



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(1)2025/112thEC

Date: 13 MAR 2025

To

All Members,  
Executive Committee (EC), CBT.

**Subject:** Draft minutes of 112<sup>th</sup> meeting of the Executive Committee (EC), CBT held on 25.02.2025 in EPFO Head Office, New Delhi- reg

Madam/Sir,

I am directed to forward herewith the draft minutes of 112<sup>th</sup> meeting of the Executive Committee (EC), CBT held on 25.02.2025 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,

(Sundeep Ceasor Toppo)

Regional PF Commissioner-II (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.

(Sundeep Ceasor Toppo)

Regional PF Commissioner-II (Conference)

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

## **MINUTES OF 112<sup>th</sup> MEETING OF THE EXECUTIVE COMMITTEE, CBT (EPF) HELD ON 25<sup>th</sup> FEBRUARY, 2025 AT EPFO, HO, NEW DELHI**

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The 112<sup>th</sup> Meeting of the Executive Committee, CBT (EPF) was held on 25.02.2025 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 112<sup>th</sup> Meeting of the Executive Committee.

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

### **Agenda Item 1: Confirmation of draft minutes of the 111th meeting of the Executive Committee, CBT (EPF) held on 18.01.2025**

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The draft minutes of the 111<sup>th</sup> Executive Committee, CBT (EPF) was confirmed by the Executive Committee.

### **Agenda Item 2: Minutes of meetings of the Sub-Committees of the Executive Committee**

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The Executive Committee took note of the minutes of the Sub-committee. The Chairperson advised that regular meetings of IT Sub-committee should take place for items other than procurements as well.

### **Agenda Item 3: Adoption of the Unified Pension Scheme for EPFO employees**

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Features of Unified Pension Scheme (UPS) were placed before the Executive Committee. It was explained that Central Government had notified the UPS recently and a providing a similar option to EPFO employees to choose between New Pension Scheme (NPS) and UPS. Such an option had to be given by March 31<sup>st</sup> 2025.

JS&FA, MoL&E remarked that there should be two separate funds one for Central Pool Fund and the other for Unified Pension Fund, This fund should have regular actuarial valuation as well as investment as per pattern of investment. CPFC clarified that Individual Contribution goes to NPS Fund as per the Notification whereas the creation of Central Pool Fund requires further clarity as to whether it has to be maintained by EPFO or Central Government as mentioned in Para 2(xi) of the Notification dated 24.01.2025.

JS&FA, MoL&E advised that awareness campaign for choosing option under Rule 10 of NPS Scheme also to be initiated for EPFO employees. Chairperson concurred with the suggestion.

The Executive Committee also discussed Para 15 of the notification with respect to transfer of funds from NPS for employees choosing to opt for UPS and regulations of Unified Pension Scheme. JS&FA suggested to schedule a meeting of EPFO with PFRDA on this matter.

The Executive Committee approved adoption of the Unified Pension Scheme as an option for EPFO employees and for taking options by 31<sup>st</sup> March, 2025 as notified by the Finance Ministry.

#### **Agenda Item 4: Status of review of Recruitment Rules**

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The Executive Committee took a note on the status of review of Recruitment Rules by the expert committee with an advisory to complete the review of pending draft RRs by March, 2025.

#### **Agenda Item 5: Status Report of the Committee on Delegation of Administrative / Financial Powers**

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Status report of the Committee was placed before the Executive Committee. It was informed that the Committee has submitted report on Delegation of Financial Powers which is being reviewed by HR and IFD divisions of EPFO, Head Office. The

Committee also submitted report on Delegation of Administrative Powers which is under examination.

The Chairperson directed that there should be broader vision, priority on efficiency without compromising on norms and rules along with risk management. Delegation to be done according to hierarchy.

The Chairperson also directed that an interactive session with Zonal Offices, with the Ministry and with the EC members on the briefs of Delegation of Administrative / Financial Powers need to be organized by EPFO.

