



सत्यमेव जयते

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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No. CON-EC0MN/1/2025-CONF/ /15001

Date: 15 JAN 2026

To

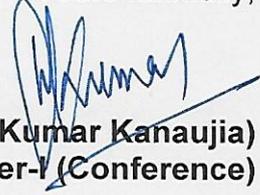
All Members,
Executive Committee (EC), CBT.

Subject: Draft minutes of 115th meeting of the Executive Committee (EC), CBT (EPF) held on 19.12.2025 in New Delhi - reg.

Madam/Sir,

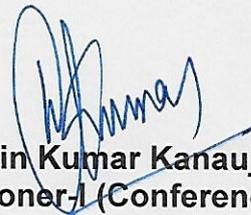
I am directed to forward herewith the draft minutes of 115th meeting of the Executive Committee (EC), CBT (EPF) held on 19.12.2025 in New Delhi, duly approved by the Chairperson, EC with the request to forward your comments by 19.01.2026, if any, on the draft minutes to rc.conf@epfindia.gov.in.

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 115TH MEETING OF THE EXECUTIVE COMMITTEE, CBT
(EPF) HELD ON 19TH DECEMBER 2025 AT SHRAM SHAKTI BHAWAN, NEW
DELHI**

The 115th Meeting of the Executive Committee, CBT (EPF) (hereinafter referred to as EC') was held on 19.12.2025. 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 115th Meeting of the EC. The Chairperson welcomed all the members who were present in person as well as those who had joined online. She informed the EC about the landmark decision of the Ministry of implementation of Labour Codes on 21st November 2025. She said that many actions are required to be taken by EPFO in view of the implemented Code on Social Security. Chairperson informed that next EC meeting will be held in January, 2026 wherein the annual accounts for FY 23-24 may be put up after internal consultation in MoL&E.

Before the agenda could be taken up, Shri. S.P. Tiwari, Employees' representative, brought to the notice of the chairperson that he faced difficulty and delay in PDUNASS where his stay was arranged. He had to wait for an hour and had to make many calls to various officers of PDUNASS/Head office before he could get rooms with intervention of Head Office.

The Chairperson expressed her displeasure and directed that the issue should be examined and action taken against responsible officer for wilful negligence, if any.

Shri Hiranmay J Pandya, Employees' representative, also complained that his protocol officer contacted him only in the morning of the meeting and suggested that all protocol officers may be given necessary instructions on Do's and Don'ts.

Chairperson directed EPFO to look into such matters and to take appropriate actions.

Shri S.P. Tiwari, Employees' representative, emphasized that revision of entitlements of CBT members need to be finalized by the EPFO and the Ministry. He

said that if there is clarity regarding the entitlements, such type of incidents will not reoccur in future.

Chairperson invited formal suggestions from the members for further examination.

Afterwards, CPFC informed that due to deliberations in meetings of the sub-committees of EC, few of the agendas have been revised whereas few are dropped. He informed that the annual accounts are to be first placed before the Finance and Audit Committee (FAC) and thereafter the same shall be brought in the next EC meeting. He added that since HR sub-committee has deferred the agenda related to JKEPF Officers/Staff issue, therefore, the agenda has been dropped for EC. The Agenda item related to redeployment of the sanctioned staff and officers of EPFAT has been dropped following the HR Sub-Committee decision that the same may be discussed in the Cadre Restructuring (CR) Committee.

Sh. G.C. Arya, Employees' representative, raised the issue of cancellation of the FAC meeting and requested that proper time should be given to the members for studying the agenda before placing in the sub-committee so that useful contributions can be made by the members.

Chairperson directed to provide the agenda at least one week before the meetings so that CBT members may go through and contribute productively.

Item No. 1: Confirmation of draft minutes of the 114th meeting of the EC, CBT (EPF) held on 10.07.2025.

