments Committee of the Cabinet,
M/o Personnel, Public Grievances and Pensions,
Department of Personnel & Training,
North Block, New Delhi 110001**

**Subject: Appointment of Central PF Commissioner (CPFC) in
Employees' Provident Fund Organisation (EPFO) through
Central Staffing Scheme- violation of notified Recruitment
Rule for post of CPFC – regarding**

Madam,

EPFO is one of the world's largest Social Security Organisations in terms of clientele and the volume of financial transactions undertaken. The social security well-being of majority of Indians working in the organised sector is being handled by the EPFO.

2. EPFO is a unique organisation which functions as a service provider to its subscribers, enforcement agency for the employers, regulator for exempted PF Trusts and large-ticket investor in the Indian financial markets. Therefore, the role of the CPFC, who is the CEO of the organisation and Member-Secretary of the Central Board of Trustees, EPF is crucial not only for the efficient functioning of EPFO but also for the large areas of the economy that is touched by the organisation.

3. The extant procedure of appointing CPFC through the Appointments Committee of Cabinet (ACC) is in contravention of extant notified recruitment rules (RRs) for the post of CPFC. These rules provide that applications shall be called from willing and eligible officers and appointments are made from amongst the eligible applicants. The rule position enables eligible officers of EPFO also to apply against the advertised vacancy for the post of CPFC. Appointment to the post of CPFC through ACC denies the chance to EPFO officers to apply for the post of CPFC (copy enclosed).

4. It is requested that EPF Commissioner cadre be enrolled as an eligible service for enrolment in the Central Staffing Scheme and be allowed to participate in the process of recruitment for the post of CPFC.

5. It is submitted that above will allow the Government to appoint a well-qualified, suitable, and willing officer for a full-term of three to four years for the post of CPFC. This will be in accordance with extant policy of Government to allow fixed terms for senior positions (Secretary/ Secretary equivalent) as it allows continuity and long-term outlook.

6. Therefore, it is humbly submitted that now that the incumbent officer holding the post of CPFC shall soon be transferred on account of her recent empanelment as Secretary, this may be an opportune time for the Government to ensure that the new CPFC is appointed by properly following the prescribed Recruitment Rules, as requested above. This will help expansion of EPF membership to all workers in India, as is the mandate of the Code on Social Security 2020.

Thanking you.

Yours' faithfully,



[Saurabh Swami]
Secretary General

Encl. As above

Copy to:

1. Hon'ble Minister, M/o L& E, Govt. of India
2. Secretary, Appointments Committee of the Cabinet & Establishment Officer
3. Secretary to Govt of India, M/o L& E

*THE EMPLOYEES' PROVIDENT FUND ORGANISATION
(COMMISSIONERS) RECRUITMENT RULES, 1966.

1. SHORT TITLE AND COMMENCEMENT:--(1) These rules may be called the Employees' Provident Fund Organisation (Commissioners) Recruitment Rules, 1966.

(2) These rules shall come into force on the date of their publication in the Official Gazette.

2. APPLICATION:--These rules shall apply for recruitment to the posts as specified in column 1 of the Schedule annexed hereto.

3. NUMBER, CLASSIFICATION AND SCALE OF PAY:-- The number of posts, their classification and the scale of pay attached thereto shall be as specified in columns 2 to 4 of the said Schedule.

4. METHOD OF RECRUITMENT, AGE LIMIT AND OTHER QUALIFICATIONS:-- The method of recruitment, age limit, qualifications and other matters connected therewith shall be as specified in columns 5 to 13 of the Schedule aforesaid.

5. DISQUALIFICATION:--(a) No person, who has more than one wife living or who, having a spouse living, marries in any case in which such marriage is void by reason of its taking place during the life-time of such spouse shall be eligible for appointment to the post; and

(b) No woman, whose marriage is void by reason of the husband having a wife living at the time of such marriage or who has married a person who has a wife living at the time of such marriage shall be eligible for appointment to the post:

Provided that the Central Government may, if it is satisfied that there are special grounds for so ordering, exempt any person from the operation of this rule.

- 6.** (a) Power to relax:- Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order for reasons to be recorded in writing, and in consultation with the U.P.S.C., relax any of the provisions of these rules with respect to the post of Central Provident Fund Commissioner.
- 6.**(b) Power to relax:- Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order for reasons to be recorded in writing, and in consultation with the U.P.S.C., relax any of the provisions of these rules with respect to the post of Additional Central Provident Fund Commissioner, Regional Provident Fund Commissioner(Gr.I), Regional Provident Fund Commissioner(Gr.II) and Assistant Provident Fund Commissioner(Gr.I).
- 7.*** Saving:- Nothing in these rules shall affect reservations and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Govt. from time to time in this regard.

** Amended vide Notification No.P.IV/1(6)/89 dated 11.01.91

***G.S.R. No.1428 dated the 02.10 .1976.

- @ Amended vide G.S.R. No.256 dated 29.3.1986.
(Notification No.A.12018/4/85.SS.III dated 18.3.1986).
- @ Amended vide G.S.R. No.896 dated 21.9.1985
(Notification No.A.12018(5)/83-PF.I dated 6.9.85)
- @ Amended vide Notification No.P.IV/1(3)/90/RR dated 11.02.92.
Published in the GOI, Pt.-III, Section-4 on 29.02.92.

THE SCHEDULE

Name of the post	No. of Posts	Classification	Scale of Pay	Whether Selection post or non-selection post	Age limit for direct recruits.	Whether benefit of added years of service admissible under Rule 30 of the CCS(Pension)Rules 1972.
(1)	(2)	(3)	(4)	(5)	(6)	(6a)

@1. Central Provident Fund Commissioner	1* (1985)	Group 'A'	Rs. 5900-200-6700.	Not applicable	Not applicable	Not applicable
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* [Revised scale to 18,400-450-22,400 as per V CFC]

* Subject to variation dependent on work load.

Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the cases of promotees.	Period of Probation if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer & percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made.
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(7)	(8)	(9)	(10)	(11)
Not applicable	Not applicable	Not applicable	By transfer on deputation/ promotion.	<u>Promotion/transfer on deputation:-</u> 1. Officers of the Indian Administrative Service or Central Services, Group 'A' (including Central Secretariat Service):- i) holding analogous posts or approved for appointment as Joint Secretary to the Government of India; or

(3)

	If Departmental Promotion Committee exists what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
(11)	(12)	(13)
ii) with 2 years service in posts in the scale of Rs. 5100-5700 or equivalent, or	<u>Group 'A' Departmental Promotion Committee</u>	Selection on each occasion shall be made in consultation with the Union Public Service Commission."
iii) with 5 years' service in posts in the scale of Rs. 4500-5700 or equivalent	(for considering confirmation)	
2. The departmental Additional Central Provident Fund Commissioner with 5 years' regular service in the grade will also be considered and in case he is selected for appointment to the post, the same shall be deemed to have been filled by promotion.	1. Secretary to the Government of India, Ministry of Labour--CHAIRMAN 2. Additional Secretary, Ministry of Labour -----MEMBER	
(The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same Organisation/ Department shall not exceed 5 years).	<u>Note:-</u> The proceedings of the Departmental Promotion Committee relating to confirmation shall be sent to the Commission for approval. If, however, these are not approved by the Commission a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.	

(4)