The Executive Committee took note of the status report of the committee on delegation of Administrative / Financial Powers with a remark to EPFO to complete the examination of the report before 20<sup>th</sup> March, 2025.

#### **Agenda Item 6: Status Note on Centralized Pension Payments System (CPPS) for disbursing pension through any Bank, any Branch, anywhere in India**

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The Executive Committee noted the good progress on the CPPS for disbursing pension through any bank, any branch, anywhere in India.

Migration to Aadhaar Based Payment System (ABPS) was discussed for pension disbursement. The Chairperson directed that a detailed plan with timeline to be prepared with respect to the development of software for disbursing pension through Aadhaar enabled bank account.

It was directed that a meeting with NPCI and SBI needs to be scheduled to address the pending issues within the timeline as committed to Cabinet Secretariat.

#### **Agenda Item 7: Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wages**

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A presentation on the status note on the application status on PoHW cases was made before the EC.

The Chairperson directed to present segregated data of employers who were yet to forward applications to EPFO and of employers to whom applications were referred back and the reasons thereof. Also it was directed to place the segregated data for the reasons of rejected applications.

The Chairperson directed that status report on the applications may be made available to employers and employees on the EPFO web portal.

JS, MoL&E suggested to place the actuarial data on PoHW cases and its impact in the next EC meeting.

Shri S P Tiwari desired that the zone wise information on the final demand letters issued, rejected cases and total disposal of applications should also be presented.

The Executive Committee took note on the status on the applications of PoHW cases.

#### **Agenda Item 8: Action Taken Statement in respect of decisions/directions of Executive Committee upto 111th EC meeting held on 18.01.2025**

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The Chairperson conveyed displeasure over the delay in the IIT Delhi report on EPFO manpower restructuring and directed to schedule a meeting with them. Further, if the report was found to be unsatisfactory, penalty provisions may be invoked as per the provisions of ToR.

The Chairperson directed that the classifications of the reasons of 32,000 pending court cases be presented, along with the steps taken to resolve them. CPFC explained that an Amnesty Scheme is being proposed to address litigation cases arising out of assessment orders of damages. The Chairperson directed that legal and financial vetting of the amnesty scheme should be completed, and the scheme should be presented before CBT. It was directed to present detailed analysis on the litigation cases of 14B orders in favour of / not in favour of EPFO in various courts.

The Chairperson raised issue on the pending applications on PoHW cases of RINL, Vizag Steel and Bhilai Steel and directed to resolve the issue at the earliest.



The Chairperson directed that age wise analysis of inoperative accounts should be conducted and should be discussed in FAC. The status report should be placed before the EC.

JS&FA, MoL&E suggested that UANs not linked with any MIDs may be purged or removed to avoid any possible fraudulent claim filing from these UANs. CPFC explained that unemployed members with UAN would not have any MID linked and therefore, such UANs cannot be purged.

The Chairperson informed that Centre for Good Governance (CGG), Hyderabad has been assigned to analyse the grievance redress mechanism of EPFO. It was directed that JS, MoL&E and Sh. C. Chakraborty, ACC (HQ), EPFO should have regular meetings with CGG in this regard.

The Chairperson also directed to develop an SoP for the third party audit on the exempted establishments and financial audit of the exempted establishment should be conducted before surrender.

Shri S. P. Tiwari emphasized that circulars issued should be shared with CBT members to raise awareness among workers. He further highlighted concerns regarding exempted establishments undergoing surrender or cancellation, noting that those with 7A/7Q/14B violations are evading recoveries. Additionally, he highlighted that exempt trusts are not following POI and indulging in the sale of securities at heavy discounts and that there were complaints against empaneled third-party auditors. To address these issues, he suggested that audits should be conducted by CAG or RBI-empaneled auditors.

CPFC explained that there is already a detailed SoP for surrender and cancellation. He further added that clearing surrender and cancellation cases of exempted establishments needs to be expedited as many are pending for long time.