- 1.1 CPFC informed that no comments have been received against the minutes so the minutes may be taken as approved.
- 1.2 Chairperson agreed that since no written communication has been received from the members so the minutes are being taken as approved.
- 1.3 Sh. G.C. Arya, Employees' representative complimented that the minutes of 114th EC Meeting were well drafted and all points were taken care of. Chairperson added that it became possible due to efforts of EPFO and Ministry
- 1.4 With these observations the EC confirmed the minutes of the 114th EC held on 10.07.2025.

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 meeting of IT sub-committee was held on 16.10.2025 and 17.12.2025 and HR sub-committee meeting was held on 16.12.2025. The minutes of meeting of IT sub-committee held on 16.10.2025 were already circulated and draft minutes of meeting of HR sub-committee on 16.12.2025 and IT sub-committee on 17.12.2025 were placed in the folder circulated before the meeting.

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

2.3 The members opined that a calendar of various meetings of CBT, EC as well as sub-committees can be prepared in advance. The Chairperson directed EPFO to look into the suggestion.

Item No. 3: Action Taken Statement in respect of decisions/directions of Executive Committee held up to 10.07.2025 (114th EC meeting)

3.1 CPFC informed that the revised ATR has been placed in Agenda Book-II at Page 257. Chairperson directed in subsequent EC meetings, a PPT for ATR can be prepared to better summarize the action taken, in addition to any specific PPT.

3.2 Action Taken Statement in respect of decisions/directions of EC held up to 10.07.2025 (114th EC meeting) was taken up and discussions were held as under:

