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EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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Regional PF
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September 14th, 2026

To

**Shri Ramesh Krishnamurthi, IRS
Central Provident Fund Commissioner
Employees' Provident Fund Organisation
Head Office, New Delhi**

**Subject: Request for an Urgent Meeting with the
Newly Constituted Body of EPF Officers'
Association to Discuss Long-Pending Cadre,
Career Progression, Welfare and Organisational
Issues.**

Respected Sir,

The EPF Officers' Association respectfully submits that a new office bearers' body of the Association has recently been constituted. We would be grateful for an opportunity to meet you at an early date, for an introductory interaction with the newly constituted body and for a focused discussion on certain important and long-pending issues concerning officers as well as the effective functioning of the Organisation.

Several of these matters have already undergone extensive examination at different levels. Some are pending despite completion of the necessary exercise, while others have resulted in avoidable litigation. A focused discussion and appropriate intervention at your level may bring many of these matters to an early and logical conclusion.

The following issues are proposed for discussion:

1. EXPEDITIOUS FINALISATION AND IMPLEMENTATION OF CADRE RESTRUCTURING BEFORE November 1st, 2026

Cadre Restructuring is perhaps the most important and long-pending issue concerning the career progression of officers and staff of EPFO. The Cadre Restructuring Committee, after an extensive examination of the cadre structure, promotional avenues, stagnation and organisational requirements, has already submitted its report about two months ago. However, the matter is yet to reach finality.

In this context, the Association would particularly like to draw attention to the significant public assurance given on the occasion of EPFO Foundation Day on November 1st, 2025, when the Hon'ble Chairman, CBT/Hon'ble Minister announced that Cadre Restructuring, being one of the most important pending issues concerning the officers and staff of EPFO, would be implemented latest by the next Foundation Day.

That public assurance naturally created a legitimate expectation amongst officers and staff that this long-pending exercise would finally be concluded within the announced timeframe.

We are now already in the middle of September 2026, with hardly one and a half months remaining before the next Foundation Day on November 1st, 2026. Moreover, the Committee constituted for this very purpose has already completed its assigned task and submitted its report about two months ago. Therefore, any further delay at this stage may make it difficult to honour the timeline publicly announced by the Hon'ble Chairman, CBT/Hon'ble Minister.

The Association believes that due importance should be attached to an assurance made publicly from the Foundation Day platform, particularly when it concerns one of the most important service matters affecting officers and staff across the Organisation. Its implementation within the announced timeline would not only address long-standing stagnation and career concerns but would also reinforce confidence amongst officers and employees in institutional commitments made at the highest level.

The Association would, therefore, like to discuss the matter on utmost priority so that the Cadre Restructuring Report may be immediately processed, approved and implemented before November 1st, 2026, thereby ensuring that the commitment publicly made on the previous Foundation Day is fulfilled within the announced time frame.

2. NON-FUNCTIONAL UPGRADATION (NFU) – NEED FOR RECONSIDERATION IN VIEW OF SUBSEQUENT DEVELOPMENTS

The issue of NFU requires fresh consideration in light of the subsequent developments relating to NFSG and the settled legal position regarding the competence of the Central Board of Trustees.

The rejection dated 15.02.2019 by the Ministry was based, inter alia, on the then prevailing position that NFSG had not been accepted by DoPT and, therefore, NFU could also not be accepted on similar grounds.

Thereafter, when the complete factual and legal position concerning NFSG was placed before DoPT, its stand changed, and the Ministry also accepted the changed position in respect of NFSG. Thus, the very premise which materially influenced the earlier decision on NFU subsequently underwent a fundamental change.

Further, the competence of the Central Board of Trustees in matters relating to service conditions of EPFO employees under Section 5D(7) of the EPF & MP Act has already received judicial recognition, including in the A.K. Chandok case.

In these circumstances, continuation of the earlier position on NFU without examining the effect of the subsequent developments on NFSG requires reconsideration. The matter has also resulted in prolonged and avoidable litigation, although an administrative reconsideration based on the subsequent change in circumstances could provide an appropriate resolution.

3. PENDING NFSG CASES FOR THE PERIOD 2013–2017

The cases relating to grant of Non-Functional Selection Grade (NFSG) to eligible officers pertaining to the period from 2013 to 2017 have remained pending for an unduly long period.

NFSG is intended to provide timely career progression and mitigate stagnation. When determination of such benefits itself remains pending for several years, the very objective of the scheme is substantially defeated.

The Association would like the pending cases for these years to be taken up together through a special time-bound exercise so that this long-standing issue can finally be settled.

