

Item No. 1: Confirmation of minutes of the 222nd meeting of the Central Board (EPF) held on 26.06.2018.

1. The minutes of the 222nd meeting of the Central Board (EPF) held on 26.06.2018 were circulated to all the members vide EPFO letter dated 19.07.2018. Revised minutes were circulated vide EPFO letter dated 27.09.2018.
2. The minutes of the 222nd meeting of the Central Board (EPF) as approved by the Chairman, CBT (**Annexure-1A**) are placed for confirmation by the Board.

Proposal: The minutes of the 222nd meeting of the Central Board (EPF) as approved by the Chairman are placed for confirmation by the Board.

Website
Speed Post

दूरभाष: 011-26186517

फैक्स: 011-26178343

EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA
मुख्य कार्यालय/Head Office
भविष्य निधि भवन, 14, भीकाजी कामा प्लेस नई दिल्ली 110066-
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www.epfindia.gov.in, www.epfindia.nic.in

No. Conf.1(1)/222nd CBT (EPF)/2018 ²⁵⁵³

Dated: 27.09.2018

To,

27 SEP 2018

All Members,
Central Board of Trustees (EPF),
(As per list).

Sub: Forwarding of the revised minutes of the 222nd meeting of the Central Board of Trustees, EPF held on 26.06.2018- reg.

Sir,

The minutes of the 222nd meeting of the Central Board of Trustees, EPF held on 26.06.2018 were circulated vide letter no. Conf.1(1)/222nd CBT (EPF)/2018 dated 19.07.2018.

2. In accordance with the provisions of paragraph 14A of EPF Scheme, 1952, the Chairman, CBT has given approval for nomination of substitute for attending the 222nd meeting of the Central Board of Trustees, EPF held on 26.06.2018.

3. Accordingly, the revised minutes of the 222nd meeting of the Central Board of Trustees, EPF held on 26.06.2018, is enclosed herewith for reference and perusal.

Yours faithfully,

[Signature]
27.9.18

(Amiya Kant)

Regional PF Commissioner-I (Conference)

Copy to:

1. PS to MOS (I/C), Labour & Employment for kind information.
2. Internal Circulation:- ACC (HQ) SKL, CVO, FA & CAO, ACC (HQ) JM, ACC (HQ) SKT, ACC (HQ) KLG, All Addl.CPFCs, EPF Headquarters.
3. PPS to Central Provident Fund Commissioner, Head Office, New Delhi.
4. Under Secretary (SS-II), Ministry of Labour & Employment, New Delhi.
5. RPFC (NDC) with the request to facilitate upload on the EPFO's Website.
6. APFC/Protocol Officer, EPF Headquarters, New Delhi.
7. Section Officer (SS-II), Ministry of Labour & Employment, New Delhi.
8. Deputy Director (OL) – for Hindi Version.
9. Guard File.



(Amiya Kant)
Regional PF Commissioner-I (Conference)

EMPLOYEES' PROVIDENT FUND ORGANISATION**MINUTES OF THE 222nd CBT MEETING****(DELHI, 26th JUNE, 2018 AT 03:00 PM)**

The 222nd meeting of the Central Board of Trustees, Employees' Provident Fund was held under the Chairmanship of Hon'ble Shri Santosh Kumar Gangwar, Chairman, Central Board of Trustees, Employees' Provident Fund and Minister of Labour and Employment.

Following members attended the meeting:-

1.	Shri Heera Lal Samariya, Secretary, Ministry of Labour & Employment	VICE CHAIRMAN
2.	Shri R. K. Gupta, Joint Secretary, Ministry of Labour & Employment	CENTRAL GOVERNMENT REPRESENTATIVE
3.	Shri J.P. Chowdhary	EMPLOYERS' REPRESENTATIVES
4.	Shri Bala subrahmanyam Kamarsu	
5.	Sh. Vijay Padate	
6.	Shri U.D. Choubey	
7.	Shri Sougata Roy Choudhury (substitute of Shri S. Sen)	
8.	Shri B.P. Pant	
9.	Shri K.V. Sekhar Raju	
10.	Shri Ravi Wig	
11.	Shri A.D. Nagpal	EMPLOYEES' REPRESENTATIVES
12.	Shri Amitava Guha (substitute of Shri A. K. Padmanabhan)	
13.	Shri M.J. Rao	
14.	Shri Virjesh Upadhyay	
15.	Shri P.J. Banasure	
16.	Shri Sankar Saha	
17.	Shri Ashok Singh	
18.	Shri Ramen Pandey	
19.	Shri Ramendra Kumar	STATE GOVERNMENT REPRESENTATIVES
20.	Shri D. Lal, Addl. Secretary (Labour), Govt. of Kerala.	
21.	Shri V. K. Singh, Assistant Labour Commissioner, NCT of Delhi.	
22.	Shri R. H. Vasava, Deputy Secretary, Labour Department, Gujarat.	
23.	Shri S. Suresh Kumar, Principal Secretary, Labour, West Bengal.	
24.	Shri R. K. Saini, Deputy Labour Commissioner, Labour Department, Gurugram, Haryana.	MEMBER SECRETARY
25.	Dr. V.P. Joy, Central PF Commissioner	

Following members could not attend and were granted leave of absence:-

1.	Addl. Secretary & Financial Advisor, Ministry of Labour & Employment	CENTRAL GOVERNMENT REPRESENTATIVES
2.	Joint Secretary (Insurance & Pension), Ministry of Finance	
3.	Director General, Labour Welfare, Ministry of Labour & Employment	
4.	Shri G. P. Srivastava	EMPLOYERS' REPRESENTATIVES
5.	Dr. S. S. Patil	
6.	Dr. G. Sanjeeva Reddy	EMPLOYEES' REPRESENTATIVE
7.	Principal Secretary (Labour), Andhra Pradesh	STATE GOVERNMENT REPRESENTATIVES
8.	Principal Secretary (Labour), Chhattisgarh	
9.	Principal Secretary (Labour), Madhya Pradesh	
10.	Principal Secretary (Labour), Karnataka	
11.	Principal Secretary (Labour), Himachal Pradesh	
12.	Principal Secretary (Labour), Rajasthan	
13.	Principal Secretary (Labour), Maharashtra	
14.	Principal Secretary (Labour), Punjab	
15.	Principal Secretary (Labour), Tamil Nadu	
16.	Principal Secretary (Labour), Uttar Pradesh	

The list of officers who attended the meeting is appended as **Annexure A**.

CPFC welcomed the Hon'ble Chairman, the Vice-Chairman and all the members. CPFC requested the Chairman to address the CBT with his inaugural remarks. The Chairman gave an overview and thereafter requested CPFC to take up the agenda items.

Shri Ramendra Kumar said that complete agenda should be sent alongwith the notice for the meeting.

Shri P. J. Banasure said that agenda items proposed by CBT members should also be included in the agenda for the meeting of CBT. The Hon'ble Chairman said that if a member wants to discuss any specific issue in the meeting, he may inform well in advance with copy to the office of the Chairman.

Shri Ashok Singh said that the issue of grant of higher pension to employees of exempted establishments should be decided. He said that the CBT should be apprised of the stand being taken by EPFO in the Supreme Court. It was informed that a special CBT meeting was convened on 13-04-2018 where all the points were discussed in detail.

Shri Ashok Singh said that charging of 34% tax deducted at source, in case of withdrawal before 5 years is not justified in the case of employees having salary of less than Rs. 15000/- per

month. CPFC informed that a proposal with regard to TDS has been submitted for consideration of the Income Tax Department. The Chairman assured to look into the matter.

Shri M. J. Rao raised concern that date of birth is not available for a large number of members. CPFC informed that this problem has accumulated over many years and efforts are being taken to rectify the situation.

Shri P. J. Banasure said that many pensioners are not receiving pension in Nagpur region. CPFC said that the issue will be looked and the problem will be redressed.

Shri Virjesh Upadhyay raised the concern that the recommendations of CBT for allowing the facility of commutation to future pensioners, for restoration of amount of commutation of existing pensioners and for grant of loyalty cum life benefit to P F members on superannuation have not been implemented.

Shri R. K. Gupta informed that the proposal for restoration of commuted amount of pension of existing pensioners is under consideration and further action will be taken after appointment of actuary. He apprised the Board that the Legal Advisor has advised that the proposal for loyalty cum life benefit to P F members on superannuation will require amendment of law. CPFC informed that no decision has been taken to restore the facility of commutation of pension to future pensioners.

Shri J. P. Choudhary said that there should be a limitation on the number of years for which the accounts can be sought by enforcement officers of EPFO from employers. Representatives of employers and employees supported the proposal except Shri Sankar Saha who said that accepting this proposal may encourage employers to commit default in payment of contribution. Vice-Chairman informed that the matter is being examined so that an appropriate decision can be taken.

Shri Ramen Pandey suggested that an awareness program should be conducted in every Regional Office regarding procedure and rules for grant of pension. He said that a room was allotted in Head Office to Staff Federation which has now been withdrawn. He said that facility provided to Staff Federation should not be curtailed.

Item No. 1: Confirmation of minutes of the 221st meeting of the Central Board (EPF) held on 22.03.2018.

The Board confirmed the minutes of the 221st meeting of CBT.

Item No. 2: Action Taken Statement in respect of decisions taken in the CBT meetings held upto 22.03.2018 (221st CBT meeting).

Sr. no. 1 of ATR : Shri M. J. Rao said that one time relaxation should be granted to officials in all cadres under cadre-restructuring. The Hon'ble Chairman informed that the matter will be considered favourably.

Sr. no. 3 of ATR : Shri A. D. Nagpal enquired about the status regarding constitution of Workers' Bank. Shri R. K. Gupta informed that a proposal in this regard has been sent to the Ministry of Finance vide Ministry of Labour & Employment's note dated 31.05.2018.

Sr. no. 4 of ATR: Shri Ashok Singh said that meetings of Sub-Committee for Exempted establishments should be held more frequently so that progress can be checked regularly.

Shri Ramen Pandey said that in tea and jute industries there is generally more default by exempted establishments and efforts should be made to ensure compliance by such establishments.

CPFC assured that meetings will be held as desired.

Item No. 3: Minutes of meetings of the Sub-Committees of the Board.

Shri M. J. Rao suggested that minutes of meetings of Sub-Committees should be circulated immediately after preparation of the minutes.

The Board took note of the information placed before it.

Item No. 4: Audited Annual Account in respect of Employees' Provident Fund Scheme, 1952, Employees' Pension Scheme, 1995 and Employees' Deposit Linked Insurance Scheme, 1976 for the financial year 2016-17.

The audited annual accounts for the year 2016-17 were adopted by the CBT for onward transmission to Government.

Item No. 5: Extension of tenure of current Portfolio Managers of EPFO upto 31st December, 2018 or till appointment of new Portfolio Managers whichever is earlier.

Shri A. D. Nagpal and Shri Ashok Singh said that action should be expedited for appointment of Portfolio Managers.

The Board approved the proposal as contained in the agenda.

Item No. 6: Modification in Five Member Committee constituted for selection of Consultant for selection of Portfolio Managers, Custodian and Performance Evaluation of Portfolio Managers.

The Board approved the proposal as contained in the agenda.

Item No. 7: Extension of tenure of M/s. CRISIL Ltd as Consultant for six months i.e. 31.12.2018 or till appointment of new Portfolio Managers, whichever is earlier.

The Board approved the proposal as contained in the agenda.

Item No. 8: Status note on investment in Exchange Traded Fund (ETF) by EPFO.

Shri Ashok Singh said that as high rate of interest is earned in ETF, we should consider declaring higher rates of interest on accumulations in accounts of members. It was clarified that the ETF consists of only a small percentage of portfolio and the rate of interest is calculated on the total invested amount in EPF.

The Board took note of the information placed before it.

Item No. 9: Diversification of investments in Exchange Traded Fund (ETF) under category (iv) i.e. investment in Equity and related investments of Investment Pattern 2015.

Shri A. D. Nagpal said that as the performance of NIFTY 50 is less than that of SENSEX 30, we can consider investing more in SENSEX 30 than in NIFTY 50. Shri Ashok Singh said that we can study the investment practices followed by LIC to identify those which are appropriate for EPFO. Shri R. K. Gupta said that as the proposal is very important and can affect the security of the Fund, we can take this decision after appointment of new Consultant.

The Chairman said that the members may look into this matter in detail and thereafter decision can be taken on this proposal.

Item No. 10: Allowing for range in allocation for investment in ETF.

The Board approved the proposal as per the recommendations of the Finance, Investment & Audit Committee.

Item No. 11: Tenure of ETF manufacturers for investment in ETF by EPFO - SBI and UTI Mutual Funds.

The Board approved the proposal as per the recommendations of the Finance, Investment & Audit Committee.

Item No. 12: Appointment of Consultant for selection of Portfolio Managers, Custodian & External Concurrent Auditor & Performance Evaluation of Portfolio Manager and Custodian.

The Board approved the proposal as contained in the agenda.

Item No. 13: Insertion of paragraph 68HH in EPF Scheme, 1952 - Advance from the fund to a member who ceases to be in employment for a continuous period of not less than one month.

The proposal was approved with the modification that the amount of advance under the proposed paragraph 68HH shall be 75% instead of 60% of the total amount standing to the member's credit with interest thereon (including employer's as well as employee's share).

Item No. 14: Fees and Allowances payable to non-official trustees or non-official member of Executive Committee or Regional Committee.

Shri R. K. Gupta informed that proposal for enhancement of fees and allowances for non-official trustees and members is being examined in consultation with the Ministry of Finance in order to make it at par with that for members of ESIC.

The Board recommended the proposal as contained in the agenda.

The Chairman thanked all the members for their contribution by active participation and discussion on all the issues. The meeting ended with vote of thanks to the Chair.

ANNEXURE A

LIST OF OFFICERS WHO ATTENDED THE 222nd MEETING OF CENTRAL BOARD (EPF) ON 26-06-2018

Sl No.	Name	Designation
1.	Sh. Hemant Jain	FA & CAO
2.	Dr. S.K. Thakur	ACC(HQ)
3.	Sh. K.L. Goyal	ACC (HQ)
4.	Sh. Samarendra Kumar	RPFC-I
5.	Sh. Saurabh Jagati	RPFC-I
6.	Sh. Vineet Gupta	RPFC-I
7.	Sh. Amiya Kant	RPFC-I
8.	Sh. Ajay Kumar	RPFC-I
9.	Sh. A. K. Paliwal	APFC
10.	Sh. Kewal Kishan	Section Officer



Item no. 2: Action Taken Statement in respect of decisions taken in the CBT meetings held upto 26.06.2018 (222nd CBT meeting).

Sl. No.	Decisions/Directions of CBT	Action Taken Status
1.	<p>Introduction of non-functional grades in respect of Lower Division Clerk (LDC), Stenographer and Upper Division Clerk (UDC) for promotion to subsequent cadres.</p> <p>Shri M.J. Rao said that one time relaxation should be granted to officials in all cadres under cadre-restructuring. The Hon'ble Chairman informed that the matter will be considered favorably.</p> <p>(Item No. 2(1), 222nd CBT, 26-06-2018) (221st CBT, 13-04-2018)</p>	<p>Recruitment Rules in respect of Lower Division Clerk (LDC), Stenographer and Upper Division Clerk (UDC) with modification as directed by the competent authority forwarded to MoL&E for approval on 09.10.2018. Reply is still awaited.</p>
2.	<p>Constitution of Workers' Bank.</p> <p>Shri A.D. Nagpal enquired about the status regarding constitution of Workers' Bank. Shri R. K. Gupta informed that a proposal in this regard has been sent to the Ministry of Finance vide Ministry of Labour & Employment's note dated 31.05.2018.</p> <p>(Item No. 2(3), 222nd CBT, 26-06-2018) (Item No. 2(1), 221st CBT, 13-04-2018) (Item No. 2(1), 220th CBT, 21-02-2018) (Item No. 2(2), 218th CBT, 27-05-2017) (Item No. 2(2), 216th CBT, 30-03-2017) (Item No. 2(9), 215th CBT, 19-12-2016) (Item No. 2(6), 214th CBT, 26-07-2016) (Item No. 2(9), 211th CBT, 08-07-2016) (Item No. 2(6), 211th CBT, 16-02-2017) (Item No. 2, 208th CBT, 16-02-2015) (Item No. 2(2), 207th CBT, 31-03-2015) (Item No. 1, 206th CBT, 11-03-2015) (Item No. 17 of 204th CBT, 26-08-2014)</p>	<p>For study of feasibility of setting up of Workers' Bank names of two retired officers of RBI, Sh. V. K. Sharma and Shri V.S. Das both ED (Retired) were intimated to MoL&E vide Head Office letter dated 28.04.2017. In reply of the MoL&E letter No. Z-25011/1/2004-SS-II (Vol. II) dated 28.02.2018, a letter No. Bkg.1(10)2010/Workers' Capital Trust/05 dated 03.04.2018 has been sent to the Ministry of Labour & Employment for doing needful.</p> <p>Response from MoL&E is awaited.</p>

Item No. 3 Minutes of meetings of the Sub-Committees of the Board.

Statement regarding the meetings of the Committees of the Board held since the last meeting of CBT, is given below:-

1. Finance, Investment and Audit Committee (FIAC) – 140th meeting was held on 19th September, 2018. Minutes is enclosed as **Annexure-3A**.
2. Pension & EDLI Implementation Committee – No meetings were held.
3. Exempted Establishments' Committee – No meetings were held.
4. Sub-Committee on Construction Workers – No meetings were held.
5. Sub-Committee on Contract Workers - No meetings were held.

Proposal: The Board may please take note of the minutes of the meetings referred above.



कर्मचारी भविष्य निधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION
श्रम एवं रोजगार मंत्रालय, भारत सरकार
MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA
मुख्य कार्यालय/Head Office
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Bhavishya Nidhi Bhawan , 14, Bhikaji Cama Place, New Delhi -110066
www.epfindia.gov.in, www.epfindia.nic.in

No.Invest.I/140th Mtg./FIAC/2018

Dated 01-10-2018

To

All Members,
Finance Investment & Audit Committee,
Central Board, Employees' Provident Fund Organization.

Sub: Forwarding of Minutes of 140th Meeting of the Finance Investment & Audit Committee (FIAC), CBT,EPF held on 19-09-2018 at 11.15 A.M at EPFO, Head Office, New Delhi – regarding.

Sir,

Minutes of 140th meeting of the Finance Investment & Audit Committee (FIAC), Central Board, EPFO held on 19-09-2018 approved by the Chairman, FIAC is enclosed herewith for your perusal and necessary action please.

Encl: As above.

Yours faithfully,

(Signature)
11/10/18
(Amul Raj Singh)

Regional P.F. Commissioner-I (Investment Monitoring)

Copy alongwith a copy of Minutes of 140th (FIAC) meeting forwarded for information and necessary action alongwith the request to kindly communicate and furnish the approved Agenda items and Action taken report in respect of your sections to be placed in FIAC meetings in advance without waiting for the communication regarding the date/time of convening of the FIAC meetings.

1. PPS to Central Provident Fund Commissioner, EPFO, Head Office.
2. PPS to FA & CAO, EPFO, Head Office.
3. Addl.CPFC (HQ)(Finance), EPFO, Head Office
4. Addl.CPFC (HQ)(Pension), EPFO, Head Office
5. Addl.CPFC (Audit), EPFO, Head Office.
6. Addl.CPFC (Investment), EPFO, Head Office.
7. RPFC-I (Conference), EPFO, Head Office.
8. RPFC-Is (Inv. Mon.), EPFO, Head Office.

(Signature)
11/10/18
(AMUL RAJ SINGH)

Regional P.F. Commissioner-I (Investment Monitoring)

Minutes of the 140th Meeting of the Finance Investment & Audit Committee (FIAC) held on 19-09-2018 at EPFO Head Office, New Delhi.

The 140th meeting of Finance Investment & Audit Committee of Central Board, EPF, chaired by Shri Sunil Barthwal, Central Provident Fund Commissioner was held on 19.09.2018 at 11.15 A.M. at EPFO, Head Office, New Delhi.

The following members/representatives were present in the meeting.

1.	Shri Prabhakar J. Banasure	Member, Central Board, (Employees' Representative)
2.	Dr. G. Sanjeeva Reddy	Member, Central Board, (Employees' Representative)
3.	Shri J. P. Chowdhary	Member, Central Board, (Employers' Representative)
4.	Shri Balasubrahmanyam Kamarsu	Member, Central Board, (Employers' Representative)

In addition to the above, Shri Hemant Jain, FA&CAO, EPFO, Convener was present during the meeting.

The following members could not attend the meeting.

- (i) Additional Secretary (L&E), Ministry of Labour & Employment, Govt. of India
- (ii) Additional Secretary & Financial Advisor, Ministry of Labour & Employment, Govt. of India
- (iii) Joint Secretary, Banking Operation Pension Reforms, Department of Financial Services, Ministry of Finance.

The Chairman welcomed all the members and officers present in the meeting.

Chairman, FIAC informed the members present in the meeting that henceforth meeting notice would be sent to FIAC members ordinarily not less than ten days in advance from the date of meeting. In case such a notice is sent not less than ten days in advance from the date of meeting, concurrence with the FIAC members regarding time and date of meeting would not be necessary. In case, the meeting notice is sent to the FIAC members in less than ten days from the date of meeting prior consultation with FIAC members for seeking their convenience be done.

It was also conveyed to the members present in the meeting that the agenda of the meeting would be sent to the FIAC members not less than five working days in advance from the date of meeting through email and also by post. Thereafter, the agenda items were taken up.

Item No.1: Confirmation of the Minutes of 139th Meeting of the Finance Investment and Audit Committee held on 25.06.2018.

Minutes of 139th FIAC meeting held on 25.06.2018 were confirmed.

Item No.2: Action Taken Report on the recommendations of the 139th Finance Investment Audit Committee held on 25.06.2018.

The action taken report as placed was approved by the Committee.

Item No.3 Appointment of Consultant for Selection of Portfolio Managers & Performance Review of Portfolio Managers

FA&CAO introduced the item. Shri J.P.Chowdhary raised the issue of Pre Qualification criteria & the relevance of considering only a Credit Rating Agency for the said task. It was informed that the Central Board, EPF has laid down the minimum eligibility criteria for selection of Consultant i.e. SEBI registered Credit Rating Agency (CRA) having 10 year experience in India. It was also informed that all seven eligible SEBI registered CRA companies namely i) Brickworks Rating India Private Limited, ii) CARE Ratings Limited, iii) CRISIL Ltd, iv) ICRA Limited, v) India Ratings and Research Private Limited, vi) Infomerics Valuation and Ratings Pvt. Ltd and vii) SAMERA Ratings (now ACUTE Ratings) were invited to submit proposals for the appointment of a Consultant for Selection & Review of Portfolio Manager. The Chairman enquired whether the criteria were deliberated by the FIAC. Dr. G. Sanjeeva Reddy informed that the eligibility criteria were deliberated by the FIAC as well as the Central Board, EPF.

Further, in the Pre-bid conference, four agencies namely M/s. BRICKWORKS Rating, M/s. CRISIL Limited, ICRA and India Ratings participated. The agencies were urged to submit their bids for which reminders through emails were also sent.

It was further informed that the Central Board had decided to appoint separate Consultants for separate tasks:

- (a) Selection and Review of Portfolio Managers,
- (b) Selection and Review of Custodian and
- (c) Selection of External Concurrent Auditor.

Two agencies participated in the bidding process, but only one qualified for technical/financial bid.

After deliberations, it was decided that as the task of the Consultant has been trifurcated, for having more competition, the agency appointed as Consultant for Selection & Review of Portfolio Managers may not be considered for the remaining two tasks, namely

- (a) Selection and Review of Custodian and
- (b) Selection of External Concurrent Auditor

until & unless no other agency participates in the bidding process.

With the above remarks, the FIAC decided to recommend to the Central Board of Trustees, EPF the name of M/s. CRISIL Limited for appointment as Consultant for Selection of Portfolio Managers & Performance Review of Portfolio Managers for a period of three years.

Item No.4 Investments in TRI-PARTY REPO to be launch by Clearing Corporation of India Limited (CCIL) in place of CBLO.

The Committee deliberated on the agenda item and noted the proposal i.e. to allow investments & borrowing from TRI PARTY REPO SYSTEMS (TREPS) in place of CBLO and accordingly amend Section 8 and Section 12 of Investment Management Manual of Portfolio Managers of EPFO, with Tri-Party Repo System (TREPS) mentioned in place of CBLO wherever it occurs and decided to recommend it to the Central Board, EPF for approval.

Item No.5 Policy for periodic disposal of equity and creation of Reserve Fund – Modalities.

The item was deferred.

Meeting ended with vote of thanks to the Chair.

Item No. 4 Reconstitution of Executive Committee – Election of the representatives of employers and employees to the Executive Committee of the Central Board of Trustees.

1 The Employees' Provident Funds & Misc. Provisions Act, 1952 provides for two statutory committees, namely, the Central Board of Trustees and the Executive Committee of the CBT. The Govt. of India, Ministry of Labour & Employment, in exercise of the powers conferred in Section 5A of the Employees' Provident Fund & Misc. Provisions Act, 1952 has re-constituted the Central Board of Trustees, EPF vide notification No. V-20012/1/2017-SS-II dated 09.11.2018 which has been published in the Gazette of India (Extraordinary, Part II Section-3, Sub-Section (ii) dated 09.11.2018. As per the notification, the constitution of the Board comes into effect from the date of publication of the Notification in the Gazette of India. A copy of the Gazette Notification is placed at **Annexure-4A**. The term of the present Board shall be five years from the date of notification.

2 The reconstitution of the CBT, EPF has necessitated the reconstitution of the other statutory committee, the Executive Committee as provided for in Section 5AA of the Act.

3 According to the provisions of Section 5AA, the Central Government may, by notification in the official Gazette, constitute an Executive Committee, with effect from such date as may be specified therein, consisting of the following persons as members to assist the Central Board in performance of its functions:-

- (a) A Chairman appointed by the Central Government from amongst the members of the Central Board.
- (b) Two persons appointed by the Central Government from amongst the persons referred to in clause (b) of sub-section (1) of section 5A.
- (c) Three persons appointed by the Central Government from amongst the persons referred to in clause (c) of sub-section (1) of section 5A.
- (d) Three persons representing the employers elected by the Central Board from amongst the persons referred to in clause (d) of sub-section (1) of section 5A.
- (e) Three persons representing the employees elected by the Central Board from amongst the persons referred to in clause (e) of sub-section (1) of section 5A.
- (f) The Central Provident Fund Commissioner, ex-officio.

The extracts of Section 5A and Section 5AA are placed at **Annexure-4B** and **Annexure-4C** respectively.

4 According to the provisions of paragraph 3 of the Employees' Provident Funds Scheme, 1952, the Chairman of the Central Board is required to call a meeting of the Board for the purpose of election of the following members to the Executive Committee of the Central Board:

- members representing the employers referred to in clause (d) of Section 5AA (2) of the Act.
- members representing the employees referred to in clause (e) of Section 5AA (2) of the Act.

5 The Chairman of the Board and the members participate in the process of election of members to the Executive Committee. The procedure of election of members is given in paragraph 3 of the EPF Scheme (**Annexure-4D**). Thereafter, a proposal is sent to the Government for notification of the Executive Committee.

6 The previous Executive Committee was reconstituted vide Gazette Notification Number V-20012/1/2016-SS.II dated 24.11.2016 (**Annexure-4E**).

7 The matter of constitution of the Executive Committee is accordingly placed before the Board for the purpose of election of members representing the employers and the employees, referred to in clauses (d) and (e) of Section 5AA of the Act.

Proposal The Board may elect members representing the employers and the employees, referred to in clauses (d) and (e) of Section 5AA of the Act, for reconstitution of the Executive Committee, CBT, EPF.



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)

PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 4453]

नई दिल्ली, शुक्रवार, नवम्बर 9, 2018/कार्तिक 18, 1940

No. 4453]

NEW DELHI, FRIDAY, NOVEMBER 9, 2018/KARTIKA 18, 1940

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 9 नवम्बर, 2018

का.आ. 5668(अ).—कर्मचारी भविष्य निधि एवं प्रकीर्ण उपबंध अधिनियम, 1952(1952 का 19) की धारा 5क की उप-धारा

(1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केन्द्रीय सरकार एतद्वारा उक्त अधिनियम के अधीन गठित केन्द्रीय न्यासी बोर्ड में भारत के राजपत्र असाधारण तारीख 23 मई, 2013 के भाग II, खण्ड 3, उप-खण्ड (ii) में प्रकाशित भारत सरकार, श्रम और रोजगार मंत्रालय की अधिसूचना सं. का.आ. 1330(अ.) तारीख 23 मई, 2013 के माध्यम से नियुक्त व्यक्तियों के स्थान पर भारत के राजपत्र में इस अधिसूचना के प्रकाशन की तारीख से निम्नलिखित व्यक्तियों को नियुक्त करती है, अर्थात्:-

अध्यक्ष

(क) धारा 5क की उप-धारा (1) के खण्ड (क) के अधीन नियुक्त

1. श्रम और रोजगार राज्यमंत्री (स्वतंत्र प्रभार),
भारत सरकार,
नई दिल्ली।

उपाध्यक्ष

2. सचिव,
श्रम और रोजगार मंत्रालय,
भारत सरकार,
नई दिल्ली।

सदस्य

(ख) धारा 5क की उप-धारा (1) के खण्ड (ख) के अधीन केन्द्रीय सरकार के प्रतिनिधि

3. अपर सचिव,
श्रम और रोजगार मंत्रालय,
भारत सरकार,
नई दिल्ली।

4. अपर सचिव और वित्तीय सलाहकार या संयुक्त सचिव और वित्तीय सलाहकार,
श्रम और रोजगार मंत्रालय,
भारत सरकार,
नई दिल्ली।
5. संयुक्त सचिव(कर्मचारी भविष्य निधि संगठन के प्रभारी),
श्रम और रोजगार मंत्रालय,
भारत सरकार,
नई दिल्ली।
6. संयुक्त सचिव और महानिदेशक श्रम कल्याण,
श्रम और रोजगार मंत्रालय,
भारत सरकार,
नई दिल्ली।
7. संयुक्त सचिव (पेंशन सुधार),
वित्तीय सेवाएं विभाग,
वित्त मंत्रालय,
भारत सरकार,
नई दिल्ली।
- (ग) धारा 5 क की उपधारा (1) के खंड (ग) के अधीन राज्य सरकारों के प्रतिनिधि
8. सचिव, आंध्र प्रदेश सरकार,
श्रम विभाग,
हैदराबाद।
9. सचिव, चंडीगढ़ प्रशासन सरकार,
श्रम विभाग,
चंडीगढ़।
10. सचिव, राष्ट्रीय राजधानी राज्यक्षेत्र दिल्ली सरकार,
श्रम विभाग,
दिल्ली।
11. सचिव, गुजरात सरकार,
श्रम और रोजगार विभाग,
गांधी नगर।
12. सचिव, हरियाणा सरकार,
श्रम विभाग,
चंडीगढ़।
13. सचिव, कर्नाटक सरकार,
श्रम विभाग,
बंगलुरु।
14. सचिव, केरल सरकार,
श्रम विभाग,
तिरुवनंतपुरम।

15. सचिव, मध्य प्रदेश सरकार,
श्रम विभाग,
भोपाल।
16. सचिव महाराष्ट्र सरकार,
श्रम विभाग,
मुम्बई।
17. सचिव, पंजाब सरकार,
श्रम विभाग,
चंडीगढ़।
18. सचिव राजस्थान सरकार,
श्रम विभाग,
जयपुर।
19. सचिव तमिलनाडु सरकार,
श्रम विभाग,
चेन्नई।
20. सचिव तेलंगाना सरकार,
श्रम विभाग,
हैदराबाद।
21. सचिव उत्तर प्रदेश सरकार,
श्रम विभाग,
लखनऊ।
22. सचिव पश्चिम बंगाल सरकार,
श्रम विभाग,
कोलकाता।

(घ) धारा 5क की उप धारा (1) के खंड (घ) के अधीन नियोक्ताओं के प्रतिनिधी

23. श्री अरूण चावला,
अखिल भारतीय नियोक्ता संगठन (भारतीय नियोक्ता परिषद्)
24. श्री माइकल दियास,
अखिल भारतीय नियोक्ता संगठन (भारतीय नियोक्ता परिषद्)
25. श्री एम एल मौर्या,
सार्वजनिक उद्यमों का स्थायी सम्मेलन (भारतीय नियोक्ता परिषद्)
26. श्री सौगत रॉय चौधरी,
कन्फेडरेशन ऑफ इन्डियन इंडस्ट्री
27. श्री आशीष विज,
पीएचडी चैम्बर ऑफ कॉमर्स एंड इंडस्ट्री
28. श्री के. ई. रघुनाथन
अखिल भारतीय विनिर्माता संगठन

29. रिक्त,
फेडरेशन ऑफ एसोशिएशन ऑफ स्माल इंडस्ट्री ऑफ इंडिया
30. श्री गोविन्द लेले ,
लघु उद्योग भारती
31. श्री अनुपम मलिक,
एसोशिएशन चैम्बर्स ऑफ कॉमर्स इंडस्ट्री ऑफ इंडिया
32. श्री संजय भाटिया,
फेडरेशन ऑफ इंडिया चैम्बर्स ऑफ कॉमर्स एण्ड इंडस्ट्री
- (इ) धारा 5(क) की उपधारा (1) के खण्ड (इ) के अधीन कर्मचारियों के प्रतिनिधि
33. श्री वृजेश उपाध्याय,
भारतीय मजदूर संघ
34. श्री प्रभाकर जे. बनावरे,
भारतीय मजदूर संघ
35. श्री सुनकारी मल्लेशम,
भारतीय मजदूर संघ
36. श्री ए.के. पदमनाभन,
सेंटर ऑफ इंडियन ट्रेड यूनियन
37. श्री रमेश कुमार,
ऑल इंडिया ट्रेड यूनियन कांग्रेस
38. श्री हरभजन सिंह सिद्धु,
हिंद मजदूर सभा
39. श्री दिलीप भट्टाचार्य,
ऑल इंडिया यूनाइटेड ट्रेड यूनियन सेंटर
40. रिक्त,
इंडियन नेशनल ट्रेड यूनियन कांग्रेस
41. रिक्त,
इंडियन नेशनल ट्रेड यूनियन कांग्रेस
42. रिक्त,
इंडियन नेशनल ट्रेड यूनियन कांग्रेस
- (च) धारा 5(क) की उपधारा (1) के खण्ड (कक) के अधीन नियुक्त
43. केंद्रीय भविष्य निधि आयुक्त, पदेन सदस्य
कर्मचारी भविष्य निधि संगठन,
भविष्य निधि भवन,
14, भीकाजी कामा प्लेस, नई दिल्ली- 110066 ।

[फा. सं. वी-20012/1/2017-एसएस-II]

आर. के. गुप्ता, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT**NOTIFICATION**

New Delhi, the 9th November, 2018

S. O. 5668(E).—In exercise of the powers conferred by sub-section (1) of section 5A of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby appoints, with effect from the date of publication of this notification in the Official Gazette, the following persons to the Central Board of Trustees constituted under the said Act, in place of persons appointed vide notification of the Government of India in the Ministry of Labour and Employment S.O. No. 1330 (E), dated the 23rd May, 2013 published in the Gazette of India, Extraordinary, Part II, section 3, sub-section (ii), dated the 23rd May, 2013, namely:-

CHAIRMAN

(a) Appointed under clause (a) of sub-section (1) of section 5A

1. Minister of State (Independent Charge) for Labour and Employment,
Government of India,
New Delhi.

VICE-CHAIRMAN

2. Secretary,
Ministry of Labour and Employment,
Government of India,
New Delhi.

MEMBERS

(b) Representatives of Central Government under clause (b) of sub-section (1) of section 5A

3. Additional Secretary,
Ministry of Labour and Employment,
Government of India,
New Delhi.
4. Additional Secretary and Financial Adviser or Joint Secretary and Financial Adviser,
Ministry of Labour and Employment,
Government of India,
New Delhi.
5. Joint Secretary (In-charge of Employees' Provident Fund Organisation),
Ministry of Labour and Employment,
Government of India,
New Delhi.
6. Joint Secretary and Director General Labour Welfare,
Ministry of Labour and Employment,
Government of India,
New Delhi.
7. Joint Secretary (Pension Reforms),
Department of Financial Services,
Ministry of Finance,
Government of India,
New Delhi.

