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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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No. Conf.3(3)2025/114thEC-Part

112213

Date:

To

19 AUG 2025

All Members,
Executive Committee (EC), CBT.

Subject: Draft minutes of 114th meeting of the Executive Committee (EC), CBT (EPF) held on 10.07.2025 in New Delhi - reg.

Madam/Sir,

I am directed to forward herewith the draft minutes of 114th meeting of the Executive Committee (EC), CBT (EPF) held on 10.07.2025 in New Delhi, duly approved by the Chairperson, EC with the request to forward your comments within 10 days, if any, on the draft minutes to rc.conf@epfindia.gov.in.

Yours faithfully,

(Navin Kumar Kanaujia)
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, Head Office 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.

(Navin Kumar Kanaujia)
Regional PF Commissioner-I (Conference)

**MINUTES OF THE 114TH MEETING OF THE EXECUTIVE COMMITTEE, CBT
(EPF) HELD ON 10TH JULY 2025 AT SHRAM SHAKTI BHAWAN, NEW DELHI**

The 114th Meeting of the Executive Committee, CBT (EPF) (hereinafter referred as 'the EC') was held on 10.07.2025. The meeting was chaired by Ms. Vandana Gurnani, Secretary (L&E) to the Government of India, Ministry of Labour and Employment, New Delhi and Chairperson of the EC. List of Members, who attended the Meeting, is at **Annexure-A**.

CPFC welcomed Chairperson/Secretary (L&E) and the Members to the 114th Meeting of the EC. The Chairperson welcomed all the Members who were present in person as well as those who had joined online. After brief introductions by the Members, the CPFC took up the agenda Items for discussion with the permission of the Chair.

Item No. 1: Confirmation of draft minutes of the 113th meeting of the EC, CBT (EPF) held on 28.03.2025.

1.1 The first item was the confirmation of the minutes of the 113th meeting of the EC that was held on 28th March 2025 at Srinagar. The Chairperson requested the Members to inform whether they had any comments on the minutes circulated. AS & FA, MoLE stated that her comments were included as Annexure 'B' to the said minutes and Action Taken Report (ATR) on those comments may also be given. It was confirmed that ATR on these comments were included in the agenda on ATR and for any item left out, the ATR would be provided separately.

1.2 Shri Sanjay Bhatia wanted to know about the status update on Inoperative Accounts and Exempted Establishments/Trusts. Chairperson wanted to know whether these two issues were discussed in last meeting. Shri Bhatia informed that these issues are recorded in the minutes of the previous EC (on Page 2, the Inoperative Accounts and on Page 6, the Exempted Establishments/Trust).

1.3 Shri S.P. Tiwari requested a report on the issue of surrender/cancellation of exemption. The Chairperson asked that whether this is included in the ATR or not? To this Shri S.P. Tiwari informed that some mention is there. But detailed report is not provided. Shri Girish Chandra Arya commented that there are some companies who want to surrender the exemption but they do not have any data viz. KYC of their employees. There should be proper verification of such cases, again, so that illegal

migrants do not get enrolled. There should be due care taken while accepting the surrender of the exempted Trusts. The Chairperson opined that including this issue, all five issues can be taken while discussion on ATR.

1.4 With these observations the EC confirmed the minutes of the 113th EC held on 28.03.2025.

Item No. 2: Minutes of the meetings of the Sub-Committees of the EC

2.1 It was informed by the CPFC that there are two Sub-Committees of the EC viz. 'Sub-Committee on IT' and 'Sub-Committee on Human Resources'. It was also informed that the minutes of the 9th meeting dated 27.06.2025 of the 'Sub-Committee on IT' are placed as addendum to the Item under consideration. The Chairperson wanted to know whether approval of the minutes of the Sub-Committees has to be done by the EC. CPFC clarified that minutes of the Sub-Committee are placed before the EC for information only.

2.2 The EC took note of the information placed on the meetings of the Sub-Committees of the EC.

Item No. 3: Implementation of SPARROW in EPFO for Annual Performance Appraisal Report (APAR) needs of the Employees

3.1 Briefing the EC on the agenda, ACC-HQ (HRM) informed that at present the EPFO is using its own software for APAR viz. HR-SOFT. This software has some limitations e.g. at any given point of time the users can be provided the option to write/report/review APARs for one year only. This imposes difficulties in complying with Government of India norms related to APARs. It had, therefore, been felt that EPFO should switchover to SPARROW, which is the standard software (NIC developed) being used in Government. It was also stated that the agenda was placed for information only and not for approval as mentioned in the agenda note.

3.2 Chairperson commented that the time limit for completion of the APAR for this year has been extended by 04 months but it should not be extended any further. It was expected that transition to SPARROW should happen in such a way that the time limit for completion of APAR need not be extended any further.

3.3 Chairperson remarked that when the matter was brought before the EC for information only the proposal should have stated that specifically. The CPFC clarified that the proposal should be read for 'Information' only.

3.4 With these observations the EC took note of the information placed before it regarding implementation of the SPARROW in EPFO.

Item No. 4: Creation of Supernumerary posts for EO/AO, SS & LDC as per DoPT OM dated 28.12.2023

4.1 CPFC informed the EC that the Agenda item number 04 relates to creation of supernumerary posts in EO/AO, SS and LDC cadre and a related item is also placed as Agenda number 16 for creation of supernumerary Group A post in cadre of APFC.

4.2 The ACC-HQ (HRM) explained the background and informed that the proposal for creation of the supernumerary posts for a fixed period in the Group B & Group C cadre of EPFO is in accordance with guidelines issued by DoPT OM dated 28.12.2023 for giving notional promotion to 'Persons with Benchmark Disabilities' (hereinafter referred as the PwBD) subject to fulfilment of eligibility conditions as laid down in the DoPT OM dated 17.05.2022. These guidelines were issued by the DoPT to comply with the directions of the Hon'ble Supreme Court to issue instructions on 'Reservation in Promotion' as provided in Section 34 of the 'Rights of Persons with Disabilities Act, 2016' which are applicable in the cadre belonging to Group 'C', Group 'B' and lowest rung of Group 'A'.

4.3 It was further informed that for implementation of the above guidelines of the DoPT, data was collected from the Zonal Offices and details like names of the officials/officers and period for which posts are needed to be created are attached as Annexure-D to the Agenda.