4. NFSG/STS TO LEFT-OUT OFFICERS WHO WERE VIGILANCE-CLEAR ON THE RELEVANT DATE OF ELIGIBILITY

Certain otherwise eligible officers have been left out of NFSG/STS despite being vigilance-clear on the relevant date of eligibility.

The applicable DoPT principles contemplate consideration of the vigilance status with reference to the relevant stage/date prescribed under the applicable instructions. Where an officer was clear from the vigilance angle when the benefit became due, his case deserves consideration strictly in accordance with those instructions.

The issue has already resulted in avoidable litigation. A uniform administrative review of all similarly placed officers in accordance with the applicable DoPT instructions would ensure consistency, fairness and reduction of unnecessary court cases.

5. COUNTING OF SERVICE RENDERED ON AD-HOC / SUPERNUMERARY POSTS FOR SENIOR TIME SCALE (STS)

There are officers who actually rendered continuous service against ad-hoc and/or supernumerary arrangements/posts, but such period has not been appropriately taken into account while determining their eligibility for Senior Time Scale.

Where an officer has continuously discharged the functions and responsibilities of the cadre/post and such service is otherwise permissible to be counted under the applicable rules, the officer should not suffer in career progression merely because the Organisation adopted an ad-hoc or supernumerary administrative arrangement.

A comprehensive and uniform examination of all such cases would also avoid different treatment of similarly situated officers.

6. REVISION OF LEASE ENTITLEMENT

Revision of lease entitlement has remained a long-pending issue. The existing ceilings have increasingly become unrealistic in view of prevailing rental conditions, particularly at major stations.

EPFO officers have an all-India transfer liability and are frequently required to relocate with their families. Reasonable residential accommodation is pre-requisite & important condition enabling officers to discharge their responsibilities with dignity and efficiency. Every

comparable organisation has revised its ceilings at least once in the last four years, and several have revised twice.

The issue requires an early policy-level decision based on prevailing market conditions and comparable entitlements available elsewhere.

7. EARLY IMPLEMENTATION OF HEALTH INSURANCE SCHEME

The proposal regarding a comprehensive Health Insurance Scheme for officers and employees has remained pending despite the detailed exercise/report having been completed approximately two years ago.

Considerable institutional effort has already gone into examination of the proposal. Continued pendency after completion of the exercise defeats the very purpose for which it was initiated.

Considering the importance of health security for serving employees and their families, the matter deserves to be brought to finality within a clearly defined time frame.

8. EXPEDITIOUS REGULARISATION/CONFIRMATION OF DR APFCs – 2024 BATCH

The 108 DR APFCs of the 2024 Batch have completed almost two years of service and successfully cleared the prescribed probationary examination. Despite fulfilling the required conditions, their regularisation/confirmation is still pending, consequently delaying pay fixation and annual increments and causing financial loss.

The Association requests that the regularisation/confirmation of all eligible APFCs of the 2024 Batch be completed on priority.

9. TIMELY FINALISATION AND UPDATION OF SENIORITY LISTS IN ALL CADRES

The seniority lists in various cadres, including APFCs, have remained pending/not updated, creating uncertainty and affecting timely consideration of officers for promotion and other service benefits.

The Association requests that updated seniority lists of all cadres, including APFCs of the 2025 Batch, may be finalised and published in a time-bound manner and a regular mechanism be put in place for their periodic updation.

10. Recruitment Rules (RR) for Commissioners' Cadre

RRs for Commissioners' Cadre are not in accordance with those approved by CBT EPF in 2017; neither are they in accordance with extant RRs of central services. EPFOA has submitted a draft composite RR for Commissioners' cadre in 2021. A committee of officers was also constituted for this purpose by EPFO and the committee has already submitted its report. However, despite that composite Recruitment Rules for Commissioner Cadre have not been finalised. It is requested that these may be notified urgently.

11. FILLING UP PROMOTIONAL VACANCIES THROUGH SUITABLE RELAXATION WHERE ELIGIBLE OFFICERS ARE NOT AVAILABLE

There are situations where sanctioned promotional posts remain vacant because sufficient officers completing the prescribed qualifying service are not available, although officers in the feeder grade are otherwise suitable and are approaching eligibility.

Keeping higher posts vacant adversely affects both organisational functioning and career progression and further aggravates stagnation in the feeder cadre.

Wherever permissible under the applicable rules, the possibility of granting suitable relaxation in qualifying service/eligibility conditions may be considered so that sanctioned vacancies do not remain unfilled merely because of a technical shortage in the prescribed qualifying service.