(c) Representatives of State Governments under clause (c) of sub-section (1) of section 5A

8. Secretary to the Government of Andhra Pradesh,
Labour Department,
Hyderabad.
9. Secretary to the Government of Chandigarh Administration,
Labour Department,
Chandigarh.

10. Secretary to the Government of National Capital Territory of Delhi,
Labour Department,
Delhi.
11. Secretary to the Government of Gujarat,
Labour and Employment Department,
Gandhinagar.
12. Secretary to the Government of Haryana,
Labour Department,
Chandigarh.
13. Secretary to the Government of Karnataka,
Department of Labour,
Bangalore.
14. Secretary to the Government of Kerala,
Labour Department,
Thiruvananthapuram.
15. Secretary to the Government of Madhya Pradesh,
Department of Labour,
Bhopal.
16. Secretary to the Government of Maharashtra,
Department of Labour,
Mumbai.
17. Secretary to the Government of Punjab,
Department of Labour,
Chandigarh.
18. Secretary to the Government of Rajasthan,
Department of Labour,
Jaipur.
19. Secretary to the Government of Tamil Nadu,
Labour Department,
Chennai.
20. Secretary to the Government of Telangana,
Department of Labour,
Hyderabad.
21. Secretary to the Government of Uttar Pradesh,
Labour Department,
Lucknow.
22. Secretary to the Government of West Bengal,
Department of Labour,
Kolkata.

(d) Representatives of employers under clause (d) of sub-section (1) of section 5A

23. Shri Arun Chawla,
All India Organisation of Employers (Council of Indian Employers).
24. Shri Michael Dias,
Employers' Federation of India (Council of Indian Employers).
25. Shri M.L. Maurya,
Standing Conference of Public Enterprises (Council of Indian Employers).

26. Shri Sougata Roy Choudhury,
Confederation of Indian Industry
27. Shri Ashish Wig,
PHD Chamber of Commerce and Industry
28. Shri K. E. Raghunathan,
All India Manufacturers' Organisation
29. Vacant
Federation of Associations of Small Industries of India
30. Shri Govind Lele,
Laghu Udyog Bharati
31. Shri Anupam Malik,
Associated Chambers of Commerce and Industry of India
32. Shri Sanjay Bhatia,
Federation of India Chambers of Commerce and Industry

(e) Representatives of employees under clause (e) of sub-section (1) of section 5A

33. Shri Virjesh Upadhyay,
Bharatiya Mazdoor Sangh
34. Shri Prabhakar J. Banasure,
Bharatiya Mazdoor Sangh
35. Shri Sunkari Malleshram,
Bharatiya Mazdoor Sangh
36. Shri A.K.Padmanabhan
Centre of Indian Trade Unions
37. Shri Ramendra Kumar,
All India Trade Union Congress
38. Shri Harbhajan Singh Sidhu,
Hind Mazdoor Sabha
39. Shri Dilip Bhattacharya,
All India United Trade Union Centre
40. Vacant.
Indian National Trade Union Congress
41. Vacant.
Indian National Trade Union Congress
42. Vacant
Indian National Trade Union Congress

(f) Appointed under clause (aa) of sub-section (1) of section 5A

43. The Central Provident Fund Commissioner,
Employees' Provident Fund Organisation,
Bhavishya Nidhi Bhawan,
14, Bhikjai Cama Place, New Delhi – 11 00 66. Ex-Officio Member

[F. No. V-20012/1/2017-SS-II]
R. K. GUPTA, Jt. Secy.

5A. Central Board.—

(1) The Central Government may, by notification in the Official Gazette, constitute, with effect from such date as may be specified therein, a Board of Trustees for the territories to which this Act extends (hereinafter in this Act referred to as the Central Board) consisting of the following persons as members, namely:—

- (a) a Chairman and a Vice-Chairman to be appointed by the Central Government;
- (aa) the Central Provident Fund Commissioner, ex officio;
- (b) not more than five persons appointed by the Central Government from amongst its officials;
- (c) not more than fifteen persons representing Governments of such States as the Central Government may specify in this behalf, appointed by the Central Government;
- (d) ten persons representing employers of the establishments to which the Scheme applies, appointed by the Central Government after consultation with such organisations of employers as may be recognised by the Central Government in this behalf; and
- (e) ten persons representing employees in the establishments to which the Scheme applies, appointed by the Central Government after consultation with such organisations of employees as may be recognised by the Central Government in this behalf.

(2) The terms and conditions subject to which a member of the Central Board may be appointed and the time, place and procedure of the meetings of the Central Board shall be such as may be provided for in the Scheme.

(3) The Central Board shall subject to the provisions of section 6A and section 6C administer the Fund vested in it in such manner as may be specified in the Scheme.

(4) The Central Board shall perform such other functions as it may be required to perform by or under any provisions of the Scheme, the Pension Scheme and the Insurance Scheme.

(5) The Central Board shall maintain proper accounts of its income and expenditure in such form and in such manner as the Central Government may, after consultation with the Comptroller and Auditor-General of India, specify in the Scheme.

(6) The accounts of the Central Board shall be audited annually by the Comptroller and Auditor-General of India and any expenditure incurred by him in connection with such audit shall be payable by the Central Board to the Comptroller and Auditor-General of India.

(7) The Comptroller and Auditor-General of India and any person appointed by him in connection with the audit of the accounts of the Central Board shall have the same rights and privileges and authority in connection with such audit as the Comptroller and Auditor-General has, in connection with the audit of Government accounts and, in particular, shall have the right to demand the production of books, accounts, connected vouchers, documents and papers and inspect any of the offices of the Central Board.

(8) The accounts of the Central Board as certified by the Comptroller and Auditor-General of India or any other person appointed by him in this behalf together with the audit report thereon shall be

forwarded to the Central Board which shall forward the same to the Central Government along with its comments on the report of the Comptroller and Auditor-General.

(9) It shall be the duty of the Central Board to submit also to the Central Government an annual report of its work and activities and the Central Government shall cause a copy of the annual report, the audited accounts together with the report of the Comptroller and Auditor-General of India and the comments of the Central Board thereon to be laid before each House of Parliament.

Section 5AA - Executive Committee

5AA. Executive Committee

(1) The Central Government may, by notification in the Official Gazette, constitute, with effect from such date as may be specified therein, an Executive Committee to assist the Central Board in the performance of its functions.

(2) The Executive Committee shall consist of the following persons as members, namely:--

(a) a Chairman appointed by the Central Government from amongst the members of the Central Board;

(b) two persons appointed by the Central Government from amongst the persons referred to in clause (b) of sub-section (1) of section 5A;

(c) three persons appointed by the Central Government from amongst the persons referred to in clause (c) of sub-section (1) of section 5A;

(d) three persons representing the employers elected by the Central Board from amongst the persons referred to in clause (d) of sub-section (1) of section 5A;

(e) three persons representing the employees elected by the Central Board from amongst the persons referred to in clause (e) of sub-section (1) of section 5A;

(f) the Central Provident Fund Commissioner, ex-officio.

(3) The terms and conditions subject to which a member of the Central Board may be appointed or elected to the Executive Committee and the time, place and procedure of the meetings of the Executive Committee shall be such as may be provided for in the Scheme.

3. Election of certain members of the Executive Committee.

(1) The Chairman of the Central Board shall call a meeting of the Board for the purpose of election to the Executive Committee of the members representing the employer or, as the case may be, the employees referred to in clauses (d) and (e) of sub-section (2) of section 5AA of the Act.

(2) In the meeting referred to in sub-paragraph (1), the Chairman of the Central Board may invite the members to propose the names of those members, who represent the employers or, as the case may be, the employees and every such proposal shall be duly seconded by another member of the Board.

(3) If the number of persons proposed and seconded for election under sub-paragraph (2) does not exceed the number of vacancies to be filled up from amongst the persons representing the employers, or, as the case may be, the employees, the persons whose names have been so proposed and seconded in relation to the category of employers or employees, shall be declared elected to the Executive Committee.

(4) If the number of persons proposed and seconded for election under sub-paragraph (2) exceeds the number of vacancies to be filled up from amongst the persons representing the employers, or, as the case may be the employees, each member of the Board present at the meeting shall be given a ballot paper containing the names of all the candidates so proposed and seconded and he may record his votes thereon for as many candidates belonging to the categories of employers or employees, as there are vacancies to be filled up in relation to each such category, but not more than one vote shall be given in favour of any one candidate. If any member votes for more candidates than the number of vacancies in relation to the categories of employers or employees or given more than one vote in favour of any one candidate, all his votes shall be deemed to be invalid.

(5) The person getting the highest number of votes shall be declared by the Chairman as duly elected to the Executive Committee at the same meeting or as soon thereafter as possible:

Provided that where there is an equality of votes between any candidate, and the addition of one vote will entitle any of the candidates to be declared elected, such candidate shall be selected by lot to be drawn in the presence of the Chairman in such manner as he may determine.

(6) If any question arises as to the validity of any election, it shall be referred to the Central Government, who shall decide the same.



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)

PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 2770]

नई दिल्ली, बुधस्तिवार, नवम्बर 24, 2016/अग्रहायण 3, 1938

No. 2770]

NEW DELHI, THURSDAY, NOVEMBER 24, 2016/AGRAHAYANA 3, 1938

श्रम एवं रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 24 नवम्बर, 2016

का.आ. 3539(अ).—कर्मचारी भविष्य निधि एवं प्रकीर्ण उपबंध अधिनियम, 1952 (1952 का 19) की धारा 5कक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केन्द्र सरकार एतद्वारा भारत के राजपत्र में इस अधिसूचना के प्रकाशन की तारीख से भारत के राजपत्र में प्रकाशित भारत सरकार, श्रम मंत्रालय की दिनांक 17 फरवरी, 2014 की अधिसूचना सं.सां.आ.418(अ) द्वारा नियुक्त व्यक्तियों के स्थान पर निम्नलिखित व्यक्तियों को उक्त अधिनियम के अंतर्गत गठित कार्यकारी समिति के सदस्यों के तौर पर नियुक्त करती है, अर्थात:-

(क) धारा 5कक की उप-धारा (2) के खण्ड (क) के अंतर्गत नियुक्त।

अध्यक्ष-

1. सचिव, भारत सरकार,
श्रम एवं रोजगार मंत्रालय,
श्रम शक्ति भवन, नई दिल्ली।

(ख) धारा 5कक की उप-धारा (2) के खण्ड (ख) के अंतर्गत नियुक्त।

2. अपर सचिव, भारत सरकार,
श्रम एवं रोजगार मंत्रालय,
श्रम शक्ति भवन, नई दिल्ली।

3. अपर/संयुक्त सचिव एवं वित्तीय सलाहकार,
श्रम एवं रोजगार मंत्रालय,
श्रम शक्ति भवन, नई दिल्ली।
- (ग) धारा 5कक की उप-धारा (2) के खण्ड (ग) के अंतर्गत नियुक्त।
4. प्रतिनिधि, केरल सरकार, श्रम विभाग, केरल
5. प्रतिनिधि, मध्य प्रदेश सरकार, श्रम विभाग, मध्य प्रदेश
6. रिक्त
- (घ) धारा 5कक की उप-धारा (2) के खण्ड (घ) के अंतर्गत नियुक्त।
7. डॉ. यू.डी. चौबे
8. श्री रवि विज
9. श्री के.वी. शेखर राजु
- (ङ.) धारा 5कक की उप-धारा (2) के खण्ड (ङ.) के अंतर्गत नियुक्त।
10. श्री जी. संजीवा रेड्डी
11. श्री ए.डी. नागपाल
12. श्री एम. जगदीश्वर राव।
- (छ) धारा 5कक की उप-धारा (2) के खण्ड (च) के अंतर्गत नियुक्त।
13. केन्द्रीय भविष्य निधि आयुक्त,
कर्मचारी भविष्य निधि संगठन,
14. भीकाजी कामा प्लेस,
नई दिल्ली-110066

[सं. वी-20012/1/2006-एसएस-II]

आर. के. गुप्ता, संयुक्त सचिव

MINISTRY OF LABOUR & EMPLOYMENT

NOTIFICATION

New Delhi, the 24th November, 2016

S.O. 3539(E).—In exercise of the powers conferred by Section 5AA of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) the Central Government hereby appoints, with effect from the date of publication of this notification in the Gazette of India, the following persons as members of the Executive Committee constituted under the said Act in place of persons appointed *vide* notification of the Government of India in the Ministry of Labour and Employment No. S.O. 418(E) dated the 17th February, 2014 namely:-

- (a) Appointed under clause (a) of sub-section (2) of section 5AA.
Chairperson -
1. Secretary to the Government of India,
Ministry of Labour & Employment,
Shram Shakti Bhavan, New Delhi.

- (b) Appointed under clause (b) of Sub-Section (2) of Section 5AA.
2. Additional Secretary to the Government of India,
Ministry of Labour & Employment,
Shram Shakti Bhavan, New Delhi.
 3. Additional/Joint Secretary & Financial Advisor,
Ministry of Labour & Employment,
Shram Shakti Bhavan, New Delhi.
- (c) Appointed under clause (c) of Sub-Section (2) of Section 5AA.
4. Representative of the Government of Kerala, Labour Department, Kerala.
 5. Representative of the Government of Madhya Pradesh, Labour Department, Madhya Pradesh.
 6. Vacant.
- (d) Appointed under clause (d) of Sub-Section (2) of Section 5AA.
7. Dr. U.D. Choubey
 8. Shri Ravi Wig
 9. Shri K.V. Shekhar Raju
- (e) Appointed under clause (e) of Sub-Section (2) of Section 5AA.
10. Dr. G.Sanjeeva Reddy
 11. Shri A.D. Nagpal
 12. Shri M. Jagadishwara Rao.
- (f) Appointed under clause (f) of Sub-Section (2) of Section 5AA.
13. Central Provident Fund Commissioner,
Employees' Provident Fund Organization,
14, Bhikaji Cama place,
New Delhi-110066.

[No. V-20012/1/2006-SS.II]

R. K. GUPTA, Jt. Secy.

Item No. 5 Reconstitution of non-statutory Committees of Central Board of Trustees, Employees' Provident Fund.

1. The Central Board of Trustees, Employees' Provident Fund has been reconstituted vide Gazette notification No.V-20012/1/2017-SS-II dated 09.11.2018 for a period of five years. This has necessitated reconstitution of the Committees/Sub-Committees of the Board.

2. The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 provides for constitution of Executive Committee under Section 5AA to assist the Board in performance of its functions. A separate agenda item proposing constitution of Executive Committee, CBT (EPF) is placed as item number 4 in this agenda book for consideration of the Board.

3. There is no provision in the Act or the Schemes framed under it to provide for constitution of any other committees/sub-committees. However, the Board has from time to time constituted specialized committees to assist the Board in performance of its functions. The Board, in its first meeting (202nd meeting of CBT held on 13.01.2014) held after reconstitution of the Board on 23.05.2013, recommended constitution of the following committees:

- a) Finance, Investment and Audit Committee
- b) Pension & EDLI Implementation Committee
- c) Committee on Exempted Establishments

Subsequently, the Board in its 204th meeting held on 26.08.2014, recommended constitution of the following committees:

- d) Sub-Committee on Construction Workers
- e) Sub-Committee on Contract Workers.

4. The terms of reference of these committees are given in **Annexure-5A**.

5. As these Committees are now required to be reconstituted, the following committees are proposed for reconstitution with composition as given below:

Sl. No.	Name of the Committee	Chairman	Number of Representatives of			Number of Domain Experts	Convener
			Employees	Employers	Govt.		
a)	Finance, Investment and Audit Committee	CPFC	2	2	2	1	Financial Advisor &

		(ex-officio)					Chief Accounts Officer, EPFO.
b)	Pension & EDLI Implementation Committee	CPFC (ex-officio)	2	2	2	2	Additional Central Provident Fund Commissioner-HQ (Pension), EPFO.
c)	Exempted Establishments Committee	CPFC (ex-officio)	2	2	2	NIL	Additional Central Provident Fund Commissioner-HQ (Exemption), EPFO.

6. The proposed terms of reference of these Committees are given below: -

(a) Finance, Investment and Audit Committee:

- i. To oversee the investments being done by the portfolio managers.
- ii. To watch timely investment of trust money with a view to realizing the optimum return thereon.
- iii. To issue such directions, as may be considered necessary, to the portfolio managers in regard to investment, re-investment of redemption proceeds, interest etc. in accordance with the prescribed pattern of investment & guidelines, therefore.
- iv. To recommend rate of interest for the members of the Fund.
- v. To recommend formulation of guidelines for utilization of the Special Reserve Fund.
- vi. Audit related issues.
- vii. Any others work/ responsibility that may be assigned by the Board.

(b) Pension & EDLI Implementation Committee:

- i) To review the functioning of the Employees' Pension Scheme, 1995 and Employees' Deposit Linked Insurance Scheme, 1976 and to consider suggestions/proposals for amendment/improvement in these two schemes.

(c) Exempted Establishments Committee:

- i) To oversee the working of exempted establishments in all respects and to make suggestions for consideration of the Board to improve working of the exempted establishments.

- ii) To consider and suggest additional guidelines for grant of exemption/relaxation.
- iii) To review the role of exempted trusts in the context of changing business environment and current experience.

7. The Board may accordingly consider the proposal for constitution of the following committees with composition and terms of reference as mentioned in paragraphs 5 and 6 above:

- a) Finance, Investment and Audit Committee
- b) Pension & EDLI Implementation Committee
- c) Exempted Establishments Committee

8. The Board may also consider authorizing Chairman CBT, EPF to nominate members to the Committees mentioned in paragraph 7 above and also to constitute any other committee as per needs.

Proposal The proposal, as contained in paragraphs 7 and 8 above, is accordingly placed before CBT, EPF for consideration.

Terms of Reference of Committees of Central Board of Trustees

1. Finance Investment and Audit Committee

- a. To oversee the investments being done by the portfolio managers.
- b. To watch timely investment of trust money with a view to realizing the optimum return thereon.
- c. To issue such directions, as may be considered necessary, to the portfolio managers in regard to investment, re-investment of redemption proceeds, interest etc. in accordance with the prescribed pattern of investment & guidelines, therefore.
- d. To recommend rate of interest for the members of the Fund.
- e. To recommend formulation of guidelines for utilization of the Special Reserve Fund.
- f. Any others work/ responsibility that may be assigned by the Board.
- g. Audit related issues.

2. Pension & EDLI Implementation Committee

- a. To review the functioning of the EPS,1995 including computerization in the Organisation and disbursement of pension; and
- b. To consider the suggestion/proposals for amendment/improvement in the Employees' Pension Scheme 1995; and
- c. To review the functioning of the Employees' Deposit Linked Insurance Scheme 1976 and to consider the suggestions/proposals for amendment/improvement in the EDLI scheme.

3. Committee on Exempted Establishments

- a. To oversee the working of exempted establishments in all respects and to make suggestions for consideration of the Board to improve working of the exempted establishments.
- b. To consider and suggest additional guidelines for grant of exemption/relaxation.
- c. To review the role of exempted trusts in the context of changing business environment and current experience.

4. Sub-Committee on Construction Workers

- a. To suggest mechanism for increasing the coverage of construction workers.

5. Sub-Committee on Contract Workers

- a. To suggest mechanism for increasing the coverage of contract workers construction workers.

Item No. 6: Appointment of Consultant for Selection of Portfolio Managers & Performance Review of Portfolio Managers.

1. The Central Board, EPF in its 219th Meeting held on 23rd November, 2017 approved “the Credit Rating Agencies (CRA) registered with SEBI and having minimum ten years of experience in India may be invited under the GFR provisions to assist EPFO in (a) Selection of Portfolio Managers, External Concurrent Auditor and Custodian (b) Performance evaluation of Portfolio Managers. The tenure of the consultant for performance evaluation of Portfolio Managers will be concurrent with agreement period of the portfolio managers subject to satisfaction of the quality of services rendered drawn on periodical review”. The Board had also authorized the Chairman to nominate one member each to the proposed Committee from employers’ and employees’ representative’s members of CBT, for carrying out the exercise of selection of consultant”. The Board in its 221st Meeting held on 13.04.2018 added task of performance review of Custodian by the appointed Consultant.
2. A Five Member Committee Consisting of the following members was constituted i) Shri. Balasubrahmanyam Kamarsu, 2) Shri Virjesh Upadhyay, 3) FA&CAO, EPFO, 4) Addl. CPFC (IMC) and 5) Addl. CPFC (Audit). Subsequently, in light of guidelines issued by Ministry of Finance, the Central Board, EPF in its 222nd meeting further reconstituted the said Committee by including Addl. CPFC (Pension & Legal) in place of Addl. CPFC (IMC).
3. The Committee prepared a Request for Proposal (RFP) document which was issued to all Credit Rating Agencies registered with SEBI on 01st March, 2018. The RFP was also posted on website. Only two agencies namely M/s. Brickworks Ratings and M/s. CRISIL Limited submitted their bids for selection of Consultant. On evaluation, only one bidder M/s. CRISIL Limited qualified in Pre-Qualification bids. The Committee decided to cancel the ongoing appointment process due to lack of competition in bidding.
4. The Committee in its fifth Meeting held on 22.05.2018 deliberated on the issue of lack of competition in bidding for appointment of Consultant. The Committee accordingly recommended to appoint separate Consultant for separate task namely i) Selection & Review of Portfolio Managers, ii) Selection & Review of Custodian and iii) Selection of External Concurrent Auditor which will be done after the expiry of its tenure on 31st March, 2020. The recommendations of the Committee were approved by the Hon’ble Chairman, EPF and subsequently ratified by the Central Board, EPF in its 222nd meeting held on 26th June, 2018.
5. To ensure healthy competition following actions were initiated:

- (a) In the pre-qualification stage for the “selection and review of portfolio managers” in addition to the experience of Pension & Provident Fund experience of “insurance funds” was also included.
- (b) “Consortium bidding” was allowed and the combined experience of the consortium members was to be considered for calculating the marks of the technical score, so as to attract diverse experience.
- (c) The RFP was sent to all seven SEBI registered Credit Rating Agencies who were potential bidders namely i) Brickworks Rating India Private Limited, ii) CARE Ratings Limited, iii) CRISIL Ltd, iv) ICRA Limited, v) India Ratings and Research Private Limited, vi) Infomerics Valuation and Ratings Pvt. Ltd and vii) SAMERA Ratings (new name ACUITE Ratings) through post as well as email on 29.06.2018, and the same was also uploaded on EPFO website.
- (d) All agencies were duly reminded about the last date of submission of bids through e-mails on 03.08.2018 & 07.08.2018. The Pre-Bid conference held on 19.07.2018 was attended by four agencies namely BRICKWORKS Rating, CRISIL Limited, ICRA and India Ratings and clarifications sought by them were also duly informed to all the potential bidders.
- (e) Reminders were issued on 06.08.2018 and 07.08.2018 to all CRAs for submission of bids.

6. The Committee in its ninth Meeting held on 20.08.2018 evaluated Pre-qualification bids of M/s. BRICKWORKS Ratings and M/s. CRISIL Limited, who had submitted their bids within the prescribed time period:-

- (a) As per clause 5.1.15 (e) of addendum issued on 23.07.2018, the bidder had to submit a copy of contractual Joint Venture Agreement as a supporting document for a consortium bid as a part of the Pre-Qualification documents. However, M/s. BRICKWORKS Rating which as per its bid document had informed that it is submitting its bid in the form of a consortium with M/s. MSCI, did not submit any copy of consortium agreement in support of its claim. They however submitted a letter dated 03.08.2018 from MSCI which mentions that “If Brickworks is selected in the RFP process, MSCI may license the use of its “BarraOne” product to Brickworks and EPFO upon the parties reaching mutually acceptable written agreement based on our standard license agreement”
- (b) As per Clause 7.2.4 (i) of RFP Document “The bidder should be experienced in Selection & Performance Review of Portfolio Managers for pension/provident

funds/insurance funds - enclose documentary proof". It was noted that for selection of Portfolio Managers, M/s. BRICKWORKS had mentioned "selection of Coal Mines PF (CMPF)", however no supporting documents were submitted. For experience in review of Portfolio Managers, BRICWORKS, did not possess the requisite qualification, however, it submitted documents of MSCI in support of experience of review of Portfolio Managers. The Committee noted that as per the above mentioned requirement in the RFP, in case of consortium bidding, the lead member should fulfill the aforesaid PQ criteria and therefore, it concluded that the bid submitted by M/s. BRICKWORKS Rating does not qualify in this criteria.

- (c) Further, as per clause 7.2.6 of the RFP document "Bidder should have in-house expertise in rating of financial instruments or valuation of financial instruments or designing and creation of benchmark indices –enclose appropriate supporting", M/s. BRICKWORKS stated that they have requisite experience however as per the requirement of RFP, they did not submit any supporting documents. They mentioned the "URL" of their website as a reference, which was not acceptable as per the terms of the RFP. The Committee after considering all aspects concluded that the bid submitted by M/s. BRICKWORKS does not qualify under this clause also and therefore in view of its failure to fulfill the PQ criteria under clause 7.2.4 (i), 7.2.6 & 5.1.15 (e), it stands disqualified at the Pre-Qualification stage.
- (d) On the basis of the evaluation of the PQ bids of both the bidders, the Committee decided that only one bidder M/s. CRISIL Ltd qualifies the "Pre-Qualification Criteria" and accordingly, decided to open its technical bid.
- (e) The Committee duly opened the technical bids of M/s. CRISIL Limited in the presence of its representatives and the same was evaluated. As per RFP document, a bidder has to obtain 60% marks out of 75 (maximum score) i.e. 45 to qualify the technical criteria. The Committee evaluated the Technical bid of M/s. CRISIL Ltd on each parameter mentioned in RFP. As required under the RFP, the bidder, M/s. CRISIL also made a presentation on the Methodology to be followed for execution of assignment and approach for training before the Committee. Based on the evaluation of technical bid on each parameters mentioned in RFP document as well as the presentation made before the Committee, M/s. CRISIL Limited scored 70 out of 75 (maximum score).

7. Accordingly, the Committee unanimously decided that M/s. CRISIL has qualified the technical parameters for the assignment as it has scored 70 out of 75 against the minimum requirement of 45 marks and hence decided to open its financial bid. The financial bid of M/s. CRISIL Limited was duly opened in presence of the representatives of M/s. CRISIL. Details of the financial bid of M/s. CRISIL Limited for the activities to be carried out are as below:

Sl. No.	Charges for Activity to be carried out	Unit	Consultancy Fee (In Rs.)	In words
1.	Preparation of Request for Proposal (RFP) and in evaluating the Technical and Financial Bids for selection of Portfolio Manager as per scope of work under clause 4.2	Lump sum	27,00,000	Twenty Seven Lakhs
2.	Performance Review of Portfolio Managers as per scope of work under clause 4.3	Rate per quarter	7,25,000	Seven Lakh twenty five Thousand
3.	Strengthening of Investment Monitoring Cell (IMC) as per scope of work under clause 4.4	Rate per quarter	5,50,000	Five Lakh Fifty Thousand
	Total = [1] + 12x[2] + 12x[3]		1,80,00,000	One Crore Eighty Lakhs

8. The Committee noted that the Central Board, EPF since 2008, has fixed a mandatory requirement for selection of Consultant i.e. Credit Rating Agencies registered with SEBI and having ten years of experience in India, which still continues. Accordingly, RFP was prepared and mailed to all CRAs registered with SEBI as well as uploaded on the EPF website. The Committee also noted that adequate efforts were made for ensuring healthy competition in the bidding.

9. The Committee noted that it had cancelled the last bidding process for the reason that only a single bidder had qualified the Pre-Qualification stage. The Committee had accordingly modified the pre-qualification criteria with a view to invite more competition. However again out of the maximum seven SEBI registered Credit Rating Agencies (CRAs) only two bids have been received out of which only one bidder M/s. CRISIL has qualified the PQ Criteria as well as technical criteria.

10. As the tenure of the current Consultant as well as the Portfolio Managers has been extended by Central Board upto 31.12.2018 only, it was decided that process cannot be further delayed at this stage as the process of appointment of new Portfolio Managers has to be initiated after the appointment of the Consultant and the same has to be completed by 31st December, 2018.

11. The Committee deliberated on the Consultancy fees quoted by the bidder and also sought clarification from the representatives of the bidder for the enhancement in rates. It was clarified by the representatives of the bidder that the enhancement in the total rates are

mainly due to inflation adjusted price and the rate quoted for the strengthening of the IMC, which was not included in the previous mandate.

12. Accordingly, on the basis of the above exercise, the Committee decided to recommend to the Central Board of Trustees, EPF the name of M/s. CRISIL Limited for appointment as Consultant for Selection of Portfolio Managers & Performance Review of Portfolio Managers for a period of three years.

13. The proposal was placed before the FIAC in its 140th Meeting held on 19.09.2018. As per minutes of said meeting circulated on 01.10.2018, the Committee decided to recommend to the Central Board of Trustees, EPF the name of M/s. CRISIL Limited for appointment as Consultant for Selection of Portfolio Managers & Performance Review of Portfolio Managers for a period of three years.

14. Considering urgency of the matter, recommendations of the FIAC were placed before the Hon'ble Chairman for consideration and approval. The Hon'ble Chairman, EPF has approved the proposal of appointment of M/s. CRISIL Limited as Consultant for selection and review of Portfolio Managers for a period of three years with following comments:

- (i) CRISIL be appointed as consultant for selection and review of Portfolio Manager for three years. However the team members of CRISIL to be engaged for assisting in selection of Portfolio Managers would be entirely changed so as not to include the human resources, who were in the earlier team.
- (ii) A separate agency to be selected to review the performance of Portfolio Managers in addition to the review by CRISIL, For this, tendering process to be initiated early.
- (iii) Possibility be explored for international competitive bidding.
- (iv) EPFO is to prepare a concept note on Third Party Assessment of Portfolio Management of EPFO Fund.

Proposal: The item is placed before the Board for ratification of decision of the Hon'ble Chairman as mentioned at Para 14 above.

Item No. 7: Entering into MoU with the Institute of Banking Personnel Selection (IBPS) for conduct of Recruitment Examinations under Direct Recruitment and Examination quota for various cadres in EPFO

There are a number of vacancies in various cadres in the EPFO under the Direct Recruitment and Examination quotas. In particular there is an urgent need to fill up Direct Recruitment vacancies in the cadre of Social Security Assistant and Assistants (Head Office) as there is an acute shortage in these cadres.

2. The matter for filling up these direct recruitment vacancies through the Staff Selection Commission (SSC) was taken up by HRM division with Ministry of Labour & Employment. It has now been informed by the Ministry that SSC would not be in a position to take up recruitment for EPFO. Under the circumstances the recruitment has to be considered through other agencies.

3. Presently EPFO has a Memorandum of Understanding (MoU) with Educational Consultants of India Limited (EdCIL), a Government of India enterprise under the Ministry of Human Resource & Development for the purpose of conducting direct recruitment examinations for various cadres. The MoU is also being utilized for conducting Limited Departmental Competitive Examinations (LDCE) for promotions under the Examination Quota of various cadres.

4. The MoU with EdCIL was entered on 05.07.2017 after obtaining approval of the Executive Committee (82nd Meeting held on 20.08.2015) and subsequently by the CBT (208th Meeting held on 16.09.2015).

5. Subsequent to the MoU with EdCIL, the departmental examination (LDCE) for promotion to the posts of Enforcement Officer / Accounts Officer and Lower Division Clerk has been conducted through EdCIL in the month of November 2017. Further, the departmental examination (LDCE) for promotion to the post of Section Supervisor (SS) has also been assigned to EdCIL and the dates for conducting the examination are to be informed by them.

6. In the departmental examination conducted for promotion to the post of EO/AO by EdCIL in November 2017 a number of complaints were received from the candidates pointing out malpractices by candidates in the exam process. The results of two Regions viz. Punjab

and Delhi for the examination are held up and a report has been called for from EdCIL which is yet to be received.