4.4 The Chairperson stated that the proposal before the EC is for creation of the supernumerary posts and the EC should not be involved in the details of individual officers/officials as this was not the domain of the EC. ACC-HQ (HRM) clarified that the approval is required for creation of supernumerary posts for specific person for specific period, and for this reason, the details have been placed before the EC. He further informed that Departmental Promotion Committee (DPC) will be actually responsible for grant of the promotion in these cases.

4.5 The Chairperson further stated that as creation of these supernumerary posts relate to PwBD category employees, due diligence is required to be carried out by EPFO to ensure the veracity of the certificates and eligibility of individual official/officers.

4.6 Shri S.P. Tiwari also agreed with the views of the Chairperson that the proposal could be agreed to insofar as the creation of the supernumerary posts was concerned and the EC is not supposed to look into individual cases/names for which the creation was proposed.

4.7 Shri Sanjay Bhatia wanted to know that why the period mentioned is pertaining to past period only. CPFC clarified that proposal is for creation of the posts with effect from 2016, in accordance with DoPT circulars, and as such the proposal has creation of posts for the specific past period only. It was further explained that the issue relates to retrospective promotions which are notional and the financial implication takes place when the person assumes actual charge in the higher posts.

4.8 AS & FA, MoLE commented that another thing which needs to be checked is whether there are any complaints against recruitment of any PwBD employee. AS & FA, MoLE also wanted to know whether the EC is having powers for the creation of Group 'B' and Group 'C' post. ACC-HQ (HRM) replied that there is no delegation with CPFC for creation of posts and it is understood that since the EC has been delegated with similar powers in respect of Group 'A', the same is available for Group 'B' and Group 'C' as well.

4.9 The EC felt that the competence of the EC does not extend, as a natural corollary, to the Group 'B' and Group 'C' posts because of having been delegated the power in respect of Group 'A' posts.

4.10 It was decided that at present the proposal in respect of group 'A' (Agenda item number 16) can be approved by the EC and the proposal in respect of Group 'B' and Group 'C' needs to be placed before the CBT with the recommendation of the EC.

4.11 After deliberations, it was decided that the proposal for creation of supernumerary posts in respect of Group 'B' and Group 'C' posts as proposed in the agenda note is agreed to in principle and recommended for placing before the CBT. It was also directed that the agenda before CBT should seek a clear delegation from the

CBT for creation of supernumerary posts to an authority not lesser than the CPFC. The in-principle approval of the EC was accorded subject to the fact that due diligence is carried out by the department through verification of the names of the officers / officials, their eligibility as per DoPT guidelines and the duration for creation of the posts vis-à-vis the names of respective officers / officials.

Item No. 5: Re-Distribution of Officers and Staff in Rationalised Zones

5.1 CPFC introduced the Agenda and informed that rationalisation of some of the larger Regional Offices (ROs) had been carried out on the basis of the number of establishments and number of members. Subsequently the staff was redistributed among these offices on the basis of the same yardstick of number of establishments and members that had resulted in anomalies that had been pointed out by Zonal Office Bengaluru, but could be equally valid in the case of other rationalized offices as well.

5.2 ACC-HQ (HRM) elaborated further and explained that the EO/AO cadre performs dual role; as AO they are responsible for Accounts/Claims related work and as EO they are responsible for inspections and other field related work. The re-distribution of EO/AO cadre on basis of number of Accounts and number of establishments has created anomalies in instances like RO Bengaluru (Central) that has a smaller number of establishments but large number of Member accounts. This RO had been allotted only one officer in the EO/AO cadre as per this yardstick which was not sufficient to handle the workload of this office. Reference to Table-I at page 53 of the agenda book made to show the distribution anomaly.

5.3 To set this anomaly right, it is proposed in the Agenda that AOs should be allotted as per the number of Member accounts and the EOs should be allotted as per the number of establishments. It is also likely that similar anomaly may have occurred in the other Zones and, therefore, the Agenda also proposes delegating the power of re-distribution of officers/Staff in Group 'B' and Group 'C' cadre to CPFC within the existing sanction.

5.4 In the new proposal, for the purpose of distribution of staff, role of EO/AO is segregated in AO and EO. The Table-2 (in respect of AOs) and table-3 (in respect of EOs) on page 54 gives proposed distribution on basis of number of Accounts and number of Establishments respectively.

5.5 Shri Girish Chandra Arya intervened and stated that the rationalisation of big Offices is not a permanent solution. It has been long pending demand of Cadre Restructuring in EPFO which is more apt solution to ills faced by staff and members both. In 236th meeting of CBT the Chairman CBT raised the issue and decision of the CBT resulted in constitution of a Committee of Officers and Staff of EPFO for giving recommendation on the Cadre restructuring. Shri Arya further opined that as per the DoPT guidelines Cadre Restructuring should be done every 05 years. But in EPFO last such exercise was done in 2015 and more than 10 years have lapsed but Cadre Restructuring exercise has not been completed. Growth of workload and underlying shortage of Staff and consequent impact on service to members maligns the name of the Organisation. He stated that everybody wants that EPFO should become the world class Organisation and provide best services to all its members. He expressed hope that the Cadre Restructuring Committee (CR Committee) formed for this purpose should be able to submit its report before 31st July 2025.

5.6 Shri Girish Chandra Arya, further proposed that, in order to ensure that the cadre restructuring is expeditiously done in EPFO, a Sub-Committee of the EC with two members representing the Employers' representatives and two members representing the Employees' side with Joint Secretary (SS) (Central Government Representative in the EC) should be formed. This Sub-Committee should have the mandate to scrutinise the proposal of the CR Committee before it can be placed before the upcoming CBT. This committee could also draw in some domain experts to assist them.

5.7 Shri Girish Chandra Arya wanted that the software should also be modernised along with restructuring to ensure that best services could be provided to members. He underlined his point by pointing out that world class services cannot be expected from staff of an Organisation which is demotivated due to lack of avenues for career progression. He also referred that, with the announcement of ELI Scheme, 1.9 crores members will be enrolled in formal sector. Such huge workload requires prior planning and expansion in available manpower and upgradation in infrastructure.

5.8 Chairperson while appreciating the views of Shri Girish Chandra Arya wanted to know whether re-distribution of staff can wait till the Cadre Restructuring is taken up.

