



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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NBCC Centre, Block-2, Ground-4<sup>th</sup> Floor, East Kidwai Nagar, New Delhi-110023

No. Conf.3(3)2024/111thEC/1034

Date:

To

10 FEB 2025

All Members,  
Executive Committee (EC), CBT.

**Subject:** Draft minutes of 111<sup>th</sup> meeting of the Executive Committee (EC), CBT held on 18.01.2025 in EPFO Head Office, New Delhi- reg

Madam/Sir,

I am directed to forward herewith the draft minutes of 111<sup>th</sup> meeting of the Executive Committee (EC), CBT held on 18.01.2025 in EPFO Head Office, New Delhi, duly approved by the Chairperson, EC, with the request to forward your comments within 07 days to [rc.conf@epfindia.gov.in](mailto:rc.conf@epfindia.gov.in).

Yours faithfully,

(Ashwini Kumar Gupta)

Regional PF Commissioner-I (Conference)

**Copy to:**

1. PS to Hon'ble Minister (Labour & Employment) for information.
2. PS to Hon'ble MoS (Labour & Employment) for information.
3. PPS to Secretary (Labour & Employment) for information.
4. PS to Central Provident Fund Commissioner, Head Office, New Delhi.
5. All Divisional Heads, EPFO HO and Director (PDNASS).
6. Under Secretary (SS-II), Ministry of Labour & Employment, New Delhi.
7. e-Office for circulation via Notice Board.
8. Guard File.

(Ashwini Kumar Gupta)

Regional PF Commissioner-I (Conference)

[rc.conf@epfindia.gov.in](mailto:rc.conf@epfindia.gov.in)

## **MINUTES OF 111<sup>th</sup> MEETING OF THE EXECUTIVE COMMITTEE, CBT (EPF) HELD ON 18<sup>th</sup> JANUARY, 2025 AT 10:00 AM**

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The 111<sup>th</sup> Meeting of the Executive Committee, CBT (EPF) was held on 18.01.2025 and was chaired by Ms. Sumita Dawra, Secretary(L&E) to the Government of India, Ministry of Labour and Employment, New Delhi & Chairperson, EC. List of attending members is at **Annexure-A**.

2. CPFC welcomed Chairperson/ Secretary (L&E) and the members to the 111<sup>th</sup> Meeting of the Executive Committee. Chairperson acknowledged good perception being created by EPFO and expected feedbacks from EC members also.

3. With the permission of the Chairperson, the CPFC took up the Agenda Items for discussion.

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### **Item No. 1: Confirmation of draft minutes of the 110<sup>th</sup> meeting of the Executive Committee, CBT (EPF) held on 16.12.2024**

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The agenda on confirmation of draft minutes of the 110<sup>th</sup> meeting of the EC, CBT (EPF) held on 16.12.2024 was approved by the Executive Committee, CBT (EPF) (Annexure-A).

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### **Item No. 2: Minutes of meetings of the Sub-Committees of the Executive Committee**

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CPFC informed that minutes of 6<sup>th</sup> meeting of the sub-committee on Human Resources (HR) held on 14.01.2025 would be placed in the next EC meeting.

The Executive Committee took note of the minutes of the 8<sup>th</sup> sub-committee on IT held on 10.12.2024.

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### **Item No. 3: Information agenda regarding expeditious disposal of Court Cases w.r.t. EPFO**

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CPFC informed that an internal committee has been constituted to suggest expeditious disposal of court cases w.r.t. EPFO. The committee made a presentation on utilizing ADR for reducing litigations in EPFO.

Shri Girish Chandra Arya shared a note regarding the First Appellate Authority (FAA) within EPFO and proposed establishing a First Appellate Authority to address disputed 14B cases within EPFO before referring them to CGITs.

Shri S P Tiwari suggested that statutory amnesty as proposed by the committee may be an effective tool and further pointed out that provisions similar to Section 45A of ESIC Act, 1948 can be incorporated in such cases.

JS (L&E) suggested that effectiveness of first Appellate Authority may be examined in similar government institutions. Additionally, he recommended examining the reasons behind court cases to identify possible changes to the scheme.