7. It was in this backdrop that the matter was taken up with the Institute of Banking Personnel Selection (IBPS) for carrying out the direct recruitment process for EPFO. The IBPS is a registered society formed by all the public sector banks for carrying out the direct recruitment process for them. It is also noteworthy that IBPS had conducted the direct recruitment examination of Social Security Assistants in the year 2012 (for 1943 vacancies) for EPFO earlier.

8. A letter of intent was sent to IBPS vide letter dated 06.09.2018 and a proposal was received from them wherein It was informed by IBPS that they are prepared to take up the recruitment examinations for EPFO. However, it was informed that they do not conduct the typing skill test any longer. The schedule of charges by IBPS are mentioned in **Annexure-7A** to this agenda note.

9. It may be mentioned that the Employees' State Insurance Corporation (ESIC) has also entered into an MoU with IBPS and has recently issued a notification for direct recruitment of Social Security Officer / Manager Grade-II / Superintendent. The posts advertised by ESIC are at Level-7 of the Pay Matrix (Pay Band Rs. 9300-34800 with Grade Pay of Rs. 4600 of 6th Pay Commission) which is equivalent to the level of Assistants / Section Supervisors in EPFO.

10. It is proposed that EPFO may also enter into an Memorandum of Understanding with IBPS for conducting recruitment examination under direct recruitment and examination quota of various cadres along the same lines as has been done by ESIC with such changes as would be essential for the specific requirements of EPFO. The charges for the examination would be as per the Schedule of Charges of IBPS as given in the Annexure.

11. The rates that have been received from IBPS when compared to the rates of EdCIL are found to be more advantageous commercially. A comparison of the rates of IBPS and EdCIL have been worked out for direct recruitment of SSA and Assistant cadres based on the assumption that there would be approximately 3 lakh candidates in an open direct recruitment examination and the number of posts to be filled up are 1000 for SSA and 400 for Assistants respectively. The comparison of the rates for the post of SSA and Assistant are given in **Annexure-7B** of this agenda note.

12. It can be seen that conducting the examination through IBPS is both more financially advantageous and is necessary in the face of apparent shortcomings of EdCIL noticed so far in the departmental examinations.

13. The Internal Finance Wing has concurred with the proposal.

Proposal: The Central Board may consider and approve the proposal for entering into MoU with IBPS for conduct of Recruitment Examinations under Direct Recruitment and Examination quota for various cadres in EPFO as contained in the agenda note.

Schedule of Charges of IBPS

S. No.	Activity	Rates Effective from 28.11.2014
1	Professional fees	Rs. 20,000/-
2	Processing of Applications, download of call letters & Information Handout, sending email / SMS etc.	Rs. 350/- per candidate registered
3	Conduct of online test which includes hiring venue, invigilation, etc.	
4	Processing, Analysis and Presentation of results and merit list to banks	
5	Postage, conveyance, travel, courier and other charges if any	At Actuals
6	Goods & Service Tax (GST)	As per Govt. Rules

***Optional Services**

S. No.	Activity	Rates
1	Charges for Photo / Biometric Capturing	Rs. 25/- Per candidate registered
2	Charges for Hand Held Metal Detector Frisking	Rs. 40/- Per candidate registered
3	Charges for CCTV Surveillance	Rs. 45/- Per candidate registered or at actuals whichever is less
4	Charges for Mobile Jammers	Rs. 85/- Per candidate registered or at actual whichever is less
5	Goods & Service Tax	As per Govt. Rules

- Payment equivalent to 90% of total charges per candidate to be paid as an advance.
- Balance 10% alongwith actual expenses comprising of conveyance and other incidentals to be paid on receipt of final Invoice from IBPS
- Additional charge of Rs. 30/- per candidate will be levied if descriptive paper is conducted online immediately after completion of online objective test.

1. Trainers' Training Programme will be charged at Rs. 10,000/- per day per Faculty / Expert.
2. Orientation Seminar for CTA's will be charged at Rs. 10,000/ per Seminar.
3. Conduct of Interviewing Skills Programme will be charged at Rs. 50,000/- for one day programme and Rs. 1,00,000 for two day programme.
4. Group Exercise will be charges at Rs. 5000/- per group subject to a minimum of Rs. 15,000/ per day if one expert on the panel or else Rs. 20,000/- per day if two experts on the panel.

5. Conduct of interview will be charged at Rs. 6,000/- per day per Faculty / Expert. Infrastructure however is to be provided by the client organisation.
6. Expenses towards air travel, lodging and boarding, local conveyance, other incidents etc. for outstation travel by IBPS Faculty/ Expert will be borne by the bank / organisation.
7. If IBPS is made party in any legal case related to the project, the Bank / Organisation will be provided necessary assistance and bear the expenditure incurred in this connection.
8. Where the rate has not been explicitly mentioned, actual cost is to be borne by the client organisation.
9. Goods & Service Tax (GST), wherever applicable, will be charged to the Bank / Organisation.

Comparison of Rates of IBPS and EdCIL for Direct Recruitment Examination for SSA and Assistant

Assumption: There would be approximately 3 lakh candidates in an open direct recruitment examination and the number of posts to be filled up are 1000 for SSA and 400 for Assistants respectively.

Cost for SSA Exam

Agency	Preliminary Exam Cost (Rs.)	Main Exam Cost (Rs.)	Total Cost (Rs.)	Expected Fee from Candidates (Rs.)	Net Cost to EPFO (Rs.)
IBPS	13,80,20,000	57,70,000	14,37,90,000	12,00,00,000	2,37,90,000
EdCIL	17,16,00,000	67,60,000	17,83,60,000	12,00,00,000	5,83,60,000

Cost for Assistant Exam

Agency	Preliminary Exam Cost (Rs.)	Main Exam Cost (Rs.)	Total Cost (Rs.)	Expected Fee from Candidates (Rs.)	Net Cost to EPFO (Rs.)
IBPS	13,80,20,000	23,20,000	14,03,40,000	12,00,00,000	2,03,40,000
EdCIL	17,16,00,000	30,04,000	17,46,04,000	12,00,00,000	5,46,04,000

Item No. 08: Investments in TRI-PARTY REPO launched by Clearing Corporation of India Limited (CCIL) in place of CBLO.

The Collateralized Borrowing and Lending Obligation (CBLO) is a money market instrument where funds can be parked on short term basis, pending investment as per the EPFO guidelines. CBLO is operated by the Clearing Corporation of India Ltd. (CCIL) and Reserve Bank of India (RBI). In Pattern of Investment 2003, CBLO instrument was mentioned under category iii (c) (copy enclosed as **Annexure-8A**). The present Pattern of Investment dated 23.04.2015 (**Annexure-8B**) notified by Ministry of Labour & Employment, Government of India, also provides for money market instrument under category (iii) i.e. Short term Debt Instruments and Related Investments.

2. The Investment Management Manual for Portfolio Managers approved by Finance Investment & Audit Committee (FIAC) in its 130th Meeting held on 20th October, 2016 allows Short Term Investment in CBLO/FD/T Bills till better yielding investment opportunities are available (**Annexure-8C**). Accordingly, Funds are deployed in CBLO managed by Clearing Corporation of India (CCIL), on short-term basis, pending investment as per the EPFO guidelines.

3. Further, on the recommendation of FIAC, the Central Board, EPF in its 204th meeting held on 25th August, 2014 has also allowed borrowing from CBLO for participation in auction of Government Securities.

4. The Reserve Bank of India in order to provide an alternate repo instrument to Govt Securities Repo & contribute to better liquidity in the Corporate Bond Repo market has called for introduction of Tri Party Repo in place of CBLO. The Reserve Bank of India had issued Tri Party Repo (Reserve Bank) Directions 2017 on 10th August 2017 (**Annexure-8D**).

5. The Clearing Corporation of India limited (CCIL) has proposed to align CBLO to TRI-PARTY REPO SYSTEM (TREPS) for its attendant benefit to lenders & borrowers. RBI has given approval to CCIL to act as Tri-Party Repo System agent and to offer Tri-party Repos in

Government Securities. It is understood from CCIL that the details of newly proposed Tri Party Repo will be similar to CBLO in terms of operational procedures. The highlights of the Tri Party Repo are enumerated as under:

- i) Tri Party Repo will replace CBLO.
- ii) Operationally, Tri Party Repo will be similar to CBLO.
- iii) Tri Party Repo Borrowing Limit will include accrued coupon on securities deposited by the members, i.e. Borrowing Limit will be arrived at Mark to Market (MTM) Price of the security less haircut plus accrued interest till date.
- iv) Borrowing Limit in case of Tri Party Repo will be higher than the Borrowing Limit in CBLO due to inclusion of accrued interest.

6. CCIL through its website has informed that in terms of Reserve Bank of India's Repurchase Transaction (Repo) (Reserve Bank), 2018, CCIL will be acting as the Triparty Repo Agent and undertaking clearing of Triparty Repo transaction under its Securities Segment with effect from October 29, 2018. Upon introduction of Triparty Repo by CCIL, the Triparty Repo Order Matching Platform of Clearcorp Dealing Systems (India) Ltd., (CCDS) will become operational with effect from October 29,2018 and CBLO as a money market product will not be available from the said date.

7. In view of above, a proposal was placed before the Finance Investment & Audit Committee (FIAC) in its 140 Meeting held on 19.09.2018. The Committee deliberated on the agenda item and noted the proposal i.e. to allow investments & borrowing from TRI PARTY REPO SYTEMS (TREPS) in place of CBLO and accordingly amend Section 8 and Section 12 of Investment Management Manual of Portfolio Managers of EPFO, with Tri-Party Repo System (TREPS) mentioned in place of CBLO wherever it occurs and decided to recommend it to the Central Board, EPF for approval.

8. The CCIL had advised all Portfolio Managers to submit the requisite documents by 08.10.2018 to complete the formalities as the Tri-party repo will be made operational on 29.10.2018 after which CBLO will cease to exist.

9. Considering the urgency of the matter, recommendation of the FIAC were placed before the Hon'ble Chairman, Central Board, EPF for approval, wherein the Hon'ble Chairman has approved recommendation of FIAC mentioned at Para 7 above.

Proposal: The above item is placed before the Board for ratification.

Notification under Paragraph 52(1)New Delhi, the 9th July, 2003

S.O. 2125- In exercise of the powers conferred by sub-paragraph (1) of paragraph 52 of the Employees' Provident Funds Scheme, 1952 and in supersession of the Notification of the Government of India in the Ministry of Labour No. S.O. 1398, dated the 11th July, 1998 (dated 19-6-1998 published in the Gazette of India) the Central Government hereby directs that all incremental accretions belonging to the Fund shall be invested in accordance with the following pattern namely:-

S.No.	Investment Pattern	Percentage amount to be invested
(i)	Central Government Securities as defined in Sec. 2 of the Public Debt Act, 1944 (18 of 1944); and /or units of such Mutual Funds which have been set up as dedicated Funds for investment in Government securities and which have been approved by the Securities and Exchange Board of India;	25%
(ii)	<p>(a) Government Securities as defined in Sec. 2 of the Public Debt Act, 1944 (18 of 1944); created and issued by any State Government; and/ or units of such Mutual Funds which have been set up as dedicated Funds for investment in Government securities and which have been approved by the Securities and Exchange Board of India; and /or</p> <p>(b) Any other negotiable securities the principal whereof and interest whereon is fully and unconditionally guaranteed by the Central Government or any State Government except those covered under (iii) (a) below</p>	15%
(iii)	<p>(a) Bonds/ Securities of 'Public Financial Institutions' as specified under Section 4(1) of the Companies Act; "public sector companies" as defined in Section 2(26-A) of the Income Tax Act, 1961 including public sector banks; and /or</p> <p>(b) Short duration (less than a year) Term Deposit Receipts (TDR) issued by public sector banks ; and/or</p>	30%

	<p>(c) ¹Collateral Borrowing and Lending Obligation (CBLO) issued by Clearing Corporation of India Limited and approved by the Reserve Bank of India.</p> <p>It is further provided that the investment in CBLO under (iii) (c) above shall not exceed 5% of the incremental accretions at any point of time and this route of investment shall be utilized only with a view to avoid parking of idle funds in the account at the end of the day.</p>	
(iv)	to be invested in any of the above three categories as decided by their Trustees.	30%
(v)	The Trusts, subject to their assessment of the risk – return prospects, may invest up to 1/3rd of (iv) above, in private sector bonds/ securities, which have an investment grade rating from at least two credit rating agencies.	

- I. Any moneys received on the maturity of earlier investments reduced by obligatory outgoing shall be invested in accordance with the investment pattern prescribed in this Notification.
- II. In case of any instruments mentioned above being rated and their rating falling below investment grade and the same rating has been confirmed by two credit rating agencies then the option of exit can be exercised.
- III. The investment pattern as envisaged in the above paragraphs may be achieved by the end of a financial year, and shall come into force with immediate effect.

**MINISTRY OF LABOUR AND EMPLOYMENT
NOTIFICATION**

New Delhi, the 23rd April, 2015

S. O. 1071 (E). - In exercise of the powers conferred by sub-paragraph (1) of paragraph 52 of the Employees' Provident Funds Scheme, 1952 and in supersession of the notification of the Government of India in the Ministry of Labour No. S.O. 3450(E).- dated the 21st Nov 2013 the Central Government hereby directs that all incremental accretions belonging to the Fund shall be invested in accordance with the following pattern namely-

Category	INVESTMENT PATTERN	Percentage amount to be invested
(i)	<p>Government Securities and Related Investments</p> <p>(a) Government Securities,</p> <p>(b) Other Securities {'Securities' as defined in section 2(h) of the Securities Contracts (Regulation) Act, 1956} the principal whereof and interest whereon is fully and unconditionally guaranteed by the Central Government or any State Government.</p> <p>The portfolio invested under this sub-category of securities shall not be in excess of 10% of the total portfolio of the fund.</p> <p>(c) Units of Mutual Funds set up as dedicated funds for investment in Govt. securities and regulated by the Securities and Exchange Board of India:</p> <p>Provided that the portfolio invested in such mutual funds shall not be more than 5% of the total portfolio at any point of time and fresh investments made in them shall not exceed 5% of the fresh accretions in the year.</p>	<p>Minimum 45% and upto 65%</p>
(ii)	<p>Debt Instruments and Related Investments</p> <p>(a) Listed (or proposed to be listed in case of fresh issue) debt securities issued by bodies corporate, including banks and public financial institutions ('Public Financial Institutions' as defined under Section 2 of the Companies Act, 2013), which have a minimum residual maturity period of three years from the date of investment.</p>	<p>Minimum 20% and upto 45%</p>

Category	INVESTMENT PATTERN	Percentage amount to be invested
	<p>(b) Basel III Tier-I bonds issued by scheduled commercial banks under RBI Guidelines:</p> <p>Provided that in case of initial offering of the bonds the investment shall be made only in such Tier-I bonds which are proposed to be listed.</p> <p>Provided further that investment shall be made in such bonds of a scheduled commercial bank from the secondary market only if such Tier I bonds are listed and regularly traded.</p> <p>Total portfolio invested in this sub-category, at any time, shall not be more than 2% of the total portfolio of the fund.</p> <p>No investment in this sub-category in initial offerings shall exceed 20% of the initial offering. Further, at any point of time, the aggregate value of Tier I bonds of any particular bank held by the fund shall not exceed 20% of such bonds issued by that Bank.</p> <p>(c) Rupee Bonds having an outstanding maturity of at least 3 years issued by institutions of the International Bank for Reconstruction and Development, International Finance Corporation and Asian Development Bank.</p> <p>(d) Term Deposit receipts of not less than one year duration issued by scheduled commercial banks, which satisfy the following conditions on the basis of published annual report(s) for the most recent years, as required to have been published by them under law:</p> <p>(i) having declared profit in the immediately preceding three financial years;</p> <p>(ii) maintaining a minimum Capital to Risk Weighted Assets Ratio of 9%, or mandated by prevailing RBI norms, whichever is higher;</p> <p>(iii) having net non-performing assets of not more than 4% of the net advances;</p> <p>(iv) having a minimum net worth of not less than Rs.200 crores.</p>	

Category	INVESTMENT PATTERN	Percentage amount to be invested
	<p>(e) Units of Debt Mutual Funds as regulated by Securities and Exchange Board of India:</p> <p>Provided that fresh investment in Debt Mutual Funds shall not be more than 5% of the fresh accretions invested in the year and the portfolio invested in them shall not exceed 5% of the total portfolio of the fund at any point in time.</p> <p>(f) The following infrastructure related debt instruments:</p> <p>(i) Listed (or proposed to be listed in case of fresh issue) debt securities issued by body corporates engaged mainly in the business of development or operation and maintenance of infrastructure, or development, construction or finance of low cost housing.</p> <p>Further, this category shall also include securities issued by Indian Railways or any of the body corporates in which it has majority shareholding.</p> <p>This category shall also include securities issued by any Authority of the Government which is not a body corporate and has been formed mainly with the purpose of promoting development of infrastructure.</p> <p>It is further clarified that any structural obligation undertaken or letter of comfort issued by the Central Government, Indian Railways or any Authority of the Central Government, for any security issued by a body corporate engaged in the business of infrastructure, which notwithstanding the terms in the letter of comfort or the obligation undertaken, fails to enable its inclusion as security covered under category (i) (b) above, shall be treated as an eligible security under this sub-category.</p> <p>(ii) Infrastructure and affordable housing Bonds issued by any scheduled commercial bank, which meets the conditions specified in (ii)(d) above.</p> <p>(iii) Listed (or proposed to be listed in case of fresh issue) securities issued by Infrastructure debt funds operating as a Non-Banking Financial Company and regulated by Reserve Bank of India.</p>	

Category	INVESTMENT PATTERN	Percentage amount to be invested
	<p>(iv) Listed (or proposed to be listed in case of fresh issue) units issued by Infrastructure Debt Funds operating as a Mutual Fund and regulated by Securities and Exchange Board of India.</p> <p>It is clarified that, barring exceptions mentioned above, for the purpose of this sub-category (f), a sector shall be treated as part of infrastructure as per Government of India's harmonized master-list of infrastructure sub-sectors.</p> <p>Provided that the investment under sub-categories (a), (b) and (f) (i) to (iv) of this category No. (ii) shall be made only in such securities which have minimum AA rating or equivalent in the applicable rating scale from at least two credit rating agencies registered with Securities and Exchange Board of India under Securities and Exchange Board of India (Credit Rating Agency) Regulation, 1999. Provided further that in case of the sub-category (f) (iii) the ratings shall relate to the Non-Banking Financial Company and for the sub-category (f) (iv) the ratings shall relate to the investment in eligible securities rated above investment grade of the scheme of the fund.</p> <p>Provided further that if the securities / entities have been rated by more than two rating agencies, the two lowest of all the ratings shall be considered.</p> <p>Provided further that investments under this category requiring a minimum AA rating, as specified above, shall be permissible in securities having investment grade rating below AA in case the risk of default for such securities is fully covered with Credit Default Swaps (CDSs) issued under Guidelines of the Reserve Bank of India and purchased along with the underlying securities. Purchase amount of such Swaps shall be considered to be investment made under this category.</p> <p>For sub-category (c), a single rating of AA or above by a domestic or international rating agency will be acceptable.</p> <p>It is clarified that debt securities covered under category (i) (b) above are excluded from this category (ii).</p>	
(iii)	<p>Short-term Debt Instruments and Related Investments</p> <p>Money market instruments:</p>	Upto 5%

Category	INVESTMENT PATTERN	Percentage amount to be invested
	<p>Provided that investment in commercial paper issued by body corporates shall be made only in such instruments which have minimum rating of A1+ by at least two credit rating agencies registered with the Securities and Exchange Board of India.</p> <p>Provided further that if commercial paper has been rated by more than two rating agencies, the two lowest of the ratings shall be considered.</p> <p>Provided further that investment in this sub-category in Certificates of Deposit of up to one year duration issued by scheduled commercial banks, will require the bank to satisfy all conditions mentioned in category (ii) (d) above.</p> <p>(b) Units of liquid mutual funds regulated by the Securities and Exchange Board of India.</p> <p>(c) Term Deposit Receipts of up to one year duration issued by such scheduled commercial banks which satisfy all conditions mentioned in category (ii) (d) above.</p>	
(iv)	<p>Equities and Related Investments</p> <p>Shares of body corporates listed on Bombay Stock Exchange (BSE) or National Stock Exchange (NSE), which have:</p> <p>(i) Market capitalization of not less than Rs. 5000 crore as on the date of investment; and</p> <p>(ii) Derivatives with the shares as underlying, traded in either of the two stock exchanges.</p> <p>(b) Units of mutual funds regulated by the Securities and Exchange Board of India, which have minimum 65% of their investment in shares of body corporates listed on BSE or NSE.</p> <p>Provided that the aggregate portfolio invested in such mutual funds shall not be in excess of 5% of the total portfolio of the fund at any point in time and the fresh investment in such mutual funds shall not be in excess of 5% of the fresh accretions invested in the year.</p> <p>(c) Exchange Traded Funds (ETFs) / Index Funds regulated by the Securities and Exchange Board of India that replicate the portfolio</p>	<p>Minimum 5% and upto 15%</p>

Category	INVESTMENT PATTERN	Percentage amount to be invested
	<p>of either BSE Sensex Index or NSE Nifty 50 Index.</p> <p>(d) ETFs issued by SEBI regulated Mutual Funds constructed specifically for disinvestment of shareholding of the Government of India in body corporates.</p> <p>(e) Exchange traded derivatives regulated by the Securities and Exchange Board of India having the underlying of any permissible listed stock or any of the permissible indices, with the sole purpose of hedging.</p> <p>Provided that the portfolio invested in derivatives in terms of contract value shall not be in excess of 5% of the total portfolio invested in sub-categories (a) to (d) above.</p>	
(v)	<p>Asset Backed, Trust Structured and Miscellaneous Investments</p> <p>(a) Commercial mortgage based Securities or Residential mortgage based securities.</p> <p>(b) Units issued by Real Estate Investment Trusts regulated by the Securities and Exchange Board of India.</p> <p>(c) Asset Backed Securities regulated by the Securities and Exchange Board of India.</p> <p>(d) Units of Infrastructure Investment Trusts regulated by the Securities and Exchange Board of India.</p> <p>Provided that investment under this category No. (v) shall only be in listed instruments or fresh issues that are proposed to be listed.</p> <p>Provided further that investment under this category shall be made only in such securities which have minimum AA or equivalent rating in the applicable rating scale from at least two credit rating agencies registered by the Securities and Exchange Board of India under Securities and Exchange Board of India (Credit Rating Agency) Regulations, 1999. Provided further that in case of the sub-categories (b) and (d) the ratings shall relate to the rating of the sponsor entity floating the trust.</p> <p>Provided further that if the securities / entities have been rated by more than two rating agencies, the two lowest of the ratings shall</p>	Upto 5%

Category	INVESTMENT PATTERN	Percentage amount to be invested
	be considered.	

2. Fresh accretions to the fund will be invested in the permissible categories specified in this investment pattern in a manner consistent with the above specified maximum permissible percentage amounts to be invested in each such investment category, while also complying with such other restrictions as made applicable for various sub-categories of the permissible investments.

3. Fresh accretions to the funds shall be the sum of un-invested funds from the past and receipts like contributions to the funds, dividend / interest / commission, maturity amounts of earlier investments etc., as reduced by obligatory outgo during the financial year.

4. Proceeds arising out of exercise of put option, tenure or asset switch or trade of any asset before maturity can be invested in any of the permissible categories described above in the manner that at any given point of time the percentage of assets under that category should not exceed the maximum limit prescribed for that category and also should not exceed the maximum limit prescribed for the sub-categories, if any. However, asset switch because of any RBI mandated Government debt switch would not be covered under this restriction.

5. Turnover ratio (the value of securities traded in the year / average value of the portfolio at the beginning of the year and at the end of the year) should not exceed two.

6. If for any of the instruments mentioned above the rating falls below the minimum permissible investment grade prescribed for investment in that instrument when it was purchased, as confirmed by one credit rating agency, the option of exit shall be considered and exercised, as appropriate, in a manner that is in the best interest of the subscribers.

7. On these guidelines coming into effect, the above prescribed investment pattern shall be achieved separately for each successive financial year through timely and appropriate planning.

8. The investment of funds should be at arms length, keeping solely the benefit of the beneficiaries in mind. For instance, investment (aggregated across such companies / organizations described herein) beyond 5% of the fresh accretions in a financial year will not be made in the securities of a company / organization or in the securities of a company / organization in which such a company / organization holds over 10% of the securities issued, by a fund created for the benefit of the employees of the first company / organization, and the total volume of such investments will not exceed 5% of the total portfolio of the fund at any time. The prescribed process of due diligence must be strictly followed in such cases and the securities in question must be permissible investments under these guidelines.

9.

- i. The prudent investment of the Funds of a trust / fund within the prescribed pattern is the fiduciary responsibility of the Trustees and needs to be exercised with appropriate due diligence. The Trustees would accordingly be responsible for investment decisions taken to invest the funds.
- ii. The trustees will take suitable steps to control and optimize the cost of management of the fund.
- iii. The trust will ensure that the process of investment is accountable and transparent.
- iv. It will be ensured that due diligence is carried out to assess risks associated with any particular asset before investment is made by the fund in that particular asset and also during the period over which it is held by the fund. The requirement of ratings as mandated in this notification merely intends to limit the risk associated with investments at a broad and general level. Accordingly, it should not be construed in any manner as an endorsement for investment in any asset satisfying the minimum prescribed rating or a substitute for the due diligence prescribed for being carried out by the fund / trust.
- v. The trust / fund should adopt and implement prudent guidelines to prevent concentration of investment in any one company, corporate group or sector.

10. If the fund has engaged services of professional fund / asset managers for management of its assets, payment to whom is being made on the basis of the value of each transaction, the value of funds invested by them in any mutual funds mentioned in any of the categories or ETFs or Index Funds shall be reduced before computing the payment due to them in order to avoid double incidence of costs. Due caution will be exercised to ensure that the same investments are not churned with a view to enhancing the fee payable. In this regard, commissions for investments in Category III instruments will be carefully regulated, in particular.

[F.No.G-20031/1/2007.SS-II(Pt.)]

(Manish Kumar Gupta)Jt. Secretary

Minutes of the 130th Meeting of the Finance Investment & Audit Committee (FIAC) held on 20.10.2016

1. The 130th Meeting of Finance Investment & Audit Committee chaired by Shri Heera Lal Samariya, Central P.F Commissioner, was held on 20.10.2016 from 3.00 pm onwards in the Conference Hall, 3rd Floor, EPFO, Head Office, New Delhi.

2. The following members/representatives were present in the meeting.

1.	Ms. Meenakshi Gupta	Joint Secretary & Financial Advisor, Ministry of Labour & Employment, Govt. of India.
2.	Sh. J.P. Chowdhary	Member, Central Board (Employers' Representative).
3.	Sh. G. Sanjeeva Reddy	Member, Central Board (Employees' Representative).

The following member could not attend the meeting:

1.	Sh. Balasubrahmanyam Kamarsu	Member, Central Board (Employers' Representative).
2.	Sh. Prabhakar J. Banasure	Member, Central Board Employees' Representative).
3.	Sh. Suchindra Mishra	Joint Secretary, Department of Financial Services, Ministry of Finance, Govt. of India.

In addition to the above, FA & CAO, EPFO, Convener was also present during the meeting.

3. The Chairman welcomed all the members and officers present in the meeting. Thereupon the agenda were taken up.

On agenda item number 8, 'The report on 'Migration Strategy: Cash to accrual based accounting system in EPFO' was placed before FIAC. FIAC recommended that since ICAI-Accounting Research Foundation was appointed as consultant for the work on its approval, the report submitted by ICAI-ARF may need approval of FIAC for any further release of its payment for said work.

Secondly, FIAC suggested that ACC-1 (F & A) to examine the report of ICAI-ARF and place before the next FIAC, the actionable points on the said report after its due study.

Item No. 9: Performance evaluation of Portfolio Managers for the period 01.04.2016 to 30.06.2016.

The Committee took note of the Performance evaluation of Portfolio Managers for the period April 2016 to June 2016. It further directed to ask Reliance Capital AML the reasons for its low cumulative performance in the Portfolio Managers Performance Review Meeting.

Item No. 10 (Table item)- CBLO borrowing transactions by the Portfolio Managers during the period 01.07.2016 to 30.09.2016

The Committee took note of the CBLO transactions for the period ending 30.9.2016.

(B) Investment Management Manual for Portfolio Managers of Central Board of Trustees, Employees Provident Fund (CBT, EPF).

The committee took note of the Investment Management Manual.

The meeting ended with a vote of thanks to the Chair.

RBI/2017-18/42
FMRD.DIRD.4/14.03.024/2017-18

August 10, 2017

To
All market participants

Dear Sir/Madam

Tri-Party Repo (Reserve Bank) Directions, 2017

Please refer to Paragraph 6 of the [statement on Developmental and Regulatory Policies](#), Reserve Bank of India issued as part of the [third Bi-monthly Monetary Policy Statement for 2017-18 dated August 2, 2017](#) regarding introduction of tri-party repos.

2. The draft tri-party directions were released for public comments on [April 11, 2017](#). Based on the feedback, the Tri-Party Repo (Reserve Bank) Directions, 2017 have been finalised. The Directions are enclosed herewith.

Yours faithfully

(T. Rabi Sankar)
Chief General Manager

RESERVE BANK OF INDIA
FINANCIAL MARKETS REGULATION DEPARTMENT
1st FLOOR, CENTRAL OFFICE, FORT
MUMBAI 400 001

FMRD.DIRD.3/CGM (TRS) - 2017 dated August 10, 2017

Tri-Party Repo (Reserve Bank) Directions, 2017

The Reserve Bank of India having considered it necessary in public interest and to promote the development of the financial system of the country, in exercise of the powers conferred by section 45W of the Reserve Bank of India Act, 1934 and of all the powers enabling it in this behalf, hereby issues the Tri-Party Repo (Reserve Bank) Directions, 2017 dated August 10, 2017 (the Directions).

1. Short Title and commencement

1.1 These directions shall be referred to as the Tri-Party Repo (Reserve Bank) Directions, 2017.

2. Definitions:

- a. "Repo" means an instrument for borrowing funds by selling securities with an agreement to repurchase the securities on a mutually agreed future date at an agreed price which includes interest for the funds borrowed.
- b. "Reverse repo" means an instrument for lending funds by purchasing securities with an agreement to resell the securities on a mutually agreed future date at an agreed price which includes interest for the funds lent.
- c. Tri-party repo is a type of repo contract where a third entity (apart from the borrower and lender), called a Tri-Party Agent, acts as an intermediary between the two parties to the repo to facilitate services like collateral selection, payment and settlement, custody and management during the life of the transaction.

3. Eligible Collateral: Eligible collateral for tri-party repo shall be securities as specified in Repo Directions [FMRD.DIRD.03/14.03.002/2014-15](#) dated February 3, 2015 and [FMRD.DIRD.6/14.03.002/2016-17](#) dated August 25, 2016 or such other directions issued by the Reserve Bank from time to time.

- 4. Eligible Participants:** Eligible participants will be as specified in Repo Directions [FMRD.DIRD.03/14.03.002/2014-15 dated February 3, 2015](#); [FMRD.DIRD.6/14.03.002/2016-17 dated August 25, 2016](#), or such other directions issued by the Reserve Bank from time to time.
- 5. Trading Process:** Tri-party repo may be traded using any trading process authorised under these directions by the Reserve Bank, including Bilateral/ Multilateral, anonymous or otherwise, quote driven or order driven.
- 6. Trading Venue:** Tri-party repo may be traded Over-the-counter (OTC) including on electronic platforms, or, on stock exchanges.
- 7. Reporting of Trades:** All tri-party repos shall be reported within 15 minutes of the trade for public dissemination to CCIL or to exchanges or any other reporting platform authorised for the purpose by the Reserve Bank.
- 8. Documentation:** Participants shall enter into standard bilateral master repo agreements unless the agent provides a multilateral trading platform. Separate agreements between a participant and a tri-party agent would be required as per the documentation prescribed by the tri-party agent.
- 9. Settlement:** All settlements will be on Delivery vs Payment (DvP) basis, with or without netting of securities and/or cash. Settlement can also be guaranteed or non-guaranteed Bilateral/Multilateral, through clearing houses of exchanges or any other clearing arrangement approved under the Payment and Settlement Systems Act, 2007.
- 10. Tenor, Haircut and Disclosures:** The tenor, minimum haircut, and disclosure requirements for tri-party repos will be identical to those applicable to normal repos, in terms of the Reserve Bank directions [FMRD.DIRD.03/14.03.002/2014-15 dated February 3, 2015](#), [FMRD.DIRD.6/14.03.002/2016-17 dated August 25, 2016](#), or such other directions, issued by the Reserve Bank from time to time.

11. Tri-Party Agent:

I. Eligible Tri-Party Agents

- A. All tri-party agents need prior authorisation from the Reserve Bank to act in that capacity.
- B. Scheduled commercial banks, recognised stock exchanges and clearing corporations of stock exchanges or clearing corporations authorised under PSS Act., are eligible to be tri-party agents.

C. Other entities regulated by the Reserve Bank or SEBI are eligible, subject to meeting the following criteria:

(a) Regulatory Approval

- (i) The applicant should have approval from the regulator concerned to conduct business of a tri-party agent.
- (ii) An applicant will not be eligible for authorisation as an agent, if within the last 5 years, it has been subject to adverse regulatory action or other punitive action that the Reserve Bank considers material.

(b) Financial Criteria

- (i) The applicant should have minimum paid up equity share capital of Rs. 25 crore which should be maintained at all times.
- (ii) The foreign shareholding, if any, of the applicant entity would be as per the extant foreign investment policy.

(c) Experience

The applicant should have past experience of at least five years in the financial sector, in India or abroad, preferably in custody, clearing or settlement services.

(d) Infrastructure

Tri-party agents should put in place adequate system infrastructure to carry out their functions.

D. Roles and Obligations:

- (i) The agent shall provide equitable access for trading to all its members/market participants.
- (ii) The trading process should be transparently specified.
- (iii) All trades may be reported as indicated in Para 7 above.
- (iv) In case the agent undertakes settlement of trades itself, it would seek approval under the PSS Act 2007. Agents not settling trades themselves will be responsible for routing the trades for settlement.