5.9 CPFC stated that Cadre Restructuring is the long-term solution, and redistribution was required to tide over immediate problems, and both need not be linked. CPFC also observed that increase in number of subscribers should not directly require increase in manpower and technology can be leveraged to cater and serve the increasing workload. He also highlighted that areas like Recovery, Exemption, In-operative Accounts have not received the focus till now that they deserved in terms of manpower allocation, whereas large chunk of resources is deployed in providing claims settlement related services. He felt that there is a need for comprehensive understanding of roles and responsibilities and impact of technology on such roles and responsibilities.

5.10 Shri Atul Sobti agreed with the Agenda Proposal but wanted to know that the norms decided in 103rd EC meeting, on 19th October 2022 for redistribution, will be valid after giving effect to the present proposal or not. CPFC clarified that the norms will be amended to the extent indicated in the proposal in the present Agenda.

5.11 Shri S.P. Tiwari also concurred with the proposal of Shri Girish Chandra Arya regarding formation of the Sub-Committee of the EC for reviewing the Cadre Restructuring proposal. Shri S.P. Tiwari wanted that the CPFC should also look into issue of distribution/re-allocation of the area as per the Pin Code along with re-distribution of Officers/Staff. CPFC informed that the previous EC has already delegated the power to distribute area on basis of Pin Codes to CPFC.

5.12 The Chairperson wanted to know why the HR Sub-Committee that already exists cannot oversee the Cadre Restructuring report. It was felt by the EC that the HR Sub-committee was a standing committee with a specific term of reference. This being a specialized item of work, a special Sub-Committee of the EC is needed for such important task.

5.13 After deliberations, the EC gave the following directions / approvals:

- (i) The proposal as contained in the Agenda regarding redistribution of Group 'B' and group 'C' cadres in Bengaluru Zone along with proposal for delegation of power to CPFC as per the revised norms/principle outlined in the agenda note was approved.
- (ii) The EC directed the Cadre Restructuring Committee to complete its internal discussions expeditiously.

- (iii) A Sub-Committee of the EC should be formed to examine and finalise the Cadre Restructuring Report.

5.14 The EC unanimously authorized the Chairperson, EC to constitute the Sub-Committee to examine and finalize the Cadre Restructuring report.

Item No. 6: Informative Agenda regarding successful conduct of Limited Departmental Competitive Examinations for promotion to the post of Section Supervisor and Lower Division Clerk/Junior Secretariat Assistant through the National Testing Agency (NTA)

6.1 ACC-HQ (HR) introduced the agenda. It was informed that the Limited Departmental Competitive Examinations for promotion to the post of Section Supervisor and Lower Division Clerk/Junior Secretariat Assistant through the National Testing Agency (NTA) already been successfully conducted and issue was placed for information. It was also informed that as NTA is no longer inclined to continue to be engaged and EPFO is in the process of negotiating with IBPS for conduct of such Exams in Future.

6.2 Shri Atul Sobti wanted to know that as the payments is being made on basis of the candidates who have registered for the exam, however it should be for the candidates who have actually appeared in the Exam or some apportionment can be made for the candidates who have not appeared. CPFC replied that the testing Agency has to prepare and put necessary infrastructure in place keeping in mind that all registered candidates will appear in the Exam. However, he assured that while negotiating with IBPS this aspect will be kept in mind.

6.3 The Executive Committee took note of the agenda.

Item no. 7: Preliminary Estimate for Construction of Zonal Training Institute at Rajarhat, Kolkata

7.1 ACC-HQ (PFD) introduced the agenda.

7.2 Shri S.P Tiwari stated that the proposal should be approved as it is very much required and also it is long pending. He further remarked that Sub-Committee will take time to submit report on the proposal also. He also mentioned that existing ZTI is running in a very small building and also Park Street office is running in rented building

and after construction of ZTI at Rajarhat, Park Street office may be shifted to save rent. However, other proposals related to this can be routed through sub-Committee of EC on Building and Construction.

7.3 Shri Atul Sobti pointed that the proposal is not vetted by the Chief Engineer of EPFO and authority for financial delegation of power and recommendations of Chief Engineer, EPFO have not been mentioned in the proposal. He opined that if there is no urgency, the proposal may be routed through 'Sub-Committee on Building and Construction' and also clarity be there on delegation of power. ACC-HQ (PFD) informed the EC that CPWD has approved the estimates and is also vetted by Chief Engineer, EPFO and further informed that up to Rs. 15 crores work can be sanctioned by CPFC and beyond that every proposal will come to EC.

7.4 Shri Sanjay Bhatia remarked that it is important to see how many training institutes are being used by EPFO and what kind of trainings are being imparted. Also, in the instant proposal, the aspects like green building, energy efficient building etc. be seen and ensured.

7.5 FA & CAO of EPFO wanted that if another layer of scrutiny has to be added by way of Sub-Committee then the Sub-Committee should have the powers to decide such proposal up to certain value.

7.6 AS & FA, MoLE remarked that there is no mention of how many Hostel Rooms are proposed as there is mention of Hostel Block and space on various floors for 'guest rooms' however the number of rooms and capacity of the hostel is not mentioned. Also, how many persons are going to be trained and number of concurrent trainings to be organised in the building are not mentioned. What is going to be housed in the Administrative Block including number of class rooms in it and number of faculties to be accommodated have not been given. It was suggested by her that there are SIU norms against which the requirement of space to be worked out. AS & FA, MoLE suggested that all these points may be checked by the proposed Sub-Committee of the EC on Building and Construction.

7.7 Shri S.P. Tiwari while agreeing with the views of the Chairperson pointed out that given the delay, the aspects of cost escalation should be kept in mind.

7.8 The Chairperson remarked that it is important to examine estimates and its reasonableness by the Sub-Committee. Routing the proposal through the Sub-Committee will give the opportunity of better evaluation of such projects by subject matter experts also. She further directed that constitution of 'Sub-Committee on Building and Construction' be expedited and if this Sub-Committee can examine the proposal quickly, the EC can go through the proposal immediately. The Chairperson further directed that the Sub-Committee has the expertise, hence the Sub-Committee should examine the proposal with a view of its reasonableness, technical details etc. The Sub-Committee should also include an external expert to ensure that all the statutory compliance has been followed including the requirement of Green Building, Energy Efficient Building etc.