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
1.	<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) (Item No.17(7); 114th EC: 10.07.2025)</p>	<p>A presentation on progress on CITES 2.01 was made by ACC (IS).</p> <p>Chairperson inquired that as to whether formats of any of the returns filed by establishment are being changed due to Labour Code. CPFC confirmed that return format will not change, however there may be change in labelling of the fields in the ECR due to change in different provisions of COSS2020 as compared to the</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
		<p>sections in EPF Act.</p> <p>Chairperson inquired that what will be the time limit for implementation. CPFC informed that changes in the labels would take about 2 weeks after finalisation of annual returns and finalisation of Schemes.</p> <p>AS&FA placed that after change in enforcement, communication is required to be made with Employers and EPFO field officials and training Module is also required. CPFC informed that as per the discussions held with Sh. Mahender Kumar, JS one training programme will be held for CBT members and one for EPFO officials.</p> <p>Shri Hiranmay J Pandya raised that how the wages will be calculated in CITES in view of labour code. ACC IS informed that the ECR has two separate columns for gross wages and statutory wages where Employer will report appropriate details as per provisions of Code on Wages/COSS.</p> <p>CPFC informed that due to implementation of COSS few action points required to be taken i.e. one is some portion of the Act are effective from 21st Nov, some portions will be effective after schemes are notified and some portion will be effective after</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
		<p>notification by central government.</p> <p>A committee headed by Shri Salil Shankar has been formed to look into the implementation of the code or any changes required in the schemes and return formats.</p> <p>CPFC informed that draft for EPF, EPS and EDLI is under preparation and draft for other two schemes i.e platform workers, gig workers are to be drafted under the guidance of Ministry.</p> <p>Chairperson directed that any notification/circular for implementation of the Social Security code are to be approved to the Ministry.</p> <p>Chairperson directed to prepare audio-video based on handbook on compliance under CoSS.</p> <p>Shri S.P. Tiwari informed that many establishments have multi location presence so that sub-codes may be allotted like ESIC to facilitate local EPFO officers to check the revenue and compliance under the reengineered module.</p> <p>CPFC clarified that as of now establishment can comply under a single code or multiple codes as per its choice.</p> <p>Chairperson directed to show a demo in the next EC how the the new module will work for</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
	<p>Please mention agenda item at Sr 2 here</p>	<p>settlement of claims based on dummy data.</p> <p>Chairperson further enquired about the progress in settlement of claims through UPI.</p> <p>CPFC suggested that to check any potential fraud/misuse the limit for UPI based settlement payment initially may be set to Rs. 25,000/-</p> <p>AS & FA enquired whether there will be daily limit for UPI payment. CPFC informed that Rs. 25,000/- will be the limit.</p> <p>After obtaining views of other members, Chairperson directed to set the threshold for settlement at Rs 25,000 initially and gradually enhance the limit if there is no risk.</p> <p>CPFC mentioned that tentatively the next FAC will be on 09.01.2026 and requested Chairperson to fix the next EC around 20.01.2026.</p>
3.	<p>Action Taken Statement in respect of decisions/directions of Executive Committee held up to 25.02.2025 (112th EC meeting)</p> <p>Shri S.P. Tiwari suggested that a meeting should be held with ZOs and CBT members regarding the delegation of administrative/financial powers.</p> <p>(Item No.17(11); 114th EC:</p>	<p>CPFC informed that the updated ATR is at Sl. No. 18 and will be discussed later.</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
	10.07.2025)	
4	<p>Other Issues</p> <p>Shri S.P. 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> <p>(Item No.17(13); 114th EC: 10.07.2025)</p>	<p>CPFC informed that agenda shall be placed before EC after approval of Sub-committee on HR.</p>
5	<p>Other Issues</p> <p>Shri S.P. Tiwari also suggested that a follow up meeting on EPFO 3.0 should be held in the month of April, 2025</p> <p>(Item No.17(14); 114th EC: 10.07.2025)</p>	<p>CPFC informed that RFP has already been finalised and is being reviewed by Internal Finance after which it will be submitted to Ministry for approval. IT sub-committee has already been briefed about RFP in its meeting held on 16.10.2025 and they also have given some suggestions which have been incorporated.</p> <p>In the latest IT sub-committee meeting on 17.12.2025, the salient features of the RFP including project cost was also discussed. After approval of Chairman, CBT, the RFP will be issued through GeM.</p> <p>CPFC further informed that in EOI it was highlighted that Service Providers should provide Core Banking Solutions which have already deployed in Banks in India</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
		<p>subject to RBI scrutiny and standards to ensure robustness and standard of quality.</p> <p>Chairperson enquired whether the core banking-based solution shall be appropriate for EPFO. CPFC clarified that custom development of various modules (roughly 60% of the requirements) will be required over the core banking based module (roughly 40% of the requirements).</p> <p>Chairperson desired to place timeline after completion of the process and induction of Service Providers. CPFC informed that as per the RFP the total development time is 1 year which is divided into two phases; for the first phase EPFO has prioritised for new Modules i.e. Platform workers Module, BoCW Module and excluded employees of EPS as these are the new Schemes. In the second phase, existing EPF/EPS members will be onboarded.</p>
7.	<p>Implementation of SPARROW in EPFO for Annual Performance Appraisal Report (APAR) needs of the Employees</p> <p>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. (Item No. 3; 114th EC:</p>	<p>CPFC informed that SPARROW has been implemented and the Reporting stage of APAR for FY24-25 has been completed and Reviewing is going on and will be completed soon.</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
	10.07.2025)	
8.	<p>Creation of Supernumerary posts for EO/AO, SS & LDC as per DoPT OM dated 28.12.2023</p> <p>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. AS & FA, MoLE commented that another thing which needs to be checked is whether there are any complaints against recruitment of any PwBD employee. 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.</p> <p>(Item No. 4; 114th EC: 10.07.2025)</p>	<p>CPFC informed that the exercise has already been done as CBT has already approved and hence posts have already been created.</p> <p>Sh. Hiranmay J Pandya, Employees' representative, added that some supernumerary post cases for LDC have been left out. CPFC informed that these posts are for PwBD and all have been covered.</p> <p>Shri Hiranmay J Pandya, Employees' representative, said that he will provide the details on the cases being referred by him separately.</p>
9.	Re-Distribution of Officers and Staff in Rationalised Zones	CPFC informed that a committee

