



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
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March 20th, 2026

To,

**Hon'ble Minister for Labour & Employment /
Hon'ble Chairman, CBT, EPF,
Ministry of Labour & Employment,
Government of India,
New Delhi, 110001**

**Subject: Request for effective Cadre Restructuring in
EPFO ensuring justifiable service benefit to
all officers – regarding**
Respected Sir,

As you are aware there is substantial stagnation in the career of EPFO officers. Promotions are very slow and very few. In EPFO Commissioner Cadre, officers who joined in Group-A through UPSC in the years 1998 have only reached the pay level equivalent to Director in the Govt. of India (Pay level 13 / 13A) even though they have served the organisation for about 28 years, whilst their counter parts in other similarly placed Central Govt. organisations such as Income Tax, etc. have reached the pay level of Additional Secretary to the Govt. of India (Pay level 15). Similarly, officers who joined EPFO subsequently in year 2003 and thereafter in year 2006 are also presently at pay level 13, whereas their counterparts in other similar organisations have already reached pay level 14 a few years back.

2. All these above officers, numbering about 120, who joined EPFO in 1998, 2003 & 2006 have been serving at their present level for about 8-9 years now. And in the present scenario, many of these officers esp. those from the senior-most batch of 1998-1999 will retire at the present level itself without getting any further promotion, in fact some have already retired.

3. A majority of officers in the cadre of RPFC-II face similar bleak career prospects, unless imminent stagnation staring them is resolved in this cadre review. There are about 140 such officers with service ranging from 4-7 years in the RPFC-II grade.

4. Therefore, your decision to setup a cadre restructuring committee to recommend restructuring in EPFO has come as much needed relief to EPFO officers. The last cadre restructuring exercise in EPFO was conducted in year 2017, and since DOP&T recommends cadre restructuring every 5 years, it is already overdue.

5. It is in this context that we humbly request you to kindly issue suitable directions that officers who have been stagnating at their present level are benefited & promoted by ongoing cadre restructuring exercise if they are already due for next promotion as per service conditions but have not yet been promoted due to lack of vacancy. This would ensure that many officers who have been stagnating at the same post for over 8-9 years, i.e. since last cadre restructuring in 2017 will get at least one more promotion before their retirement.

6. The present stagnation situation in EPFO is illustrated by the table below:

Table A

Current post / Batch	Total years completed in current post				
	0-3 yrs	4-7 yrs	8-11 yrs	Above 12 yrs	Total
ACC(HQ)	7	2	-	-	9
1994 batch	5	-	-	-	7

1997 batch	2	-	-	-	2
ACC	20	8	1	-	29
1994 batch	-	-	1	-	1
1997 batch	4	8	-	-	12
1998 batch	16	-	-	-	16
RPFC-I	125	1	121	-	247
1994 batch	-	-	-	-	-
1997 batch	-	-	1	-	1
1998 batch	4	1	60	-	65
2003 batch	-	-	19	-	19
2006 batch	1	-	41	-	42
2014 batch	120	-	-	-	120
RPFC-II	139	146	1	2	288
1998	-	-	-	2	2
2014	1	51	-	-	52
2016	36	93	-	-	129
2017	98	2	1	-	101
2021	2	-	-	-	2
2022	2	-	-	-	2
APFC	232	4	26	2	264
2006	-	-	-	1	1
2014	-	-	-	1	1
2016	-	-	3	-	3
2024	187	-	-	-	187
2017	-	-	23	-	23
2021	-	4	-	-	4
2025	42	-	-	-	42
2023	3	-	-	-	3
Grand Total	523	161	149	4	837

7. As may kindly be noted from above Table A, maximum stagnation at present in EPFO commissioners' cadre is for officers of 1998, 2003 & 2006 batches who have been at same level for about 8-9 years now. It is therefore these officers that have very high hopes from the present cadre restructuring exercise. As most of these officers are of age category 45 to 60 years of age, it may very well be the last cadre restructuring that has any meaningful benefit to them. Particularly considering that the last cadre restructuring in EPFO was about 9 years back, and therefore, most would either retire or be on verge of retirement in another 9-10 years.

8. Hence, the EPF Officers' Association humbly requests to ensure that cadre restructuring benefits all such officers by ensuring at least one promotion if the same is already due to them as per service conditions. This can be ensured if EPFO Group-A cadre is restructured and brought in line with that of other Central Govt. organisations. A proposed structure for EPFO commissioner cadre is submitted below for kind consideration:

Table B

Pay Level	Number of posts	Percentage of Group-A officers	Threshold analysis in 15 other Central Govt. services
Level 15	7	0.4%	6%
Level 14	152	9%	12%
Level 12	392	23%	28%
Level 11	489	28%	29%
Level 10	693	40%	25%
	1733		

9. It may kindly be noted that even though above proposed structure places lesser number of posts for EPFO officers in various pay levels as compared to 15 other Central Govt. services, it would ensure immediate service benefits to EPFO officers who are eligible for the same.

10. Sir, as submitted above, many officers have been stagnating at the same posts for years now, and it is with immense hope that we are awaiting the conclusion of ongoing cadre restructuring. As the Hon'ble Chairman, CBT, EPF we have complete faith that you would ensure that the cadre restructuring exercise provides meaningful benefits to all of us. Fruitful cadre restructuring would pump in fresh blood in a demotivated cadre and benefit all stakeholders of EPFO.

Thanking you,

Yours sincerely,



**[Saurabh Swami]
Secretary-General**

Copy to:

1. Hon'ble Vice-Chairperson, CBT, EPF / Hon'ble Minister of State for Labour & Employment
2. Hon'ble Co-Vice-Chairperson, CBT, EPF / Secretary, Labour & Employment
3. Central Provident Fund Commissioner
4. Chairman and Members of Cadre Restructuring (Through RPFC-I (HRD) – with a request to handover a copy of this letter)
5. Hon'ble Members, CBT, EPF.