7.9 CPFC conveyed that the proposal will be vetted by the 'Sub-Committee of EC on Building and Construction' first and then it will be placed before the EC. Shri Sanjay Bhatia wanted that, as quite substantial number of Agendas are on Infrastructure, all such proposal should be routed through the Sub-Committee and name of this Sub-Committee may be called Sub-Committee on Building Infrastructure.

7.10 It was also decided to examine whether the Sub-Committee can be delegated financial powers to a certain extent and the powers of CPFC should also be enhanced so that such proposals could be dealt with expeditiously. It was pointed out that in ESIC financial powers were available to such a Sub-Committee and it should be examined as it will result in more ease to EPFO.

7.11 It was decided that the proposal will be vetted by the 'Sub-Committee of EC on Building and Construction' first and then it will be placed before the EC.

Item no. 8: Re-development of Bhavishya Nidhi Enclave at Malviya Nagar New Delhi (SH: Civil and Electrical work)

8.1 CPFC introduced the agenda and informed the EC that the proposal relates to redevelopment of residential quarters of EPFO that were constructed in 1974. The buildings were in a dilapidated condition and even with retrofitting its life cannot be extended beyond 10 to 12 years. These buildings were declared to be unsafe and there is urgent need for redevelopment of residential colony in Malviya Nagar. It was informed by ACC-HQ (PFD) that 157 staff quarters have been proposed to be built at

the site after demolition of the existing structures. It was also informed that there is a monument of historical importance in the vicinity of the Malviya Nagar Complex and as per the prohibition imposed by the National Monuments Authority no construction can be made within 100 meters of such monuments. The layout plans for the complex had been accordingly made to accommodate such restrictions. The Chief Engineer of EPFO stated that since as per existing regulations the height of the Buildings cannot be more than 15 meters the construction plan provided for buildings up to six floors in addition to Ground Floor. It was also informed that the land use of the area had been inadvertently converted to 'Recreational' from 'Residential / Mixed use' by Municipal Corporation and though this had been corrected, the revised land usage needs to be reflected in the 'Master Plan 2042', that was yet to be released.

8.2 Chairperson enquired about the agency which will construct the Malviya Nagar Complex. Chief Engineer informed that the complex will be constructed by CPWD and the project cost (Civil and Electrical) amounted to Rs. 86,39,27,900/-.

8.3 After deliberations, the EC approved the proposal for construction by CPWD subject to approval from Ministry of Housing and Urban Affairs (MoHUA) including the change of land use.

Item no. 9: Proposal for Construction of Office building at Sector 2, IMT Manesar for RO, Gurugram (Central)

9.1 CPFC introduced the Agenda and informed that this proposal is for construction of Office building in Sector-2 Gurugram. It was brought to the knowledge of the EC that after rationalisation of the big offices RO Gurugram (Central) was created which is functioning from a rented premise as of now. Therefore, for construction of the office building a plot of 4050 square meter has been taken from HSIIDC. CPFC further informed that the Bhoomi Pujan has been done on 10.02.2024 and now the proposal for construction has been received from CPWD for which the Agenda has been brought before the EC for approval.

9.2 Shri Sanjay Bhatia commented that lot of proposal on infrastructure are coming to the EC and it would be better that such proposals should be routed through the 'Sub-Committee on Building and Construction'.

9.3 Shri Girish Chandra Arya opined that all proposals which are for creation of infrastructure should not be delayed. He was of the view that with the current focus of the Government on increasing employment in the formal sector and its formalisation, membership in EPFO will increase which will require more infrastructure and staff. This is normal process of growth and infrastructure projects should be executed as expeditiously as possible. Chairperson agreed with this view but observed that with the Sub-Committee and its experts scrutinising the proposal, the building will be more future ready.

9.4 The Chief Engineer informed that as per the proposal, CPWD will hire a Consultant at the cost of Rs. 44.32 lac for preparing drawings in accordance with the requirements of EPFO. While CPWD has prepared the preliminary estimates of Rs. 46 crores (approx.) on the basis of staff strength provided by the EPFO, a Detailed Project Report (DPR) will be prepared by the Consultant giving detailed cost of the project. It was suggested that after preparation of DPR, the 'Building & Construction Sub-Committee' can scrutinise the DPR and in the meanwhile the EC can accord approval for proceeding as of now with the Project.

9.5 Shri Girish Chandra Arya stated that from Members' perspective, the proposal is agreeable. The AS & FA, MoLE was also of the opinion that in principle approval can be given as the proposal is at very nascent stage.

9.6 After deliberations the following directions / approvals were accorded by the EC:

- (i) In principle approval was accorded to proceed with the engagement of Consultant through CPWD.
- (ii) Approval was also accorded to the Preliminary Estimate submitted by CPWD for Rs. 46 Cr approximately.
- (iii) The DPR prepared by the Consultant / CPWD should be placed before 'Sub-Committee on Building and Construction'.
- (iv) The Building Sub-Committee can go into the design and the costing and if there is any change in the proposal, the same can be brought before the EC.
- (v) The 'Building & Construction Sub-Committee' should be formed immediately.

Item no. 10: Proposal for allotment of land for construction of Office Building, District Office, Bilaspur, 99 years lease hold basis from the Chhattisgarh State Industrial Development Corporation Ltd

10.1 Introducing the agenda, the CPFC informed that the proposal relates to allotment of land for construction of Office Building for District Office, Bilaspur. The allotment of land is on 99 years lease hold basis from the Chhattisgarh State Industrial Development Corporation Ltd.

10.2 Shri Sanjay Bhatia wanted to know whether the land purchased by EPFO is all free hold or leasehold. It was clarified that the possession of land across the country by EPFO is mixture of lease and freehold. AS & FA, MoLE wanted to know after getting the land, when the building will be constructed. Members also desired that a status of all the land parcels available in the organization and their status should be presented before the EC.

10.3 It was assured that an agenda giving the status of the available lands and proposed and ongoing constructions on it would be presented before the EC.

10.4 AS & FA, MoLE commented that such plan should also have provision for tentative budget which will help in preparation of BE and RE. Shri Sanjay Bhatia inquired whether the funds for such projects is provided by the Government or there is budget for capital expenditure in EPFO. When told that there is a separate provision for capital expenditure in EPFO itself, he suggested that information regarding expenditure and balance should be made available to the EC for the various ongoing projects. The Chairperson wanted that the 'Building & Construction Sub-Committee' should form a plan for CAPEX depending on the expected workload and other requirements and in accordance with such approved plan proposals can be brought before the EC for approvals.