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	<p>After deliberations, the EC gave the following directions / approvals:</p> <p>(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.</p> <p>(ii) The EC directed the Cadre Restructuring Committee to complete its internal discussions expeditiously.</p> <p>(Item No. 5; 114th EC: 10.07.2025)</p>	<p>with senior retired officers of Govt. of India with experience in DoPT have been constituted on 25th November, 2026 and they have held three meetings till now and already met stakeholders i.e. Staff Unions on 17.12.2025 and their next meeting is on 23.12.2025 They are likely to submit their report by 31st March, 2026.</p>
10.	<p>Preliminary Estimate for Construction of Zonal Training Institute at Rajarhat, Kolkata</p> <p>Chairperson 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.</p> <p>It was also decided to examine whether</p>	<p>CPFC informed that the as per the decision of EC, certain proposals relating to infrastructure will come after recommendations of Sub-Committee on Building and Constructions after its constitution.</p> <p>Chairperson directed that constitution of the Sub-Committee on Building and Constructions should be completed urgently.</p>

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	<p>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. 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.</p> <p>(Item No. 7; 114th EC: 10.07.2025)</p>	
11.	<p>Re-development of Bhavishya Nidhi Enclave at Malviya Nagar New Delhi (SH: Civil and Electrical work)</p> <p>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.</p> <p>(Item No. 8; 114th EC: 10.07.2025)</p>	<p>CPFC informed that payment has been made to CPWD to start the work.</p> <p>Chief Engineer, EPFO informed that CPWD is taking clearances from DDA and other authorities.</p> <p>Chairperson suggested that clearances take time so regular follow-up with all the concerned authorities be done by EPFO in coordination with CPWD and to inform if any intervention at the level of Chairperson be required.</p>
12.	<p>Proposal for Construction of Office building at Sector 2, IMT Manesar for RO, Gurugram (Central)</p> <p>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</p>	<p>Chief Engineer, EPFO informed that payment has been made to CPWD for consultancy contract and CPWD has identified the Contractor for preparation of the DPR/Project estimates. After completion, CPWD will award the contract to Contractor.</p>

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	<p>to the Preliminary Estimate submitted by CPWD for Rs. 46 Cr approximately. (iii) The DPR prepared by the Consultant / CPWD should be placed before 'SubCommittee 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.</p> <p>(Item No. 9; 114th EC: 10.07.2025)</p>	
13.	<p>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</p> <p>Members also desired that a status of all the land parcels available in the organization and their status should be presented before the EC. 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. AS & FA, MoLE commented that such plan should also have provision for tentative budget which will help in preparation of BE and RE. 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.</p>	<p>CPFC informed that EPFO has already paid money for land allocation and land allocation process is going on which is expected to be completed in due course of time.</p>

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	<p>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.</p> <p>(Item No. 10; 114th EC: 10.07.2025)</p>	
14.	<p>Constitution of Sub-Committee on Building and Construction</p> <p>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. 114th EC: 10th July 2025, New Delhi Page 16 of 28 12.7 The EC unanimously authorized the</p>	<p>CPFC informed that the constitution of Sub-Committee on Building and Construction is already under process.</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
	<p>Chairperson to constitute the Sub-Committee as per the decisions above and to place the agenda before CBT for approval.</p> <p>(Item No. 12; 114th EC: 10.07.2025)</p>	
15.	<p>Recommend the approval of EPFO 3.0 project framework encompassing the strategic design and implementation roadmap as detailed herein</p> <p>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 layout. The EC recommended the proposal to be placed before CBT for information.</p> <p>(Item No. 14; 114th EC: 10.07.2025)</p>	<p>CPFC informed that as briefed in ATR point no 5, the RFP is under progress and apprised the EC that EPFO has also done the cost estimate analysis which was discussed in the IT Sub-Committee.</p> <p>AS&FA reiterated her advice given in the IT SC that the basis of arriving at cost estimates should be recorded.</p>
17.	<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>AS & FA, MoLE wanted that reply in respect of issues raised by any EC</p>	<p>ACC(HQ) Exemption informed that Audit Reports from Chartered Accountants have not shown any discrepancy.</p> <p>In response to a query from Joint Secretary, MoL&E about who pays for Third Party Audit, ACC(HQ) Exemption informed that establishment pays for the Third Party Audit.</p> <p>Joint Secretary, L&E suggested that to avoid conflict of interest EPFO may take money from establishment but EPFO should control the Audit and pay fee to the auditors.</p> <p>Chairperson agreed to the opinion</p>