- (v) The agent shall be responsible for revaluation of the collateral, margining, income payments on the collateral, as well as substitution of any collateral as per terms and conditions prescribed in the member agreement.
- (vi) The agent shall be required to put in place transparent and reliable collateral valuation norms.
- (vii) The agent shall be required to maintain records of trades in easily retrievable media for at least 8 years.
- (viii) The agent shall ensure adherence to the Reserve Bank's repo directions.
- (ix) The agent shall submit to the Reserve Bank such returns, documents and other information as may be required by the Reserve Bank from time to time.

E. Application Procedure for Authorisation of Tri-Party Agent:

- (i) Entities meeting the eligibility criteria as outlined in para 11 (I) (B) and (C) above may apply in the prescribed format ([Annex](#)) to the Chief General Manager, Financial Markets Regulation Department, Reserve Bank of India, 1st Floor, Main Building, Shaheed Bhagat Singh Marg, Mumbai – 400001
- (ii) The decision to authorise entities to act as Tri-Party Agent in repo market will be taken by the Reserve Bank based on its assessment of market needs, suitability of the applicant and the likely value addition to the repo market.
- (iii) Any significant change(s) in processes, risk management framework, settlement arrangement, or in any other conditions specified at the time of approval, shall require prior approval by the Reserve Bank.

II. Exit Procedure

If an authorised Tri-Party agent intends to terminate operations, it should abide by the timing and date of termination of Tri-Party operations, and any other condition stipulated by the Reserve Bank.

12. Triparty agents shall adhere to such terms and conditions as the Reserve Bank may specify at the time of approval or at any other time.

13. The provisions in these directions shall prevail if they conflict with the earlier repo directions issued by the Reserve Bank.

(T. Rabi Sankar)

Chief General Manager

APPLICATION FORM FOR AUTHORISATION OF TRI-PARTY AGENT IN REPO MARKET

From

Name and address of registered office/ principal place of business of applicant

(By Registered Post AD/ Hand Delivery)

To

Chief General Manager
Financial Markets Regulation Department
Reserve Bank of India
Central Office
1st Floor RBI Main Building
Shaheed Bhagat Singh Marg
Mumbai –400001

Dear Sir,

Application for authorization as Tri-Party Agent in Repo Market

We hereby submit an application for authorization as Tri-Party Agent for repos in corporate debt securities and/ or Government securities (Strike out whichever is not applicable). The required information and documents have been furnished as per instructions.

2. We declare that to the best of our knowledge and belief the information furnished in the statements/annexes enclosed are true, correct and complete.

Yours faithfully

Signature:

Name:

Designation:

Company Seal:

Date and Place:

Encl: sheets

APPLICATION FOR AUTHORISATION AS TRI-PARTY AGENT IN REPO MARKET

PART – A

1. Name of applicant
2. Constitution of applicant
 - (a) Is the applicant a company or firm or any other entity
 - (b) If the applicant is a company, is it a private limited company or public limited company
 - (c) If the applicant is any other entity please specify the statute under which it is incorporated/established
3. Address of Registered Office and Principal Offices (if applicant is a company)
4. Whether approval of regulator (RBI/SEBI) obtained? Please attach original approval

PART – B

1. Name of the segment for authorization as tri-party agent: Government Securities and/ or Corporate Debt Securities.
2. Full details of the proposal for tri-party repo to be furnished, including trading process, trading venue, necessary infrastructure for reporting of trades, connectivity to the authorised clearing corporation, settlement arrangements and other details as required in these directions.
3. Previous experience of applicant in financial market (Please specify experience in custody business, if any)
4. An undertaking by the CEO of the applicant company that it has not been subject to litigation or adverse regulatory action or punitive action in the last 5 years

Item No. 9: Selection of Portfolio Managers for managing Corpus of Central Board, EPF by Finance, Investment and Audit Committee.

1. The Central Board, EPF in its 207th meeting held on 31.03.2015 had appointed five Portfolio Managers namely State Bank of India PMS, ICICI Securities Primary Dealership Limited, Reliance Capital AMC Limited, HSBC AMC (India) Pvt Limited and UTI AMC for managing its corpus for three years. M/s. CRISIL (Consultant) had assisted in the Selection of portfolio Managers. The selected portfolio managers started managing corpus from 1st July, 2015. The tenure of current Portfolio Managers has been extended by Central Board, EPF till 31st December, 2018.
2. A Five Members Committee constituted by the Central Board, EPF for selection of Consultant has completed the evaluation process of bids received for the purpose and has made its recommendations in its ninth meeting held on 20.08.2018.
3. The Hon'ble Chairman, EPF has approved the proposal of appointment of M/s. CRISIL Limited as Consultant for selection and review of Portfolio Managers for a period of three years with following comments:
 - (i) CRISIL be appointed as consultant for selection and review of Portfolio Manager for three years. However the team members of CRISIL to be engaged for assisting in selection of Portfolio Managers would be entirely changed so as not to include the human resources, who were in the earlier team.
 - (ii) A separate agency to be selected to review the performance of Portfolio Managers in addition to the review by CRISIL, For this, tendering process to be initiated early.
 - (iii) Possibility be explored for international competitive bidding.
 - (iv) EPFO is to prepare a concept note on Third Party Assessment of Portfolio Management of EPFO Fund.

4. The process for appointment of portfolio managers is to be initiated at the earliest. On the basis of previous experience, following key activities & tentative timeline in the process of selection of Portfolio Managers is as under:

Sr. No	Key Activities	Tentative timeline
1.	Preparation of RFP & its approval by CBT	Approx. 2-3 weeks from the date of appointment of Consultant
2.	Issuance of RFP	0 days
3.	Last date of submission of queries via e-mail or post on RFP	7 days from RFP
4.	Pre-bid Conference (PBC)	11 days from RFP
5.	Issuance of Addendum to RFP (if required after PBC)	14 days from RFP
6.	Last date of submitting proposal	30 days from RFP
7.	Pre-qualification bid opening	30 days from RFP
8.	Technical bid opening for eligible Applicants	30 days from RFP
9.	Financial bid opening for eligible Applicants	35 days from RFP
10.	Issuance of letter to selected Applicants (s) after approval of CBT, EPF	As per fixing of date by Hon'ble Chairman, CBT
11.	Preparation of Agreement and its approval by FIAC	As per date fixed by Hon'ble Chairman
12.	Signing of Agreement with selected PMS and allocation of securities to PMs	After obtaining necessary approval.
13.	Opening of SGL/Demat Accounts, Cash Accounts of selected Portfolio Manager with RBI/Custodian	Approx. 3-4 Weeks
14.	Transfer of securities from previous accounts to new accounts	Approx. 2-3 weeks after opening of accounts

Further, it is pertinent to mention that on the last occasion, the RFP was floated on 09th December, 2014 and the Portfolio Managers became functional with effect from 1st July, 2015.

5. On the previous occasion, the Central Board, EPF in its 204th Meeting held on 26.08.2014 had decided that the task of selection of portfolio managers, custodian and ECA, with the assistance of consultant, be carried out by FIAC.

6. Going by the precedent, it is proposed to assign the task of selection of Portfolio Managers of EPFO to FIAC. FIAC may also be assigned the task to examine and initiate appropriate action as per the comments of the Hon'ble Chairman, CBT regarding engagement

of a separate agency in addition to M/s. CRISIL to review the performance of Portfolio Managers as well as exploring the possibilities of international bidding.

Proposal: Proposal contained in Para 6 placed before the Board for approval

Item No. 10: Allocation of funds to Portfolio Managers consequent to closure of Portfolio Management Service activity by SBI.

The Central Board of Trustees (CBT) in its 207th meeting held on 31.03.2015 has appointed five Portfolio Managers namely 1. State bank of India; 2. ICICI Securities Primary Dealership Limited, 3. Reliance Capital Asset management Limited; 4. HSBC Asset Management (India) Private Limited and 5. UTI Asset management Company Ltd for managing EPFO corpus for a minimum period of three years.

2. The State Bank of India (SBI) one of the Portfolio Managers of EPFO is managing corpus of EPFO since 1995. SBI solely managed EPFO corpus till 2008, when the Central Board, EPF introduced Multiple Portfolio Management so as to have better return on investments. SBI was selected through nomination basis by the Central Board in its 205th Meeting held on 19.12.2014. The tenure of SBI has been extended till 31st December, 2018 by the Central Board in its 222nd meeting held on 26.06.2018 (**Annexure-10A**).

3. The State Bank of India vide its letter no.GM/150/PMS/18 dated 05th June, 2018 informed that Reserve Bank of India (RBI) has advised it to shift the PMS activity of the Bank to its subsidiary or other fund Manager by 31st March,2019 (**Annexure-10B**). SBI has informed that its Board has approved closure of PMS activity, being handled by them, by facilitating transfer of existing client portfolio to their subsidiary or to any other fund manager as identified by respective client. License of SBI from Securities and Exchange Board of India (SEBI) is expiring on 31st January, 2019 and it would not be renewing it in compliance with RBI's directive. Accordingly, SBI has informed that they will not be able to extend the fund management mandate beyond 31st December, 2018 under any condition, as this is a regulatory instruction by RBI to be complied with strictly.

4. SBI informed that their subsidiary, SBI Funds Management Pvt Ltd (SBIMF), is well equipped with all the necessary resources and expertise to competently handle the PMS activity. They have requested to consider nominating SBIMF as EPFO's fund manager in the next fund management mandate. SBI further vide letter dated 31.08.2018 of their Chairman has requested to transfer the entire EPFO's PMS business to SBI Funds Management Private Limited (SBIFMPL), which is a subsidiary to their Bank on same terms and conditions (**Annexure-10C**).

5. As per the recommendations of the FIAC, M/s. CRISIL has been approved as the Consultant for the next mandate by the Hon'ble Chairman, Central Board, EPF. The Consultant M/s. CRISIL Limited will assist EPFO in the selection of new Portfolio Managers.

6. Consequent to closure of PMS activity by SBI, and in case of further extension of tenure of current Portfolio Managers beyond 31.12.2018, following options/arrangements are available:

- a) allocate the corpus of SBI to other four Portfolio Managers in proportion to their exiting ratio (subject to consent of Investment Division on re-allocation of securities among the four Portfolio Managers).

Or

- b) allocate the entire corpus of SBI to UTI as the UTI is best performer in terms of returns/yield i.e. taking in to account the asset management fees also amongst the present Portfolio Managers of EPFO since 2015 (as per CRISIL report till September, 2018). The details are as under:

PMs	Cumulative yield (for the period July, 2015 to September, 2018)	Asset Management Fees	Net Yield(Cumulative yield – Asset Management Fees)	Rank
UTI AMC	8.06	0.0025	8.0575	1
SBI	8.06	0.0085	8.0515	2
I-Sec PD	8.04	0.0000000005	8.04	3
Reliance AMC	8.04	0.00009	8.03991	4
HSBC AMC	8.03	0.0043	8.0257	5

It is also highlighted that M/s. UTI AMC is majorly owned by PSU Banks & LIC as mentioned below:

Name of Shareholder	Percentage of Shareholding
SBI	18.24
LIC	18.24
Bank of Baroda	18.24
Punjab National Bank	18.24
Total	72.96

Further EPFO has on nomination basis appointed M/s. UTI MF (a division of UTI AMC) as the ETF manufacturer for investments in ETF/equity with effect from October, 2016.

7. The issue of appointment of SBI MF Pvt Ltd on nomination basis, as requested by SBI may be taken up at the time of selection process of new Portfolio Managers through the competitive bidding process.
8. The views of the Investment Division were sought on the aforesaid proposal and their comments as well as that of the Custodian, M/s. Standard Chartered Bank to examine feasibility of proposal (a) & (b) at Para 6 are as under:

A. Comments of Investment Division: Allocation to four Portfolio Managers would be relatively more time taking due to opening of new SGL & Demat Accounts for a/c no. 8 9 & 25 (SPF, Pension & Gratuity & EDLI as these accounts are centralized with SBI only) of other Portfolio Managers with RBI and Standard Chartered Bank respectively which is a time taking process, whereas if entire funds of SBI is allocated to one fund manager, it could be completed in comparatively lesser time.

Apart from above, SBI is also maintaining an account for transfer in of past accumulations in case of cancellation of exemption which would also need to be allocated to other portfolio managers.

B. Investment division also obtained comments of the Custodian, M/s. Standard Chartered Bank, which are as below:

Sl. no.	Proposal (a) i.e. allocation of SBI fund to other four Portfolio Manager	Proposal (b) Allocation of SBI fund to One Portfolio Manager
I.	It would be very difficult to allocate the legacy portfolio which is managed by SBI and hence need to be carefully evaluated and discussed with SBI on case to case basis.	Legacy portfolio would be shifted to one portfolio manger thereby maintaining the continuity of legacy cases.
II.	Currently four Portfolio Managers manage only two schemes of EPFO i.e. EPF and EPS whereas SBI solely manages the other three schemes namely SPF, PNG & EDLI for EPFO. With the option of distribution of corpus across four fund managers the corpus of other schemes will also get distributed to four fund managers. This will increase the complexity as they need to open additional 24 cash accounts and accordingly process the settlement of trade. These Schemes/funds are very small to be further distributed across additional four fund managers	The existing SBI accounts for the three schemes would be replaced by the new fund managers account thereby reducing the requirement of additional accounts.
III.	The allocation of Govt. of India securities managed by SBI across five schemes would increase multifold and need to be discussed with RBI for allocation to four Portfolio Managers for value free transfer	The legacy portfolio would be shifted to one Portfolio Manager thereby maintaining the continuity of legacy case and there is no requirement for allocation of securities among four fund managers.
IV.	RBI will take tentatively 3/4 weeks on value free transfer of SGL securities. SBI currently has around 3000 lines of stock which would result in around 11,000 entries across other fund managers. RBI generally transfer 25-30 securities per day. RBI also requires letter & time frame for the transfer in advance to accordingly plan the	The number of entries with respect to transfer of Gsec securities would decrease substantially with RBI as the entire portfolio would be shifted to one portfolio manager.

	movement. Demat accounts will be transferred by the Custodian, which would require one week, post receipt of allocation file.	
V.	Since the corpus is small, SBI has invested in Single fixed deposits and distributed it across the three scheme internally, Distributing it further will not be possible without reaching to bank branches or issuer division, in small denominations. The distribution of Fixed Deposit placed with SBI across four portfolio managers will multiply the complexity.	There is no requirement of division of fixed deposits between the portfolio managers as entire portfolio would be shifted to one portfolio manager. It will be a onetime exercise to change the underlying cash account number.
VI.	The SBI also has investments in Special Deposit Scheme 1975 of Government of India It would be difficult to allocate interest on SDS Scheme Managed by SBI	The SBI also has investments in Special Deposit Scheme 1975 of Government of India. It would be easier if the entire interest is credited to one portfolio manager instead of four.

9. It may also be noted that the arrangement proposed above is interim only for the period till the new portfolio managers are appointed through the competitive bidding process.

10. The proposal for allocation of fund was to be submitted to the FIAC for its recommendations to the Board; however, due to the requirement for reconstitution of FIAC in view of the reconstitution of the Board, the meeting of FIAC could not take place. Accordingly, due to paucity of time as SBI is closing its Portfolio Management Service (PMS) w.e.f. 31st December 2018, the agenda item is being placed before the Board.

11. As per the comments received from the Investment Division as well as the Custodian re-allocation of SBI corpus to one Portfolio Manager would be less cumbersome & less time consuming instead of allocation of funds to all other four Portfolio Manager. UTI is the best performer since July, 2015 in terms of net returns/yield amongst the present Portfolio Managers of EPFO (as per CRISIL report till September, 2018). Further, UTI AMC is majorly owned by PSU banks and LIC and has also been nominated to manage the equity/ETF investment. In view of the above, it is proposed to allocate the entire corpus of SBI to UTI AMC till appointment of the new portfolio managers.

Proposal: Proposal contained in Para '11' above is placed for consideration and approval.



कर्मचारी भविष्य निधि संगठन

(श्रम एवं रोजगार मंत्रालय भारत सरकार)

Employees' Provident Fund Organisation
(Ministry of Labour & Employment, Govt. Of India)

मुख्य कार्यालय / Head Office

भविष्य निधि भवन, 14-भीकाजी कामा प्लेस, नई दिल्ली-110066

Bhavishya Nidhi Bhawan, 14- Bhikaiji Place, New Delhi - 110066

Speed Post

Telephone : 011 - 26162346

No. HO/IMC/238/Selection of PMs/2017

Date: 29.06.2018

To

Shri A. Srinivas Rama Seshu, Fund Manager
State Bank of India, PMS
Global Market, 15th Floor, Corporate Centre,
SBI Bhawan, Madam Cama Road,
Mumbai-400 021

29 JUN 2018

Subject: Extension of tenure of engagement of the Portfolio Managers upto 31.12.2018.

Sir,

Kindly refer to the Portfolio Management Service Agreement entered between EPFO and State Bank of India on 12th May, 2015. The said Agreement was valid for three years i.e. upto 30th June, 2018. Subsequently, the Central Board of Trustees (CBT), EPF in its 222nd meeting held on 26.06.2018 has decided to extend the tenure of the existing Portfolio Managers till 31.12.2018 or till appointment of new fund managers, whichever is earlier on the same terms and conditions as laid down in the existing agreement.

2. Accordingly your tenure of engagement stands extended till 31.12.2018 or till appointment of new fund managers, whichever is earlier on the same terms and conditions as laid down in the existing agreement subject to submission of your Performance Bank Guarantee upto 31st December, 2018. Further, the said Performance Bank Guarantee should continue to be enforceable till 180 days after completion of tenure of extension i.e. 31st December, 2018.

3. It is requested to acknowledge the same urgently.

Yours faithfully,

(Uma Mandal)

Addl. Central P.F. Commissioner (IMC)



स्टेट बैंक
स्टेट बैंक
of India

ग्लोबल मार्केट्स, कॉर्पोरेट केन्द्र, मजला-15,
स्टेट बैंक भवन, मादाम कामा रोड, मुंबई - 400 021.
ग्लोबल मार्केट्स, कॉर्पोरेट केन्द्र, मजला-15,
स्टेट बैंक भवन, मादाम कामा रोड, मुंबई - 400 021.
Global Markets, Corporate Centre, Floor-15,
State Bank Bhavan, Madame Cama Road, Mumbai - 400 021.

Tel. (D) : + (91) (22) 2289 1011 | Fax : + (91) (22) 2289 1111

Date : 5th June 2018

Ref. No. : GM/150/PMS/18/284

The Central Provident Fund Commissioner,
Employees' Provident Fund Organisation,
Bhavishya Nidhi Bhavan, 14-Bjikaji Cama Place,
New Delhi-110066.

Dear Sir,

CLOSURE OF PORTFOLIO MANAGEMENT SERVICES (PMS) ACTIVITY

We have been advised by Reserve Bank of India (RBI) to shift the PMS activity of the Bank to our subsidiary or other fund manager by 31st March 2019. Accordingly, our Board has approved closure of PMS activity, being handled by us, by facilitating transfer of existing client portfolio to our subsidiary or to any other fund manager as identified by respective client. Our PMS license from Securities and Exchange Board of India (SEBI) is expiring on 31st January 2019 and we would not be renewing it in compliance with RBI's directive.

2. As per the intimation received from EPFO for extending the tenure of the current fund management mandate, originally scheduled to expire on 30th June 2018, we had given our consent for managing EPFO's fund only up to 31st December 2018.

3. In this connection, we request you to kindly note that we will not be able to extend the fund management mandate beyond 31st December 2018 under any condition, as this is a regulatory instruction to be complied with strictly.

4. While it would have been our privilege and pleasure to continue to offer Portfolio Management Services to your esteemed organization, we are unable to do so owing to regulatory restriction. Hence, we also request you to plan and arrange to complete the formalities, if any, as per your requirements for shifting the portfolio from SBI, by 31st December 2018.

5. Our subsidiary, SBI Funds Management Pvt Ltd (SBIMF), is well equipped with all the necessary resources and expertise to competently handle the PMS activity. We request you to kindly consider nominating SBIMF as EPFO's fund manager in the next fund management mandate. We also request you to bestow upon SBIMF the highest fund management share, as has been given to us in the last two mandates. This will ensure that SBI, at a group level, will continue to engage with EPFO in the fund management business. SBIMF is already handling EPFO's equity related investments since 2015 and it is a natural progression for them to handle EPFO's debt portfolio also.

6. We immensely value our relationship with EPFO, as we have been EPFO's partner in growth since the last many decades in the fund collection business and for the past 24 years in the fund management business. We are thankful to EPFO for giving us the opportunity to serve and look forward for continued engagement in the fund collection and other businesses.

Yours faithfully,

Hijer

रजनीश कुमार
अध्यक्ष
RAJNISH KUMAR
Chairman

Shri Sunil Barthwal, IAS
Central Provident Fund Commissioner
Employess Provident Fund Organization
Head Office Bhavishya Nidhi Bhawan
14-Bhikaji Cama Place New Delhi - 110066

Date: 31/08/2018
Ref.: GM/150/PMS/55/674

Dear Sir,

PORTFOLIO MANAGEMENT SERVICES OFFERED BY OUR BANK

Our Bank has been managing the corpus of Employees Provident Fund Organization (EPFO) over the past many years under our Portfolio Management Services (PMS). The services are offered through our Global Markets (Treasury) at Corporate Centre who have a license from SEBI to provide such services to our Institutional Clients. All transactions for the fund are done at arms-length from our own operations at the Treasury.

In this regard, Reserve Bank of India has in the past, advised us to discontinue providing such services to our clients and shift such business to our subsidiaries. Recently, Reserve Bank of India has again reiterated its stand in the matter and asked us to migrate our PMS services by 31st March 2019 to our subsidiary or any other fund manager.

It is in this context that I am addressing this communication to request you to transfer the entire EPFO's PMS business currently being handled at our Treasury to SBI Funds Management Private Limited (SBIFMPL) which is a subsidiary of our Bank on the same terms and conditions at which your funds are currently managed by us.

SBIFMPL is currently the fourth largest asset manager in the country managing assets of over INR 2.79 lakh crores, across business lines. It has experience of over 30 years and is acting as investment manager for Mutual Funds, PMS, Offshore Funds & Alternate Investment Funds. They have been catering to a diversified target clientele through a varied range of offerings. The PMS investors are predominantly large domestic Institutional and offshore Investors.


On the PMS front, SBIFMPL currently caters to individuals (HNIs), domestic and offshore investors. SBIFMPL has 21 institutional mandates with a corpus of INR 11,850 crores in equity and INR 36,260 crores in Fixed Income. They cater to large domestic institutions such as Postal Life and EPFO. SBIFMPL has the capability and staff of professionals required to manage the investment needs of an esteemed client like yours.

My team will continue to remain at your disposal and I would like to assure you that SBIFMPL will manage your funds with the same sense of professionalism, care and diligence that our Bank has done in the past years.

I once again thank you for the faith you have placed across SBI entities and services, and remain confident that we will consistently deliver to retain the same.

With best regards,

Yours faithfully,


(Rajnish Kumar)
Chairman

FA &
10 SEP 2018
Diary No. 7322/18/cell

Item No. 11: Extension of tenure of current Portfolio Managers of EPFO up to 30th June, 2019 or till appointment of new Portfolio Managers whichever is earlier.

1. The Central Board, EPF in its 207th Meeting held on 31.03.2015 appointed five Portfolio Managers namely State Bank of India, ICICI Securities PD Limited, Reliance Capital AMC, HSBC AMC and UTI AMC to manage its corpus for three years. The current Portfolio Managers started managing EPFO corpus from 1st July, 2015 and their tenure has been extended till 31.12.2018 by the CBT in its 222nd meeting held on 26/06/2018.
2. The Central Board in its 219th meeting held on 23.11.2017 decided *“the Credit Rating Agencies (CRA) registered with SEBI and having minimum ten years of experience in India may be invited under the GFR provisions to assist EPFO in (a) Selection of Portfolio Managers, External Concurrent Auditor and Custodian (b) Performance evaluation of Portfolio Managers. The tenure of the consultant for performance evaluation of Portfolio Managers will be concurrent with agreement period of the portfolio managers subject to satisfaction of the quality of services rendered drawn on periodical review”*.
3. The Five Member Committee constituted by Board finalized the Request for Proposal (RFP) document for appointment of Consultant and same was issued on 29.06.2018. M/s CRISIL has been recommended by the five member committee after evaluation of bids received in response to RFP. The recommendation of committee was sent to the Hon’ble Chairman, CBT for approval. The Hon’ble Chairman has accorded approval subject to conditions that human resource related to selection of Portfolio Managers be changed so as not to include the human resource who were engaged in selection in Portfolio Managers in earlier instances.
4. As per direction of the Hon’ble Chairman, CBT, M/s CRISIL was requested to submit the details of new consultant/team members responsible for selection of Portfolio managers. The CVs of the proposed team members has been received and same has been submitted for consideration and approval. An agreement has also been drafted & the same will be signed in due course, after which the process of selection of new

Portfolio Managers will begin. The tentative timeline for completion of the process of selection of Portfolio Managers is mentioned below:-

Sr. No	Key Activities	Tentative timeline
1.	Preparation of RFP & its approval by CBT	Approx. 2-3 weeks from the date of appointment of Consultant
2.	Issuance of RFP	0 days
3.	Last date of submission of queries via e-mail or post on RFP	7 days from RFP
4.	Pre-bid Conference (PBC)	11 days from RFP
5.	Issuance of Addendum to RFP (if required after PBC)	14 days from RFP
6.	Last date of submitting proposal	30 days from RFP
7.	Pre-qualification bid opening	30 days from RFP
8.	Technical bid opening for eligible Applicants	30 days from RFP
9.	Financial bid opening for eligible Applicants	35 days from RFP
10.	Issuance of letter to selected Applicants (s) after approval of CBT, EPF	As per fixing of date by Hon'ble Chairman, CBT
11.	Preparation of Agreement and its approval by FIAC	As per date fixed by Hon'ble Chairman
12.	Signing of Agreement with selected PMS and allocation of securities to PMS	After obtaining necessary approval.
13.	Opening of SGL/Demat Accounts, Cash Accounts of selected Portfolio Manager with RBI/Custodian	Approx. 3-4 Weeks
14.	Transfer of securities from previous accounts to new accounts	Approx. 2-3 after opening of accounts

5. The entire process is expected to take 4-5 months. It may also be mentioned that on the previous occasion the RFP for selection of Portfolio Managers (PMs) was floated on 09.12.2014 & the PMs started managing the corpus w.e.f. 01.07.2015.
6. Clause (i) of Section 6 (TERM AND TERMINATION) of Portfolio Management Service Agreement entered between EPFO and current Portfolio Managers provides that the appointment of Portfolio Manager may be extended by mutual consent of the Portfolio Manager and CBT, EPF, depending on the performance of the former.
7. M/s SBI vide its letter dated 05.06.2018 has already conveyed its decision to wind up the portfolio management activity w.e.f. 31.12.2018, as per the directions of RBI & hence is not willing to extend its tenure beyond 31.12.2018. A separate agenda for allocation of the corpus managed by SBI has been submitted.
8. The proposal for extension of tenure of Portfolio Manager was to be submitted to the FIAC for its recommendations to the Board; however, due to the requirement for

reconstitution of FIAC in view of the reconstitution of the Board, the meeting of FIAC could not take place. Accordingly, due to paucity of time as the tenure of the Portfolio Managers is ending on 31st December 2018, the agenda item is being placed before the Board.

9. As per cumulative performance evaluation report of CRISIL, Consultant of EPFO, for the period July 01, 2015 to September 30, 2018, all the Portfolio Managers have outperformed the benchmark yield.
10. Accordingly, to ensure smooth functioning of the investment activities, it is proposed that the tenure of current Portfolio Managers except SBI may be extended till 30.06.2019 or till appointment of new fund managers, whichever is earlier.

Proposal: The proposal contained in Para 10 above is placed for approval.

Item No. 12: Extension of tenure of M/s. CRISIL Ltd as Consultant for six month i.e. 30.06.2019 or till appointment of new Portfolio Managers, whichever is earlier.

1. The Central Board in its 202nd Meeting approved the proposal *“to appoint a Credit Rating Agency (CRA) registered with SEBI for (a) Selection of Portfolio Managers, Custodian and Concurrent Auditors (b) Performance evaluation of Portfolio Managers. The tenure of the consultant for performance evaluation of Portfolio Manager will be concurrent with agreement period of the portfolio managers to satisfaction of the quality of services rendered drawn on periodical review”*. The current tenure of Consultant has been extended till 31.12.2018.
2. The Central Board in its 204th Meeting held on 26th August, 2014 on the basis of recommendation of Finance and Investment Committee appointed M/s. CRISIL as consultant for selection of Portfolio Managers, Custodian and Concurrent Auditor and performance evaluation of Portfolio Managers.
3. A formal agreement was entered between EPFO and M/s. CRISIL for the purpose after selection in 2014. As per clause 6.1 of the said agreement “Deliverables set out in III, IV, V & VI (i.e. clauses related to performance evaluation, strengthening IMC, training and research based assistance) of section 4.1 of this Agreement shall start from the date of appointment of Portfolio Managers by EPFO for a period of three years subject to Annual performance Review of the Consultant.” Further, as per clause 16 i.e. Extension of Agreement provides *“the agreement is extendable upto the period of engagement of selected portfolio managers as per the terms of agreement/as may mutually agree in writing”*.
4. The Five Member Committee constituted by Board finalized the Request for Proposal (RFP) document for appointment of Consultant for the new mandate and the same was issued on 29.06.2018. M/s CRISIL has been recommended by the five member committee after evaluation of bids received in response to RFP. The recommendations of committee were sent to the Hon’ble Chairman, CBT for approval. The Hon’ble

chairman has accorded approval subject to condition that human resource related to selection of Portfolio Managers be changed so as not to include the human resource who were engaged in selection in Portfolio Managers in earlier instances.

5. As per direction of the Hon'ble Chairman, CBT, M/s CRISIL was requested to submit the details of new consultant/team members responsible for selection of Portfolio managers. The CVs of the proposed team members has been received and same has been submitted for consideration and approval. An agreement has also been drafted & the same will be signed in due course, after which the process of selection of new Portfolio Managers will begin. The tentative timeline for completion of the process of selection of Portfolio Managers is mentioned below:-

Sr. No	Key Activities	Tentative timeline
1.	Preparation of RFP & its approval by CBT	Approx. 2-3 weeks from the date of appointment of Consultant
2.	Issuance of RFP	0 days
3.	Last date of submission of queries via e-mail or post on RFP	7 days from RFP
4.	Pre-bid Conference (PBC)	11 days from RFP
5.	Issuance of Addendum to RFP (if required after PBC)	14 days from RFP
6.	Last date of submitting proposal	30 days from RFP
7.	Pre-qualification bid opening	30 days from RFP
8.	Technical bid opening for eligible Applicants	30 days from RFP
9.	Financial bid opening for eligible Applicants	35 days from RFP
10.	Issuance of letter to selected Applicants (s) after approval of CBT, EPF	As per fixing of date by Hon'ble Chairman, CBT
11.	Preparation of Agreement and its approval by FIAC	As per date fixed by Hon'ble Chairman
12.	Signing of Agreement with selected PMS and allocation of securities to PMs	After obtaining necessary approval.
13.	Opening of SGL/Demat Accounts, Cash Accounts of selected Portfolio Manager with RBI/Custodian	Approx. 3-4 Weeks
14.	Transfer of securities from previous accounts to new accounts	Approx. 2-3 after opening of accounts

6. A proposal for extension of tenure of current Portfolio Managers for further period of six month i.e. till 30.06.2019 or till appointment of new Portfolio Managers, whichever is earlier is being placed separately before the Board for consideration in this meeting.
7. The proposal for extension of tenure of M/s. CRISIL as Consultant was to be submitted to the FIAC for its recommendations to the Board; however, due to the requirement for

reconstitution of FIAC in view of the reconstitution of the Board, the meeting of FIAC could not take place. Accordingly, due to paucity of time as the tenure of the Consultant is ending on 31st December 2018, the agenda item is being placed before the Board.

8. M/s CRISIL has completed tasks of performance evaluation, strengthening of IMC, training & research based assistance satisfactorily.
9. Accordingly, it is proposed that the tenure of M/s. CRISIL Limited, Consultant may be extended upto six month i.e. 30.06.2019 or till appointment of new Portfolio Managers, whichever is earlier as per the terms of agreement to ensure seamless continuity of the evaluation of the current Portfolio Managers as well as other activities assigned to consultant as mentioned at para 3 above.

Proposal: The item is placed before the CBT for approval.

Item No. 13: Information to be placed before the Central Board in accordance with para 23 of the EPF Scheme.

- Para 23 of the Employees' Provident Fund Scheme, 1952 provides that the "Reference relating to all appointment of officers of the Regional Provident Fund Commissioners and above made by the Chairman, Central Board shall be placed before the next meeting of the Central Board for information".
- Details of the references relating to the appointments of Officers in the cadres of Addl. CPFC (HQ), Addl. CPFC, RPFC Gr. I and RPFC Gr. II during the period from 15.05.2017 to 15.11.2018 is appended as **Annexure-13A**.

Proposal: The Central Board of Trustees, EPF may please take note of the appointments made in the cadres of Addl. CPFC (HQ), Addl. CPFC, RPFC Gr. I and RPFC Gr. II during the period from 15.05.2017 to 15.11.2018.

Appointments made in the cadre of Addl. CPFC (HQ), Addl. CPFC, RPFC Gr. I, RPFC Gr. II during the period from 15.05.2017 to 15.11.2018.