10.5 With these deliberations, approval was accorded by the EC with the direction to submit the proposal for construction of the building on it before 'Sub-Committee on Building and Construction'. The Sub-Committee will analyse and examine the proposal on aspect of design/costing and submit before the EC.

Item no. 11: Finishing, Furnishing Interior work i/c Furniture & E&M Services Works for remaining office space at Head Office East Kidwai Nagar, New Delhi - Approval of Estimate

11.1 CPFC introduced the agenda as detailed in Item no. 11 and informed that this is relating to interior furnishing works of Head Office of the EPFO. The proposal related to the interior furnishing work of the remaining four plates that had been recently handed over by the NBCC. The execution of the project was by CPWD and was an extension of the work that had been carried out by them for the earlier 6 plates. It was also clarified that additional cost was on account of revised cost estimates by CPWD compared to the original proposal.

11.2 Shri Sanjay Bhatia wanted to know whether the work will be done by CPWD or any other agency. CPFC informed that EPFO is getting all its work done through CPWD and this decision was taken by the EC itself.

11.3 The proposal was approved by the EC as contained in the agenda.

Item no. 12: Constitution of Sub-Committee on Building and Construction

12.1 CPFC introduced the agenda and informed that the revised agenda is placed on table separately for Item no. 12. CPFC explained that though the agenda provides for delegation of financial powers to the Sub-Committee, this aspect would be examined with respect to the provisions of the Act and Scheme.

12.2 AS & FA, MoLE remarked that the ToR provides for delegation of powers to purchase land up to Rs. 50 crores. The land having value of Rs. 50 crores will be very huge. The Chairperson opined that while deciding the delegation, the average cost of the lands being purchased should be kept in mind.

12.3 The Chairperson observed that the proposed Sub-Committee can be given delegation of up to Rs. 50 crores for the building and up to Rs. 10 crores for the land subject to the fact that it is possible and plausible as per the existing provisions in the EPF & MP Act, 1952 & the EPF Scheme, 1952. The provisions of the Act indicated that the delegation of powers apparently could be to EC or to CPFC or to any Officer of the Board. It was not clear if power could be delegated to a Sub-Committee of the EC.

12.4 The Committee also deliberated on whether that there should be any delegation of financial powers for the purchase of land and whether it should be delegated only for approving the construction of buildings. Shri S.P. Tiwari suggested that the EC should be approving the purchase of land and delegation for approving the construction can be given to the Sub-Committee. The Chairperson observed that there are issues like valuation of the land, therefore, even if delegation of financial powers is not proposed to the Sub-Committee for purchase of land, at least such proposals should be vetted by it. Shri Sanjay Bhatia commented that the land purchase requires vetting as it may have disputes of ownership and other related complications.

12.5 AS & FA, MoLE also opined that the Sub-Committee can be given powers to approve the construction up to Rs. 50 crores and give recommendations for purchase of land. The Chairperson opined that the proposed Sub-Committee can have recommendatory powers for purchase of land and power to approve the construction up to a particular financial limit. She also suggested that there should be a legal domain expert in the proposed Sub-Committee or such an expert can be co-opted.

12.6 After deliberations the following directions / approvals were given by the EC:

- (i) The Proposal for setting up the Sub-Committee on Building and Construction to be submitted as per the directions and deliberations of EC in this meeting.
- (ii) The Terms of Reference of the Sub-Committee to include the review and recommendation on the perspective planning of capital expenditure including phasing out and expansion apart from budget requirement for such projects.
- (iii) The Sub-Committee can be given powers to examine and recommend the purchase of land to EC.
- (iv) The Sub-Committee may be delegated powers to sanction and approve or recommend construction projects up to Rs. 50 crores subject to feasibility under the provisions of the Act and Scheme.
- (v) The Sub-Committee may be authorized to co-opt other domain experts as and when required.

12.7 The EC unanimously authorized the Chairperson to constitute the Sub-Committee as per the decisions above and to place the agenda before CBT for approval.

Item no. 13: Operationalization and Requisitioning of New Office Premises for reorganised Offices

13.1 The Executive Committee took note of the agenda.

Item no. 14: Recommend the approval of EPFO 3.0 project framework encompassing the strategic design and implementation roadmap as detailed herein

14.1 CPFC informed that the agenda for EPFO 3.0 project framework encompassing the strategic design and implementation roadmap was placed and discussed before 'IT Sub-Committee of EC'. He further informed that the CITES project which is under implementation from the year 2023 is trying to computerise the legacy software application which field office are using since the year 2011 and which is being merged with unified portal which was developed in the year 2017. The EPFO 3.0 project on the other hand is a green field project that is expected to completely overhaul the IT infrastructure and its related architecture.

14.2 CPFC with the permission of the Chairperson asked ACC (ISD-EPFO 3.0) to make the presentation on the EPFO 3.0 project framework (PPT – **Annexure-B**). It was informed to the EC that EPFO 3.0 proposed four different components viz. Module 1: Core Operations & Account Lifecycle Management System; Module 2: Enterprise Resource Planning & Management System; Module 3: Comprehensive Compliance Governance System and Module 4: Unified Customer Experience Platform. Of this, the present Expression of Interest (EoI), has been issued for Module 1: Core Operations & Account Lifecycle Management System which will include a Core Banking Solution (CBS) for managing Member accounts/ledger and Customized Software for other functionalities. It was informed that it will work in latest Tech Architecture such as Cloud-Native, API-First, Micro-services. Also, the system will work in web portal, mobile APP and Payroll – API system. Timelines for phasing out the project were also explained which would be implemented in two Phases – Phase1- including CBS for Platform worker/BoCW/ Universal Pension Scheme for excluded

Members of EPS, 1995 and Phase 2- Migration of existing data and functionalities of the current EPFO Members and Employers to the new system. It was briefed to the Committee, all the four components/modules put together will constitute the new EPFO 3.0 system.

14.3 Shri Girish Chandra Arya appreciated that the new project will improve the image of EPFO by providing seamless service with modern technology and it will counter the existing narrative being circulated, that EPFO is not good for investment despite the fact that the no other institution can provide 'rate of return' offered by EPFO.