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	<p>Member should be placed before EC and not just to the member concerned.</p> <p>(Item No.17(1); 114th EC: 10.07.2025)</p>	<p>and suggested that there should be independent mechanism to verify irregularities. Chairperson directed that point raised by Sh. S.P. Tiwari should be investigated appropriately via Third Party Audit.</p> <p>Sh. Hiranmay J Pandya also suggested that EPFO should pay for Third Party Audit and then payment from establishment could be collected to avoid conflict of interest.</p> <p>AS & FA suggested that EPFO should appoint and pay for Third Party Audit and then recover from establishment. She also suggested that investments of Exempted trusts should be as per approved Pol. In this regard it is imperative to impart training to EPFO's field staff looking after compliance. She further suggested that a separate meeting of EC could be convened to discuss the regulatory function of EPFO as the same requires attention.</p> <p>Chairperson directed that EPFO should get independent Third Party Audit paid by EPFO of these 34 establishments. During the audit, the documents referred by Sh. S.P. Tiwari on the issue may be provided for examination and verification.</p> <p>Chairperson further directed to</p>

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		<p>develop such algorithm to generate alerts in case of any under-selling of securities by Exempted Trusts.</p> <p>Chairperson also directed to develop module for International Workers keeping in view the latest CoSS.</p>
18.	<p>Status Report of the Committee on Delegation of Administrative / Financial Powers</p> <p>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> <p>(Item No.5; 112th EC: 25.02.2025) (Item No.7(20); 113th EC: 28.03.2025) (Item No.17(2); 114th EC: 10.07.2025)</p>	<p>CPFC informed that due to further examination based on comments from the Finance division the time limit of 45 days given by previous EC could not be met.</p> <p>ACC(HQ)HR informed that further changes may be required due to possible changes that may be recommended by the CR Committee to strengthen the ZOs. However, Report is ready and if it so be placed in the present form that can be done but as per the decisions by CR Committee there might be further amendments in the Report. Chairperson directed that before placing before EC, the Report be presented before the Ministry for perusal. Overall timeline given : 2 months.</p>
19.	<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>CPFC informed that IIT could not complete the study inspite of several reminders due to their limited focus on settlement of claims. In the last meeting of EC it was decided that a Staff Inspection Unit of Dept of Expenditure could be asked to a work study. This proposal was</p>

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	<p>(Item No.8; 112th EC: 25.02.2025) (Item No.7(23); 113th EC: 28.03.2025)</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> <p>(Item No.17(3); 114th EC: 10.07.2025)</p>	<p>under consideration by MoL&E who had asked for certain clarifications After discussions, it was concluded that, since now the CR Committee has already been constituted, the need for a separate work study may be reviewed.</p>
20.	<p>The Chairperson 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. 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> <p>(Item No.17(4); 114th EC: 10.07.2025)</p>	<p>CPFC informed that SoP on exemptions and scheme provisions was being revised in view of recent notification of CoSS Efforts will be made to bring it before next Exempt Committee and then to the EC.</p> <p>CPFC also informed that a stakeholder consultation is planned on 24th December.</p>
21.	<p>Information regarding Inoperative Accounts in EPFO.</p> <p>The Chairperson directed the following on the issue of Inoperative Accounts: -</p> <p>i. Analyse data up to field offices level and also analyse the settled inoperative accounts data to get some</p>	<p>EC was informed that 20% of inoperative accounts more than Rs. 10 lacs were settled in terms of amount and 18% in terms of numbers.</p> <p>FA & CAO, EPFO informed that</p>

