



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: 0161-2402206

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

Sh. Manoranjan Kumar
Regional PF Commissioner –I

SECRETARY GENERAL

Sh. Saurabh Swami
Regional PF Commissioner -I

**JOINT SECRETARY
GENERAL**

Sh. Pankaj Verma
Regional PF
Commissioner -II

**MEMBER,CENTRAL
EXECUTIVE**

Sh. Mayank Raj
Regional PF
Commissioner -II

Sh. Avinash Sinha
Regional PF
Commissioner-II

Sh. Mukteshwar
Vyas, Assistant PF
Commissioner

TREASURER

Smt. Ritu Kanojia
Assistant PF
Commissioner

New Delhi, 15th May 2025

To,

**The Central PF Commissioner
EPF Headquarters
New Delhi- 110023**

**Subject- Draft Recruitment Rules in Commissioner cadre in EPFO
for seeking stakeholders' comments – reg.**

Sir,

Please refer to the Draft recruitment rules of Commissioners' Cadre issued vide No. HRD/56/2016/ RR/Commissioner Cadre-Part (1)/1337 dated 15.04.2025 soliciting stakeholders' comments on the said draft rules.

In this regard, it is submitted that the name composite recruitment rules seems misnomer as draft rules are simply cut and paste from individual recruitment rule of Commissioners cadre. There is no benefit given in service rendered in Group 'A' Cadre of EPFO, instead only length of service rendered in individual cadre has been given relevancy for promotion to immediate higher post which defeats the very purpose of framing Composite Recruitment Rules. Comments on same has been consolidated and enclosed for perusal and favorable revision in draft recruitment rules of Commissioner Cadre

Thanking you

Yours sincerely,

A. Avami

**[Saurabh Swami]
Secretary-General**

Encl: As above.

**Comments on Draft Notification of Commissioner Cadre in EPFO by
Employees' Provident Fund Organisation Officers' Association, EPFO.**

Para – 3 (1) (i) The pay scale of Assistant Provident Fund commissioner (APFC) should be corrected as Rs 56100-----177500, level 10 instead of 65100-----177500, level 10.

Para – 6 (4) Allowing deputation in post other than ACC (HQ) seems not to be a step which is in sync with practical reality. Commissioner Cadre requires through knowledge of EPF and MP Act 1952 and schemes framed there under in field formations, policy making/decisions in Head Office and imparting training in training institutes which only EPFO in-cadre officer acquires after training and long experience in EPFO.

A person from outside the EPF organization will need time and training to comprehend the intricacies of the Act and schemes framed there under and therefore deputation in other Cadre, other than ACC HQ is not prudent. Even in ACC HQ Cadre, deputation may be restricted to policy framing/decisions of those sections only which have resemblance in other government departments like HR, Audit, etc. Field formation/Sections in Zonal office/HQ/Training centres which requires through specialization may not be open for deputation.

SCHEDULE I (See Rule 4) (Grade/Designation, Number of Posts and Level in Pay Matrix included in the Commissioners' Cadre)			
Sl. No.	Grade/Designation	No. of Posts*	Pay Level in Pay Matrix
(1)	(2)	(3)	(4)
1.	Additional Central Provident Fund Commissioner (HQ)	11 #	Rs. 144200 -218200 Level-14
2.	Additional Central Provident Fund Commissioner	32	Rs.131100-216600 Level-13A
3.	Regional Provident Fund Commissioner, Grade-I	**30% of Senior Duty Posts (STS & above)	Rs.123100-215900 Level-13
4.	Regional Provident Fund Commissioner, Grade-I	240	Rs. 78800-209200 Level-12
5.	Regional Provident Fund Commissioner, Grade-II	302	Rs. 67700-208700 Level-11
6.	Assistant Provident Fund Commissioner	455	Rs. 65100 56100-177500 Level-10
*Subject to variation depending on the workload. <u># includes two deputation posts</u>			
** The number of posts in 'Non-Functional Selection Grade' in Level 13 in the Pay Matrix (Rs.123100-215900, shall be restricted to thirty percent of senior duty posts in the cadre, that is, post in Level 11 in the pay matrix Rs. 67700-208700, and above. There shall be no increase in the overall strength of the cadre and the number of posts to be operated in the 'non-functional selection grade' shall not exceed the number of posts available in Level-12 of Commissioners' Cadre.			

