



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)

Phone: 0161-2440559, 9655565892
Fax: 044 2402206
WhatsApp: EPF Officers' Association (9655565892)
PAN: AAAAE7689J

Email: epfooa@gmail.com
Web: www.epfoa.in
Facebook: Epfoa India
Twitter: @epfoaindia

PRESIDENT

Sh. Navendu Rai
Regional PF Commissioner-I

WORKING PRESIDENT

Dr. K. P. Singh
Regional PF Commissioner –I

SECRETARY GENERAL

Sh. Saurabh Swami
Regional PF Commissioner -I

JOINT SECRETARY
GENERAL

Sh. Hansraj Roy
Regional PF
Commissioner -II

MEMBER, CENTRAL
EXECUTIVE

Sh. Pawan
Regional PF
Commissioner -II

Sh. Avinash Sinha
Assistant PF
Commissioner

TREASURER

Smt. Ritu Kanojia
Assistant PF
Commissioner

January 16th, 2024

To,

**Ms. Neelam Shami Rao, IAS,
Central Provident Fund Commissioner
Employees' Provident Fund Organization
Bhavishya Nidhi Bhawan, New Delhi – 110 066**

Subject: Request for long-due corrections in the incorrectly notified Recruitment Rules (RR) of EPF officers so as to bring them in consonance with the approvals granted by CBT, EPF & as well as DoP&T notified rules – reg.

Ma'am,

It is submitted that during the last Cadre Restructuring exercise in EPFO, the CBT, EPF had approved proposal for promotion of officers from the post of RPFC-I to post of ACC based following criteria:

*"Officers in Group A with three years' service in GP Rs.8700/-; or with six years' service in GP Rs.7600/- and completion of **eighteen years'** service in Group A subject to fitness and availability of positions."*

2. Above was accepted by the MOLE after due examination and concurrence of DOE, and the decision of Hon'ble LEM was conveyed to EPFO vide MOLE letter no. A-32022/10/2014-SS-I dated 27.12.2016.

3. However, at the time of notification of RR for the post of ACC, the MOLE unilaterally notified following service condition for promotion:

“Officers holding the substantive post of RPF-C-I having six years of regular service in the grade.

*Note.- Officers of EPFO in Group ‘A’ with three years’ regular service in Level 13 in the pay matrix or with six years’ regular service in Level 12 in the pay matrix and having **twenty years’** service in Group ‘A’ subject to fitness and availability of position.”*

4. It is further submitted that a similar situation exists is regarding the RR for the post of ACC(HQ). The approval given by Hon’ble LEM for minimum service required for promotion to post of ACC(HQ) (as conveyed vide MOLE letter no. A-32022/10/2014-SS-I dated 27.12.2016), was as below:

*“Officers in Group A with two years’ service in GP Rs.8900/-; or three years’ service in Rs.8700/-; or eight years’ service in GP Rs.7600 and completion of **twenty years’** service in Group A subject to fitness and availability of positions.”*

5. However, again at the time of notification of RR for the post of ACC(HQ), the MOLE unilaterally notified following service condition for promotion:

*“Officers holding the substantive post of ACC grade in Level-13A having four years’ regular service in the grade; Failing which officers holding the substantive post of ACC grade in Level-13A having **twenty-four years’** regular service in Group ‘A’ in Employees’ Provident Fund Organisation.”*

6. It is humbly submitted that above unilateral decision to modify the minimum requirement in Group A service for promotion to the post of ACC and ACC(HQ) is not only violative of the provisions of EPF & MP Act, 1952 (since CBT is empowered to decide service conditions for officers upto the post equivalent to Joint Secretary to Govt. of India) but also it is not in accordance with the DOPT instructions on revision of minimum qualifying service required for promotion (please refer to DOPT OM No. AB-14017/4/2021-Estt.(RR) dated 20.09.2022. Therefore, it is requested that RR for the post of ACC and ACC(HQ) may accordingly be modified to substitute the minimum service requirement for promotion from 20 years to 18 years and 24 years to 20 years, respectively. This will ensure timely promotion for EPF officers in accordance with approval granted by CBT, EPF & Hon’ble LEM.

7. A second issue that may kindly be considered is that the provision in extant RRs to fill 20% posts in Level 14 in EPFO by deputation is against the approval granted by Hon'ble LEM vide above cited MOLE letter. The MOLE in its above cited letter has directed as below,

"As regards the post of ACC in the Grade Pay of Rs.10000/-, the total number of 13 posts (4 existing + 9 newly created) also includes posts to be filled on deputation basis which will be 4 in number."

8. The four deputation posts comprise two posts of CVO and FA&CAO and two posts of ACC(HQ). The posts of CVO & FA&CAO were deputation posts from earlier as per the established norms, and during the last Cadre Restructuring exercise in 2016, the CBT, EPF had approved two more deputation posts of ACC(HQ) at GP Rs.10,000/- along with nine en-cadre post. The CBT, EPF had not granted any blanket approval for any fixed percentage of posts to be filled by deputation in GP Rs.10,000/-, nor has the MOLE given any such directions while granting approval to the Cadre Restructuring proposal vide letter dated 27.12.2016. However, the MOLE while notifying the RR for the post of ACC(HQ) has erroneously specified twenty percent posts to be filled by deputation. This provision in RR shall ensure that if the posts at GP Rs.10,000 are increased at any time in future due to ever increasing workload, the number of deputation posts will also increase accordingly, even though same were never approved by the CBT, EPF or the Central Government. Such a situation will decrease the already minimal promotional prospects of EPF officers. Therefore, it is sincerely requested that this error in the RR may be removed at earliest so that the RR for ACC(HQ) posts are in consonance with the approvals granted by CBT, EPF and the Government.

9. It is sincerely requested that above requests may kindly be considered expeditiously and positively.

Thanking you.

Yours sincerely,

A. Avami

**[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, Minister for Labour and Employment, Govt. of India