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	<p>insight and trend analysis. ii. 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, iii. Devise special strategy for contractual and migrant labourers, iv. Focus on industrial clusters, v. Regular status review of Inoperative accounts in EC meetings, vi. Constitution of cross functional committee consisting members from RBI & other Banks, vii. Targeted awareness campaign through print and electronic media, and viii. Liquidate the inoperative accounts upto 10 years prioritizing the first 03 years data, as per procedure. 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>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 in inoperative accounts by EPFO separately. 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. AS & FA, MoLE raised that in the previous meeting</p>	<p>there was a Task Force on Inoperative Accounts which has given draft recommendations also which is being finalised to take further actions.</p> <p>She further informed that inoperative accounts having small amounts are more than 29 Lakh. IT solutions were planned to identify and give data analytics as to how such accounts can be liquidated after which the pace of settlement of these accounts may pick up.</p> <p>Chairperson suggested that such kind of drives are taken up by the Banks, hence, EPFO should study that mechanism and see how they are doing and how EPFO could adopt.</p> <p>Chairperson directed to give timeline for resolution of inoperative accounts. CPFC informed that by next EC, more progress will be reported. However, old accounts is a problem across the entire financial sector.</p> <p>AS & FA suggested that a trend analysis of amount slab wise and pending age wise settlements made in last 3 years be carried out to see how many such claims came and were settled, especially for claims pending for more than 10 years and for amounts less</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
	<p>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. 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 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</p>	<p>than say Rs 10000.</p> <p>She further suggested that such accounts may be be frozen which will not be available for transactions unless genuineness of claims can be verified as in long ending cases, establishing identity may be difficult.</p> <p>CPFC clarified that all inoperative accounts are being settled with the approval of OIC only.</p> <p>Dr. Sachin Sabnis, Employers' Representative, opined that as suggested by AS & FA, a separate account may be maintained for such old accounts. He further suggested that the growth of such accounts in the last 5 years should be analysed. If there is a growth then it means that tracking mechanism is still weak.</p> <p>Sh. S.P. Tiwari commented that as this amount is of workers, same cannot be forfeited.</p> <p>Sh. Atul Sobti opined that a video/creative could be made to show how these accounts may be settled and may be displayed on EPFO website.</p> <p>Sh. Hiranmay J Pandya also suggested that EPFO should try to settle as much accounts as they can.</p> <p>Chairperson agreed to it and</p>

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
	<p>wanted that the strategy in respect of settlement of inoperative accounts should be concretised and to be presented in the next CBT meeting.</p> <p>(Item No.17(5); 114th EC: 10.07.2025)</p>	<p>suggested that on implementation of simplified withdrawal system, perhaps more claimant will come forward to withdraw their amounts. She also directed that advertisements/ publicity on such operational matters could be carried out on newspapers etc.</p>
22.	<p>Proposal for acquiring BSNL Land for construction of Office Building of Regional Office, Yelahanka, Bengaluru</p> <p>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'.</p> <p>(Item No.18; 114th EC: 10.07.2025)</p>	<p>CPFC informed that as approved by EC, 2% EMD has already been deposited and final valuation by CPWD and BSNL were awaited for Barrackpore, Yelahanka and Electronic City in Bengaluru.</p>
23.	<p>Proposal for Acquiring of BSNL Land for construction of Office Building at Regional Office, Barrackpore</p> <p>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'.</p> <p>(Item No.19; 114th EC: 10.07.2025)</p>	

