



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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(Regn. No. 33/2015)

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Smt. Ritu Kanojia
Regional PF
Commissioner-II

11th March 2026

To,

**Shri Ramesh Krishnamurthi, IRS
Central P.F. Commissioner,
Employees' Provident Fund Organisation,
New Delhi 110023**

Subject: Cadre Restructuring exercise- regarding

Sir,

As you are aware, the Committee for suggesting Organisational & Cadre Restructuring in EPFO, constituted as per directions of Hon'ble Chairman, CBT / Hon'ble Labour & Employment Minister, is required to submit its report by 31.03.2026. The EPF Officers' Association has made presentation before the Committee and has put forward a suitable proposal for addressing the continuing stagnation amongst officers' cadre as well as enhancing EPFO's efficiency, service delivery & institutional effectiveness.

2. It has been learnt that before submitting its report, the Committee has been granted an appointment on 13.03.2026 by the Secretary, Labour & Employment. It is in this regard that the EPF Officers' Association humbly requests you to kindly convey two crucial issues of EPF officers' fraternity

before the Secretary, Labour & Employment as well as the above Committee. These two non-negotiable demands for us are the grant of Non-Functional Upgradation (NFU) and the issue of deputation in EPFO Commissioners' cadre.

3. As regards the issue of NFU, it is submitted that there is no cause to deny NFU to EPFO officers, particularly when NFSG has already been granted to us. We understand that the grounds being taken to justify denial of NFU are the same that were earlier taken to deny grant of NFSG, primary of which is that EPFO is not an organised Group A service. This denial of NFSG was challenged before Court as well as taken up before appropriate authorities. Ultimately, it was held by judicial order that CBT has the statutory power to decide service conditions of EPF officers at par with those of Central Govt. employees and the same was reiterated by DOP&T as well. Now, when it comes to grant of NFU the same logic of EPFO not being an organised Group A service has again been used to justify its denial. Therefore, it is prayed that you may kindly put across this issue to Secretary, Labour & Employment as well as the above Committee so that the same is resolved without undue delay.

4. The second important issue that we request you to kindly raise is the matter of deputation in EPFO Commissioners' cadre. The EPFOA has submitted its strong reservation on this issue before your goodself vide letter dated 27.11.2025. The EPFOA has also challenged this matter before Courts earlier in 2007 as well as recently in a Quo Warranto writ before Hon'ble High Court at Chandigarh. As you are aware this is an extremely sensitive issue as induction of deputationists will not only block posts & promotions for EPFO officers but will also change the very character of a productive, flexible & high-performing organisation like EPFO.

5. Sir, EPFO officers' community is aware of & grateful for your stated views that deputation in EPFO commissioner cadre may not be suitable for the organisation's growth and would be unpalatable for EPFO officers, therefore, we request you to take up this issue forcefully before the Committee so that same is not recommended in its report.

6. The stagnation in EPFO commissioner cadre need not be explained as, for instance, you are aware that officers who joined EPFO over 27-28 years ago are retiring at the level of Director while their colleagues who joined Central Govt. in Group-A have long surpassed them in seniority. Therefore, it is our sincere & earnest hope that this CR exercise shall address all such stagnations & anomalies which have kept our cadres demotivated. We pray that under your able guidance & leadership the HR potential of EPFO is finally unleashed and EPFO becomes a truly world class organisation.

Thanking you.

Yours faithfully,



**[Saurabh Swami]
Secretary-General**