<p align="center">SCHEDULE II (See Rule 5) Method of Recruitment; field of selection; minimum eligibility service; and minimum educational qualification, where applicable, in the next lower grade for appointment of officers on promotion, deputation and direct recruitment to posts included in various Grades of the Commissioners' Cadre (Refer Schedule-I).</p>				
Sl. No.	Name of the Post/Grade/Scale	Method of recruitment/appointment/promotion	Field of selection and the minimum qualifying service for promotion	Rational
(1)	(2)	(3)	(4)	(5)
1.	Assistant Provident Fund Commissioner (Rs. 65400 <u>56100</u> -177500, Level-10)	Fifty percent by Direct Recruitment Fifty percent by Promotion	<p>Direct Recruitment:</p> <p>Fifty percent of the vacancies in Assistant Provident Fund Commissioner shall be filled by direct recruitment in accordance with Rule 5(2)(a) by examination conducted by the Commission,</p> <p>Minimum age and educational qualification- <u>(a)</u> Bachelor's degree of a recognized University or equivalent. <u>(b) Candidates who have</u> attained the age of 21 years but less than 32 years. The prescribed age limit may vary in accordance with the notification issued by the Commission for examinations from year to year. The upper age limit is also relaxable for the Scheduled Caste or Scheduled Tribe or Other Backward Classes and certain other categories as notified by the Commission for the examinations from time to time.</p>	

			and; <u>by</u> Promotion: Fifty percent of the vacancies shall be filled by Departmental Promotion in accordance with Rule 5(2)(b) from amongst the following categories for—of Central Board Group 'B' Officers of the Central Board, who have completed five years of regular service in the grade in which they were appointed on regular basis and possessing a Bachelor's degree of a recognized University or equivalent: i. Enforcement Officers/Accounts Officers, Pay Level-8 in pay matrix Rs. 47600-151100. ii. Section Officers, Pay Level-8. in pay matrix Rs. 47600- 151100,	
2.	Regional Provident Fund Commissioner, Grade-II (Rs. 67700-208700, Level-11)	By Promotion	Promotion: By Assistant Provident Fund Commissioner in Level – 10 in Pay Matrix Rs. 65400 <u>56100</u> -177500 with four years' regular service in the grade.	
3.	Regional Provident Fund Commissioner, Grade-I (Rs. 78800-209200, Level-12)	By Promotion	Promotion: By Regional Provident Fund Commissioner, Grade-II in Level- 11 in Pay Matrix Rs. 67700-208700 with five years' regular service in the grade <u>or nine years regular service in Group A cadre of EPFO whichever is earlier-</u>	i) In EPFO recruitment in group A has not been an annual exercise. Often recruitment is spaced in 4 to 5 years and is done in bulk. This leads to stagnation in one cadre, though it may be possible that vacancy in next higher level may be created due to cadre restructuring. For example – Some person of 2016 batch have stagnated in APFC cadre

				<p>for 8 years due to no vacancy in RPFC II cadre. However due to impeding cadre restructuring of EPFO cadre, many addition to RPFC 1 post may happen in couple of years. Putting artificial condition for five year regular service in RPFC II cadre will act as a double jeopardy on the affected officer as he was lately promoted to RPFC II, he/she is again late promoted through vacancy in RPFC I may exist.</p> <p>ii) Sometimes a person is not promoted due to his/herr vigilance not been clear (sealed cover cases) and in case of found not guilty he/she gets promotion to next higher level from back date. However he/she may be short of regular service in promoted grade which act as a bar for promotion to next grade higher than the promoted grade. Therefore putting combine services in Group A cadre as an eligibility seems more rational and does not put artificial hindrance for promotion.</p>
4.	<p>Regional Provident Fund Commissioner, Grade -I</p> <p>(Non-Functional Selection Grade-NFSG)</p> <p>(Rs.123100-215900, Level-13)</p>	<p>Appointment by placement in the scale on the basis of seniority based on suitability.</p>	<p>Officers in Regional Provident Fund Commissioner, Grade-I (Level-12) who have entered the fourteenth year of regular service in Central Board Group "A" as on 1st January of the year shall be placed in this grade on Non-Functional Basis subject to the condition that not more than 30% of Senior Duty Posts (Level-11 and above) shall be operated in the 'non-functional selection grade'; and the</p>	