ATR S.No	Decisions/Directions of EC	Discussion held on ATR
24.	<p>Proposal for Acquiring of BSNL Land for construction of Office Building at Regional Office, Electronic City, Bengaluru</p> <p>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'.</p> <p>(Item No. 20; 114th EC: 10.07.2025)</p>	
25.	<p>Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wage</p> <p>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.</p> <p>(Item No.21; 114th EC: 10.07.2025)</p>	<p>Chairperson informed that an agenda and a PPT on the issue has been placed before EC for perusal to note the status. Chairperson directed that the ATR/status on PoHW and legal cases may be discussed in the next EC.</p>
26.	<p>Other Issues:</p> <p>Shri Sanjay Bhatia suggested that status of all critical legal cases should be placed before EC</p> <p>(114th EC: 10.07.2025)</p>	<p>Chairperson stated that the status be placed in the next EC meeting for discussion.</p>

3.3 With these observations the EC took note of the Action Taken Report placed for information of the Committee.

Item No. 4: Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wages

4.1 Due to paucity of time Chairperson suggested that agenda items shall be taken up which require approval of EC. The informative agenda items can be taken note of by the members and updated progress may be placed in the next EC meeting.

4.2 Accordingly, the agenda item on Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wages was deferred.

Item No. 5: Renewal of contract of C-DAC for maintenance of Unified Portal (UAN 2.0 with multi banking facility) & incorporating additional application developments taken up on an urgent operational need basis.

5.1 CPFC introduced the agenda and informed that agenda is placed at page no. 78 of Book-1. He informed that CDAC maintained two Portals i.e. member portal and employer portal, which was developed in 2017 and since 2021 these portals are being maintained on AMC basis every year. This AMC was for 2025-2026 and the proposal before EC got delayed due to delay on receipt of final AMC proposal with optimized manpower. In the previous approval by EC, it had been directed that the actual manpower should be used as the basis. Accordingly, on the basis of people actually deployed by CDAC, the revised proposal from CDAC was obtained for 75 personnel. Once rationalisation was done, the agenda was placed before IT sub-committee and IT sub-committee has recommended the proposal for placing before the EC, based on the blended cost per unit of manpower per month of Rs. 2,31,438 for the period 01.04.2024 to 31.03.2026.

5.2 It was clarified that the AMC proposal was only for the Unified portal and would continue for FY 26-27 as well. The proposal for the next year AMC would be submitted in the next quarter. It was informed that the CITES project seeks to revamp the older legacy EPFO internal field office operations and merge with the Unified Portal framework and a 1-year warranty period for the CITES portion is included in the CITES project itself. However, during the development and transition period the Unified Portal operations and maintenance will continue. With these

deliberations, the Committee approved the CDAC AMC contract of Rs 24,57,87,156 for the period 01.04.2025 to 31.03.2026

Item No. 6: Re-distribution of posts of APFC

6.1 CPFC introduced the agenda about Re-distribution of APFC that is placed at page no. 255 of Book-2.

6.2 ACC(HQ) HR informed that there are 4 offices in Bengaluru where only one APFC has been deployed even though the membership is as high as 12-15 lakh and Gurugram East has no APFC after the rationalisation. CPFC informed that the present proposal is for utilising the three posts of APFCs in Bhatinda and two posts of APFC of Madurai and to re-deploy one APFC each to the 4 offices in Bengaluru and 1 office in Gurugram.

CPFC clarified that since the agenda has been revised on account of dropping the portion related to officers posted in the EPFAT, the revised proposal was for approval instead of 'to take note of'.

6.3 With these deliberations, approval was accorded by the EC for the re-deployment of the posts of APFCs as proposed.

6.4 The power may be delegated to CPFC.

Item no. 7: Engagement of Domain Experts as Investment Consultants in the Investment Division – Proposal for Policy Amendment

7.1 CPFC introduced the agenda item no. 7 in Book 1 at page no. 137 and informed that the proposal is for engagement of investment consultants in the investment division as domain experts as recommended by the RBI Committee.