CPFC said that resolution approach to pending court cases other than 14B cases will be examined and would be placed before the next EC.

The Chairperson directed that 2 to 3 EC members be added to the existing committee to take a comprehensive approach to the issue which may include identifying reasons for the significant increase in cases during the year, provisions for appellate authority, and preparing a SOP for timely disposal, recovery, and credit of demand related to 14B proceedings.

The Chairperson directed to consider the proposed amnesty scheme while deliberating upon various issues related to court cases. The Chairperson further added that the committee should also suggest options for virtual proceedings and submit its report before the next EC meeting.

The Executive Committee took note of the agenda placed.

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#### **Item no. 4: Progress in Implementation of CITES 2.01**

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ACC (HQ)(ISD) presented a status update on Centralized IT Enabled System (CITES) overview.

The Chairperson directed that the module for re-engineered ECR returns be developed to ensure the smooth implementation of the ELI Scheme.

The Chairperson also directed that a feedback system for all the stakeholders should be put in place to track and address any grievances raised while implementing project 2.01.

Shri Sanjay Bhatia stated that all the presentations made during the EC and a list of abbreviations of technical terms may be shared with the EC members.

JS (F&A) (L&E) suggested providing a facility for members to link MIDs to a single UAN in cases where MIDs are not yet linked. Additionally, UANs issued by employers without any MIDs tagged should be blocked to prevent potential fraudulent activities.

In response to a query from Shri Hiranmay Pandya, the Chairperson assured that, in line with HLEM's directions, a proposal to introduce ATM card facilities for claim withdrawals will be presented at the next EC meeting.

The Executive Committee took note of the agenda placed.

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**Item No. 5: Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wages**

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A presentation on 'Pension on Higher Wages under EPS, 1995' was made by ACC (HQ)(Pension).

JS (L&E) suggested that cases referred back to the employers should be closely monitored. In response, ACC (HQ) (Pension) informed that regular reminders are being issued to employers with a deadline, urging them to promptly resubmit such cases.

JS(L&E) also asked about the issuing of PPOs to the pensioners where demand amount has been paid. ACC (HQ) informed that 24.01.2025 is the deadline set for the field offices in this regard.

CPFC clarified that regular instructions are being circulated to field offices to address the issues of substantive nature and regular VCs are being conducted to address issues.

The Chairperson directed that (as suggested by JS(L&E)) VCs should be taken at HO and RO level with the employers to address their issues and for speedy disposal of pending applications.

The Chairperson also directed (as suggested by JS & FA to conduct open hour webinars with the stakeholders in this regard.

In response to a query from the Chairperson, CPFC assured that by 31st March 2025, EPFO will be able to either issue PPOs or reject ineligible applications.

The Chairperson also enquired about the pending applications and deposited amount in case of RINL (Rashtriya Ispat Nigam Limited), Vijag Steel and Bhilai Steel. It was directed that a meeting at the Head Office level be scheduled with these establishments to expedite the resolution of the pending matters and their grievances.

The Chairperson directed EPFO to have interactions at the RO level with those employers who have not yet forwarded the joint applications before 31st January, 2025 deadline.

The Chairperson directed to:

1. conduct a revised actuarial evaluation taking into account the status of ineligible exempted establishments and the available actual data, and
2. work on a proposal to modify EPS'95 Scheme so that pension can be disbursed proportionate to the contribution remitted and the interest accrued and place it in the next EC.

The Executive Committee took note of the agenda.

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**Item No. 6: Regularisation of Canteen Employees of EPFO who were directly recruited in the year 2006-07**

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The agenda was deferred with a direction to put up a comprehensive note to the Ministry. The comprehensive note may also contain the legal opinion in light of the Hon'ble Supreme Court judgement given in the year 2006 in this matter.



