



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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February 27th, 2026

To,

Ms. Vandana Gurnani, IAS,

Vice-Chairperson, Central Board of Trustees, E.P.F./

Secretary, Ministry of Labour & Employment,

Government of India, NEW DELHI 110001

**Subject: Urgent Request for Convening of NFSG
Screening Committee and Grant of NFSG from Due
Dates of Eligibility**

Respected Madam,

On behalf of the EPF Officers' Association, we respectfully submit the following representation for your urgent consideration:

1. The Non-Functional Selection Grade (NFSG) scheme was formally approved by the Ministry of Labour & Employment vide letter dated 30.01.2006, pursuant to the recommendation of the Central Board of Trustees (CBT) dated 13.08.1999. Judicial pronouncements, including the Hon'ble Punjab & Haryana High Court judgment dated 12.05.2011, have upheld its retrospective applicability from 13.08.1999.
2. NFSG placements were regularly granted until May 2013, after which Screening Committee meetings were not convened, reportedly due to some audit observation. The Expert Committee constituted vide Office Order dated 31.10.2025 has categorically observed that there was no cogent reason or recorded order for not convening Screening

Committee meetings between May 2013 and January 2017. It has recommended that officers who became eligible during this period are equally entitled to NFSG from their respective dates of eligibility, in keeping with the principle of equality.

3. The said audit objection (DGACR, 2013) has since been addressed through cadre restructuring approved on 27.12.2016, which upgraded the ACC post to GP ₹8900, thereby removing the overlap with RPFC-I (NFSG) at GP ₹8700. The Ministry itself, vide letter dated 07.08.2017, directed delinking of pre- and post-cadre restructuring NFSG cases.
4. NFSG has already been granted to eligible officers post-cadre restructuring (vide orders dated 31.08.2021, 12.11.2021, 04.03.2025, 19.03.2025, 23.03.2025, and 19.06.2025). However, officers who became eligible during the gap period (May 2013 – January 2017) remain excluded, despite the absence of any final adverse finding.
5. Further, it is submitted that a few eligible officers were left out of the NFSG list during the Screening Committee held in 2021, which allowed grant of NFSG since 2017 (due date) but erroneously considered eligibility as on the date of screening rather than the due date. In a subsequent communication, the Ministry has clarified that eligibility is to be considered on the due date and not on the date of screening. This advice of the Ministry aligns with extant DoPT instructions and must be implemented urgently, as corrective action has already been long delayed.
6. Our submissions:
 - a) NFSG is admissible to EPFO officers from the date of eligibility, in accordance with extant DoPT instructions as confirmed by the Ministry of Labour & Employment.
 - b) Eligibility must be determined on the due date, not on the date of the belated Screening Committee meeting.
 - c) Delays caused by administrative reasons should not prejudice officers' rights; NFSG must be granted retrospectively wherever due.
 - d) A proposal has already been sent by EPF Headquarters to the Ministry to convene the Screening Committee.

7. We request the Ministry to urgently convene the Screening Committee and ensure that NFSG is granted to all eligible officers from their respective dates of entitlement, including those in the gap period (2013–2017) and those erroneously left out in 2021. This corrective action will uphold fairness, remove anomalies, and restore confidence in the system of career progression for EPFO officers.

Thanking you.

Yours sincerely,



[Saurabh Swami]

Secretary-General

Copy to:

1. Hon'ble Chairman, CBT, EPF / Hon'ble Minister for Labour & Employment
2. Central Provident Fund Commissioner