CPFC informed that a committee has been formed to analyze the overall functioning and compliance audit of exempted establishments which would be expanded with

experts from ICAI and CAG. After incorporating their feedback, the matter could be further discussed in the EEC before being presented to the EC.

JS&FA, MoL&E suggested that the EEC should oversee the overall regulatory functions of EPFO and review all SoPs to develop solutions for addressing POI violations, as well as issues related to compliance audits and the surrender or cancellation of exempted establishments.

Shri Sanjay Bhatia pointed out that all the presentations made before EC should be circulated to all the EC members.

JS&FA, MoL&E desired that presentations should be enclosed with the minutes and circulated to members.

JS&FA, MoL&E also pointed out that there should be data sharing policy with other financial institutions and law enforcement agencies of EPFO.

The Executive Committee took note of the agenda on ATR.

### **Agenda Item 9: Progress in Implementation of CITES 2.01**

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CPFC presented that data migration and development of software modules are currently under progress. He mentioned that there has been a delay in software development of the pension module by CDAC.

The Chairperson suggested that the whole development with respect of CITES 2.01 should be for the purpose of ease of living to the beneficiaries and other stakeholders.

The Chairperson suggested that meeting with NASSCOM and other global IT Companies should be done for expert comments on the development of state-of-the-Art EPFO software system. It was further directed to have a meeting with LIC for the overall fund management and software design.

It was directed to develop the IT training module for the EPFO officers.

The Chairperson directed that a vision roadmap of the overall EPFO software architecture for the long-term perspective should be envisaged.

CPFC informed that based on the discussion held at Bengaluru on the approach for EPFO 3.0 for a scalable system to deliver services to various categories of workers and employers in future, a vision document and a roadmap document will be prepared in consultation and approval with the Ministry and the HLEM.

The Chairperson directed to place the vision document before EC. The Chairperson advised to take help of domain experts for Investment and IT infrastructure.

The Executive Committee took note of the agenda.

#### **Agenda Item 10: Classification of grievances and systemic/process interventions**

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The Executive Committee took note of the agenda.

#### **Agenda Item 11: Information agenda regarding expeditious disposal of Court Cases w.r.t. EPFO**

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The Executive Committee took note of the agenda with a directive to place the agenda of Amnesty scheme to reduce litigation in 14B cases, before the CBT after vetting from legal and financial perspective.

#### **Agenda Item 12: Status Note on Report of the Committee on “Simplification of settlement of claims”**

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JS&FA, MoL&E presented a PPT on the mechanism for expediting the withdrawal process in settlement of claims. The entire process of instant PF withdrawal was demonstrated using wireframes using the BHIM UPI App. The EC was apprised about the recommendations on removing existing validations to enable the new process and process re-engineering for transfer claims. It was recommended that the same may be extended to other UPI Apps and UMANG App in future. Timeline for Implementation was also proposed.



The Chairperson recommended that the solution proposed by the Committee on the simplified PF withdrawal process should be implemented. CPFC assured that the work will be initiated by CDAC in coordination with SBI and NPCI.

Meeting ended with vote of thanks to Chair.

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**ANNEXURE-A**

**List of members attended 112<sup>th</sup> Meeting of Executive Committee, CBT (EPF)**  
**held on 25.02.2025 at 05.00 PM 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	Sh. Anjaneyulu Labour Commissioner, Govt of AP	<b>State Government Representatives</b>
5	Sh. Ashish Paliwal, Deputy Labour Commissioner, Govt of MP	
6	Director Department of Labour, Government of Gujarat (attended virtually)	
7	Sh. Atul Sobti (attended virtually)	<b>Employers' Representatives</b>
8	Dr. Sachin B. Sabnis (attended virtually)	
9	Sh. Sanjay Bhatia	
10	Sh. Hiranmay J. Pandya	<b>Employees' Representatives</b>
11	Sh. Girish Chandra Arya	
12	Sh. Sheo Prasad Tiwari	
13	Sh. Ramesh Krishnamurthi, IRS	<b>CPFC &amp; Member Secretary (Ex-Officio)</b>