12. GRANT OF ₹7,450–11,500 PRE-REVISED PAY SCALE TO EOs/AOs W.E.F. 01.01.2006

The issue regarding grant of the pre-revised pay scale of ₹7,450–11,500 to eligible EOs/AOs w.e.f. 01.01.2006 has been repeatedly raised by the Association in the past and has remained pending for a considerable period.

The Association requests that this long-pending matter may now be examined and decided on priority, taking into account earlier representations, relevant orders and judicial developments, and the admissible consequential benefits may be extended to the eligible officers.

13. OPERATIONALIZATION OF 4 POST OF EPFAT

Four RPFC-I level posts were earlier earmarked for EPFAT which remained unutilized, as EPFAT had since been merged with CGIT. The DPC held on 24.12.2025 deferred utilisation of these four posts pending a decision of the Competent Authority. During the rationalization of Offices by 111st EC in 2025, six posts were diverted from various Zonal offices to the newly created Regional Offices. In order to utilize these posts earmarked for EPFAT, the four RPFC I level posts may be restored to the Zonal Offices.

14. OFFICE VEHICLE FOR RPFC-IS POSTED AS OFFICER-IN-CHARGE OF REGIONAL OFFICES AND TRAINING ESTABLISHMENTS, AND PROVISION OF OPERATIONAL VEHICLES FOR FIELD WORK

Office vehicles have been allowed to officers in the grade of RPFC-I and above at Head Office since 2013, and the facility was recently extended to RPFC-Is posted in Zonal Offices. However, officers of the same grade are also sanctioned for Regional Offices as Officer-in-Charge and for Training Establishments, where the facility is not available. This creates an anomaly in which officers of identical rank, discharging equal or greater responsibility, are treated differently based on place of posting alone.

The Regional Office is the operational unit of EPFO: the Officer-in-Charge and the officers under him are required to conduct inspections and searches under Section 13, recovery and attachment proceedings under Sections 8B to 8G, prosecution and court attendance, verification of establishments, pension and claim camps, Nidhi Aapke Nikat outreach, coordination with the District administration, police and banks, and attendance at meetings convened by the State Government and other Central agencies. None of this can be discharged without a vehicle at the disposal of the office.

The scope of the 2013 circular may be extended to RPFC-Is posted as Officer-in-Charge of Regional Offices and RPFC -Is and above in Training Establishments. Further, a separate category of 'operational vehicles' may be recognised, on the CBIC pattern, with at least one operational vehicle sanctioned to every Regional Office and District Office on the basis of jurisdiction and workload, independent of the grade of the officer in charge.

15. REIMBURSEMENT OF COST OF MOBILE PHONE LIMITED TO ONE MONTH'S BASIC PAY ONCE IN TWO YEARS

In EPFO, work in offices require active use of mobile devices for authentication as all OTPs related to activities in Accounts and pension like Appendix-E, VDR special, PPO generation etc are received in officers' mobile phones beside mobile phone being used more and more as an active mode of communication and sharing of documents. Therefore, we propose that Group 'A' officers may be allowed reimbursement towards the purchase of a mobile phone once in every two years, subject to a maximum ceiling equivalent to one month's Basic Pay of the officer at the time of purchase (in line with facility available in UIDAI).

16. RATIONALISATION OF TRANSFER ENTITLEMENTS

Transfer entitlements may be so designed as to allow full reimbursement of the actual cost involved in transfer, including movement of household goods.

A special provision may also be considered to allow reimbursement of hotel / transit accommodation for officers and their families for up to four weeks from the date of joining at the new station, at the rate admissible to the officer's pay level, as the officer is frequently unable to secure leased accommodation immediately on joining.

Transfer entitlements may be rationalised on the above lines, with a specific provision for transit accommodation for up to four weeks.

CONCLUSION AND REQUEST FOR URGENT APPOINTMENT

Sir, the above issues broadly fall into three important areas—career progression and removal of stagnation, welfare of officers and employees, and strengthening of EPFO's institutional and compliance framework.

Many of these matters have remained pending for considerable periods despite substantial examination having already taken place. Some have unfortunately also resulted in avoidable litigation. The Association firmly believes that a focused discussion with the administration can identify practical solutions and enable time-bound decisions on these matters.

The newly constituted body of the EPF Officers' Association is keen to work constructively with the administration in the larger interest of the Organisation and its officers and employees.

We, therefore, request you to kindly grant an urgent appointment to the newly constituted office bearers of the EPF Officers' Association at the earliest convenient date, preferably for a dedicated agenda-based discussion on the above issues.

We shall be grateful for an early confirmation of a suitable date and time.

With regards,

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'A. Swami'.

[Saurabh Swami]
Secretary-General