14.4 Shri Sanjay Bhatia opined that IT Sub-Committee must have looked for GST like model also in addition to Core Banking Solutions (CBS) model for implementing EPFO 3.0. His second concern was that issue of cyber security should be taken care of by installation of firewall etc. Further, the new system should have provision for investments made by EPFO and tracking of returns on it. He also wanted to know how the new system will be integrated with the existing system and how the migration of data from the existing system will happen.

14.5 CPFC clarified that EPFO 3.0 will be based on CBS model as it is tried and trusted since CBS has been implemented in banks which are under RBI regulatory oversight and have been operational for several years. He also added that due to large size of scale of EPFO operations, development of completely new bespoke software will have to be tested for scalability, robustness and security and may require additional time. Also, all RFPs prescribe basic minimum cybersecurity and EPFO is now proposing to use cloud services by NIC, hence, the cyber security will be part of cloud-based solutions. As regards the investments, the CPFC clarified that existing arrangement will continue wherein portfolio managers invest the money on behalf of EPFO. However, the details of investments will be part of the new system. CPFC also explained that the Phase-2 of the project takes care of the migration from the existing software only.

14.6 The Chairperson directed that RFPs be such that cost escalation should not be there by the agency if there are any changes in the project lay out.

14.7 The EC recommended the proposal to be placed before CBT for information.

Item no. 15: Progress in Implementation of CITES Project

15.1 CPFC introduced and gave background of the Agenda. CPFC also informed that this project has been going on since 2023 and it was reviewed in November/December by the CBT. C-DAC, the agency handling the project, had initially assured the delivery of modules in May 2025 but there has been delay. CPFC asked the ACC-HQ (IS) to make presentation (PPT - **Annexure-C**). The EC was briefed about the current status of software development of CITES 2.01 project.

15.2 The Chairperson enquired that existing issue of slowness related to opening of Passbook has been addressed or not. To this the CPFC replied in affirmative. Chairperson directed that there has to be monitoring mechanism to review the work done by various agencies engaged for ensuring and supervising the smooth operations of the Software used for providing service and ensure real time solutions to the problems being faced by the users to obviate the slowness and problems in login, delay in OTP and on other issues on which Hon'ble LEM has also expressed concern.

15.3 The Chairperson wanted to know whether it can be checked in the present system that the employer has made full contribution which was due. CPFC informed that in the present system it can be found that whether the employer is making contribution or not but there is no mechanism to find out that the contribution received through ECR was equal to the amount due. The Chairperson further asked that whether there is any check or validation that the employer has remitted the full contribution in respect of employees reported in the ECR. CPFC again clarified that there are cases being reported where the employers despite having engaged more number of employees, which are to be enrolled under the Act, are under reporting the number of employees in ECR due to lack of validation/ lack of employment data by the system. Because of such situation, it cannot be ascertained, with any kind of certainty, about the actual number of employees engaged by the employers which were to be enrolled under the Act. The Chairperson further enquired that whether the details of employees are being declared in any other data baseline GST or IT. To this, CPFC replied that apart from EPFO nowhere such data is being collected.

15.4 Shri Girish Chandra Arya stated that there are instances of employers not enrolling all their employees under the Act. Shri Sanjay Bhatia commented that this is not possible as all payments to the workers are being made through the banks.

15.5 Shri Girish Chandra Arya observed that such kind of defaults are not only observed with small employers but also in Navaratna PSUs. Shri S.P. Tiwari quoted the instances where workers engaged in night shift are paid in cash only because inspections are not possible at night. The Chairperson commented that such violations cannot be detected through IT initiatives as such data is not available with any other department.

15.6 Shri Sanjay Bhatia remarked that the data available with ESIC can be utilised as almost all workers have ESI card. CPFC observed that there are some complications in this exercise as eligibility conditions under ESI Act and the EPF Act are different.

15.7 With these deliberations, the Executive Committee took note of the agenda.

Item no. 16: Creation of Supernumerary posts for the cadres of Assistant Provident Fund Commissioner as per DoPT OM dated 28.12.2023

16.1 CPFC introduced the agenda and informed that the proposal is for creation of supernumerary posts in APFC cadre of Group 'A'.

16.2 A similar agenda for Group 'B' & Group 'C' was placed before the EC as Item number 4. The Chairperson opined that if the members agree the agenda can be approved with similar conditions as discussed in Item number 4.

16.3 The EC agreed to approve the proposal subject to due diligence to be done by EPFO.

Item no. 17: Action Taken Statement in respect of decisions/directions of Executive Committee held up to 28.03.2025 (113th EC meeting)

17.1 Action Taken Statement in respect of decisions/directions of EC held up to 28.03.2025 (113th EC meeting) was taken up and discussions were held as under:

S. No	ATR Point	Discussions Held
1	<p>Other issues</p> <p>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.</p> <p>(111th EC: 18.01.2025) (Item No.7(16); 113th EC: 28.03.2025)</p>	<p>Chairperson stated that replies to members should be sent on time. CPFC informed the Committee that these are systemic issues and being looked after by committee constituted on the directions of CBT. Chairperson directed that ATRs must be drafted carefully. AS & FA, MoLE wanted that reply in respect of issues raised by any EC Member should be placed before EC and not just to the member concerned.</p>
2	<p>Status Report of the Committee on Delegation of Administrative / Financial Powers</p> <p>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.</p> <p>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 20th March, 2025.</p> <p>(Item No.5; 112th EC: 25.02.2025) (Item No.7(20); 113th EC: 28.03.2025)</p>	<p>ACC-HQ (HR) informed the status of the Report of the Committee on Delegation of Administrative/Financial Powers. Chairperson commented that, given the constraints, the efforts should be made to ensure maximum delegation and directed to intimate timeline for finalisation of Report. ACC-HQ informed the Committee that Report will be finalised within 45 days from now.</p>
3	<p>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.</p> <p>(Item No.8; 112th EC: 25.02.2025)</p>	<p>Shri Girish Chandra Arya opined that IIT Delhi has already delayed the report and proposed that a Sub-Committee of EC be constituted to finalise the report and to place before EC so that the CR could be finalised and implemented at the earliest which in turn also improve the services to members of EPFO in field offices. Shri</p>