S.N	Name of the Officer	Date of Appointment
ACC (HQ)		
1.	Shri K.L.Goyal	01.09.2017
2.	Shri S.C.Goyal	05.03.2018
ACC		
1.	Shri V.P.Singh	06.04.2018
2.	Shri C.Chakraborty	06.04.2018
3.	Ms. Mridula Ghai	06.04.2018
4.	Smt. Uditia Chowdhary	06.04.2018
5.	Smt. Anita Sinha Dixit	06.04.2018
6.	Shri R.M.Verma	06.04.2018
7.	Shri R.K.Singh	06.04.2018
8.	Shri S.B.Sinha	06.04.2018
9.	Shri Gautam Dixit	06.04.2018
10.	Shri Anil O.K	10.04.2018
11.	Shri Kumar Rohit	10.04.2018
12.	Ms. Uma Mandal	16.04.2018
13.	Shri Krishna Chowdhary	12.04.2018
14.	Shri Narayana Kamma	12.04.2018
15.	Shri D.Remmei	11.04.2018
16.	Ms. Kavitha N.George	11.04.2018
17.	Shri Abhay Ranjan	12.04.2018
18.	Shri Veerabhadra Swamy	13.04.2018
19.	Smt. Sahira K.Sangma	13.04.2018
20.	Sh. M. Madhiazagan	
RPFC, Gr. I		
1.	Shri Amit Vashist	09.03.2017
2.	Shri Tushar Kant Mukherjee	20.03.2017
3.	Shri Debi Prasad Bhattacharya	20.03.2017
4.	Ms. Rina Mandal	20.03.2017
5.	Shri Pravin Kumar Tiwari	20.03.2017
6.	Shri Vikas Kumar	30.03.2017
5.	Shri Alok Yadav	12.07.2018
6.	Shri Amitabh Prakash	31.07.2017
7.	Shri Amul Raj Singh	27.07.2017
8.	Shri Avinash Gandhi	07.09.2018
9.	Shri Vinit Kumar	06.04.2018
10.	Shri Mohd. Shariq	06.04.2018
11.	Shri Shashi Bhushan Kumar	17.04.2018
12.	Shri Pramod Singh	06.04.2018
13.	Shri Pooran Chandra Gupta	06.04.2018
14.	Ms. Sridevi Inakoti	06.04.2018
15.	Shri Sudarshan Kumar	06.04.2018
16.	Shri Upendra Pratap Singh	06.04.2018
17.	Shri Prashant	06.04.2018
18.	Shri Kartikey Singh	06.04.2018

19.	Shri Ajay Kumar	06.04.2018
20.	Shri Ashish Kumar	06.04.2018
21.	Shri Amit Singla	06.04.2018
22.	Shri Vishal Aggarwal	06.04.2018
23.	Shri Bhupendra Yadav	06.04.2018
24.	Shri Sushant K Padhy	06.04.2018
25.	Shri Mihir Kumar	06.04.2018
26.	Shri Hemong Venkatesh	06.04.2018
27.	Shri Anil Kumar Pritam	06.04.2018
28.	Shri H.M.Tirpude	06.04.2018
29.	Shri Saurabh Swami	06.04.2018
30.	Shri S. Murugavel	06.04.2018
31.	Shri Vanlal Muan	06.04.2018
32.	Shri Mohit Kumar Shekhar	06.04.2018
33.	Shri Praveen Garhwal	06.04.2018
34.	Shri Kundan Alok	06.04.2018
35.	Shri Yogesh Kumar	06.04.2018
36.	Shri Ajitesh Kumar	06.04.2018
37.	Shri Ashwini Kumar Gupta	06.04.2018
38.	Shri Manoj Kumar	06.04.2018
39.	Shri P.Senthil Kumar	06.04.2018
40.	Shri G.Siva Kumar	06.04.2018
41.	Shri Himanshu Kumar	06.04.2018
42.	Shri Ramkesh Meena	06.04.2018
43.	Shri Reuban W. Syiem	06.04.2018
44.	Shri J.V.Ingle	06.04.2018
45.	Shri Balakrishna Naik	06.04.2018
46.	Shri Paritosh Kumar	06.04.2018

RPFC, Gr. II

1.	Shri Rupak Gupta	20.12.2017
2.	Shri M. Aswathanarayana	22.01.2018
3.	Shri Tapan Ghosh-I	23.01.2018
4.	Shri G.N.Chawla	16.02.2018
5.	Shri Sudhakar Rao Bhonsale	27.04.2018
6.	Shri D.P.Nanoti	27.04.2018
7.	Shri K.Ramesh	27.04.2018
8.	Shri Rama Nand	27.04.2018
9.	Shri Sukhbir Singh Bhati	27.04.2018
10.	Ms. Singamsetti Komala Devi	27.04.2018
11.	Shri Pukh Raj Jain	27.04.2018
12.	Shri R. Sanjeeva Reddy	27.04.2018
13.	Shri Atmakuri Lakshminarayana	27.04.2018
14.	Shri Jail Singh Meena	27.04.2018
15.	Shri Suresh Chand Meena	27.04.2018
16.	Shri Sukhbir Singh	27.04.2018
17.	Shri M.Ravi	27.04.2018
18.	Shri Mukesh Kumar Gupta	27.04.2018
19.	Shri Govind Sharma	27.04.2018
20.	Shri Subir Sanyal	27.04.2018
21.	Shri Ramesh S. Naik	27.04.2018

22.	Shri Dhananjay M. Bhagwat	27.04.2018
23.	Shri Gajanan M. Kahu	27.04.2018
24.	Shri Rajnikant Kanubhai Parekh	27.04.2018
25.	Ms. M. Lakshmi Durgamba	27.04.2018
26.	Shri Mohd. Sarfaraj	10.09.2018

Item No. : 14 Procedure to be observed by the Departmental Promotion Committee – Revised crucial date of eligibility for the vacancy year and relevant years up to which APARs are to be considered for conducting Departmental Promotion Committees.

The Central Board of Trustees, EPF is empowered under the provisions contained in Section 5 D(3)EPF & MP Act, 1952 to appoint subject to the maximum scale of pay, officers and employees as it may consider necessary for efficient administration of the EPF scheme, the Pension scheme and the Insurance scheme. Section 5 D(7)(a) of the Act further provides that;

“The method of recruitment, salary and allowances, discipline and other conditions of service of the Additional Central Provident Fund Commissioner, Deputy Provident Fund Commissioner, Regional Provident Fund Commissioner, Assistant Provident Fund Commissioner and other officers and employees of the Central Board shall be such as may be specified by the Central Board in accordance with the rules and orders applicable to the officers and employees of the Central Government drawing corresponding scales of pay:

Provided that where the Central Board is of the opinion that it is necessary to make a departure from the said rules or orders in respect of any of the matters aforesaid, it shall obtain the prior approval of the Central Government”.

2. The Central Board has formulated the “The Employees’ Provident Fund (Officers and Employees’ Conditions of Services) Regulations, 2008” to specify the conditions of service of its employees. As per Regulation 18 as well as Regulation 22 of the Regulations, the Central Civil Services Rules as set out in Scheduled- I & II shall apply mutatis mutandis to the employees of the Organisation as applicable to the corresponding category of Central Govt. Employees as specified in Schedules-III subject to such modification or exceptions if any, as the Central Board may with the approval of the Central Govt. specify. A copy of the extracts of Regulation 18 as well as Regulation 22 of the Regulations is placed at **Annexure-14A** and **Annexure-14B** respectively.

3. The Central Board has also framed the recruitment Rules for various posts sanctioned in Group ‘A’, ‘B’ & ‘C’ in consultation with the government which prescribe the modes of recruitment. With regard to the procedure to fill up the posts by the mode of promotion the guidelines as circulated by Department of Personnel & Training, Govt. of India in relation to the procedure to be followed by the Departmental Promotion Committee Meetings are made applicable in the matters relating to promotion of the officers and staff in different cadres/posts sanctioned in Group ‘A’, ‘B’ & ‘C’.

4. For the purpose of drawing the zone of consideration for promotion, the crucial date for determining eligibility of an employee was taken as 1st of April of the panel year until the vacancy year 2017-18 being a financial year.

5. However, the DoP&T vide OM No.22011/4/2013-Estt(D) dated 08.05.2017 has issued revised guidelines in consultation with the UPSC wherein it has been decided that henceforth, the vacancy year may be shifted to calendar year from the year 2018 onwards, wherever the financial year based vacancy year is being followed. A copy of the DoP&TO.M.No.22011/4/2013 dated 08.05.2017 is placed at **Annexure-14C**. The guidelines given in para 5 of the said OM is reproduced below:

“5. In order to streamline the process of timely convening of DPCs, it has been now decided that henceforth, the following changes may be effected in the DPC procedure in partial modification of this Department OM No.22011/5/86-Estt.(D) dated 10.04.89, OM No.22011/9/98-Estt.(D) dated 16.6.2000, OM No. 22011/9/98-Estt.(D) dated 08.09.98 and OM No.22011/6/2013-Estt.(D) dated 28.5.2014(crucial date of eligibility):-

- (i) The vacancy year may be shifted to Calendar Year from the year 2018 onwards, wherever the financial year based vacancy year being followed now.
- (ii) **The crucial date of eligibility will be 1st of January of the Vacancy year w.e.f. 2019.**
- (iii) The APARs for five years preceding T-2nd year may be taken as reckoning APARs, i.e. for the vacancy year 2019 (January, 2019 to December, 2019), the reckoning APARs shall be 2016-17, 2015-16, 2014-15, 2013-14 and 2012-13.
- (iv) The year of 2018 being the transitional year, the vacancy period shall be from 1st April, 2018 to 31st December, 2018. The reckoning APARs for this vacancy year shall be 2015-16, 2014-15, 2013-14, 2012-13 and 2011-12. **The crucial date of eligibility shall be 1st April, 2018 for the transitional year.”**

6. Also, DoP&T O.M. dated 23.03.2018 (**Annexure-14D**) has further provided that the instructions issued vide DoP&T O.M. dated 08.05.2017 are applicable in all cases, i.e. whether or not it requires DPC to be convened in UPSC or internally within the Departments/Ministries.

7. It is also submitted that based on the instructions contained in the above DoP&T O.M. dated 08.05.2017, which are mutatis mutandis applicable to the cadres/posts in EPFO by virtue of regulations 18 and 22 of EPF(Officers & Staff) Conditions of Services Regulations, 2008, DPCs for promotion to the posts of Addl. Central PF Commissioner (level 13A of Pay Matrix), Regional PF Commissioner Gr.I (level 12 of Pay Matrix), Regional PF Commissioner Gr.II (level 11 of Pay Matrix) have been held for the panel year 2018. The DPC for promotion to the post of Addl. Central PF Commissioner(HQ) (level 14 of Pay Matrix) for the panel year 2018 as well as panel year 2019 has been held keeping the time schedule and the

administrative exigencies. The Central Board may ratify the implementation of the instructions in respect of these grades.

8. A proposal is now placed before the Central Board to approve the implementation of the revised guidelines issued by the DoP&T vide O.M. dated 08.05.2017 to shift the crucial date of eligibility to 1st January of the vacancy year as contained in para 5 of the OM and relevant years upto which APARs are to be considered for conducting Departmental Promotion Committee Meetings and its adoption in relation to the post and cadres in Group "A", "B" & "C".

Proposal: Proposal contained in Para 7 & 8 above is placed before Central Board of Trustees, EPF for consideration and approval.

14. Protection of rights and privileges conferred by and law or agreement:- Nothing in these regulation shall operate to deprive any employee of any right or privilege to which he is entitled:-

- (a) by or under any law for the time being in force, or
- (b) by the terms of any agreement subsisting between such person and the Employees' Provident Fund Organisation

15. Provident Fund. - The provident fund admissible to the employees of the Organisation shall be governed by the Employees' Provident Fund Organisation (Staff Contributory Provident Fund) Regulations, 1960.

16. Classification, control and appeal. - The employees of the Organization shall be governed by the Employees' Provident Fund (Classification, Control and Appeal) Rules, 1971.

17. Disqualification. - No person -

- (a) who has entered into or contracted a marriage with a person having spouse living, or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person.

shall be eligible for appointment in the Organization;

Provided that the Central Board may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage or that there are other grounds for so doing, exempt any person from the operation of these regulations.

18. Applicability of rules relating to appointments, pay, leave, pension, gratuity, General Provident Funds, etc., to employees of the Organisation. - In respect of the matters relating to appointments, pay, leave, pension, gratuity, General Provident Fund and other conditions of service for which no provision or insufficient provision has been made in these regulations, the Central Civil Services rules as set out in Schedule I, shall apply mutatis mutandis, to the employees of the Organisation, as applicable to the corresponding categories of Central Government employees specified in Schedule III, subject to such modifications or exceptions if any, as the Central Board may, with the approval of the Central Government, specify.

19. Seniority. - In the matter of fixation of seniority, the employees of the Organization shall be governed by the Employees' Provident Fund Staff (Fixation of Seniority) Regulations, 1989

20. Medical facilities. - The employees of the Organisation shall be entitled to such medical facilities as may be laid down in the guidelines by the Central Board from time to time.

21. Maintenance of records of service. - The records of service of the employees of the Organisation shall be maintained as per the guidelines or administrative instructions issued by the Board from time to time

22. Applicability of Central Civil Services Rules to the employees of the Organisation. - The rules applicable to the Central Government employees as specified in Schedule II, shall also apply to the employees of the Organisation

23. Relaxation in exceptional cases. - Where the Commissioner is satisfied that the operation of any regulation or provision in the matter of the conditions of service of an employee is likely to cause undue hardship in any particular case, he may, with the approval of the Central Board of Trustees, Employees' Provident Fund, by order, dispense with or relax the requirement of that regulation or provision to such extent and subject to such conditions as may be considered necessary for dealing with the case in a just and equitable manner.

24. Oath of allegiance to the Constitution of India. - Every employee shall be required to take an oath or solemnly affirm his allegiance to the Constitution of India as by law established, at the time of his appointment to the service of the Organization.

25. Saving. - Nothing in these regulations shall affect reservations and other concessions in appointments to various posts in the Organisation required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

26. Declaration to be made by an employee. - Every employee to whom these regulations apply shall make the following declaration: -

"I hereby declare that I have read and understood the Employees' Provident Fund (Officers and Employees Conditions of Service) Regulations, 2008 and I hereby subscribe and agree to be bound by the said Regulations."

Witness
Signature
Name
Date
Occupation
Address

.. Employee
.. Name in Full
.. Nature of Appointment
.. Date of Appointment
.. Signature
.. Date

A. VISWANATHAN
Central Provident Fund Commissioner & Secy

No. 22011/4/2013–Estt(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

New Delhi,
8th May, 2017

OFFICE MEMORANDUM

Sub: Procedure to be observed by the Departmental Promotion Committees (DPCs) – Model Calendar for DPCs – Relevant year up to which APARs are to be considered and Model Calendar for conducting DPCs – regarding.

The undersigned is directed to invite reference to the Department of Personnel and Training OM of even number dated 8th September, 1998 prescribing a 'Model Calendar' for DPCs in order to ensure that DPCs are convened in advance and approved select panels are ready on the date of commencement of the relevant vacancy year and that the last date for sending complete proposal to the UPSC is 15 July (in ACC cases) and 31 July (in non-ACC cases) of the year preceding the vacancy year.

2. Reference is further invited to the Department of Personnel and Training OM of even number dated 16th June, 2000 wherein it was prescribed/clarified that only such ACRs (now APARs) should be considered which became available during the year immediately preceding the vacancy/panel year irrespective of the date of convening of the DPC. In other words, for the vacancy/panel year 2000-01, it was prescribed that ACRs (now APARs) up to the year 1998-99 (five years preceding T – 1st year) are required to be considered. Accordingly, for the vacancy year 2017-18, APARs up to the year 2015-16 are required to be considered.

3. Reference is also invited to the Department of Personnel and Training OM No. 22011/1/2005- Estt(A)-(Pt-II) dated 23rd July, 2009 on the subject 'Preparation and Maintenance of APARs' wherein a time schedule for preparation/completion of APAR has been prescribed. As per this schedule, entire APAR process is to be completed by 30th November of the year following the completion of time period of APAR year.

4. As per the extant instructions, say for vacancy year 2017-18, complete proposal to the UPSC has to be sent by 15 July, 2016 (in ACC cases) and 31 July, 2016 (in non-ACC cases) with APARs up to the year 2015-16. However, the entire process of recording APAR for the year 2015-16 is complete by 30th November, 2016 only. After the issue of guidelines regarding time schedule for completion of APAR, the time lines make it practically impossible to make the last APAR (the APAR of the year immediately preceding T-1th year) available for DPCs, i.e., the APAR for the year 2015-16 does not attain finality and thus may not be available before sending proposal for DPC for vacancy year 2017-18. In this background, the instructions regarding the procedure for convening DPCs have been reviewed in consultation with UPSC.

5. In order to streamline the process of timely convening of DPCs, it has been now decided that henceforth, the following changes may be effected in the DPC procedure in partial modification of this Department OM No. 22011/5/86-Estt.(D) dated 10.4.89, OM No. 22011/9/98-Estt.(D) dated 16.6.2000, OM No. 22011/9/98-Estt.(D) dated 8.9.98 and OM No. 22011/6/2013- Estt.(D) dated 28.5.2014(crucial date of eligibility):-

- (i) The vacancy year may be shifted to Calendar Year from the year 2018 onwards, wherever the financial year based vacancy year being followed now.
- (ii) The crucial date of eligibility will be 1st of January of the Vacancy year w.e.f 2019.
- (iii) The APARs for five years preceding T-2nd year may be taken as reckoning APARs, i.e. for the vacancy year 2019 (January 2019 to December, 2019), the reckoning APARs shall be 2016-17, 2015-16, 2014-15, 2013-14 and 2012-13.
- (iv) The year of 2018 being the transitional year, the vacancy period shall be from 1st April 2018 to 31st December, 2018. The reckoning APARs for this vacancy year shall be 2015-16, 2014-15, 2013-14, 2012-13 and 2011-12. The crucial date of eligibility shall be 1st April, 2018 for the transitional year.

6. Ministries/Departments are requested to give wide circulation to these instructions for guidance in the matter and also to ensure strict adherence to the time-schedule prescribed as per the 'Model Calendar' for DPCs.

Encl: as above

G. Jayanthi
(Jayanthi. G)
Director(E-I)

To

All Ministries/Departments of the Government of India

Copy to:

- (i) The President's Secretariat, New Delhi
- (ii) The Vice- President's Secretariat, New Delhi
- (iii) The Prime Minister's Office, New Delhi
- (iv) The Cabinet Secretariat, New Delhi
- (v) The Rajya Sabha Secretariat, New Delhi
- (vi) The Lok Sabha Secretariat, New Delhi
- (vii) The Controller and Auditor General of India, New Delhi
- (viii) The Secretary, Union Public Service Commission
- (ix) The Secretary, Staff Selection Commission
- (x) All Attached offices under the Ministry of Personnel, Public Grievances and Pensions
- (xi) All Officers and Section in the Department of Personnel & Training
- (xii) NIC for uploading on the website under OM's / Orders —*Establishment —*Promotion; and

**MODEL CALENDAR FOR CONDUCTING DEPARTMENTAL PROMOTION
COMMITTEES(DPCs)**

A. ACC cases:

S. No.	Events	Transitional year (01.04.2018 to 31.12.2018)	Calendar-year based	2019
1.	Vacancy year	2018-19	2018	2019
2.	Crucial date for determining eligibility	01 April, 2018	01 January, 2018	01 January, 2019
3.	Compilation of ACRs/Integrity Certificates/ Vigilance clearance/Seniority List/Penalty and Vacancy position etc., and forwarding DPC proposal to UPSC	April - 15 July 2017	January - 15 April, 2017	January - 15 April, 2018
4.	Last date for sending complete proposal along with relevant Recruitment/Service Rules to the UPSC. (Effort should be made to send the proposal to the UPSC as soon as possible without waiting for the last date)	15 July 2017	15 April 2017	15 April 2018
5.	DPC to be held	15 July - November, 2017	15 April - August, 2017	15 April - August, 2018
6.	On receipt of DPC minutes from the UPSC, post-DPC follow-up action by the administrative Ministry/Department.	December, 2017	September, 2017	September, 2018
7.	Approval of the ACC including communication of its approval to the administrative Ministry/Department.	January - March, 2018	October - December, 2017	October - December, 2018
8.	Last date for getting ready the approved select panel by the	31 March, 2018	31 December, 2017	31 December, 2018

	administrative Ministry/Department.			
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Note: Dates/periods suggested in the Model Calendar for DPCs put no bar on earlier completion of various pre-post DPC related actions. Every effort may, as such, be made for taking speedy action in the matter without waiting for the last date or completion of the period as suggested by the Model Calendar for DPCs.

B. Non-ACC cases:

S. No.	Events	Transitional year (01.04.2018 to 31.12.2018)	Calendar-year based	2019
1.	Vacancy year	2018-19	2018	2019
2.	Crucial date for determining eligibility	01 April, 2018	01 January, 2018	01 January, 2019
3.	Compilation of ACRs/Integrity Certificates/Vigilance clearance/Seniority List/Penalty and Vacancy position etc., and forwarding DPC proposal	April - July 2017	January - April, 2017	January - April, 2018
4.	Last date for sending complete proposal along with relevant Recruitment/Service Rules to the DPC. (Effort should be made to send the proposal to the DPC as soon as possible without waiting for the last date)	31 July 2017	30 April 2017	30 April 2018
5.	DPC to be held	August, 2017 - January, 2018	May - October, 2017	May - October, 2018
6.	On receipt of DPC minutes, post-DPC follow-up action(including approval of the Competent Authority) by the administrative Ministry/Department	February-March, 2018	November-December, 2017	November-December, 2018
7.	Last date for getting ready the approved select panel by the administrative Ministry/Department.	31 March, 2018	31 December, 2017	31 December, 2018

Note: Dates/periods suggested in the Model Calendar for DPCs put no bar on earlier completion of various pre-post DPC related actions. Every effort may, as such, be made for taking speedy action in the matter without waiting for the last date or completion of the period as suggested by the Model Calendar for DPCs.

No. 22011/4/2013—Estt(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block, New Delhi,
Dated 23rd March, 2018

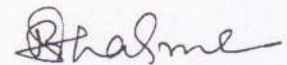
OFFICE MEMORANDUM

Sub: Procedure to be observed by the Departmental Promotion Committees (DPCs) — Model Calendar for DPCs — Relevant year up to which APARs are to be considered and Model Calendar for conducting DPCs — regarding.

The undersigned is directed to invite reference to the Department of Personnel and Training's OM of even number dated 8th May, 2017 *vide* which instructions for procedure to be observed by the Departmental Promotion Committees (DPCs) — Model Calendar for DPCs — Relevant year up to which APARs are to be considered and Model Calendar for conducting DPCs were issued.

2. A reference has been received whether the OM dated 28.1.2015 and the above mentioned OM dated 8.5.2017 will co-exist. The matter has been examined and it has been decided that the OM dated 8.5.2017 will supercede all the instructions issued on the subject of Model Calendar for Departmental Promotion Committees, including the OM dated 28.1.2015. In other words, the instructions issued *vide* OM dated 8.5.2017 are applicable in all cases, *i.e.*, whether or not it requires DPC to be convened in UPSC or internally within the Departments / Ministries.

3. Ministries/Departments are requested to give wide circulation to these instructions for guidance in the matter and also to ensure strict adherence to the time-schedule prescribed as per the 'Model Calendar' for DPCs.



(Rajesh Sharma)

Under Secretary

Tel. No. 2304 0340

To

All Ministries/Departments of the Government of India

Copy to:

- (i) The President's Secretariat, New Delhi
- (ii) The Vice- President's Secretariat, New Delhi
- (iii) The Prime Minister's Office, New Delhi
- (iv) The Cabinet Secretariat, New Delhi

- (v) The Rajya Sabha Secretariat, New Delhi
- (vi) The Lok Sabha Secretariat, New Delhi
- (vii) The Controller and Auditor General of India, New Delhi
- (viii) The Secretary, Union Public Service Commission
- (ix) The Secretary, Staff Selection Commission
- (x) All Attached offices under the Ministry of Personnel, Public Grievances and Pensions
- (xi) All Officers and Section in the Department of Personnel & Training
- (xii) NIC for uploading on the website under OM's / Orders —*Establishment —
*Promotion

Item No. 15: Relaxation in the period of eligibility service for promotion to the post of Addl. CPFC in Level 13 A of the pay matrix in relaxation of the Recruitment Rules.

The following eligibility conditions have been prescribed in the “Employees’ Provident Fund Organisation Additional Central Provident Fund Commissioner Recruitment Rules, 2018”, notified in the Gazette of India on 16.03.2018 (**Annexure-15A**):

Promotion: *Officers holding the substantive post of Regional Provident Fund Commissioner-I having six years of regular service in the grade.*

Note:- *Officers of Employees’ Provident Fund Organisation in Group ‘A’ with three years’ regular service in Level 13 in the pay matrix (Rs. 123100-215900) or with six years’ regular service in Level 12 in the pay matrix (Rs. 78800-209200) and having twenty years’ service in Group ‘A’ subject to fitness and availability of position.*

2. A Departmental Promotion Committee (DPC) Meeting was held on 26.3.2018 for consideration of selection of officers for promotion in the post of Additional Central PF Commissioner in level 13A of Pay Matrix for the Panel Year 2017-18 and 2018. Twelve (12) eligible officers for the panel year 2017-18 and 20 eligible officers for the panel year 2018 were placed before the DPC for consideration. The DPC recommended a panel of only 11 eligible officers for the panel year 2018. In two cases the recommendations were placed in the sealed cover. There were 16 RPFCs-I who had not completed 06 years of regular service but were in level-13 of Pay Matrix (NFSG). These officers were included in the zone of consideration, as per the provisions of the Recruitment Rules in column 11 of the Recruitment Rules for the post of Addl. CPFC. As per the said provision RPFC-I in NFSG of Grade Pay Rs. 8700/- (Level 13) with three years’ regular service in Level 13 in the Pay Matrix (Rs. 123100-215900) and having twenty years’ service in Group ‘A’ are eligible.

3. However, the DPC was of the view that the revised Recruitment Rules have superseded the earlier Recruitment Rules and the substantive eligibility condition prescribed is completion of six years regular service as Regional PF Commissioner-I in level 12 of the pay matrix. There is no post sanctioned in level 13 of the Pay matrix at present in EPFO. The officers who have been granted Non-Functional Selection Grade which is also in Level 13 of the Pay matrix may not be considered for the present and clarification in the matter may be obtained.

4. The matter was referred to Ministry of Labour & Employment for clarification of the provisions of the recruitment Rules for the post of Addl. CPFC. Thereafter, it was decided in a meeting on HR matters of EPFO chaired by Secretary (L&E) on 27.07.2018 that EPFO may forward a proposal for seeking relaxation of the recruitment rules in the eligibility prescribed in the feeder post of RPFC-I.

5. A proposal seeking relaxation in the Recruitment Rules for the post of Addl. Central P. F. Commissioner was sent to Ministry of Labour & Employment vide U.O. Note dated 18.10.2018 (**Annexure-15B**). The Ministry of Labour & Employment vide letter dated 12.11.2018 (**Annexure-15C**) has desired that in view of provision provided in the Recruitment Rules of Addl. CPFC at Sl. No. 5 a proposal for relaxation of any of the provisions contained in the recruitment rules, to be recommended by Central Board of Trustees, EPF alongwith reasons for granting such relaxation and thereafter, such proposal should be sent to the Central Government for its consultation.

6. It is mentioned that as per the provisions of the Recruitment Rules notified on 16.03.2018 for the post of Addl. CPFC, the provisions of the Recruitment Rules can be relaxed by the Central Board in consultation with the Central Government. The provisions of Sl. No. 5 of the Recruitment Rules is reproduced as follows:-

*“5. **Power to relax**- Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing and in consultation with the Central Government, relax, any of the provisions of these rules with respect to any class or category of persons”.*

7. Accordingly, it is placed before Central Board of Trustees, EPF that there are 11 posts lying vacant for the panel year 2018 which could not be filled up due to the clarification on the provisions of the RRs and now have to be carried forward to the next panel year 2019. During the panel year 2019 there will be 05 chain vacancies in the post of Addl. CPFC on promotion of Addl. CPFCs as Addl. CPFC(HQ) during the year 2019. These vacancies include the vacant Zonal Offices Punjab & Himachal (Chandigarh), Telengana (Hyderabad) and Bihar & Jharkhand (Patna) which have to be made operational by posting a regular officer. The other vacancies are at Head Office and existing Addl. CPFCs have been given additional charge. For the purpose of the DPC, 05 vacancies can be taken into account being the vacancies in the chain in the next higher grade of Addl. CPFC(HQ) for drawing extended panel. Therefore, a total of 16 vacancies (11 + 5) will be available for the panel year 2019. To fill up these 16 vacancies to the post of Addl. CPFC and as per provision of Recruitment Rules i.e., officers holding the substantive post of Regional PF Commissioner-I (level 12 of the Pay Matrix) having six years of regular service in the grade are eligible for promotion to the post of Addl. CPFC. However, none of the officers holding the regular post of RPFC-I is eligible as on 01.01.2019.

8. Hence, relaxation in the eligibility service in respect of 22 RPFCs-I for a maximum period of one year as on 01.01.2019 i.e., the date of eligibility for the panel 2019 year will be required considering the fact that the junior most RPFC-I of the batch completes 6 years of regular service as on 01.01.2020 and that the entire batch will be eligible only on 01.01.2020. Therefore, the following 22 RPFC-I belonging to the same batch may be considered for inclusion in the zone of consideration by relaxation in period of eligibility to be placed before the DPC for making promotion to the higher post of ACC as explained below:

S. No.	S.No. in final Seniority list	Name of the officer (S/Shri)	Date of regular promotion	Date of entry in Group A (APFC)	Period of relaxation required as on 01.01.2019 (In months)
1.	18.	Ms. Vaishali Dayal	08.02.2013	01-09-97	12
2.	19.	Maneesh Agnihotri	08.02.2013	17-11-97	12
3.	20.	Ch. Sri Sanjay Mishra	08.02.2013	05-11-97	12
4.	21.	V. Rangnath	08.02.2013	13-08-97	12
5.	22.	Samarendra Kumar	08.02.2013	21-08-97	12
6.	23.	MSKVV Satyanarayana	08.02.2013	13-08-97	12
7.	24.	Uday Baxi	08.02.2013	03-09-97	12
8.	25.	Pankaj Raman	16.04.2013	01-09-97	12
9.	26.	Rajib Bhattacharya	16.04.2013	16-01-98	12
10.	27.	Arif Lohani	16.04.2013	05-12-97	12
11.	28.	Maruti Bhoyi	16.04.2013	06-11-97	12
12.	29.	Ms. Sarojani Rane	16.04.2013	28-08-97	12
13.	30.	P. Rajasekhar Reddy	16.04.2013	18-08-97	12
14.	31.	Sanjay Kumar	16.05.2013	20-08-97	12
15.	32.	Rajeev Bisht	16.05.2013	30-09-97	12
16.	33.	Ashoka Kumar Singh	01.08.2013	23-02-98	12
17.	34.	Animesh Mishra	01.08.2013	04-09-97	12
18.	35.	Mukesh Kumar	02.09.2013	21-08-07	12
19.	36.	Sunil Kumar Suman	04.12.2013	20-08-97	12
20.	37.	E.S. Sanjeeva Rao	31.12.2013	09-09-97	12
21.	38.	Ajay Kumar Mehra	31.12.2013	14-08-97	12
22.	39.	B. Lalzamang	01.01.2014	14-08-97	12

9. Accordingly, relaxation of a period of 12 months as on 01.01.2019 in the period of eligibility service under Regulation 5 of the Recruitment Rules in respect of 22 RPFs-I mentioned in para-8 above is placed before Central Board of Trustees, EPF for consideration and approval.

Proposal: Proposal contained in Para 9 above is placed before Central Board of Trustees, EPF for approval.

MINISTRY OF LABOUR AND EMPLOYMENT

(EMPLOYEES' PROVIDENT FUND ORGANISATION)

NOTIFICATION

New Delhi, the 16th March, 2018

No. HRD/562016/RR/Commissioner Cadre.—In exercise of the powers conferred by clause (a) of sub-section (7) of section 5D of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), and in supersession of the Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner-I Recruitment Rules, 2013, and the Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner-II Recruitment Rules, 2013, except as respects things done or omitted to be done before such supersession, the Central Board, Employees' Provident Fund hereby makes the following rules regulating the method of recruitment to the post of Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner, namely:-

1. **Short title and commencement.**- (1) These rules may be called the Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner Recruitment Rules, 2018.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Number of posts, classification and level in the pay matrix.**- The number of the said post, its classification and the level in the pay matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

3. **Method of recruitment, age limit, other qualifications, etc.**- The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.

4. **Disqualification** - No person,-

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said posts;

Provided that the Central Board may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. **Power to relax** - Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing and in consultation with the Central Government, relax any of the provisions of these rules with respect to any class or category of persons.

6. **Saving** - Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided to for candidates belonging to the Scheduled Castes, the Scheduled Tribes, the Ex-servicemen, the Other Backward Classes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post	Number of posts	Classification	Level in the pay matrix	Whether selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
Additional Central Provident Fund Commissioner	32* * (2018) Subject to variation dependent on workload	Group 'A' Non-Ministerial.	Level 13A (Rs.1,31,100-2,16,600)	Selection post	Not applicable

Educational and other qualifications required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment: whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods
(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	By promotion

In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
(11)	(12)	(13)
<p>Promotion: Officers holding the substantive post of Regional Provident Fund Commissioner – I having six years of regular service in the grade.</p> <p>Note.- Officers of Employees' Provident Fund Organisation in Group 'A' with three years' regular service in Level 13 in the pay matrix (Rs. 123100-215900) or with six years' regular service in Level 12 in the pay matrix (Rs.78800-209200) and having twenty years' service in Group 'A' subject to fitness and availability of position.</p>	<p>Departmental Promotion Committee (for considering promotion) consisting of:-</p> <p>(1) Secretary to the Government of India, Ministry of Labour and Employment: Chairman.</p> <p>(2) Additional Secretary to the Government of India, Ministry of Labour and Employment: Member.</p> <p>(3) Central Provident Fund Commissioner – Member.</p>	<p>Consultation with the Union Public Service Commission is not necessary</p>

Dr. V. P. JOY, Central Provident Fund Commissioner &
Secy, Central Board, Employees' Provident Fund

[ADVT.-III/4/Exty./477/2017-18]

कर्मचारी भविष्य निधि संगठन
Employees Provident Fund Organisation
 (श्रम एवं रोजगार मंत्रालय भारत सरकार)
 (Ministry of Labour and Employment, Govt of India)
 मुख्य कार्यालय /HEAD OFFICE
 भविष्य निधि भवन, 14 भीकाएजी कामा प्लेस नई दिल्ली
 Bhavishya Nidh Bhawan, 14 Bhikaiji Cama Place, New Delhi-110066

Subject: Proposal for seeking relaxation in the Recruitment Rules for the post of Addl. CPFC for considering Promotion of RPFCs-I to the post of Addl. CPFC for the panel year 2019.