			number of posts operated in NFSG shall not exceed the overall strength of Level-12 of the Commissioners' Cadre.	
5.	Additional Central Provident Fund Commissioner (Rs.131100-216600, Level-13A)	By Promotion	<p>Promotion: -</p> <p>(i) By Regional Provident Fund Commissioner, Grade-I in level 13 in pay matrix Rs.123100-215900 with two years' regular service in the grade; failing which</p> <p>By Regional Provident Fund Commissioner, Grade-I with six years' combined regular service in level 13 in pay matrix Rs.123100-215900 and Level 12 in pay matrix Rs. 78800-209200 <u>service in RPFC-I cadre or 15 years of Group A service in EPFO whichever is earlier.</u></p>	<p>(i) The number of benchmark APARs for promotion to RPFC I to ACC is 4 out of 5 APARs. However for RPFC I (NFSG) screening, it is 100% (that is 5 out of 5 APARs). Due to this, it may be possible that through RPFC I with six years regular service is not placed in NFSG scale but it is eligible for ACC promotion otherwise.</p> <p>ii) Sometimes RPFC-I (NFSG) promotion gets delayed due to penalty period in between promotion to RPFC I to ACC thereby reducing service in NFSG cadre, thereby adversely affecting chances of promotion to ACC.</p> <p>iii) In EPFO recruitment in group A has not been an annual exercise. Often recruitment is spaced in 4 to 5 years and is done in bulk. This leads to stagnation in one cadre, though it may be possible that vacancy in next higher level may be created due to cadre restructuring. For example – Some officers of 2014 batch who have stagnated/will stagnate in RPFC-II cadre for 8-10 years due to no vacancy in RPFC I cadre. However due to impending cadre restructuring of EPFO cadre, many addition to ACC post may happen in couple of years. Putting artificial condition for 2 years/ six year regular service in</p>

				<p>RPFC I (NFSG)/RPFC I cadre will act as a double jeopardy on the affected officer as he was lately promoted to RPFC I, he/she is again late promoted through vacancy in ACC may exist.</p> <p>iv) Sometimes a person is not promoted due to his/herr vigilance not been clear (sealed cover cases) and in case of found not guilty he/she gets promotion to next higher level from back date. However he/she may be short of regular service in promoted grade which act as a bar for promotion to next grade higher than the promoted grade.</p> <p>Therefore placing unreasonable restriction of minimum service in RPFC-IFSG/RPFC-I for promotion to ACC seems not practical, instead service in RPFC-I cadre or RPFC-I with combined service of 15 years seems more reasonable.</p>
6.	Additional Central Provident Fund Commissioner (HQ) (Rs. 144200 -218200, Level-14)	(i) 09 posts to be filled by promotion (on selection basis) (ii) 02 posts to be filled by deputation	<p>Promotion:</p> <p>(i) Additional Central Provident Fund Commissioner in Level 13A in Pay Matrix (Rs.131100-216600), with two years of regular service in the grade <u>or with 17 years of service in Group A cadre of EPFO whichever is earlier;</u></p> <p>Deputation:</p> <p>From Officers holding analogous posts on regular</p>	<p>(ii) In EPFO recruitment in group A has not been an annual exercise. Often recruitment is spaced in 4 to 5 years and is done in bulk. This leads to stagnation in one cadre, though it may be possible that vacancy in next higher level may be created due to cadre restructuring. For example – Some officers of 1999/2003/2006 batch who have stagnated/will stagnate in RPFC-I cadre for years due to no vacancy in ACC cadre.</p>