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**Item No. 7: Proposal to review the admissibility of Fixed Medical Allowance to one of the spouses if both are staff pensioners of EPFO or one of them is employee and other is staff pensioner of EPFO**

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JS (L&E) suggested that an audit objection is pending at MoH&FW that no FMA is to be given to the serving employee. He further suggested that FMA to one of the spouses in case both are pensioners should be governed as per the directions of MoH&FW. He pointed out that EPFO has increased FMA a number of times in the past without approval of the Central Government in some of these cases. As a result, FMA for employees of CBT, EPF stood at Rs. 2000/- as against Rs. 1000/- given to the central government employees .

CPFC clarified that the amount of Rs. 2000/- for FMA has been approved by the Central Government.

The Chairperson clarified that FMA is applicable to pensioners and CSMA is applicable to serving employees. Meanwhile, correspondence has been made to M/o H&FW to extend the applicability of CGHS to all employees of CBT, EPF across India.

The Chairperson recommended the admissibility of FMA to one of the spouses if both the EPFO staff are pensioners (Also suggested by JS(L&E)).

The Chairperson directed to again put up for reviewing the admissibility of FMA in case one of the staff is employee and the other staff is pensioner of EPFO in the next EC.

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**Item No. 8: Creation of one Supernumerary post of EO/AO for the period from 30.09.2019 to 01.01.2023 for the purpose of accommodating one PwBD official in compliance of Hon'ble CAT, Delhi order dated 14.03.2024 in OA No. 100/2955/2017**

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After discussions, Executive Committee approved the proposal as contained in the agenda.

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**Item No. 9: Status of review of Recruitment Rules**

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CPFC informed that a committee of retired officials from other government departments to carry a comprehensive review of the RRs of various cadres of

EPFO and preparation of draft RRs has been constituted. The report of the committee will be placed in next meeting of EC.

The Executive Committee took note of the agenda.

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**Item No.10: Status Report of the Committee on Delegation of Administrative/ Financial Powers**

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The Executive Committee deferred the agenda, and the Chairperson directed that the status be presented at the next EC meeting. The Chairperson also advised that the Ministry may be consulted on Committee's report and it should be placed in the next Executive Committee.

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**Item No. 11: Redistribution of Posts of Commissioner Cadre among Regional Offices**

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The Executive Committee approved the proposal as contained in the agenda item.

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**Item No. 12: Action Taken Statement in respect of decisions taken in the 110th EC meeting held on 16th December 2024**

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Shri Hiranmay Pandya proposed converting the District Offices at Gandhi Dham and Jamnagar into Regional Offices. CPFC replied that this could be considered as part of the ongoing restructuring process.

On the ATR at Sr. No. 28, Shri S.P. Tiwari raised concerns about delays in receiving responses to CBT member references from field offices. CPFC recommended that such references be routed directly to the CPFC Secretariat or Conference Section to ensure proper monitoring and prompt replies to CBT members.

Regarding the ATR at Sr. No. 5, Shri Sanjay Bhatia suggested setting a clear timeline for IIT Delhi to submit its report. CPFC clarified that the report had been submitted but returned to IIT Delhi due to discrepancies found in the report. A meeting with IIT Delhi is expected shortly to address the issues and to fix a revised timeline.

Shri Girish Chandra Arya proposed forming an in-house committee to prepare the cadre restructuring proposal instead of assigning it to IIT Delhi.

Shri Sanjay Bhatia further suggested that a status report or update on legal cases be presented to the Executive Committee for their information. CPFC replied that case updates of important nature along with a brief in tabular form would be shared with the Executive Committee.

JS&FA referred to Annexure-C given on page number 220, wherein proposal for charges to Sponsor bank SBI for payment through NPCI was given. She mentioned that details of payment made to destination bank for pension payment related activities have not been given. It was informed that no payment is being made to destination banks. She also referred that in Annexure-C, Rs. 4/- (including NPCI, NACH payment per transaction) has been given which is too high. CPFC informed that it is proposal only and nothing is being paid to SBI. The chairperson directed that this matter should be separately discussed with the Ministry in which a comprehensive status report on the Ministry's directions for pension payments may be given.

With the above observations, Executive Committee noted the status of Action Taken Statement as contained in the agenda item.