The following eligibility conditions have been prescribed in the "Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner Recruitment Rules, 2018", notified in the Gazette of India on 16.03.2018 :

Promotion: Officers holding the substantive post of Regional Provident Fund Commissioner-I having six years of regular service in the grade.

Note:- Officers of Employees' Provident Fund Organisation in Group 'A' with three years' regular service in Level 13 in the pay matrix (Rs. 123100-215900) or with six years' regular service in Level 12 in the pay matrix (Rs. 78800-209200) and having twenty years' service in Group 'A' subject to fitness and availability of position.

2. A DPC was held on 26.3.2018 for consideration of selection of officers for promotion in the post of Addl. CPFC in level 13A of Pay Matrix for the Panel Year 2017-18 and 2018. 12 eligible officers for the panel year 2017-18 and 20 eligible officers for the panel year 2018 were placed before the DPC for consideration. The DPC recommended a panel of only 11 eligible officers for the panel year 2018 holding the post of RPFC-I with six years of regular service and two cases were placed in the sealed cover. As per 'Note' under column 11 of the Recruitment Rules, RPFCs-I with NFSG of Grade Pay Rs. 8700/- (Level 13) with three years' regular service in Level 13 in the Pay Matrix (Rs. 123100-215900) and having Twenty years' service in Group 'A', 16 officers placed in the zone of consideration for the panel year 2018.

3. However, the DPC was of the view that the revised RRs have superseded the earlier RRs and the substantive eligibility condition prescribed is completion of six years regular service as Regional PF Commissioner-I in level 12 of the pay matrix.

4. There is no post sanctioned in level 13 of the Pay matrix at present in EPFO. The officers who have been granted Non-Functional Selection Grade which is also in Level 13 of the Pay matrix may not be considered for the present pending further clarification in the matter.

5. To revisit and clarify the provisions of Recruitment Rules of Addl. CPFC, Ministry of Labour & Employment vide U.O. Note dated 30.05.2018 has been requested so that the eligibility of RPFCs-I with NFSG of Grade Pay Rs. 8700/- (Level 13) with three years' regular service in Level 13 in the Pay Matrix (Rs. 123100-215900) and having twenty years' service in Group 'A' who were placed in the zone of consideration as eligible officers for the panel year 2018 for promotion to the post of Addl. CPFC may be decided.

6. It is also submitted that the instant matter was also discussed in the meeting held under the Chairmanship of Secretary (L&E) on 27.07.2018 to discuss the various administrative issues of EPFO and it was decided that a proposal for seeking relaxation in the minimum eligibility prescribed in the Recruitment Rules for the post of Addl. CPFC may be sent to the Government for granting relaxation.

7. It is submitted that at the time of forwarding the original proposal to Ministry of Labour & Employment, 11 posts were lying vacant for the panel year 2018 which could not be filled up due to the clarification on the provisions of the RRs and now have to be carried forward to the next panel year 2019. Also, during the panel year 2018 one vacancy of ACC(HQ) will be filled and one vacancy will be carried forward to the next panel year 2019. During the panel year 2019 (1st January 2019 to 31st December 2019), 03 more resultant vacancies will arise due to superannuation of 03 ACC(HQ) i.e. Sh. K.V. Sarveswaran, Sh. S.C. Goyal and Sh. Rajesh Bansal w.e.f. 28.02.2019, 30.04.2019 and 30.09.2019 respectively in the next higher grade. For the purpose of the DPC, 04 vacancies can be taken into account being the vacancies in the chain in the next higher grade of Addl. CPFC(HQ) for drawing extended panel. Therefore, a total of 15 vacancies (11 + 4) will be available for the panel year 2019. To fill up these 15 vacancies to the post of ACC and as per provision of Recruitment Rules i.e., officers holding the substantive post of Regional Provident Fund Commissioner-I having six years of regular service in the grade are eligible for promotion to the post of ACC. However, none of the officers holding the regular post of RPFC-I is eligible as on 01.01.2019. Hence proposal for seeking relaxation has been submitted as follows.

8. The date of eligibility for the panel 2019 year would be 01.01.2019 and relaxation in the eligibility service in respect of following 22 RPFCs-I for a maximum period of one year as on 01.01.2019 will be required considering the fact that the junior most RPFC-I of the batch completes 6 years of regular service as on 01.01.2020 and that the entire batch will be eligible only on 01.01.2020. Therefore, the following 22 RPFC-I belonging to the same batch may be considered for inclusion in the zone of consideration by relaxation in period of eligibility to be placed before the DPC for making promotion to the higher post of ACC as explained below :

Sl. No.	Sen. in final Seniority list	Name of the officer (S/Shri)	Date of regular promotion	Date of entry in Group A (APFC)	Period of relaxation required as on 01.01.2019 (In months)
1.	18.	Ms. Vaishali Dayal	08.02.2013	01-09-97	12
2.	19.	Maneesh Agnihotri	08.02.2013	17-11-97	12
3.	20.	Ch. Sri Sanjay Mishra	08.02.2013	05-11-97	12
4.	21.	V. Rangnath	08.02.2013	13-08-97	12
5.	22.	Samarendra Kumar	08.02.2013	21-08-97	12
6.	23.	MSKVV Satyanarayana	08.02.2013	13-08-97	12
7.	24.	UdayBaxi	08.02.2013	03-09-97	12
8.	25.	Pankaj Raman	16.04.2013	01-09-97	12
9.	26.	Rajib Bhattacharya	16.04.2013	16-01-98	12
10.	27.	Arif Lohani	16.04.2013	05-12-97	12
11.	28.	Maruti Bhoyi	16.04.2013	06-11-97	12

12.	29.	Ms. Sarojini Rane	16.04.2013	28-08-97	12
13.	30.	P.Rajasekhar Reddy	16.04.2013	18-08-97	12
14.	31.	Sanjay Kumar	16.05.2013	20-08-97	12
15.	32.	Rajeev Bisht	16.05.2013	30-09-97	12
16.	33.	Ashoka Kumar Singh	01.08.2013	23-02-98	12
17.	34.	Animesh Mishra	01.08.2013	04-09-97	12
18.	35.	Mukesh Kumar	02.09.2013	21-08-07	12
19.	36.	Sunil Kumar	04.12.2013	20-08-97	12
20.	37.	E.S. Sanjeeva Rao	31.12.2013	09-09-97	12
21.	38.	Ajay Kumar Mehra	31.12.2013	14-08-97	12
22.	39.	B. Lalzamang	01.01.2014	14-08-97	12

9. As per the DPC instructions, the normal Zone of consideration for 15 vacancies would be 26. There are two officers who are senior to the above officers but Disciplinary proceedings are pending against them. Two vacancies shall remain unfilled and sealed cover recommendations would be made. Thus for 11 vacancies the above zone of consideration would be sufficient. The justification for seeking relaxation is as follows :

- (i) There are 11 posts of Addl. CPFC that have remained unfilled in the Zones, ZTIs as well as Head Office.
- (ii) The new Zonal Offices namely Punjab & Himachal (Chandigarh), Telengana (Hyderabad), Bihar & Jharkhand (Patna) have to be made operational by posting a regular officer.
- (iii) At Head Office many Divisions do not have full-fledged Addl. CPFCs and existing Addl. CPFCs are overburdened with addl. charge.

10. As per the provisions of the Recruitment Rules for the post of Addl. CPFC, the provisions of the RRs can be relaxed by the Central Board in consultation with the Central Government. The provisions of Sl. No. 5 of the Recruitment Rules notified on 16.03.2018 as reproduced as follows:-

"5. Power to relax- Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing and in consultation with the Central Government, relax, any of the provisions of these rules with respect to any class or category of persons".

11. Therefore, keeping the above position in view, the Ministry of Labour & Employment may consider the above proposal to grant relaxation of a maximum period of 12 months as on 01.01.2019 in the period of eligibility service under regulation 5 of the Recruitment Rules for making the 22 RPFCs-I mentioned in paragraph 8 above eligible for promotion to the post of Addl. CPFC for the panel year 2019. Thereafter, an agenda will be placed before the Central Board in its next meeting to ratify the grant of relaxation in the eligible service in relaxation of the RRs for the post of Addl. CPFC.

[This issues with the approval of CPFC].

(Sushil Kumar Lohani)
Addl. Central P.F. Commissioner (HQ)HR

Shri R.K. Gupta, Joint Secretary, Ministry of Labour & Employment, New Delhi

U.O. Note NO. HRM-I/A-11(2)2017/ 1/68

Dated:

30 OCT 2018

MINISTRY OF LABOUR AND EMPLOYMENT

(EMPLOYEES' PROVIDENT FUND ORGANISATION)

NOTIFICATION

New Delhi, the 16th March, 2018

No. HRD/562016/RR/Commissioner Cadre.—In exercise of the powers conferred by clause (a) of sub-section (7) of section 5D of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), and in supersession of the Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner-I Recruitment Rules, 2013, and the Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner-II Recruitment Rules, 2013, except as respects things done or omitted to be done before such supersession, the Central Board, Employees' Provident Fund hereby makes the following rules regulating the method of recruitment to the post of Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner, namely:-

1. **Short title and commencement.**— (1) These rules may be called the Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner Recruitment Rules, 2018.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Number of posts, classification and level in the pay matrix.**— The number of the said post, its classification and the level in the pay matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

3. **Method of recruitment, age limit, other qualifications, etc.**— The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.

4. **Disqualification** - No person,-

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said posts;

Provided that the Central Board may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. **Power to relax** - Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing and in consultation with the Central Government, relax any of the provisions of these rules with respect to any class or category of persons.

6. **Saving** - Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided to for candidates belonging to the Scheduled Castes, the Scheduled Tribes, the Ex-servicemen, the Other Backward Classes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post	Number of posts	Classification	Level in the pay matrix	Whether selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
Additional Central Provident Fund Commissioner	32* * (2018) Subject to variation dependent on workload	Group 'A' Non-Ministerial	Level 13A (Rs. 1,31,100-2,16,600)	Selection post	Not applicable

Educational and other qualifications required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment: whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods
(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	By promotion

In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
(11)	(12)	(13)
<p>Promotion: Officers holding the substantive post of Regional Provident Fund Commissioner – I having six years of regular service in the grade.</p> <p>Note.- Officers of Employees' Provident Fund Organisation in Group 'A' with three years' regular service in Level 13 in the pay matrix (Rs. 123100-215900) or with six years' regular service in Level 12 in the pay matrix (Rs. 78800-209200) and having twenty years' service in Group 'A' subject to fitness and availability of position.</p>	<p>Departmental Promotion Committee (for considering promotion) consisting of:-</p> <ol style="list-style-type: none"> (1) Secretary to the Government of India, Ministry of Labour and Employment: Chairman. (2) Additional Secretary to the Government of India, Ministry of Labour and Employment: Member. (3) Central Provident Fund Commissioner – Member. 	<p>Consultation with the Union Public Service Commission is not necessary</p>

Dr. V. P. JOY, Central Provident Fund Commissioner &
Secy, Central Board, Employees' Provident Fund

[ADVT.-III/4/Enty./477/2017-18]



कर्मचारी भविष्य निधि संगठन
Employees Provident Fund Organisation

(श्रम एवं रोजगार मंत्रालय भारत सरकार)

(Ministry of Labour and Employment, Govt of India)

मुख्य कार्यालय /HEAD OFFICE

भविष्य निधि भवन, 14 भीकाएजी कामा प्लेस नई दिल्ली

Bhavishya Nidhi Bhawan, 14 Bhikaiji Cama Place, New Delhi-110066

Subject: Recommendations of Departmental Promotion Committee Meeting held on 26.03.2018 for Promotion to the post of Additional Central P. F. Commissioner in EPFO in level 13A of pay matrix [pre-revised PB-4 (Rs. 37400-67000/-) with Grade Pay of Rs.8,900/-] – regarding.

The instant matter is regarding a clarification on the eligibility of Officers holding the post of Regional P.F. Commissioner (Gr.I) as provided for in the notified Recruitment Rules of Additional Central P.F. Commissioner in Level 13-A Pay Matrix. The Recruitment Rules have been notified in the Gazette of India in Part-III and Section 4 dated 16th March, 2018 after approval conveyed by the Ministry of Labour & Employment.

2. For considering promotion of officers holding the post of RPFC-I for promotion to the post of Addl. Central P.F. Commissioner the eligibility conditions have been prescribed in the Item 11 of the Schedule to the Recruitment Rules as follows:

In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made.

Promotion: Officers holding the substantive post of Regional Provident Fund Commissioner-I having six years of regular service in the grade.

Note:- Officers of Employees' Provident Fund Organisation in Group 'A' with three years' regular service in Level 13 in the pay matrix (Rs. 123100-215900) or with six years' regular service in Level 12 in the pay matrix (Rs. 78800-209200) and having twenty years' service in Group 'A' subject to fitness and availability of position.

3. A Departmental Promotion Committee was recently held which was chaired by the Secretary, Labour and Employment for the post of Addl. Central P.F. Commissioner to fill up the newly created posts consequent to the implementation of organisational and cadre restructuring in EPFO.

4. As per the provisions of the eligibility conditions for promotion, there were two conditions prescribed in the Recruitment Rules. The first is the substantive eligibility condition wherein officers holding the post of RPFC-I in Level-12 with 6 years of regular service on the date of eligibility in the Grade are eligible for promotion. The eligibility list for the panel year 2017-2018 was drawn from existing Seniority List of RPFC (Gr.I) as on 01.04.2017 and as on 01.04.2018 for the panel year 2018. There were 12 RPFC-I eligible as per the substantive condition as on 01.04.2017. As per "Note" under Column 11 of the Recruitment Rules, it has been prescribed that officers with 03 years of regular service in Level-13 in the Pay Matrix

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215900) or with 06 years regular service in Level-12 in the Pay Matrix (3300-209200) and having 20 years of service in the Group 'A' are eligible to fitness and availability of position. Therefore next 17 RPFC-I were found eligible as per this eligibility condition for promotion as on 01.04.2018 for panel year 2018 and included in the DPC proposal.

However, after deliberating on the provisions of the notified Recruitment Rules for the post of Addl. Central P.F. Commissioner, the DPC was of the view that the revised RRs have superseded the earlier RRs and the substantive eligibility condition prescribed is completion of six years regular service as Regional PF Commissioner-I in level 12 of the pay matrix. There is no post sanctioned in level 13 of the Pay matrix at present in EPFO. The level 13 of the pay matrix was earlier equivalent to the NFSG Grade in PB-4. Therefore, the DPC did not consider the officers who have been granted Non-Functional Selection Grade which is also in Level 13 of the Pay matrix for the present pending further clarification in the matter.

It may be mentioned that after implementation of cadre restructuring recommendations, the post of Addl. CPFC-II in Grade Pay of Rs. 8700/- (PB-4) equivalent to level 13 has been abolished. Therefore, the view taken by the DPC that the RPFC-I level officers who have been granted Non-Functional Selection Grade which is also in Level 13 of the Pay matrix may not be considered for promotion to the post of Addl. CPFC requires urgent clarification. It is pertinent to mention that before notification of the present Recruitment Rules of Addl. CPFC in the Gazette of India on 16.03.2018, Ministry of Labour & Employment had examined and approved the draft Recruitment Rules of Addl. CPFC.

In view of the above, the matter is forwarded herewith for urgent clarification whether the provisions of the Recruitment rules stating officers of EPFO in Group 'A' with three years of regular service in level 13 includes the officers who are holding the post of RPFC-I and completed three years of regular service in level 13 by virtue of getting NFSG. A review DPC may be required to be convened for consideration of the promotion of these officers who have been left out as they have otherwise completed 20 years of regular service in Group 'A' as per the eligibility conditions given under the "Note" under column (11) of the notified Recruitment Rules. This will enable the EPFO to take further action to fill the vacant posts in administrative interests also.

[This issues with the approval of Central P.F. Commissioner].

(Sushil Kumar Lohani)

Addl. Central P.F. Commissioner (HQ)(HR)

Joint Secretary (L&E), Ministry of Labour & Employment

U.O. No. HRM-I/A-11(2)2017/313

Dated:

30 MAY 2018

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F to HRM-I/A-11(2)/2017
Employee Provident Fund Organisation

MINUTES OF THE MEETING OF DEPARTMENTAL PROMOTION COMMITTEE
HELD ON 26.03.2018 AT 10.30 AM
IN THE OFFICE OF THE SECRETARY, MINISTRY OF LABOUR & EMPLOYMENT,
SHRAM SHAKTI BHAWAN, NEW DELHI-110001

PRESENT:

1. Smt. M.Sathiyavathy - Chairperson
Secretary, Ministry of Labour & Employment, GOI
2. Shri H.L. Samariya, - Member
Addl. Secretary, Ministry of Labour & Employment, GOI
3. Dr. V.P. Joy, Central P.F. Commissioner, EPFO - Member

ITEM: Departmental Promotion Committee- Selection of officers for promotion to the posts of Additional Central P.F. Commissioner in Level 13 A of Pay Matrix [pre-revised PB-4 of Rs.37400-67000 + G.P. Rs.8,900/-] in EPFO.

The Departmental Promotion Committee considered the selection of officers for promotion in the post of Additional Central P.F. Commissioner in level 13 A of Pay Matrix [pre-revised PB-4 of Rs. 37400-67000 + G.P. Rs. 8,900/-] on regular basis under EPFO, Ministry of Labour & Employment against the vacancy year 2018 (April, 2018 – December, 2018).

2. The Committee was informed of the vacancy position as under:

Year	Vacancies
2018 (April, 2018 – December, 2018)	22

3. The Departmental Promotion Committee was informed that the cadre of Addl. CPFC-I (10 posts) in level 13A of pay matrix [pre-revised PB-4 (Rs. 37400-67000/- with Grade Pay Rs.8,900/)] and Addl. CPFC-II (15 posts) in level 13 of pay matrix [pre-revised PB 4 (Rs. 37400-67000/-with Grade Pay of Rs. 8700)] have been merged and new cadre of Addl. CPFC (32 posts) in level 13A of pay matrix [pre-revised PB-4 (Rs. 37400-67000/- with Grade Pay Rs.8,900/)] has been created due to new creation of posts consequent to implementation of Organisation & Cadre Restructuring in EPFO as per Office Order No. HRM-I/D-1(1)2017/CR/26417 dated 13.01.2017. Accordingly, a proposal for placement of existing 10 Addl. CPFC-II to the post of newly created post of Addl. CPFC has been processed separately and hence 22 vacancies become available in the higher grade of Addl. CPFC(HQ).
4. The Departmental Promotion Committee was informed of the following provisions contained in the DPC guidelines circulated by the Department of Personnel & Training vide their O.M. No 22011/3/98-Estt. dated 17.09.1998, O.M. No 35034/7/97-Estt.(D) dated 08.02.02, O.M. No. 22011/2/2002-Estt.(D) dated 06.01.2006, O.M. No. 22011/3/2007-Estt(D) dated

18.02.2008, O.M. No. 22034/4/2012-Estt.(D) dated 02.11.2012 and DoP&T OM No.22011/4/2013-Estt(D) dated 08.05.2017 as amended from time to time:

- I. As per Para-3 of the O.M. dated 22011/6/2013-Estt (D) dated 28.5.2014, 1st of April for the vacancy year 2015-16 onwards. However, this has been further amended vide DoP&T OM No.22011/4/2013-Estt(D) dated 08.05.2017. It has been decided that henceforth, the vacancy year may be shifted to calendar year from the year 2018 onwards, wherever the financial year based vacancy year being followed. The guidelines for the same is given in para 5 of the said OM dated 08.05.2017 which is reproduced below:

"5. In order to streamline the process of timely convening of DPCs, it has been now decided that henceforth, the following changes may be effected in the DPC procedure in partial modification of this Department OM No.22011/5/86-Estt.(D) dated 10.04.89, OM No.22011/9/98-Estt.(D) dated 16.6.2000, OM No. 22011/9/98-Estt.(D) dated 08.09.98 and OM No.22011/6/2013-Estt.(D) dated 28.5.2014(crucial date of eligibility):-

- (i) *The vacancy year may be shifted to Calendar Year from the year 2018 onwards, wherever the financial year based vacancy year being followed now.*
 - (ii) *The crucial date of eligibility will be 1st of January of the Vacancy year w.e.f. 2019.*
 - (iii) *The APARs for five years preceding T-2nd year may be taken as reckoning APARs, i.e. for the vacancy year 2019 (January, 2019 to December, 2019), the reckoning APARs shall be 2016-17, 2015-16, 2014-15, 2013-14 and 2012-13.*
 - (iv) *The year of 2018 being the transitional year, the vacancy period shall be from 1st April, 2018 to 31st December, 2018. The reckoning APARs for this vacancy year shall be 2015-16, 2014-15, 2013-14 and 2012-13 and 2011-12. The crucial date of eligibility shall be 1st April, 2018 for the transitional year.*
- II. As per Para-3 of the O.M. dated 08.02.2002 for promotion to posts carrying a revised scale of pay of Rs.12000-16500 and above, the mode of promotion prescribed is by "Selection" and the bench mark for promotion is "Very Good".
- III. As per Para-5 of the O.M. No. 22034/4/2012-Estt. (D) dated 02.11.2012, vigilance clearance for promotion may be denied only in the following three circumstances and in accordance with the DoP&T O.M. No. 22014/4/91-Estt.(A) dated 14.09.1992, the DPC would adopt sealed cover procedure in respect of such candidates. However, the DPC shall assess the suitability of the Government servant coming within the purview of these circumstances, alongwith the other eligible candidates without taking into consideration the disciplinary case/criminal prosecution pending:
 - a. Government servants under suspension;
 - b. Government servants in respect of whom a charge sheet has been issued and the disciplinary proceedings are pending; and
 - c. Governments servants in respect of whom prosecutions for criminal charges are pending.
- IV. As per DOP&T O.M. No. 26028/8/2009-Estt.(Res) dated 07.06.2013 on reservation for SC, ST & OBCs in posts filled by promotion within Group A (Class.I) there is no reservation in promotion within group 'A' posts. However, in promotions by selection to posts within Group 'A' which carry a Grade Pay of Rs.8700/- pm or less, the SCs/STs officers who are senior enough in the zone of consideration for promotion so as to be

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within the number of vacancies for which the select list has to be drawn up, would be included provided they have not been considered unfit for promotion.

5. As per Para-3(ii) of the O.M No. 22011/2/2002-Estt.(D) dated 06.01.2006, for vacancies exceeding 10, the normal size of zone of consideration will be one and a half times the numbers of vacancies, rounded off to next higher integer, plus three but shall not be less than the size of zone of consideration for 10 vacancies. However, the DPC was informed that as per "Employees' Provident Fund Organisation Additional Central Provident Fund Commissioner Recruitment Rules, 2018", notified in the Gazette of India on 16.03.2018, officers holding the substantive post of Regional Provident Fund Commissioner-I having six years of regular service in the grade are eligible. Also, officers of Employees' Provident Fund Organisation in Group 'A' with three years' regular service in Level 13 in the pay matrix (Rs. 123100-215900) or with six years' regular service in Level 12 in the pay matrix (Rs. 78800-209200) and having Twenty years' service in Group 'A') are eligible subject to fitness and availability of position.

6. After deliberating on the provisions of the notified Recruitment Rules for the post of Addl. Central P.F. Commissioner, the DPC was of the view that the revised RRs have superseded the earlier RRs and the substantive eligibility condition prescribed is completion of six years regular service as Regional PF Commissioner-I in level 12 of the pay matrix. There is no substantive post sanctioned in level 13 of the Pay matrix at present. The officers who have been granted Non-Functional Selection Grade which is also in Level 13 of the Pay matrix may not be considered for the present pending further clarification.

7. The DPC accordingly considered the following eligible officers holding the post of Regional PF Commissioner Gr.I who have completed six years regular service in the zone of consideration for the post of Additional Central Provident Fund Commissioner for the panel year 2018 :

Sl. No.	Name of the officer (S/Shri)
1.	P.K. Mishra
2.	Narayana Kamma
3.	Anil OK
4.	Kumar Rohit
5.	Abhay Ranjan
6.	M.Madhiyagan (on deputation)
7.	D.Remmei
8.	Ms. Uma Mandal
9.	Krishna Choudhary
10.	Smt. Sahira K. Sangma
11.	S.Durga Prasad
12.	P.Veerabhadra Swamy
13.	Ms. Kavitha N.George

8. The Departmental Promotion Committee after considering the APAR records, vigilance clearance and integrity certificate made assessment of the eligible officers in the zone of consideration as given in Annexure-I. On the basis of the assessment in respect of eligible officers in the zone of consideration, the Committee recommends the following panel for

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promotion to the post of Additional Central Provident Fund Commissioner against the vacancies for the year 2018 :-

PANEL FOR THE YEAR 2018

Total Vacancies : 22
Eligible Officers : 13
Panel : 11
Sealed cover : 02

S.No.	Name of the Officer (S/Shri)
1	Narayana Kamma
2	Anil OK
3	Kumar Rohit
4	Abhay Ranjan
5	M.Madhiazagan (on deputation)
6	D.Remmei
7	Ms. Uma Mandal
8	Krishna Choudhary
9	Smt. Sahira K. Sangma
10	P.Veerabhadra Swamy
11	Ms. Kavita N.George

Sealed Cover (2018)

S.N	Name of the Officer
1	P.K. Mishra
2	S.Durga Prasad

9. All the officers in the panel would be promoted on occurrence of regular vacancies in the order of seniority in the lower post and regular promotion would be effective from the date of assumption of charge as Additional Central P. F. Commissioner.

(Dr. V.P. JOY)
Central PF Commissioner
Member

(H.L. SAMARIYA)
Addl. Secretary (L&E)
Member

(M. SATHIYAVATHY)
Secretary (L&E)
Chairperson

ANNEXURE-I

F.NO. HRM-I/A-11(2)/2017

Assessment of officers holding the post of Regional PF Commissioner-I in the zone of consideration for promotion as Additional Central P.F. Commissioner for the panel year 2018.

Sl. No.	NAME OF THE OFFICER	ASSESSMENT
1.	P.K. Mishra	As in Sealed Cover
2.	Narayana Kamma	Fit with reference to bench mark
3.	Anil OK	Fit with reference to bench mark
4.	Kumar Rohit	Fit with reference to bench mark
5.	Abhay Ranjan	Fit with reference to bench mark
6.	M.Madhiazagan (on deputation)	Fit with reference to bench mark
7.	D.Remmei	Fit with reference to bench mark
8.	Ms. Uma Mandai	Fit with reference to bench mark
9.	Krishna Choudhary	Fit with reference to bench mark
10.	Smt. Sahira K. Sangma	Fit with reference to bench mark
11.	S.Durga Prasad	As in Sealed Cover
12.	P.Veerabhadra Swamy	Fit with reference to bench mark
13.	Ms. Kavita N. George	Fit with reference to bench mark

(Dr. V.P. JOY)
Central PF Commissioner
Member

(H.L. SAMARIYA)
Addl. Secretary (L&E)
Member

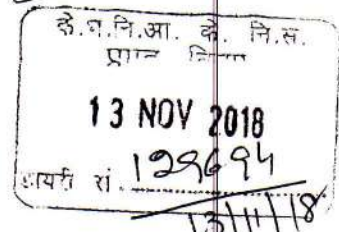
(M. SATHIYAVATHY)
Secretary (L&E)
Chairperson

F No A 32022/01/2018-SS 1
Government of India
Ministry of Labour & Employment

New Delhi dated the 12 November, 2018

Central Provident Fund Commissioner,
Employees' Provident Fund Organisation,
14 Bhikaji Cama Place,
Bhavishya Nidhi Bhawan,
Bhikaji Cama Place,
New Delhi-110 066.

Acc (HRM)



Sub Proposal for seeking relaxation in the Recruitment Rules for the post of Addl. CPFC for considering Promotion of RPFCs-I to the post of Addl. CPFC for the panel year 2019.

Sir,

I am directed to refer to the U.O. Note No.HRM 1/A-11(2)2017/1168 dated 18.10.2018 on the above subject.

2 The matter has been examined in this Ministry. It has been observed from the clause 5 of the RRs for the post of ACC, a proposal for relaxation of any of the provisions contained in the recruitment rules, to be recommended by the CRT alongwith reasons for granting such relaxation & thereafter, such proposal should be sent to the Central Government for its consultation

3. EPFO is therefore requested to take necessary action for conveying the recommendation of the CRT.

It is advised with the approval of Secretary (L&E)

Yours faithfully,

(Samir Kumar Das)

Under Secretary to the Government of India

प्र.के.म.नि. आ.प्र. (ए.प्र.म.न.) सचिवालय
Addl. CPFC and Undersecretary
Certified By No. E-10122
Date: 13/11/18

13/11/18
अ.प्र.म.न. सचिवालय (HRM)
Addl. CPFC and Undersecretary

RPFC-I (HRM)

Item No. 16: Relaxation in the period of eligibility service for promotion to the post of Regional PF Commissioner Gr.II in Level 11 of the pay matrix in relaxation of the Recruitment Rules.

After implementation of the Organizational and cadre restructuring recommendations the sanctioned strength of Regional PF Commissioner Gr.II has been revised to 299 by creation of additional posts. Against the revised strength of 299 Regionals PF Commissioners only 61 are in position and 238 posts are vacant as on 01.11.2018. This shortage had largely arisen consequent to the promotion made from the post of Regional PF Commissioner Gr.II to Regional PF Commissioner Gr.I after creation of additional posts of RPFC Gr.I as a part of cadre restructuring.

2. The following eligibility conditions have been prescribed in Column 10 and Column 11 of the schedule to “Employees’ Provident Fund Organisation (Regional Central Provident Fund Commissioner Grade-II) Recruitment (Amendment) Rules, 2018”, notified in the Gazette of India on 16.03.2018 after creation of additional posts :

For promotion: Officers holding the substantive post of Assistant Provident Fund Commissioner having five years of regular service in the grade.

Note: Where juniors who have completed their qualifying or eligibility service 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 service or two years, whichever is less, and have successfully completed probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.

3. The vacant posts could not be filled by convening Departmental Promotion Committee as only three officers in the feeder post of Assistant PF Commissioners placed in the final seniority list of APFC as on 01.01.2016 and circulated on 01.06.2018, were eligible for promotion. A DPC was held for the panel year 2018 to consider the three officers. For the unfilled vacancies the remaining APFCs were not found eligible as on 01.04.2018 as they had not completed five years regular service on the said date.

4. As per the DOP&T instructions the panel year is now to be followed as a calendar year and the date of eligibility shall be 01.01.2019. By operation of the provision in the Note given under column 11 of the RRs, the eligibility for the next panel year has been reckoned and in the seniority list one of the APFC who had joined service on 01.01.2014 was found completing 5 years of regular service on 01.01.2019 and hence the APFCs who have joined after 01.01.2014 and senior to him have been found eligible to be considered once their junior is considered in accordance with the above note to the RRs. There are 110 APFCs who will be deemed to have completed 5 years of regular service as on 01.01.2019 by virtue of provisions of Column-11 of RRs while considering the cases of APFCs for promotion in case if a junior is considered who has completed eligibility service.

5. However, having regard to the large number of vacant posts, even after promoting these APFCs a large number of vacancies (approx. 120) will remain unfilled. Therefore to meet this shortfall relaxation in the eligible service for promotion is to be resorted to in administrative interests. The justification for seeking relaxation is that the eligible RPFC Gr.II have been promoted during the panel year 2017 as well as 2018 leading to shortage in the post of RPFC Gr.II which is spread both in Regional Offices and Head Office. There are 35 Regional offices where RPFC Gr.II have been sanctioned as Officer-In-charge and 18 offices do not have regular RPFC-II in-charge. In their places the senior-most APFC in the office is discharging the duties. Besides RPFC Gr.II have been sanctioned in bigger Regional Offices headed by RPFC Gr.I and in place of RPFC Gr.II the APFCs are doing the routine nature of duties of RPFC-II.