	(Item No.7(23); 113th EC: 28.03.2025)	<p>Girish Chandra Arya also raised the issue of absence of any First Appellate Authority within EPFO. He pointed out, as all cases go to CGIT, there is delay in settlement of disputes and consequential increase in pending litigations.</p> <p>Chairperson directed that the internal Committee on CR should submit its report expeditiously and to constitute a Sub-Committee of EC on the issue and its ToR and composition be finalised. EC authorised the Chairperson to constitute the 'Sub-Committee of EC on CR'.</p>
4	<p>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.</p> <p>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.</p> <p>(Item No.8; 112th EC: 25.02.2025) (Item No.7(29); 113th EC: 28.03.2025)</p>	<p>CPFC informed that committee constituted on directions of CBT will thoroughly review the issues and SoPs relating to exemptions.</p>
5	<p>Information regarding Inoperative Accounts in EPFO</p> <p>The Chairperson directed the following on the issue of Inoperative Accounts:-</p> <ol style="list-style-type: none"> Analyse data up to field offices level and also analyse the settled inoperative accounts data to get some insight and trend analysis. Focus on amount-wise classification where member balance exceeds 5 lakhs for approx. 25,000 inoperative accounts as mentioned in Table-4 of the agenda, 	<p>Shri S.P. Tiwari appreciated the information provided as Annexure-A in respect of inoperative accounts and opined that Postal Department be used for inquiries in relation to members for inoperative accounts. AS & FA, MoLE opined that Postal Department should be used as IPPB will not take up the issue.</p> <p>Chairperson directed to examine the engagement of Postal Department or IPPB and to go ahead in addition to the work to be done by EPFO machinery. Shri Sanjay Bhatia inquired the grounds on which interest is not being credited in inoperative accounts. Chairperson directed to examine the pros & cons of non-crediting of interest</p>

<p>iii. Devise special strategy for contractual and migrant labourers,</p> <p>iv. Focus on industrial clusters,</p> <p>v. Regular status review of Inoperative accounts in EC meetings,</p> <p>vi. Constitution of cross functional committee consisting members from RBI & other Banks,</p> <p>vii. Targeted awareness campaign through print and electronic media, and</p> <p>viii. Liquidate the inoperative accounts upto 10 years prioritizing the first 03 years data, as per procedure.</p> <p>ix. To examine how such type of accounts are handled in other banks like SBI, RBI and form a cross-functional committee for this with representatives of RBI, SBI, etc.</p> <p>(Item No.3; 113th EC: 28.03.2025)</p>	<p>in inoperative accounts by EPFO separately.</p> <p>AS & FA, MoLE stated that she had given extensive comments on the Inoperative Accounts in the 112th EC. Although her comments have been included in the minutes, however no ATR has been provided. Chairperson directed that the EPFO should do so.</p> <p>AS & FA, MoLE raised that in the previous meeting EPFO was asked to undertake third party audit of claim settled against inoperative accounts. CPFC opined that first EPFO's own teams will carry out audits. AS & FA, MoLE suggested that aging analysis for claims settled in last three years be carried out and the number of claims settled also be shown against amount settled. She wanted to know the reasons, for such high number of inoperative accounts in 5-10 years category. She also pointed out that more than 8.5 lakh inoperative accounts have been languishing for more than 10 years. EPFO should analyse proportion of such cases that come for claims. About 25,000 accounts have more than Rs. 5 lakhs in deposits, with 13,705 apparently having on an average more than Rs. 40 lakhs in deposit. She also pointed out that the data given in the Annexures show that some ROs and employees of some specific types of establishments have abnormally high amounts in balance in inoperative accounts.</p> <p>Chairperson opined that data analysis needs to be done for formation of proper strategy to ensure settlement of all inoperative accounts. This strategy should focus not only operational part but should also have sustained awareness cum publicity campaign as its component. She also directed that 48% high-value above 10 lakh and below 10 years should be settled</p>
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		on priority and targets shown for settlement of inoperative accounts be examined for 1st quarter. Shri Sanjay Bhatia stated that lot of good work has been done by EPFO and it should be continued. But he wanted that status update on the issue should be provided regularly to the EC. The Chairperson wanted that the strategy in respect of settlement of inoperative accounts should be concretised and to be presented in the next CBT meeting.
6	<p>Status Note on progress in “Simplification of Settlement of Claims”</p> <p>CPFC further proposed that if EC agrees, the amount for auto-settlement of advance claims may be increased from 1 lakh to 5 lakhs.</p> <p>The EC agreed to the proposal and took note of the agenda.</p> <p>(Item No.4 113th EC: 28.03.2025)</p>	The EC took note of the Action Taken Report
7	<p>Progress in Implementation of CITES 2.01</p> <p>The Chairperson directed that assistance of National e-Governance Division (NeGD) may be taken along with CDAC for effective implementation.</p> <p>(Item No.5; 113th EC: 28.03.2025)</p>	The EC took note of the Action Taken Report
8	<p>The Chairperson directed that development of immediate credit of claim settlement through UPI should be done at the earliest. Also, it was directed to communicate the developments and new features with the stakeholders.</p> <p>(Item No.5; 113th EC: 28.03.2025)</p>	The EC took note of the Action Taken Report
9	<p>Progress in Implementation of CITES 2.01</p> <p>Shri S P Tiwari suggested that grievances at the RO level should be addressed</p>	The EC took note of the Action Taken Report

	<p>effectively and that a simple PPT outlining the developments of CITES 2.01 should be shared with all field offices and CBT members. The Chairperson supported this suggestion, directing that awareness be spread among stakeholders through social media platforms.</p> <p>(Item No.5; 113th EC: 28.03.2025)</p>	
10	<p>Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wages</p> <p>The Chairperson directed to examine the rejections by engaging chartered accountants or firms in the panel of CAG. The Chairperson further directed that the issue of higher pension cases for exempted establishments should also be analysed from a legal perspective, in light of the Supreme Court Judgment. Legal opinion from ASG may be taken for the cases filed by exempted establishments in this regard by HO.</p> <p>The Chairperson directed to incorporate the comments suggested by the JS & FA, MoLE.</p> <p>(Item No.6; 113th EC: 28.03.2025)</p>	The EC took note of the Action Taken Report
11	<p>Action Taken Statement in respect of decisions/directions of Executive Committee held upto 25.02.2025 (112th EC meeting)</p> <p>Shri SP Tiwari suggested that a meeting should be held with ZOs and CBT members regarding the delegation of administrative/financial powers. He also emphasized that all the latest circulars should be shared with the CBT members.</p> <p>(Item No.7; 113th EC: 28.03.2025)</p>	The EC took note of the Action Taken Report
12	<p>Action Taken Statement in respect of decisions/directions of Executive Committee held upto 25.02.2025 (112th EC meeting)</p>	As informed by CPFC against S.No. 04 above