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**Item No. 13: Status of Data Sharing Policy formulation and data request handling mechanism in vogue in Employees Provident Fund Organization**

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CPFC explained purpose of Data Sharing Policy and concern of EPFO having fiduciary responsibility, confidentiality and data integrity of members and establishments. CPFC further informed that EPFO is reviewing the Data Sharing Policy in view of DPDP, 2023 Act.

The Chairperson directed to review the policy and to place the status in the next Executive Committee.

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**Item No. 14: Status Note on Inoperative Accounts**

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FA & CAO introduced the item and informed that it is a roadmap and EPFO will come up with more details in the next meeting of Executive Committee.

The Chairperson mentioned that there are concerns of EC members on the number of accounts and amounts in Inoperative Accounts and directed to place in the next meeting of EC.

JS & FA highlighted the need for a year-wise age analysis of inoperative accounts, including the number of accounts settled and the number of new accounts created annually, to be presented at the next Executive Committee meeting. She emphasized the need of identifying inoperative accounts, which had remained untouched for over 10 to 15 years and could create potential risks of fraud. Additionally, she proposed exploring the possibility of pooling these old inoperative accounts, similar to the approach adopted by the RBI.

The Chairperson directed to discuss the issue in the Finance & Audit Committee to examine in details together with age analysis and then place it before Executive Committee.

The agenda was deferred.

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**Item No. 15: Classification of grievances and systemic/process interventions**

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Sh. S.P. Tiwari highlighted 4 lakh pending joint requests in category-II, suggesting that field offices should expedite resolution if they receive authentic documents. CPFC informed that new instructions for self-correction via Aadhaar OTP have been issued to address the pendency.

The Chairperson directed that EPFO's interventions and feedback will be discussed in the next EC meeting. JS & FA suggested sharing two circulars on process interventions with the EC members.

JS & FA raised the issue of same MIDs in case of rejoining of members in the establishment and suggested to discuss the matter with MoL&E. The Chairperson directed JS & FA to take a follow up on meeting convened by the Ministry.

Director (SS), MoL&E shared that MoL&E had discussions with the Centre for Good Governance (CGG). The Chairperson added that MoL&E, through the CGG, will get a third-party evaluation of the quality of grievance disposal done.

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## **Other Issues**

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Sh. S.P. Tiwari raised concerns about flaws in third party audit of exempted funds where surrenders are being made by hiding facts in compliance audit, hiding penalties and selling securities on discounted rates leading loss to EPFO and members in many cases in the states of Uttarakhand, West Bengal and Uttar Pradesh. The Chairperson directed to send the details of these cases to CPFC Secretariat and place the updated status in the next EC meeting.

Meeting ended with vote of thanks to Chair.

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**List of members attended 111<sup>th</sup> Meeting of Executive Committee, CBT (EPF)  
held on 18.01.2025 at 10:00 AM in EPFO, Headquarters**

1	Ms. Sumita Dawra Secretary to the Government of India, Ministry of Labour & Employment	<b>Chairperson</b>
2	Ms. Madhumita Das Joint Secretary & Finance Advisor Ministry of Labour & Employment	<b>Central Government Representatives</b>
3	Sh. Alok Mishra Joint Secretary, Ministry of Labour & Employment	
4	Shri M Balu Naik, Joint Commissioner, Labour, Government of Andhra Pradesh	<b>State Government Representatives</b>
5	Sh. Ajit Dodia, Deputy Labour Commissioner Government of Gujarat	
6	Dr. Sachin B. Sabnis	<b>Employers' Representatives</b>
7	Sh. Sanjay Bhatia	
8	Sh. Hiranmay J. Pandya	<b>Employees' Representatives</b>
9	Sh. Girish Chandra Arya	
10	Sh. Sheo Prasad Tiwari	
11	Sh. Ramesh Krishnamurthi, IRS	<b>CPFC &amp; Member Secretary (Ex-Officio)</b>
<b>Following members could not attend the meeting</b>		
1	Secretary to Government of Madhya Pradesh Department of Labour, Bhopal	<b>State Govt. Representatives</b>
2	Sh. Atul Sobti	<b>Employers' Representatives</b>