



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

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Smt. RituKanojia
Assistant PF
Commissioner

April 4th, 2024

To,

**Ms. Neelam Shami Rao, IAS
Central Provident Fund Commissioner,
Employees' Provident Fund Organization,
Bhavishya Nidhi Bhawan, New Delhi – 110 023**

**Subject: Major shortage in field offices at APFC level –
hampering day to day functioning – request for ad-hoc
promotions – regarding**

Madam,

As you are aware EPFO officers at Assistant P.F. Commissioner (APFC) level are the cutting-edge field functionaries in Regional Offices, and are primarily responsible for a number of original functions as well as supervisory functions. They function as branch officers for the compliance circles and accounts sections assigned to them.

2. Due to skewed direct recruitments / departmental promotions as well as erroneous sanctioned strength during Cadre Restructuring process, there has always been a shortage of requisite officers at APFC level in EPFO. This shortage was being mitigated, however unjustifiably, to a certain extent by allowing for interoperability of the roles & functions of officer at RPFC-II level & at APFC level by the HO. But now, after the recent promotions of 81 officers from RPFC-II posts to RPFC-I posts, this shortage has reached a crisis level in most of the field offices. There are only about 200 officers functioning at APFC level against a sanctioned strength of 452 posts. At the moment, there are Regional Offices functioning with only one APFC posted and as can be imagined that one officer is burdened with the duties of upto 5-6 officers. This issue is not only highly problematic for the officers concerned but may also prove to be

disastrous for the organisation. It is anybody's guess as to how a single or 2 officers posted at APFC level in an office will be able to perform their duties ably and timely. Furthermore, there is always a possibility of fraud happening due to loosening of supervision at APFC level. In fact, the same officer is forced to perform multiple roles such as APFC Accounts (claim settlement), APFC Pension & APFC Cash. There is no check & balance as required in the system.

3. Madam, we write to you on this serious issue as you are the appointing authority for APFC post, and therefore, it is within your administrative powers to resolve this crisis to a certain extent. As has been noted, the DPCs for promotions to the posts of RPFC-II & APFC have already been conducted by EPFO during December 2023. However, the consequential vacancies in APFC cadre shall be created only when promotions to the RPFC-II cadre will be approved by Chairman, CBT, EPF.

4. Since, the above promotions are pending due to delay in approval of the promotions to the post of RPFC-II at Chairman, CBT, EPF level, it is our request that in view of severe shortage in the field offices, you may kindly consider allowing for promotions to the post of APFC against the consequential vacancies on ad-hoc basis immediately. These promotions can be regularised as & when Chairman, CBT, EPF allows for promotions to the post of RPFC-II. This action on your part shall ensure immediate promotion of over 100 officers to the post of APFC and shall help to tide over the current shortage crisis.

5. It is humbly submitted that EPFO is trying to provide model services to its subscribers, whereas our field offices are simply unable to deliver at the desired performance level as there is 57% vacancy in the most basic and important level in EPFO officers' cadre.

Thanking you.

Yours sincerely,



[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 and Employment, Govt. of India
3. Hon'ble Member, CBT, EPF

} for kind information and necessary action.