



**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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Smt. Ritu Kanojia  
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Commissioner

April 13<sup>th</sup>, 2024

To,

**Ms. Sumita Dawra, IAS  
Secretary to Govt. of India,  
Ministry of Labour & Employment,  
Shram Shakti Bhawan, New Delhi, 110001**

**Subject: Improper operation of Commissioners' cadre  
transfer policy in 2024-reg.**

Ma'am,

We had, vide our earlier letter dated 20.02.2024 & 12.03.2024 brought to your notice the administrative actions not in consonance with the extant transfer policy as above. To briefly recapitulate: -

- The special timelines, other than those specified in the transfer policy, issued by EPFHQ for effecting AGT 2024 were not adhered to.
- The principle of sanctity of tenure was violated without any prior warning.
- Further, no options were called from officers who were transferred without having completed their tenure. If the options were called in accordance with the transfer policy, officers due for transfer could've made an informed choice regarding filing of options for transfer.
- Many of the officers transferred have personal and familial issues regarding their new duty stations, post the transfer orders dated 09.03.2024. These officers have submitted their representation, as provided in the transfer policy. EPFOA vide its letter dated 12.03.2024 had requested sympathetic consideration of these representations and to not relieve the officers concerned from their current duty stations till the time their representations are disposed of. No decision on the said representations have been made till date.

e) Now, we find that most of the officers who have submitted representations have been relieved from their current duty. Some have not been relieved. This is as intriguing as it is unfair.

A transfer policy loses its soul if its key features are given a short shrift like this. It may also be indicative of some favouritism. To dispel all such apprehensions, we request that as mandated by principles of natural justice and fairness it may be ensured that officers are not relieved from their duty stations till the time their representations against transfers, which the concerned officers feel are unfair, are disposed of.

We seek your intervention in the matter for ensuring fairness and uniformity in administrative decisions purportedly taken in pursuance of the transfer policy.

Thanking you.

Yours sincerely,



**[Saurabh Swami]**  
**Secretary-General**

Copy for information and necessary action to :

1. Hon'ble Chairman, CBT, EPF/ Hon'ble Union Minister for Labour and Employment, Govt. of India
2. Central P.F. Commissioner