6. Keeping the above justification in view, the Central Board may consider granting relaxation to the next set of APFCs who will be eligible on 01.01.2020. In these cases, a relaxation in the qualifying service for promotion to the post of RPFC-II shall be required for a period of 12 months maximum considering the premise that the junior most officer would be completing 5 years regular service for promotion as on 01.01.2020. Therefore, the following 77 APFCs may be considered for inclusion in the zone of consideration by relaxation in period of eligibility to be placed before the DPC for making promotion to the higher post of RPFC Gr.II as explained below:

Sl. No.	S.No. in final Seniority list	Name of the officer (S/Shri/Smt./ Kum.)	Date of Birth	Date of regular promotion/ Appointment	Period of relaxation required as on 01.01.2019 (In months)
1	390	Santosh Jaiswal	07-06-1981	06-06-2014	12
2	391	Mukesh Singh Rawat	04-06-1982	30-05-2014	12
3	392	Hemant Kumar	02-02-1984	12-05-2014	12
4	393	Rajarshi Chakma	13-11-1986	27-08-2014	12
5	395	B. Rahul Kumar	15-08-1986	28-04-2014	12
6	397	Bijayant Kumar	25-02-1983	12-05-2014	12
7	398	Sanjay Singh Gurjar	08-01-1986	15-01-2014	12
8	400	Chetan Yadav	04-11-1986	01-09-2014	12
9	401	Ghanshyam Meena	20-11-1986	21-04-2014	12

Sl. No.	S.No. in final Seniority list	Name of the officer (S/Shri/Smt./ Kum.)	Date of Birth	Date of regular promotion/ Appointment	Period of relaxation required as on 01.01.2019 (In months)
10	402	Sumer Ratnoo	15-04-1979	22-08-2014	12
11	403	Amit Kumar Bajpai	15-06-1979	15-09-2014	12
12	404	Brij Mohan Singh	15-07-1980	14-03-2014	12
13	405	Raushan Kumar	01-02-1981	13-03-2014	12
14	406	Pankaj Yadav	06-10-1981	10-10-2014	12
15	407	Shadakshara Gopala Reddy	05-07-1984	10-03-2014	12
16	408	Ramesh Kumar	20-09-1985	08-01-2015	12
17	410	Atul Vijay Kotkar	15-06-1988	16-06-2014	12
18	411	Om Prakash Singh	12-04-1976	17-09-2014	12
19	413	M. Vigneshwaran	10-05-1981	07-07-2014	12
20	414	Neeraj Singh	14-01-1982	30-04-2014	12
21	415	K. Sisubalan	07-08-1982	11-06-2014	12
22	416	Srikanth Ghanasham Phulpagar	16-04-1985	07-01-2014	12
23	417	Shashi Kumar	10-06-1985	09-10-2014	12
24	419	Ms. Archana Janu	02-01-1978	18-06-2014	12
25	420	Ravi Kishore	22-07-1978	07-11-2014	12
26	421	Subrata Bhowmik	02-01-1980	21-04-2014	12
27	422	Azhahiya Manavalan S.	02-05-1980	28-04-2014	12
28	423	Nadeem Ahmed	03-10-1980	20-05-2014	12
29	424	Ritesh Kumar Soni	06-03-1981	26-12-2014	12

Sl. No.	S.No. in final Seniority list	Name of the officer (S/Shri/Smt./ Kum.)	Date of Birth	Date of regular promotion/ Appointment	Period of relaxation required as on 01.01.2019 (In months)
30	427	Himanshu	15-04-1982	24-04-2014	12
31	428	Lalitesh Singh Nayak	30-06-1982	09-05-2014	12
32	429	Pankaj Verma	02-08-1982	06-01-2014	12
33	430	Shailesh Kumar	17-08-1983	27-08-2014	12
34	431	Vijay Anand M	29-11-1983	01-09-2014	12
35	435	Alok Kumar	16-04-1985	23-04-2014	12
36	437	Trilochan Prasad Bariha	30-11-1986	25-06-2014	12
37	438	Kamble Satwatsing Gopal	12-12-1988	09-09-2014	12
38	439	Tenzing Kesang Namthak	26-07-1982	13-03-2014	12
39	440	Siddhartha	12-11-1984	24-04-2014	12
40	441	Ayush Gautam	09-08-1985	30-07-2014	12
41	442	Aakash Sonker	14-09-1987	12-03-2014	12
42	443	Kamlal Bel Neitham	13-09-1988	10-06-2014	12
43	444	Sumit Kumar Grover	14-10-1979	17-03-2015	12
44	446	Ebin Viswanath V.	05-12-1982	13-10-2014	12
45	447	Sundeeep Ceeasor Toppo	11-08-1983	14-07-2014	12
46	448	Ravi Anand	19-03-1985	09-05-2014	12
47	449	Mitesh Eknath Rajmane	11-04-1987	01-04-2014	12
48	450	Venkateswarlu Kaluvai	01-08-1984	01-09-2014	12
49	451	Kushagra Sagar	16-04-1986	02-06-2014	12

Sl. No.	S.No. in final Seniority list	Name of the officer (S/Shri/Smt./ Kum.)	Date of Birth	Date of regular promotion/ Appointment	Period of relaxation required as on 01.01.2019 (In months)
50	452	Satya Vardhan Gautam	01-01-1984	07-04-2014	12
51	453	Sudarshan Shamrao Baladhare	17-02-1984	28-04-2014	12
52	457	Venkata Subbaiah Kommera	12-06-1977	13-03-2014	12
53	458	Dasrathi Nag	05-08-1979	20-10-2014	12
54	459	Devenra Sontake	01-11-1979	28-04-2014	12
55	460	Kapil Kumar Verma	26-06-1985	29-04-2014	12
56	461	Murugesh Mahadev Gharade	23-12-1985	28-04-2014	12
57	462	Kamal Kishore	22-01-1987	28-07-2014	12
58	463	Inderneel Ghosh	25-09-1983	28-07-2014	12
59	464	Sachin Mahadeo Borate	15-06-1980	16-06-2014	12
60	465	D.G.K. Paavanee	06-11-1985	02-06-2014	12
61	466	Rahul Verma	01-06-1983	08-07-2014	12
62	467	Sudheer Kumar Jaiswal	26-08-1979	28-04-2014	12
63	468	Rajiv Nayan	24-01-1980	24-09-2015	12
64	469	Amit Jain	14-11-1984	16-01-2015	12
65	470	Mohit Bansal	26-09-1985	31-12-2014	12
66	471	Muhammad Majaz	10-02-1987	09-04-2015	12
67	472	V. Sathish Kumar	03-10-1982	30-03-2015	12
68	474	Rattan Singh Thakur	21-05-1959	28-03-2014	12
69	478	Khokan Ch. Dey	09-01-1959	21-05-2014	12

Sl. No.	S.No. in final Seniority list	Name of the officer (S/Shri/Smt./ Kum.)	Date of Birth	Date of regular promotion/ Appointment	Period of relaxation required as on 01.01.2019 (In months)
70	479	U.K. Shode	01-06-1965	28-03-2014	12
71	483	S. Janarthanan	14-10-1964	28-03-2014	12
72	484	H.M. Raut	03-05-1964	28-03-2014	12
73	487	Deep Chand Gangual	26-03-1960	28-03-2014	12
74	489	Mahesh Kumar Sharma	28-03-1961	08-05-2014	12
75	490	A.C. Pagare	06-12-1964	18-06-2014	12
76	491	Anita Pandey	25-07-1959	03-09-2014	12
77	493	Gopal Krishna Gupta	03-01-1960	12-09-2014	12

7. As per regulation 6 of the Recruitment Rules for the post of Regional PF Commissioner Gr.II notified on 02.04.2011 read with the Amendment Rules notified on 16.03.2018, the provisions of the Recruitment Rules can be relaxed by the Central Board in consultation with the Central Government. The provisions of Sl. No. 6 of the Recruitment Rules is reproduced as follows:-

*“6. **Power to relax-** Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing and in consultation with the Central Government, relax, any of the provisions of these rules with respect to any class or category of persons”.*

(A copy of the Recruitment rules is placed at **Annexure-16A** and **Annexure-16B**).

8. Accordingly, relaxation of a period of 12 months as on 01.01.2019 in the period of eligibility service under Regulation 6 of the Recruitment Rules in respect of 77 APFCs as mentioned in para-6 above is placed before Central Board of Trustees, EPF for consideration and approval.

Proposal: Proposal contained in the agenda is placed before Central Board of Trustees, EPF for consideration and approval.

RESERVE BANK OF INDIA

Mumbai-400001, the 8th March 2011

No. DBOD.IBD. No. 13982/23.03.022/2010-11—In pursuance of Clause (a) of sub-section (6) of Section 42 of the Reserve Bank of India Act, 1934 (2 of 1934), the Reserve Bank of India hereby directs the inclusion in the Second Schedule to the said Act of the following bank namely:

"Sberbank"

R. GANDHI
Executive Director

No. DBOD.IBD. No. 13983/23.03.025/2010-11—In pursuance of Clause (a) of sub-section (6) of Section 42 of the Reserve Bank of India Act, 1934 (2 of 1934), the Reserve Bank of India hereby directs the inclusion in the Second Schedule to the said Act of the following bank namely:

"Credit Suisse A.G"

R. GANDHI
Executive Director

THE INSTITUTE OF CHARTERED ACCOUNTANTS
OF INDIA

New Delhi, the 14th March 2011

No. 13-CA(Exam)/M/2011/II—In partial modification of the Institute's Notification No. 13-CA(Exam)/M/2011 dated 12th January, 2011, it is notified for general information that in view of the Election to the West Bengal State Legislative Assembly, Paper-1, 'Advanced Accounting' of Professional Competence Examination and Paper-1, 'Accounting' of Integrated Professional Competence Examination Scheduled to be held on Tuesday, the 3rd May, 2011 at Kolkata Zone-I, Zone-II and Zone-III centres stand postponed and the examination in the said papers shall now be held at Kolkata Zone-I, Zone-II and Zone-III centres on Wednesday, 18th May, 2011 at the same venues and at the same timings i.e. 2.00 PM to 5.00 PM.

It is further notified for general information that owing to the aforesaid Elections, Paper-4, 'Cost Accounting and Financial Management' of Professional Competence Examination and Paper-3, 'Cost Accounting and Financial Management' of Integrated Professional Competence Examination scheduled to be held on Saturday, the 7th May, 2011 at Asansol centre stand postponed and the examination in the said papers shall now be held at Asansol centre on Wednesday, 18th May, 2011 at the same venue and at the same timings i.e. 2.00 PM to 5.00 PM.

T. PARAMASIVAN
Sr. Dy. Director (Exams.)

EMPLOYEES' PROVIDENT FUND ORGANISATION

New Delhi-110066, the 14th March 2011

No. HRD/A-1(1)2010/RR/RPFC-II—In exercise of the powers delegated by the Central Board of Trustees, Employees' Provident Fund under Sub-Section 7(a) of

section 5(D) of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (Act 19 of 1952), the Central Provident Fund Commissioner, after consultation and with the approval of Govt. of India, hereby amends the Employees' Provident Fund Organisation (REGIONAL PROVIDENT FUND COMMISSIONER, GRADE-II) Recruitment Rules, 1999, namely;

1. SHORT TITLE AND COMMENCEMENT :

These rules may be called the Employees' Provident Fund Organisation, Regional Provident Fund Commissioner, Grade-II (Amendment) Recruitment Rules, 2011.

2. APPLICATION :

They shall come into force from the date of their publication in the official Gazette.

3. NUMBER OF POSTS, CLASSIFICATION AND SCALE OF PAY :

The number of Posts, their classification and the scale of pay attached thereto shall be as specified in columns 2 to 4 of the Schedule annexed to these Rules.

4. METHOD OF RECRUITMENT, AGE LIMIT AND OTHER QUALIFICATION ETC. :

The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in columns 5 to 14 of the said schedule.

5. DISQUALIFICATION :

No Person :-

- who has entered into or contracted a marriage with a person having a spouse living; or
- who having a spouse living; has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post.

Provided that the Central Board may, if satisfied that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

6. POWER TO RELAX :

Where the Central Board is of the opinion that it is necessary or expedient to do so, it may, by order for reasons to be recorded in writing, and in consultation with the Ministry of Labour & Employment, relax any of the provisions of these rules with respect to any class or category of persons.

7. SAVINGS :

Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided

for the Scheduled Castes, the Scheduled Tribes, Ex-Servicemen and other Special Categories of persons, in accordance with the orders issued by the Central Government from time to time in this regard.

S. CHATTERJEE
Central P. F. Commissioner and
Secretary, Central Board of Trustees,
Employees' Provident Fund

(1) Employees' Provident Fund Organisation (Regional Provident Fund Commissioner, Grade-II) Recruitment Rules, 1999, notified vide GSR No. 284 dated 30.08.1999, Published in Gazette of India Part-II, Section 3, Sub-Section (i) dated 04.09.1999.

(2) Amended in Part-III-Section-4 of the Gazette of India dated 27-10-2001 vide Notification No. P-IV/1(8)99.

THE SCHEDULE

RECRUITMENT RULES FOR THE POSTS OF REGIONAL PROVIDENT FUND COMMISSIONER, GRADE-II IN EMPLOYEES' PROVIDENT FUND ORGANISATION

1. Name of the Post	Regional Provident Fund Commissioner, Grade-II
2. No. of Posts	204 (2011) Subject to variation dependent on work load.
3. Classification	Group 'A' Non-Ministerial
4. Scale of Pay	Rs. 15,600—39,100/- in PB-3 with Grade Pay of Rs. 6,600/-
5. Whether Selection Post or Non Selection	Selection-cum-seniority
6. Age Limit for Direct Recruit	Not Applicable
7. Whether benefit of added years of service admissible under Rule 30 of CSS (Pension) Rules, 1972.	Not Applicable
8. Educational and other qualifications required for direct recruits	Not Applicable
9. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Not Applicable
10. Period of Probation, if any,	Not Applicable
11. Method of Recruitment, whether by Direct Recruitment or by Promotion or by deputation/absorption & percentage of posts to be filled by various methods.	By promotion, failing which by deputation.
12. In Case of recruitment by Promotion/deputation/absorption, grade from which promotion/deputation/absorption to be made.	Promotion :—Assistant Provident Fund Commissioner with 5 years regular service in the Pay Band of Rs. 15,600—39,100/- in PB-3 with Grade Pay of Rs. 5,400/-.

Note :—where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying/eligibility service.

Deputation :—

- (i) Senior Time Scale officers of the Indian Administrative Service; or

- (ii) Officers under the Central/State Government holding analogous posts; or with 5 years service in posts in the Pay Band of Rs. 15,600—39,100/- in PB-3 with Grade Pay of Rs. 5,400/- or equivalent.

The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same organisation/department shall not exceed three years. The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of applications.

Group A Departmental Promotion Committee (for considering promotion and confirmation) :

- | | | |
|---|---|----------|
| (a) Central Provident Fund Commissioner | - | Chairman |
| (b) Addl. Secretary to the Govt. of India Ministry of Labour & Employment | - | Member |
| (c) Joint Secretary to the Govt. of India Ministry of Labour & Employment | - | Member |

13. If Departmental Promotion Committee exists, what is its composition.

14. Circumstances in which Union Public Service Commission is to be consulted in making recruitment.

Consultation with the Union Public Service Commission is not necessary.

EMPLOYEES' STATE INSURANCE CORPORATION

New Delhi, the 14th February 2011

No. N-15/14/17/13/2010-P&D—In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948) read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed 1st March, 2011 as the date from which the medical benefits as laid down in the said Regulation 95-A and the Punjab Employees' State Insurance (Medical Benefit) Rules, 1955 shall be extended to the families of insured persons in the following area in the State of Punjab namely :—

Sl. Name of the No. Village	Had Bast No.	Tehsil	District
1. Bhokra	160	Goniana	Bhathinda
2. Gill Patti	71	Bhathinda	Bhathinda

R. C. SHARMA
Director (P&D)

CENTRAL COUNCIL OF INDIAN MEDICINE, NEW DELHI

New Delhi, the March 2011

No. 4-90/2009/Ay.PG Regulations—In exercise of the powers conferred by clauses (i), (j) and (k) of sub-section (1) of section 36 of the Indian Medicine Central Council Act, 1970 (48 of 1970), the Central Council of Indian Medicine, with the previous sanction of the Central Government hereby makes the following amendments in Indian Medicine Central Council (Postgraduate Ayurveda Education) Regulations, 2005 namely :—

1. **Short title and commencement**—(1) These regulations may be called the Indian Medicine Central Council (Postgraduate Ayurveda Education) (Amendment) Regulations, 2011.

(2) They shall come into force on the date of their publication in the Official Gazette.

A. Sub-section 9 of Section 13 and sub-section 7 of Section 17 shall be substituted as under :—

MINISTRY OF LABOUR AND EMPLOYMENT
(EMPLOYEE PROVIDENT FUND ORGANISATION)
NOTIFICATION

New Delhi, the 16th March, 2018

No. HRD/56/2016/RR/Commissioner cadre.— In exercise of the powers conferred by clause (a) of sub-section (7) of Section 5D of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Board, Employees Provident Fund, hereby makes the following rules further to amend the Employees' Provident Fund Organisation (Regional Provident Fund Commissioner, Grade-II) Recruitment Rules, 1999, namely:-

1. (1) These rules may be called the Employees' Provident Fund Organisation (Regional Provident Fund Commissioner, Grade-II) Recruitment (Amendment) Rules, 2018.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Employees' Provident Fund Organisation (Regional Provident Fund Commissioner, Grade-II) Recruitment Rules, 1999,-

(a) for rule 2, the following rule shall be substituted, namely:-

“2.Number of posts, classification and level in the pay matrix.- The number of posts, its classification and level in the pay matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.”;

(b) for the Schedule, the following Schedule shall be substituted, namely:-

“SCHEDULE

Name of post	Number of posts	Classification	Level in the pay matrix	Whether selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
Regional Provident Fund Commissioner, Grade-II	299*(2018) *Subject to variation dependent on workload.	Group 'A' (Non-Ministerial)	Level - 11 (Rs. 67,700 - 2,08,700)	Selection post	Not applicable

Educational and other qualifications required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods
(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	By promotion.

In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
(11)	(12)	(13)
Officers holding the substantive post of	Departmental Promotion	Consultation with Union

Assistant Provident Fund Commissioner Grade with five years' regular service in the Grade.	Committee (for considering promotion) consisting of:- (a) Central Provident Fund Commissioner – Chairman. (b) Joint Secretary to the Government of India, Ministry of Labour and Employment – Member. (c) Additional Central Provident Fund Commissioner (Hqrs) – Member.	Public Commission necessary.” Service is not
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Note.- Where juniors who have completed their qualifying or eligibility service 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 service or two years, whichever is less, and have successfully completed probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.

Dr. V.P. JOY, Central Provident Fund Commissioner and

Secy., Central Board, Employees' Provident Fund

[ADVT.-III/4/Exty./478/2017-18]

Note.- The Employees' Provident Fund Organisation (Regional Provident Fund Commissioner, Grade-II) Recruitment Rules, 1999 were published in the Gazette of India, Part III, Section 4 *vide* number G.S.R. 284, dated the 30th August, 1999 and was last amended *vide* number HRD/A-1(1)2010/RR/RPFC-II dated the 14th March, 2011, published in the Gazette of India, Part III, Section 4, dated the 2nd April, 2011.

Item No. 17: Inter Regional (State) Transfer Policy for the cadre of Social Security Assistant (SSA)

1. The Hon'ble Chairman, Central Board of Trustee had approved the Inter Jurisdictional Transfer Policy (IJT) for the cadre of Social Security Assistant (SSA) in 2017 which was circulated vide HRM-IV/1(12)2012/KN/Vol.II/3794 dated 16-05-2017 which is annexed as **Annexure 17A**. The policy provided for the transfer of SSA on three grounds; namely Marriage grounds (i.e. spouse working in Central Government/ State Government/ PSU/ Autonomous Organisation); Special Medical Conditions of employee or spouse; and in cases of official having Child with Special needs (mentally challenged child).

2. As the grounds for seeking transfer under the aforesaid policy was limited, and there were large numbers of requests being received seeking transfer to other regions on compassionate grounds, many of which were on genuine grounds, there was a need to revisit the Inter Jurisdictional Transfer Policy which can be more comprehensive and accommodative in nature. Hence a Committee was constituted which was headed by Additional PF Commissioner (HRD) with three Regional PF Commissioner-I's as members to frame a comprehensive policy for the Inter Regional Transfer of the field staff. The Committee has submitted its proposal for Inter Regional (State) Transfer Policy for the Cadre of Social Security Assistant which is annexed as **Annexure 17B**.

3. The Committee has, in brief, recommended that the Inter Regional (State) transfer Policy for Social Security Assistant should be simplified and a transfer outside parent region (State) should be allowed for the SSA cadre once in their career for a period of 5 years, which may be extended for a further period not exceeding 2 years, to any office outside the parent region. The eligibility should be restricted to SSA cadre having completed 8 years of service in the parent region. The criteria of 8 years has been kept to include 2 years of probation and 6 years of service so that persons having experience are considered who can be of utility in the other region.

4. It is proposed that the Inter Regional (State) Transfer Policy for the Cadre of Social Security Assistant may be approved by Central Board of Trustees.

Proposal: The proposal of Inter Regional (State) Transfer Policy for the Cadre of Social Security Assistant which is annexed at Annexure-17B is placed before the Central Board of Trustees for consideration and approval.

Sub: Framing of a Comprehensive Policy for Inter Regional Transfer of Field Staff- reg.

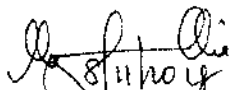
Ref : U.O. Note No. HRM/V/IV/1(12)2012/KN/Vol.II Dated 05.09.2018.

A Committee was constituted vide U.O. Note under reference for framing a Comprehensive Policy for the Inter Regional Transfer of field staff. The Committee consisted of the following officers:-

- (i) Shri C. Chakraborty, ACC (HRD), Chairman
- (ii) Shri Sanjay Bisht, RPFC-I (HRM), Member
- (iii) Shri N. Thothar, RPFC-I, (HRM), Member
- (iv) Shri M. Ngullie, RPFC-I (HRD), Member

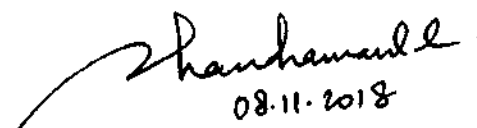
2. The mandate of the Committee, inter-alia, was to recommend a revised Inter Regional Transfer Policy for the cadre of Social Security Assistant. The Committee met on various dates and revised Inter Regional (State) Transfer Policy for the cadre of Social Security Assistant recommended by the Committee is enclosed herewith for consideration and further needful action.

3. The Committee has, in brief, recommended that the Inter Regional (State) transfer Policy for Social Security Assistant should be simplified and a transfer outside parent region (State) should be allowed for the SSA cadre once in their career for a period of 5 years, which may be extended for a further period not exceeding 2 years, to any office outside the parent region. The eligibility should be restricted to SSA cadre having completed 8 years of service in the parent region. The criteria of 8 years has been kept to include 2 years of probation and 6 years of service so that persons having experience are considered who can be of utility in the other region.


(M. Ngullie)
RPFC-I (HRD)


(N. Thothar)
RPFC-I (HRM-V)


(Sanjay Bisht)
RPFC-I (HRM-I)


08.11.2018
(Chandramauli Chakraborty)
ACC (HRD)

Inter Regional (State) Transfer Policy for the Cadre of Social Security Assistant:

1. Short Title and Commencement:

- (i) The Inter State Transfer Policy for the Cadre of Social Security Assistant shall be in supercession to the Inter Jurisdictional Transfer Policy for Social Security Assistant Cadre which was circulated vide HRM-IV/1(12)2012/KN/Vol.II/3794 dated 16.05.2017. This policy shall be called Inter State Transfer Policy cadre of Social Security Assistant.
- (ii) It shall come into force from the date of circulation.

2. Definition:

- (i) "State" means the Political State of India.
- (ii) Social Security Assistant includes both Social Security Assistant and Sr. Social Security Assistant (SSSA).

3. Features of the Inter Regional (State) Transfer Policy:

- (i) This policy for Inter Regional (State) Transfer Policy shall apply to the Social Security Assistant Cadre.
- (ii) Under this policy, transfer on temporary basis at the request of the official in the cadre of Social Security Assistant shall be allowed for a period of 5 years once in his/ her career to any office of choice in any region other than parent region, subject to availability of vacancies in that office and other conditions in this policy. The period may further be extended by the Competent Authority on case to case basis by a period not exceeding 2 years.
- (iii) The Social Security Assistant, who have completed eight years of service, including the period spent on probation in their present State will only be eligible for applying in Inter Regional (State) Transfer under this policy.






- (iv) The officials will be eligible for the Inter Regional (State) Transfer under this Policy only once in the cadre of Social Security Assistant.
- (v) The total number of Social Security Assistant transferred out from the State shall not exceed 5% of the sanctioned strength under Direct Recruitment Quota of that State as on 31st March of that year. The priority of the Social Security Assistant to be transferred to a particular office/region (state) shall be based on length of service in the cadre of SSA determined with reference to the date of appointment as SSA.
- (vi) Total number of Social Security Assistant to be transferred to a State shall not exceed 50% of the vacancies under DR Quota in that State as on 31st March of that year.
- (vii) Any Social Security Assistant can apply for the Inter Regional (State) Transfer which shall be based on seniority and other conditions as specified in this policy.
- (viii) The Inter Regional (State) Transfer process will be done once in a year and application for Inter State Transfer will be called for through online mode.
- (ix) Henceforth all appointing authorities while issuing offer of appointment will add the following clause:


"his/her services are liable to be transferred/posted in any of the office of EPFO in the jurisdiction on administrative grounds. However, he/she can seek/apply for temporary transfer to the other State under Inter Regional (State) Transfer Policy in vogue only after completion of eight years of service in the State, provided he/she has completed probation period satisfactorily."


- (x) A Social Security Assistant transferred under this policy will be eligible to apply for the Limited Departmental Examination for the Section



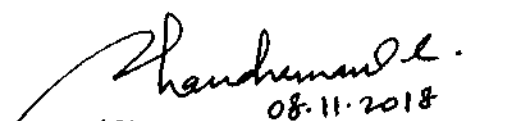
Supervisor (Exam Quota) or Enforcement Officer/Account Officer (Exam Quota) only in his/her parent State/region where he/she holds his/her seniority.

- (xi) No TA/DA or temporary transfer grants will be admissible for the transferee. However, leave at credit of any kind as available may be sanctioned to enable the official to join new place of posting.
- (xii) An application for transfer under this policy shall be submitted in the manner as prescribed by the Head Office, EPFO.
- (xiii) An application for transfer under this policy shall be made online and forwarded to Head Office, EPFO through electronic means with due comments/recommendations of the concerned ACC (HQ)/ACC of the Zone within the time as may be specified. Applications received directly from the officials or through any other source shall not be entertained.
- (xiv) No vigilance case should be pending or contemplated against the applicant at the time of the issue of transfer order of the official concerned.
- (xv) This policy shall not confer any right to the applicants for transfer.
- (xvi) Central Provident Fund Commissioner shall be the Competent Authority under this Inter Regional (State) Transfer Policy for Social Security Assistant Cadre for approving the cases of Inter Regional (State) Transfer.


(M. Ngullie)
RPFC-I (HRD)


(N. Thothar) 8/11/2018
RPFC-I (HRM-V)


(Sanjay Bisht)
RPFC-I (HRM-I)


08.11.2018
(Chandramauli Chakraborty)
ACC (HRD)

Item No. 18: Appointment of C-DAC as a Consultant to carry out the study of EPFO's existing IT system.

1. The EC, CBT in its 79th meeting held on 25th July, 2014 accorded the approval to appoint C-DAC as a Technical consultant to EPFO on nomination basis and entrusted to provide technical consultancy services to EPFO for the maintenance and sustenance of the existing EPFO application and preparation of Software Requirements Specification (SRS) document for the envisaged De-Novo application, with a financial implication of Rs.1, 70, 00, 000/-. The work involved the consolidation of field offices databases, tuning and optimizing the existing application, process re-engineering and SRS study and recommendation of suitable hardware. Initially the contract was for a period of two years i.e. from 16th July, 2014 to 15th July, 2016.
2. EC, CBT in its 85th meeting held on 5th July, 2016 accorded the approval to formalize the work arrangement with C-DAC for completion of software activities and also extend the term of the existing contract by one more year i.e. from 16th July, 2016 to 15th July, 2017 based on the recommendation of 6th meeting of IT Sub Committee held on 17th May, 2016. In this connection, a work order was issued to C-DAC vide Letter No. R-I/C-DAC/MOU/2014 dated 14.07.2016 for the design, development and deployment of Unified Portal and software development for PMRPY Portal at a cost of Rs.3,57,00,000/- .
3. EC, CBT in its 91st meeting held on 21st February, 2018 accorded the approval to extend the term of the existing contract by one more year i.e. from 16th November, 2017 to 15th October, 2018 based on the recommendation of 7th meeting of IT Sub Committee held on 15th February, 2018. In this connection, a maintenance contract was signed with C-DAC vide Letter No.IS-8(28)2017/C-DAC/132/21231 dated 14.03.2018 for the maintenance of Unified Portal and PMRPY Portal at a cost of Rs. 3, 68, 42,500/-.
4. The services of EPFO to members/employers are available in offline/online mode. The online services are available through the Unified Portal developed by C-DAC and offline requests of members/employers are processed in the EPFO Field offices using an application developed with support of National Informatics Centre (NIC) in 2008-09. This application known as the Field Office Application being used in the EPFO field offices for delivery of various services to the members, pensioners and employers has outlived its life span. The maintenance and day to day trouble shooting of the software has become a severe drain on resources and time of EPFO's technical team. The software was suitably designed for de-centralized environment. After implementation of Electronic Challan cum Return (ECR), the service deliverables moved towards centralized solution. Further, the EPFO's top management also required a suitable

system to monitor the entire operation through a centralized solution and for better decision making.

5. In 2014, it was suggested by C-DAC to bring all the de-centralized database to a single Central Location. Accordingly, all the individual, stand-alone databases were ported into 120 Pluggable Databases, and the same application which was working in the de-centralized mode customized for working from Central Location. The following are basic design problems which resulted in performance degradation and problem in deliverables:

- (a) Software was made to operate on a single database pertaining to a single office.
- (b) The software is unable to handle bifurcation/merging/creation of new offices.
- (c) The software was designed in 2008-09 and a lot of changes that had taken place in subsequent years had made the software very bulky and unyielding at times.
- (d) The software was not build incorporating the principles of double entry book keeping system of accounting which is a must to ensure proper maintenance of accounts.
- (e) It is not a complete software as it handles the Accounts, Claims, Pension and Cash matters only. Compliance area was completely left out.
- (f) A lot of technological changes have happened after 2008-09, both in the area of hardware as well as software which must be leveraged to stay in tune with the times.

Apart from the above, expectation of members with respect to service delivery is high and our software is not robust enough to provide the expected service. Further, certain deficiencies in the old software needs to be plugged and better and automated services needs to be provided to the various stakeholders of EPFO that is the need of the hour.

6. In this connection interactions and meetings with various top consultancy firms and Software firms such as NISG (National institute of smart governance), Deloitte Touche Tohmatsu India LLP, Ernst & Young LLP, KPMG (Registered), Price Water House Coopers P Ltd, Infosys, Tech Mahindra, HCL, Tata Consultancy Firm (TCS) and C-DAC were held to decide the future course of action.
7. Accordingly, presentations of various agencies were held. During one such presentations made by C-DAC team on 04.10.2018, they showcased the various IT solutions provided through the Unified Portal and PMRPY Portal. It is pertinent to highlight the various services made available through the Unified Portal to members and employers as detailed below:

(a) Member Services –

- (i) E-Passbook service – Members can check/download their EPF passbook to verify the contributions made by their employers. Almost 1.5 to 2 Lakh members make use of this service daily. This service is also available on UMANG mobile app of Government of India.

- (ii) Online Claims – This service was launched in May, 2017. Currently, EPFO receives more than 50 % of all claims online. In some offices the percentage of online claims is as high as 85% also. This service has become very popular with members as they can submit claims from any location in the world. This service is also available on UMANG mobile app of Government of India.
- (iii) Modify basic details – Members can update their basic details such as Name, Date of birth and gender as available in Aadhaar using this online facility without the intervention of employer.
- (iv) E-nomination – Members can login to their account and submit online nomination with Aadhaar based e-Sign authentication.

(b) Employers –

- (i) Online Registration of Establishment – Registration of establishments is available online on the Shram Suvidha Portal with real time generation of registration number. Employer needn't visit the EPFO field office.
- (ii) Online payment of contribution – The payment of contribution has been made a completely online facility. The employers have to upload the Electronic Challan cum Return (ECR) in the Unified Portal, challan is generated online and payment is through internet banking. EPFO has integrated the payment gateway of 11 banks till date apart from SBI aggregator to provide this service to establishments.
- (iii) Generation of Universal Account Number (UAN) – It is a completely online facility with option for individual UAN generation or bulk UAN generation.
- (iv) Uploading of KYC documents in respect of members – Employers can upload KYC documents of their employees either individually or in bulk using their digital signature certificates.

Based upon the presentation, C-DAC offered to submit a proposal for the as is study of EPFO system for preparing the roadmap to revamp the IT infrastructure. It was decided that the technical issues be debated with the C-DAC team by a committee of officers of EPFO, who are conversant with the technical aspects of the IT architecture, to evaluate the feasibility of their proposal.

8. A meeting was held on 09.10.2018 with C-DAC at EPFO Head Office. The C-DAC team requested for a detailed requirement document from EPFO with specific timelines to respond to issues raised by officers in the meeting.
9. Accordingly a delegation of officers of EPFO headed by the CPFC visited C-DAC Head Quarters at Pune on 26/10/2018. On 26/10/2018 in a meeting with CPFC, the Director General of C-DAC clarified doubts regarding the technology upgrades required for future software. He also specified that an elaborate study of EPFO's existing system is essential to decide the future roadmap for revamping the IT infrastructure of EPFO.

10. In continuation to the Pune interaction with EPFO, a proposal **[Annexure 18A]** for carrying out the study of EPFO's system was submitted by C-DAC on 22/11/2018. The salient features of the proposal are:
- 1) Study of the existing IT infrastructure (Hardware/Network Infrastructure) landscape and submit the recommendations in line with the proposed system
 - 2) Prepare the System Requirement Specifications (SRS) document.
 - 3) C-DAC shall deploy a team of 25 professionals on the project for carrying out the system study.
 - 4) C-DAC shall complete the system study in a period of four calendar months, from the date of receipt of confirmed work order as per the scope and deliverables.
 - 5) The rate quoted by C-DAC per resource for a man month effort is Rs. 1, 75, 000/- (One lakh and seventy five thousand). The total for a 4 month effort in respect of 25 resources works out to Rs. 1, 75, 00,000/- (One crore and seventy five lakh).
 - 6) C-DAC shall be paid 20% of the total cost (including taxes) as advance amount. For the balance amount, C-DAC shall raise monthly invoice amounting to 25% of the pending total cost (including taxes) as applicable.
11. C-DAC offers EPFO the following advantages:
- 1) It is a premier Government institution.
 - 2) It maintains part of EPFO's IT set up and has been associated with EPFO for the last 4 years. It is well aware of the limitations of EPFO's current system and the challenges in service delivery to members.
 - 3) C-DAC being familiar with the EPFO system, the lead time in conducting the study will be considerably short as compared to other agencies. This fact is vital in view of the urgency of executing the project.
12. Provision is available under rule-194 in the General Financial Rules (2017) for single source selection or consultancy by nomination. The provisions under rule-194 (i) & (ii) are very much applicable in case of EPFO. The details of rule-194 of GFR is furnished below:
- Single Source Selection/Consultancy by nomination: The selection by direct negotiation/nomination, on the lines of Single Tender mode of procurement of goods, is considered appropriate only under exceptional circumstance such as:
- (i) tasks that represent a natural continuation of previous work carried out by the firm;
 - (ii) in case of an emergency situation, situations arising after natural disasters, situations where timely completion of the assignment is of utmost importance; and
 - (iii) Situations where execution of the assignment may involve use of proprietary techniques or only one consultant has requisite expertise.
 - (iv) Under some special circumstances, it may become necessary to select a particular consultant where adequate justification is available for such single-source selection in the context of the overall interest of the Ministry or

Department. Full justification for single source selection should be recorded in the file and

- (v) approval of the competent authority obtained before resorting to such single-source selection.
 - (vi) It shall ensure fairness and equity, and shall have a procedure in place to ensure that the prices are reasonable and consistent with market rates for tasks of a similar nature; and the required consultancy services are not split into smaller sized procurement.
13. Accordingly, in view of the justification given in para-11 ante, it is proposed that an in principle decision may be taken to appoint C-DAC (a premier R&D organization of the Department of Electronics and Information Technology (DeitY), Ministry of Communications & Information Technology (MCIT) for carrying out R&D in IT, Electronics and associated areas), as a Consultant on nomination basis under the provisions of rule 194 of GFR 2017, to carry out a detailed study of EPFO's existing IT system, prepare SRS and to suggest the best solution for the future.