			<p>basis (a) under the Central Government; or (b) a State Government/Union Territory Administration/ Statutory body/ Public Sector Undertaking in consultation with the Commission.</p> <p>Note 1.- The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 2.- The maximum age limit for appointment by deputation shall be 'not exceeding 58 years' as on the last date of receipt of application</p>	<p>However due to impeding cadre restructuring of EPFO cadre, many addition to ACC (HQ) post may happen in couple of years. Putting artificial condition for 2 regular service in ACC cadre will act as a double jeopardy on the affected officer as he was lately promoted to RPFC-I, he/she is again late promoted through vacancy in ACC (HQ) may exist.</p> <p>iv) Sometimes a person is not promoted due to his/her vigilance not been clear (sealed cover cases) and in case of found not guilty he/she gets promotion to next higher level from back date. However he/she may be short of regular service in promoted grade which act as a bar for promotion to next grade higher than the promoted grade.</p> <p>Therefore placing unreasonable restriction of minimum service in ACC cadre for promotion to ACC (HQ) seems not practical, instead service in ACC cadre or ACC with combined service of 17 years seems more reasonable.</p>
--	--	--	--	---

Note 1: Completion of mandatory training program for promotion to various post in the Commissioners' Cadre as prescribed by the Central Board from time to time. Provided that those persons who have not completed mandatory training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to the condition that such persons shall complete the required training within one year of the date of meeting of Departmental Promotion Committee.

Note 2: Those persons who are due to retire within two years shall be exempted from completion of such training for promotion.

Note 3: In case where juniors who have completed their qualifying and/or eligible service have been or are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility services or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher Grade along with their Juniors who have already completed such qualifying or eligible service.

SCHEDULE III
(See Rule 10)

Central Board Group A Departmental Promotion Committee/ Screening Committee for considering the cases of promotion, or confirmation, or placement on Non-Functional basis in Central Board Group 'A' posts in the Commissioners' Cadre.

	(1) Post/Confirmation	(2) DPC
1.	Confirmation of Direct Recruits/Promotees: Departmental Confirmation Committee	i. Central Provident Fund Commissioner. - Chairperson. ii. Additional CPFC HQ (HR) – Member iii. Additional Commissioner (ESIC)- Member
2.	Promotion of Section Officers and Enforcement/Accounts Officer to Assistant Provident Fund Commissioner	i. Central Provident Fund Commissioner. - Chairperson. ii. Additional CPFC HQ (HR) – Member iii. Additional Commissioner (ESIC)- Member
3.	Promotion from Assistant Provident Fund Commissioner to Regional Provident Fund Commissioner, Grade -II	i. Central Provident Fund Commissioner – Chairman. ii. Joint Secretary or Equivalent to the Government of India, Ministry of Labour and Employment – Member iii. Additional Central Provident Fund Commissioner (Hqrs)– Member.
4.	Promotion from Regional Provident Fund Commissioner, Grade-II to Regional Provident Fund Commissioner, Grade-I	i. Secretary to the Government of India, Ministry of Labour and Employment- Chairman ii. Additional Secretary or Equivalent to the Government of India, Ministry of Labour and Employment- Member. iii. Central Provident Fund Commissioner – Member.
5.	Placement in the Non-Functional Selection Grade: Screening Committee	i. Secretary to the Government of India, Ministry of Labour and Employment- Chairman ii. Additional Secretary or Equivalent to the Government of India, Ministry of Labour and Employment- Member. iii. Central Provident Fund Commissioner – Member.

6.	Promotion from Regional Provident Fund Commissioner, Grade-I to Additional Central Provident Fund Commissioner	i. Secretary, Ministry of Labour & Employment - Chairperson ii. Additional Secretary or Equivalent, Ministry of Labour & Employment – Member iii. Central Provident Fund Commissioner – Member
7.	Promotion from Additional Central Provident Fund Commissioner to Additional Central Provident Fund Commissioner (HQ)	i. Secretary, Ministry of Labour & Employment - Chairperson ii. Additional Secretary or Equivalent, Ministry of Labour & Employment – Member iii. Central Provident Fund Commissioner – Member

Note: The absence of a member, other than the chairperson, shall not invalidate the proceedings of the committee, if more than half of the members of the Departmental Confirmation Committee, or Departmental Promotion Committee, or Departmental Screening Committee for considering Non Functional Upgradation had attended its meeting.

(Ramesh Krishnamurthi)

Central Provident Fund Commissioner,
Central Board, Employees' Provident Fund
[No.....]