	<p>Shri SP Tiwari mentioned that in many of the proposals for cancellation of exemption, shortcomings have been observed that need to be taken care of by the respective offices.</p> <p>CPFC responded that the SOP on the surrender and cancellation of exempted trusts will be reviewed and necessary changes made with a view to improve the oversight of exempted establishments. It was also assured that instruction to ROs to report progress of enquiries of violations by establishments prior to cancellation will be issued.</p> <p>Shri SP Tiwari suggested to give a detailed report about the status on surrender/cancellation of exempted trusts and notifications issued by/pending at appropriate governments.</p> <p>(Item No.7; 113th EC: 28.03.2025)</p>	
13	<p>Other Issues</p> <p>Shri SP Tiwari raised the HR issue of absorption of staffs from JKEPFO to EPFO. The Chairperson directed that a joint working group may be constituted in this regard, taking members from ROs in Jammu & Kashmir and Ladakh, HR Division, EPFO and some CBT members to resolve the issue at the earliest.</p>	The EC took note of the Action Taken Report
14	<p>Other Issues</p> <p>Shri SP Tiwari also suggested that a follow up meeting on EPFO 3.0 should be held in the month of April, 2025.</p>	The EC took note of the Action Taken Report

17.2 The Executive Committee took note of the Action Taken Report as contained in the Agenda.

Item no. 18: Proposal for acquiring BSNL Land for construction of Office Building of Regional Office, Yelahanka, Bengaluru

18.1 ACC-HQ (PFD) briefed that 2787 Sqm. land has to be purchased from BSNL with value Rs.27.93 Crore with registration cost of Rs. 1.70 Crore but land value may be re-evaluated by CPWD. Further BSNL will be offered 2 % EMD to stake first claim on land parcel and land will be acquired at the re-evaluated cost.

18.2 The Executive Committee approved the proposal in-principle for payment of 2% EMD of the indicative value as may be decided by CoS. The final proposal however should be analysed and examined by 'Sub-Committee on Building and Construction'.

Item no. 19: Proposal for Acquiring of BSNL Land for construction of Office Building at Regional Office, Barrackpore

19.1 The EC approved the proposal in-principle for payment of 2% EMD of the indicative value as may be decided by CoS. The final proposal however should be analysed and examined by 'Sub-Committee on Building and Construction'.

Item no. 20: Proposal for Acquiring of BSNL Land for construction of Office Building at Regional Office, Electronic City, Bengaluru

20.1 The EC approved the proposal in-principle for payment of 2% EMD of the indicative value as may be decided by CoS. The final proposal however should be analysed and examined by 'Sub-Committee on Building and Construction'.

Item no. 21: Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wage

21.1 ACC (Pension) presented the PPT informing the EC of status on Pension on Higher Wages which is enclosed as **Annexure-D**.

21.2 The Executive Committee took note on the status on the applications of PoHW cases with the directions to have robust strategy for handling court cases by Field Offices and their monitoring by EPFO Head Office. The Chairperson directed to monitor important legal cases properly by Head Office.

Item no. 22: MoU with IPPB for Door step DLC service to EPS Pensioners

22.1 ACC (Pension) informed that proposal is placed for use of fund from administrative accounts not from pension fund accounts for payment to India Post Payments Bank (IPPB) and matter has been referred to Finance Division.

22.2 The EC approved the proposal for entering into MoU with IPPB.

Item no. 23: Proposal for payment of compensation amount ₹ 1.10 Cr (interest payment calculated up to 30.06.2025) as per the order dated 08.11.2019 of the Hon'ble District Court Mangaluru for the land purchased in 1992 for construction of Office Building, EPFO, Regional Office, Mangaluru

23.1 Chief Engineer has informed that compensation amount of Rs. 1.10 Cr (interest payment calculated up to 30.06.2025) as per the order dated 08.11.2019 of the Hon'ble District Court Mangaluru.

23.2 Shri Sanjay Bhatia raised the issue of reason of payment by EPFO as it is the money of members. He felt that it should be paid by Land Owner i.e. Government of Karnataka. AS & FA, MoLE informed that after purchase of land all liabilities are transferred to the purchaser and EPFO required to pay the compensation. EC was informed that as the appeal were made twice before the Hon'ble High Court of Karnataka but rejected, so compensation should be made to the concerned parties.

23.3 The proposal was accordingly approved by the EC as contained in the agenda.

Other Issues:

Shri Sanjay Bhatia suggested that status of all critical legal cases should be placed before EC and ATR should be placed as Item number two.

Shri Girish Chandra Arya suggested that date of EC meeting should be intimated well in advance.

Meeting ended with vote of thanks to Chair.

ANNEXURE-A

List of members attended 114th Meeting of Executive Committee, CBT (EPF) held on 10.07.2025 at 03:00 PM at New Delhi

1	Ms. Vandana Gurnani Secretary to the Government of India, Ministry of Labour & Employment	Chairperson
2	Ms. Madhumita Das Addl. Secretary & Finance Advisor Ministry of Labour & Employment	Central Government Representatives
3	Shri Alok Mishra (Joint Secretary, Ministry of Labour & Employment was represented by Ms. Deepika Kachhal, JS MoL&E)	
4	Shri Raghuraj Rajendran, IAS Secretary to the Government of Madhya Pradesh (attended meeting virtually)	State Government Representatives
5	Dr. Sachin B. Sabnis (attended virtually)	Employers' Representatives
6	Shri Atul Sobti (attended virtually)	
7	Shri Sanjay Bhatia	
8	Shri Girish Chandra Arya	Employees' Representatives
9	Shri S. P. Tiwari	
10	Shri Ramesh Krishnamurthi, IRS	CPFC & Member Secretary (Ex-Officio)
Following members could not attend the meeting		
1	Secretary to Government of Andhra Pradesh	State Government Representatives
2	Secretary to Government of Gujarat	
3	Shri Hiranmay J. Pandya	Employees' Representative

Ms. Richa Sharma, Director, MoL&E also attended the meeting.