Proposal: The proposal contained in Para 13 above is placed before the Central Board for approval.

**Proposal of system study of
De-novo system for EPFO**

20th November, 2018

Proposed & Submitted by:

**Centre for Development of Advanced Computing
C-DAC Innovation Park, Sr. No.34/B/1, Panchavati, Pashan,
Pune-411008**

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Project Title	Proposal for system study of De-novo system for EPFO
Name of the Organisation	Employee Provident Fund (EPFO) Organisation
Submission Date	20 th November, 2018
Validity	30 days from the date of submission of proposal
Proposal Prepared & Submitted By	Centre for Development of Advanced Computing (C-DAC), Pune
Contact Designation & Details	Persons, Col A.K.Nath (Retd.) Executive Director,C-DAC, Pune E-mail ID : asheet.nath@cdac.in Phone No. : +(91) 20-25704300
	Mr. Prashant Nayak Associate Director & HoD eGov Group, C-DAC, Pune E-mail ID : psnayak@cdac.in Phone No. : +(91) 20-2550 3204
Contact Address	Centre for Development of Advanced Computing C-DAC Innovation Park, Panchavati, Pashan, Sr. No.34/B/1,Pune-411008
Fax	+(91) 20-2550 3225

1. EXECUTIVE SUMMARY

EPFO, a statutory body under Ministry of Labour and Employment, Government of India manages provident fund of more than 20 million members. EPFO with an endeavor to improve the Quality of Service wishes to launch ambitious 'Anywhere Service' to its members. To meet the end objective of better service delivery EPFO desires a integrated system which runs on a centralised single database.

EPFO desires to focus on Quality of Service. Services at present being restricted to the field office to which the member account belongs, multiple member ids associated with single person due to non-portability, double entry accounting system are few of the issues EPFO is facing. The processing of claims of the members, which contributes significantly to the back office operations of EPFO continues to be de-centralised. The existing information technology landscape centred around Unified Portal and Field Office application which handles the claims processing part involves huge data exchange mechanism. This has a direct impact on the availability of updated information affecting throughput and quality of service being offered by the EPFO.

EPFO aims to build a centralised system to address these issues and to facilitate its stakeholders in the best possible way. The processes of various divisions such as Accounts, Coverage , Compliance which includes Enforcement, Inspectorate and Legal , Pension , Exemption and HR need automation and processes needs to be refined to enable these divisions to perform efficiently and cohesively.

2. OBJECTIVE

A detailed system study identifying the need of the various divisions within EPFO and where-ever need be suggesting business process re-engineering to bring the best out of the department will have to be taken up. It will act as a blueprint for any future systems that will be built for EPFO.

3. SCOPE OF STUDY

The scope of the study would be limited to the following processes:

A. Establishment Life Cycle:

- a) Registration of an establishment
- b) Managing establishment profile
- c) Authorized signatory details updation
- d) Jurisdiction change from one EPFO office to another office
- e) Enrollment of employees
- f) Returns submission
- g) Payments
- h) Reconciliation between payments and Bank Statement
- i) Due-Deposit recon
- j) Default Management
- k) Enquires (7A/7B etc)
- l) Grant of Exemption
- m) Cancellation of Exemption
- n) Recovery process
- o) Closure of an establishment

B. Employee Life Cycle

- a) Registration of member.
- b) Basic details modifications
- c) Nomination
- d) Updation of monthly contributions in employee account with ETF share
- e) Interest updation on contributions as and when required

- f) Switching of employment.
- g) Withdrawals processing
- h) Payments to subscribers
- i) Reconciliation of payments
- j) Handling of failed/returned payments
- k) Pension
- l) Pensioner updation
- m) Pension payments
- n) Closure of pension

C. EPFO Field Office Life Cycle

- a) New Office creation
- b) Role based user management
- c) Bifurcation of offices
- d) Merging of offices

D. Study of Integration/Interfaces with Double entry accounting system and other system

E. MIS reports

- a) Zone wise/Regional Office wise reports
- b) Dynamic Data Analytics
- c) Functional MIS

Note: Any change in the scope would lead to time and cost escalation.

4. DELIVERABLE

As a part of deliverable C-DAC would submit the following documents :

1. SRS document.
2. Study of the existing IT infrastructure (Hardware /Network Infrastructure) landscape and submit the recommendations inline with the proposed system

5. TIMEFRAME FOR COMPLETION OF WORK

C-DAC shall complete the system study work in a period of four calendar months, from the date of receipt of confirmed work order as per the scope and deliverable.

6. RESPONSIBILITIES OF CDAC

C-DAC shall undertake the following activities related to system study for the De-novo system within the purview of this proposal.

- a) Deploy a team of 25 professionals on the project for carrying out the system study.
- b) Submit weekly status progress report to the Apex Management Committee.
- c) C-DAC will internally form multiple teams to parallelly take up study of various areas/sections.
- d) The team members will be part of the core committee for the particular area/section under study.
- e) Timely escalate to EPFO, decision points expected with respect to any process.
- f) Submit the process document for vetting, as and when completed to the EPFO nominated members of the core committee.

7. RESPONSIBILITIES OF EPFO

EPFO shall undertake the following activities related to system study for the De-novo system within the purview of this proposal.

- a) Deploy a team of two subject matter experts per core committee who will elicit the requirements.
- b) Additionally the subject experts will be responsible to clarify any doubts related to any process during the system study by interacting with concerned section in EPFO.
- c) Review the process document submitted by C-DAC and submit their comments within two working days.
- d) To provide all inputs, information, diagrams, charts, figures, statistics, data etc. required or requested by C-DAC for carrying out responsibilities of C-DAC. EPFO shall be responsible for ensuring that such information and answers are accurate and complete
- e) Arrange for lodging and boarding to the C-DAC team during the system study at Delhi without any cost implications.
- f) In event of any C-DAC team member, required to undertake travel to any other field office or any location in or outside India in connection with the project work, the lodging and boarding arrangements shall be arranged by EPFO without any cost implications.

8. JOINT RESPONSIBILITIES OF EPFO & C-DAC

EPFO and C-DAC will nominate 3 members each to the Apex Monitoring Committee, which will be responsible to monitor the progress of work.

- a) The Apex Committee to meet every 15 days to review the progress of work
- b) The Apex Committee will ensure that issues escalated by the core committee are settled within a four working days.

9. RESPONSIBILITIES OF APEX COMMITTEE

EPFO:

- i. To ensure that the processes undergoing change are approved by competent authority.
- ii. To ensure that multiple divisions are on-boarded as and when needed during finalisation of requirements
- iii. To ensure that the study is confined to the scope of work.
- iv. To assign members to the Core committee and steer the progress of the work.
- v. To facilitate availability/interaction with any third party stakeholders involved in the study as and when needed.
- vi. To meet and review project progress every 15 days.

C-DAC:

- i. To ensure that the required resources with the desired skill sets are supplemented to the project.
- ii. To facilitate availability/interaction with other groups/ centres during the study as and when needed.

10. RESPONSIBILITIES OF CORE COMMITTEE

EPFO:

- i. Proper and unambiguous requirements should be given to the C-DAC team after identification and due consideration. The same should also include Integration aspects with others system
- ii. To review and approve daily compiled requirements prepared by C-DAC team members within two working days.
- iii. To review and approve interim SRS drafts submitted by the C-DAC members of the core committee within two working days.
- iv. Work flow: in the present system of working as well as that proposed after computerization should be clearly stated, along with the requirements of the software

C-DAC:

- i. Prepare daily requirements note based on the interactions with the EPFO members of the Core Committee/ domain experts from EPFO and submit for approval to EPFO.
- ii. Translate the daily approved requirements draft into SRS format and submit the same for review to the EPFO members of the Core Committee.

11.MANPOWER FOR SYSTEM STUDY

C-DAC will engage a team of 25 software professionals for a period of four months to ensure timely completion of the assigned work.

12.FINANCIAL IMPLICATIONS

The financial implication for the completion of the work would be as follows:

Number of resources	No of Months	No of Man Months	Rate	Amount
25	4	100	1,75,000	1,75,00,000
Total Amount:				1,75,00,000

In Words:

Rupees One crore seventy five lacs.

Note: Taxes additional as applicable at the time of raising invoice

Note:

- i. C-DAC shall be paid 20% of the total cost (including taxes) as advance amount.
- ii. C-DAC shall raise monthly invoice amounting to 25% of the pending total cost (including taxes) as applicable.
- iii. Payments shall be made within 10 days of date of invoice by C-DAC and shall be in favor of C-DAC by Demand Draft drawn upon any Nationalized Bank, payable at Pune only or through RTGS mode.
- iv. If payment is not received as per agreed terms herein C-DAC may suspend services/terminate the Contract on this account.
- v. In the event of termination of the project, C-DAC shall be paid for the services rendered for carrying out the assignment till the date of termination.

- vi. Cost is exclusive of Taxes. Taxes applicable as per rates prevailing at the time of payment
- vii. Any additional study beyond the scope mentioned in point no.3 of this proposal would be additionally charged as per the rate of Rs.1,75,000/- per man-month effort.

13.CONFIDENTIALITY AND NON DISCLOSURE

- i. Any software/hardware material, product specifications, designs, financials, information, documents shall be deemed to be in private domain and it shall not be made public or shared with any other party without the prior written consent of the party which owns it.
- ii. The material shall be treated as confidential for a minimum period of two years after this Contract comes to an end or as agreed from time to time in writing.
- iii. In the event of any of the parties becoming legally compelled to disclose any confidential information, such party shall give sufficient notice to the other party so as to enable the other party to seek a timely protective order or any other as appropriate relief. If such an order or other relief cannot be obtained, the party being required to make such a disclosure shall make the disclosure of the confidential Information only to the extent that is legally required of it and no further.

14. INTELLECTUAL PROPERTY RIGHTS

Intellectual Property Rights to all written material, originated and prepared for, and delivered to EPFO, under the system study work for which payment has been made by EPFO to CDAC, shall belong to EPFO. However CDAC shall own all rights, title and interest in any works, materials, tools, skills, know-how, processes, methodology, templates or formats created or owned by CDAC, or licensed to CDAC (in which case the licensors shall own applicable rights in accordance with the underlying license agreement with CDAC), prior to this project or developed or acquired by CDAC, or licensed to CDAC, other than in, or ancillary to, the performance of this project. EPFO in turn shall have complete rights to use, carry out any changes, enhancements, etc, to the written material delivered by CDAC, either through CDAC or through department personnel or any agency authorized by the department, for perpetuity.

15. GENERAL TERMS

C-DAC shall not be liable and responsible to the other party for any delay or failure on its part in performing any of its obligations under this proposal resulting from any cause beyond its reasonable control, including but not limiting to strikes, riots, civil commotion or other concerted action of employees, disputes, material/machinery/power/fuel shortages/ breakdowns, transportation disruptions/delays, fire, floods, explosions, acts of God, acts of state, war, enemy action or terrorist action etc.,

Unresolved disputes/differences, if any, shall be settled/resolved in accordance with Arbitration and Conciliation Act, 1996 and rules framed thereof. Courts in Pune only shall have the exclusive jurisdiction to try, entertain and decide the matters which are not covered under the Arbitration and conciliation Act, 1996. On award of the project, parties may enter into contract detailing technical / financial / other terms.

Item No 19 Enhancement of Roles and Functions of District Offices

The Organizational and Cadre Re-structuring report that has been implemented in the organization envisaged a larger role for the District Offices. The report provides that the District Offices would be functioning under an Assistant Provident Fund Commissioner. The roles and functions of District Offices had been defined in the Head Office circular No. No. HRM-I/D-1(1)2017/CR dated 22.03.2017. Copy of this circular is attached as **Annexure-19A** for ready reference.

2. A number of references have been received from various quarters to review and revisit the roles and functions assigned to District Offices with a view to achieve organizational objectives in a more efficient and effective manner by optimal use of the resources in the District Offices. It may be mentioned that the District Offices are in many cases the nearest points of contact of EPFO for the members and establishments and are in a position to serve their needs and requirements in the most convenient manner.

3. In order to evaluate the situation, three Zonal Level committees had been constituted to evaluate the allocated functions of District Offices and to suggest any further enhancement in the roles and functions of the District Offices. These three Zonal Committees have submitted their reports. Subsequently, a High Level Committee was constituted vide Order No. HRD/46/2016/Review/54 dated 07.09.2018 to review and examine the reports submitted by three separate committees and to make final recommendations on giving additional roles and functions to District Offices.

4. After deliberation on the suggestions and recommendations received, it has been proposed that apart from the functions mentioned in the Head Office circular given at **Annexure-19A** the following functions may also be assigned to the District Offices:

- (i) **Coverage and Compliance** – The District offices shall be responsible for the coverage and compliance of establishments falling under the jurisdiction of the District Office. In carrying out these functions the APFC and Enforcement Officers of the District Office shall be governed by the already existing instructions in the matter.
- (ii) **Assessment of Dues and Damages** – The APFC in District Offices would carry out the functions of Assessment of Dues and Damages in respect of the establishments falling under the jurisdiction of the District Office.
- (iii) **Receipt and registration of Claims** – The District Offices would receive claims of all types from members and establishments and make entries in the claim receipt web

based utility / module for District Offices that has been made available recently. The task would be performed as per instructions issued in this matter from time to time.

- (iv) **Handling of grievances** – The District Offices would accept and redress the Grievances of members. For this purpose the web based EPFiGMS utility shall be used. The necessary configuration in the EPFiGMS software will be carried out by the respective Regional Offices in consultation with CSD Wing of Headquarters.
- (v) **Recovery of Assessed amounts** – The APFC in District Offices shall act as recovery officers for dues in respect of establishments falling under the jurisdiction of the District Office.

5. The nature and extent of powers for the various roles and functions that are proposed to be given to the District Offices, and which would be exercised by the officers in the District Offices, would be determined on the basis of the needs and requirements of ensuring optimum functioning of the District Offices and maximizing the service delivery for the members and establishments. The nature and extent of the powers to be vested in the officers of the District Offices would be communicated through administrative circulars from time to time.

6. Apart from the roles and functions that are presently being considered for District Offices, additional roles and functions would be added in a phased manner from time to time after ensuring that the necessary support in terms of application software, connectivity and hardware support is extended to these offices.

7. The physical infrastructure requirements of the District Offices would also be reviewed and augmented in a phased manner. Similarly, the administrative support in terms of manpower requirements and administrative and financial powers for the District Offices and the officers in these offices would be reviewed from time to time and augmented, wherever required.

PROPOSAL The proposed additional roles and functions of District Offices as contained in the agenda note above is placed for information of the Central Board.

Through Web Circulation

कर्मचारी भविष्य निधि संगठन
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
EMPLOYEES' PROVIDENT FUND ORGANISATION
(Ministry of Labour & Employment, Govt. of India)
मुख्य कार्यालय / Head Office
भविष्य निधि भवन, 14-भोकाजी कामा प्लेस, नई दिल्ली-110 066.
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi - 110 066.

No. HRM-I/D-1(1)2017/CR

Date: 22 MAR 2017

To

All Addl. Central P.F Commissioners(Zones)
All Regional P.F Commissioners
Zonal Offices/ Regional Offices

Subject:- Defining functions of District Offices for achieving Organizational Goals - regarding.

Sir,

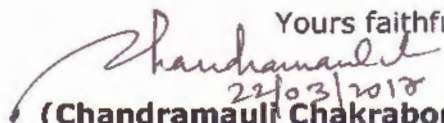
District Offices headed by APFCs are to be created as per approved cadre & organizational restructuring of EPFO. Accordingly, APFCs are being posted to these offices. It is necessary to define the roles and functions of these offices in order to achieve the organisational objectives. It is a fact that well functioning district offices can increase the coverage and reach of the organisation. Therefore, these offices are envisaged as a key component in achieving the mission of the EPFO to extend Social Security to all eligible workers.

2. In view of the above, it would be appropriate to devolve following functions to District Offices :

- (a) **Coverage and Enrolment:** District offices can facilitate the awareness of EPFO Schemes to employers and employees with a view to secure compliance with the law to provide social security. As such enrolment campaign is identified as a key function of district offices.
- (b) **Default Management:** EPFO has introduced real time default management system where the default by establishment during a month is addressed during the same month itself. This would require follow up with the defaulter establishments during the month. It will be part of the work of the District Office, in respect of establishments in their jurisdiction.

- (c) **Aadhar Seeding and Jeevan Praman Seeding:** These are very important activities undertaken by EPFO to improve service delivery. All District Offices will set up facilities for Aadhar seeding and hand-hold the employees and pensioners for Aadhar and Jeevan Praman seeding to extend EPFO services to them.
- (d) **Grievance Redressal:** It has been noticed that attendance in monthly Nidhi Adalats is less due to distance of Regional Offices. Entrusting specific grievance redressal (not related to claims etc.) to district offices would speed up redressal of grievances. District Offices will be best equipped to settle these grievances in a time bound manner due to their proximity to establishment/employer and member. Accordingly, this would be one of the functions of District Offices.
- (e) **Housing Scheme:** EPFO is in the process of implementation of new schemes such as Housing Scheme for members. Facilitating the implementation of such schemes will be one of the District Office functions.
- (f) **Miscellaneous tasks entrusted with DOs:** In addition to the above, the tasks entrusted with District Offices will include awareness creation among employers & employees about the importance of Social Security, EPFO Schemes etc. They will liaison with the establishments and workers to improve service delivery and build up the image and reputation of the organisation. They will also carry out any other specific tasks entrusted by their controlling officers.
3. It is further decided that the Regional Office in whose jurisdiction the District Office is situated, shall be the controlling office of the District Office. District Officers will report to the Officer- In-Charge of the concerned Regional Office.
4. It is further decided that requisite staff, support-personnel and infrastructure may be provided to the District Offices from the existing staff and personnel from the respective Regional Offices early so that the offices are made functional.

(This issues with the approval of Central Provident Fund Commissioner)

Yours faithfully,

(Chandramauli Chakraborty)
22/03/2018
Addl. Central P. F. Commissioner -II(HRM)

ITEM No.20 Relaxation in the period of eligibility service for promotion to the post of Regional P.F Commissioner, Gr.I in Level 12 of the pay matrix in relaxation of the Recruitment Rules.

The following eligibility conditions have been prescribed in the “Employees’ Provident Fund Organisation Regional Provident Fund Commissioner, Grade-I Recruitment Rules, 2018”, notified in the Gazette of India on 22.03.2018 (Annexure- 20A):

***Promotion:** Officers holding the post of Regional Provident Fund Commissioner-II with five years regular service in the grade.*

2. Consequent to Cadre Restructuring in Employees’ Provident Fund Organization in the year 2016, 239 posts of Regional Provident Fund Commissioner, Grade-I was sanctioned as per Office Order No. HRM-I/D-I(1)2017/CR/26417 dated 13.01.2017.
3. Thereafter three DPCs have been convened to fill up the post of Regional Provident Fund Commissioner, Grade-I for the panel year 2016-17, 2017-18 and 2018. The DPC for the panel year 2018 was convened on 16.03.2018. With reference to 239 sanctioned posts, only 179 posts have been filled up till the panel year of 2018. There are 60 clear vacancies available in the cadre of Regional Provident Fund Commissioner, Grade-I.
4. These 60 vacancies could not be filled up as there is no eligible Regional Provident Fund Commissioner, Grade-II in feeder cadre is available who completed five years of regular service as on 01.01.2019. Even if a relaxation in the eligibility service for one year is considered as on 01.01.2019, still there is no eligible RPFC-II for promotion to the post of Regional PF Commissioner, Grade-I.
5. As per the seniority list 8 officers in the feeder cadre who would be completing five years of regular service in September 2020 and thus will be eligible on 01.01.2021. These officers will require a relaxation in period of eligibility service for 24 months as on 01.01.2019 as a one time measure to fill up the some of the vacant post in the cadre of Regional PF Commissioner, Grade-I as an exception which will be subject to the approval of the Competent Authority.
6. As per the provisions of the Recruitment Rules notified on 22.03.2018 for the post of Regional Provident Fund Commissioner, Grade-I, the provisions of the Recruitment Rules can be relaxed by the Central Board in consultation with the Central Government. The provisions of Sl. No. 5 of the Recruitment Rules is reproduced as follows:-

***"5. Power to relax-** Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing and in consultation with the Central Government, relax, any of the provisions of these rules with respect to any class or category of persons".*
7. Accordingly, relaxation of a period of 24 months as on 01.01.2019 in the period of eligibility service under Regulation 5 of the Recruitment Rules in respect of 08 RPFCs-II as a one time measure as observed in para 5 is placed before Central Board of Trustees, EPF for consideration and approval.

Proposal: Proposal contained in Para 7 above is placed before Central Board of Trustees, EPF for approval.



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 115]

नई दिल्ली, बृहस्पतिवार, मार्च 22, 2018/चैत्र 1, 1940

No. 115]

NEW DELHI, THURSDAY, MARCH 22, 2018/CHAITRA 1, 1940

श्रम एवं रोजगार मंत्रालय

(कर्मचारी भविष्य निधि संगठन)

अधिसूचना

नई दिल्ली, 22 मार्च 2018

सं. मा.सं.प्र./56/2016/आर.आर./आयुक्त संवर्ग.— कर्मचारी भविष्य निधि एवं प्रकीर्ण उपबंध अधिनियम, 1952 (1952 का 19) की धारा 5 डी की उपधारा (7) के क्लॉज (ए) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए तथा कर्मचारी भविष्य निधि संगठन (क्षेत्रीय भविष्य निधि आयुक्त, ग्रेड-I) भर्ती नियम, 1999 का अधिक्रमण करते हुए, इसके पूर्व किए गए अथवा किया जाना छोड़े गए बदलाव के अतिरिक्त, केंद्रीय बोर्ड, कर्मचारी भविष्य निधि संगठन में एतद्द्वारा क्षेत्रीय भविष्य निधि आयुक्त, ग्रेड-I के पद पर नियुक्ति की भर्ती पद्धति का विनियमन करने के लिए निम्नलिखित नियम बनाता है, यथा :—

1. संक्षिप्त नाम एवं प्रारंभ-

- 1) इन नियमों को कर्मचारी भविष्य निधि संगठन (क्षेत्रीय भविष्य निधि आयुक्त, ग्रेड-I) भर्ती नियम, 2018 कहा जाएगा।
- 2) ये शासकीय राजपत्र में प्रकाशन की तिथि से प्रभावी होंगे।

2. पदों की संख्या, वर्गीकरण तथा वेतन मैट्रिक्स में लेवल-

उक्त पदों की संख्या, उनका वर्गीकरण तथा वेतन मैट्रिक्स में उनका लेवल वे होंगे जो इन नियमों के साथ संलग्न अनुसूची के कॉलम (2) से (4) में विनिर्दिष्ट हैं।

3. भर्ती की पद्धति, आयु सीमा तथा अन्य अर्हताएं आदि-

भर्ती की पद्धति, आयु सीमा, अर्हताएं और इस पद से संबंधित अन्य मामले वैसे रहेंगे जैसा कि उक्त अनुसूची के कॉलम (5) से (13) में विनिर्दिष्ट हैं।

4. अयोग्यता- वह व्यक्ति

- (क) जिसने ऐसे व्यक्ति से, जिसका पति या जिसकी पत्नी जीवित है, विवाह किया है, अथवा
- (ख) जिसने अपने पति अथवा अपनी पत्नी के जीवित रहते हुए किसी व्यक्ति से विवाह किया है,

उक्त पद पर नियुक्ति का पात्र नहीं होगा।

परंतु यदि केंद्रीय बोर्ड संतुष्ट है कि ऐसे विवाह की उस व्यक्ति तथा विवाह के अन्य पक्षकार पर लागू व्यक्तिगत विधि (पर्सनल लॉ) के अधीन अनुमति है और ऐसा करने के लिए अन्य आधार हैं तो बोर्ड किसी व्यक्ति को इस नियम के प्रवर्तन से छूट दे सकेगा।

5. ढील देने की शक्ति-

जहां केंद्रीय बोर्ड की यह राय हो कि ऐसा करना आवश्यक अथवा उचित है, वहां वह केंद्र सरकार के परामर्श से तथा ऐसा करने के कारणों को लिखित में रिकॉर्ड करके इन नियमों के किसी उपबंध से किसी वर्ग अथवा श्रेणी के व्यक्तियों के संबंध में आदेश द्वारा ढील दे सकेगा।

6. व्यावृत्ति -

इन नियमों की कोई बात ऐसे आरक्षणों, आयु सीमा में छूट और अन्य रियायतों पर प्रभाव नहीं डालेगी, जिनका केंद्र सरकार द्वारा इस संबंध में समय-समय पर जारी किए गए आदेशों के अनुसार अनुसूचित जातियों, अनुसूचित जनजातियों, भूतपूर्व सैनिकों और अन्य विशेष वर्ग के व्यक्तियों के लिए उपबंध करना अपेक्षित है।

अनुसूची

पद का नाम	पदों की संख्या	वर्गीकरण	वेतन मैट्रिक्स में लेवल	चयन पद अथवा गैर-चयन पद	सीधी भर्ती वाले उम्मीदवारों हेतु आयु सीमा
(1)	(2)	(3)	(4)	(5)	(6)
क्षेत्रीय भविष्य निधि आयुक्त, ग्रेड-I	239* (2018) *कार्यभार के अनुसार परिवर्तनीय	ग्रुप 'क'	लेवल-12 (78,800-2,09,200 रुपये)	चयन पद	लागू नहीं

सीधी भर्ती वाले उम्मीदवारों हेतु शैक्षिक तथा अन्य योग्यताएं	क्या सीधी भर्ती के उम्मीदवारों के लिए निर्धारित आयु तथा शैक्षिक योग्यता पदोन्नति के मामले में भी लागू होंगी	परिवीक्षा की अवधि, यदि कोई हो	भर्ती की पद्धति, क्या सीधी भर्ती या पदोन्नति द्वारा या प्रतिनियुक्ति/आमेलन के द्वारा तथा विभिन्न पद्धतियों के द्वारा भरी जाने वाली रिक्तियों का प्रतिशत
(7)	(8)	(9)	(10)
लागू नहीं	लागू नहीं	लागू नहीं	पदोन्नति द्वारा

पदोन्नति या प्रतिनियुक्ति या आमेलन द्वारा भर्ती होने की स्थिति में श्रेणियां, जिनसे पदोन्नति या प्रतिनियुक्ति/ आमेलन किया जाएगा	यदि विभागीय पदोन्नति समिति गठित है, तो उसकी संरचना	भर्ती करते समय किन परिस्थितियों में संघ लोक सेवा आयोग से परामर्श किया जाएगा
(11)	(12)	(13)
पदोन्नति: क्षेत्रीय भविष्य निधि आयुक्त, ग्रेड-II के मूल पद पर पांच वर्ष की नियमित सेवा करने वाले अधिकारी।	विभागीय पदोन्नति समिति (पदोन्नति के संबंध में विचार करने के लिए) जिसमें शामिल हैं:- i. सचिव, भारत सरकार, श्रम एवं रोजगार मंत्रालय: अध्यक्ष ii. अपर सचिव, भारत सरकार, श्रम एवं रोजगार मंत्रालय : सदस्य iii. केंद्रीय भविष्य निधि आयुक्त: सदस्य	संघ लोक सेवा आयोग से परामर्श की आवश्यकता नहीं है

डॉ. वी.पी. जाँय, केंद्रीय भविष्य निधि आयुक्त एवं सचिव, केंद्रीय बोर्ड, कर्मचारी भविष्य निधि

[विज्ञापन-III/4/असा./486/2017-18]

MINISTRY OF LABOUR AND EMPLOYMENT

(Employees' Provident Fund Organisation)

NOTIFICATION

New Delhi, the 22nd March, 2018

No. HRD/56/2016/RR/Commissioner Cadre.— In exercise of the powers conferred by clause (a) of sub-section (7) of section 5D of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) and in supersession of the Employees' Provident Fund Organisation (Regional Provident Fund Commissioner, Grade-I) Recruitment Rules, 1999, except as respects things done or omitted to be done before such supersession, the Central Board hereby makes the following rules regulating the method of recruitment to the post of Regional Provident Fund Commissioner, Grade-I in the Employees' Provident Fund Organisation, namely:—

1. Short title and commencement.—(1) These rules may be called the Employees' Provident Fund Organisation (Regional Provident Fund Commissioner, Grade-I) Recruitment Rules, 2018.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Number of posts, classification and level in the pay matrix.—The number of said post, its classification and the level in the pay matrix applicable thereto, shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

3. Method of recruitment, age limit, other qualifications, etc.—The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.

4. Disqualification.—No person,—

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said posts:

Provided that the Central Board may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. Power to relax.—Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing and in consultation with the Central Government, relax any of the provisions of these rules with respect to any class or category of persons.

6. Saving.—Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for candidates belonging to the Scheduled Castes, the Scheduled Tribes, the ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post	Number of posts	Classification	Level in the pay matrix	Whether selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
Regional Provident Fund Commissioner, Grade-I	239*(2018) *subject to variation dependent on workload.	Group 'A'	Level – 12 (Rs. 78,800 – 2,09,200)	Selection post	Not applicable

Educational and other qualifications required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods
(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	By promotion.

In case of recruitment by promotion or deputation/absorption, grades from which promotion or deputation/ absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
(11)	(12)	(13)
Promotion: Officers holding the post of Regional Provident Fund Commissioner, Grade – II with five years regular service in the grade.	Departmental Promotion Committee (for considering promotion) consisting of. - (1) Secretary to the Government of India, Ministry of Labour and Employment: Chairman. (2) Additional Secretary to the Government of India, Ministry of Labour and Employment: Member. (3) Central Provident Fund Commissioner – Member.	Consultation with the Union Public Service Commission is not necessary.

Dr. V.P. JOY, Central Provident Fund Commissioner & Secy., Central Board, Employees Provident Fund

[ADVT.-III/4/Exty./486/2017-18]

EMPLOYEES' PROVIDENT FUND ORGANISATION



AGENDA BOOK

223rd Meeting Central Board (EPF)

Date : 04.12.2018

Time : 03:00 PM

**Venue : Committee Room, "C" Wing, 1st
Floor Annexe, Shram Shakti
Bhawan, Rafi Marg, New Delhi**

EMPLOYEES' PROVIDENT FUND ORGANISATION

AGENDA BOOK

223rd Meeting of the Central Board (EPF)

Date : 04.12.2018

Time : 03:00 PM

**Venue : Committee Room, "C" Wing, 1st Floor
Annexe, Shram Shakti Bhawan, Rafi
Marg, New Delhi**

INDEX OF ITEMS

Sl. No.	ITEM
1.	Confirmation of minutes of the 222 nd meeting of the Central Board (EPF) held on 26.06.2018.
2.	Action Taken Statement in respect of decisions taken in the CBT meetings held upto 26.06.2018 (222 nd CBT meeting).
3.	Minutes of meetings of the Sub-Committees of the Board.
4.	Reconstitution of Executive Committee – Election of the representatives of employers' and employees' to the Executive Committee of the Central Board of Trustees.
5.	Reconstitution of other non- statutory Committees of Central Board of Trustees, Employees' Provident Fund.
6.	Appointment of Consultant for Selection of Portfolio Managers & Performance Review of Portfolio Managers.
7.	Proposal for Recruitment to various cadres in the Employees' Provident Fund Organisation on Direct Recruit basis through Institute of Banking Personnel Selection (IBPS).
8.	Investments in TRI-PARTY REPO launched by Clearing Corporation of India Limited (CCIL) in place of CBLO.
9.	Selection of Portfolio Managers for managing Corpus of Central Board, EPF by Finance, Investment and Audit Committee.
10.	Allocation of funds to Portfolio Managers consequent to closure of Portfolio Management Service activity by SBI.
11.	Extension of tenure of current Portfolio Managers of EPFO up to 30th June, 2019 or till appointment of new Portfolio Managers whichever is earlier.
12.	Extension of tenure of M/s. CRISIL Ltd as Consultant for six month i.e. 30.06.2019 or till appointment of new Portfolio Managers, whichever is earlier.

13.	Information to be placed before the Central Board in accordance with para 23 of the EPF Scheme.
14.	Procedure to be observed by the Departmental Promotion Committee – Revised crucial date of eligibility for the vacancy year and relevant years up to which APARs are to be considered for conducting Departmental Promotion Committees.
15.	Relaxation in the period of eligibility service for promotion to the post of Addl. CPFC in Level 13 A of the pay matrix in relaxation of the Recruitment Rules.
16.	Relaxation in the period of eligibility service for promotion to the post of Regional PF Commissioner Gr. II in Level 11 of the pay matrix in relaxation of the Recruitment Rules.
17.	Inter-Regional (State) Transfer Policy for the cadre of Social Security Assistant (SSA)
18.	Appointment of C-DAC as a Consultant to carry out the study of EPFO's existing IT system.
19.	Enhancement of Roles and Functions of District Offices
20.	Relaxation in the period of eligibility service for promotion to the post of Regional P.F Commissioner, Gr.I in Level 12 of the pay matrix in relaxation of the Recruitment Rules.