In response to a query from Shri S.P. Tiwari, Employees' representative that CBT members having domain knowledge in Investments could be consulted, it was clarified that the present proposal was for regular, full-time hiring of the domain expert on contractual basis. Chairperson directed to take note on record in the EC meeting that the person who will be engaged as a consultant should not have any conflict of interest.

Shri Atul Sobti, Employers' Representative, stated that the General Manager in one organisation may be a higher post and in other organisation a lower post so the pay level may be taken as a reference. He suggested that the pay level should be mentioned or analogous post. Shri Hiranmay J Pandya, Employees' representative, said that there should be mention that 15 years of experience and the scale EPFO shall give also should be mentioned. Chairperson said that the scale is mentioned and salary is mentioned it is 50% of last salary drawn as basic plus DA. CPFC clarified that General manager of one organisation may differ with the General Manager of other organisation, so the General Manager of SBI can be taken as a reference.

ACC(HQ) HR said that as per DoPT guidelines it is mentioned that it should be Last pay drawn minus the pension received but in this case since we do not know the pension or whether such retirees had any pension, so 50% of the last pay drawn has been taken. Shri Atul Sobti, Employers' Representative, said that it should be total of 15 years' experience and which included experience at General Manager level.

7.2 Shri Sanjay Bhatia, Employers' Representative, suggested that number of domain experts in Investment Committee should also be mentioned. CPFC informed that to this agenda is only for policy. The present policy only allows for engaging officials from Central Government, State Governments and EPFO retired officials as consultants. With the proposal, if approved, it would be possible for domain experts from Public Financial Institutions/Banks/Regulatory bodies could also be engaged. He also stated that the policy is for eligibility criteria and as per functional requirement the numbers can be determined. It was noted that this agenda is for preparing the policy as per recommendation of RBI committee for deciding the qualification and remuneration and the number of persons engaged is not fixed and the number of persons is to be decided by EPFO.

7.3 Chairperson concluded that the pay level of General Manager of SBI should be taken as qualification, total of 15 years' of relevant experience which included experience at General Manager level should be taken and also that EPFO should take experts on proposed salary of 50% of last drawn.

7.4 With these deliberations, approval was accorded to the agenda.

Item no. 8: Absorption of employees of J&K EPF into Central EPFO and Transfer of pensioners and family pensioners of J&K EPFO to the Central EPFO along with their corresponding pension fund corpus.

8.1 The item was withdrawn.

Item no. 9: Progress in Implementation of CITES 2.01

9.1 CPFC informed that the matter has been already discussed in ATR.

9.2 With these observations the EC took note of the agenda item placed for information of the Committee.

Item no. 10: Constitution of Technical Standing Committee for consideration of medical reimbursement over and above the approved rates in cases of employees/staff pensioners of EPFO and/or their spouse /dependents"

10.1 The Chairperson stated that policy is required to be framed first and directed to defer the agenda. CPFC informed that EPFO will make the policy first and put up before HR Sub-Committee and then EC, thereafter the constitution of Technical Standing committee will be looked into.

10.2 With these deliberations, agenda was deferred.

Informative Agendas/PPTs

Chairperson has enquired that two leftover items i.e. PoHW and legal cases whether any observation is there from the members or not. CPFC mentioned that PPTs are placed before EC. Chairperson proposed that these may be considered as read. Shri Hiranmay J Pandya, Employees' representative, stated that if agendas are given before then members can read and give their comments and it can be placed before next EC for information. Chairperson directed that PoHW and legal status can be taken in the next EC meeting. Shri Hiranmay J Pandya, Employees' representative, further stated that the Technical Standing committee can be taken in the next EC. Chairperson has stated that she is of the view that policy required to be prepared first and technical standing committee can be constituted later as per procedure.

Other Issues:

Shri Sanjay Bhatia, Employers' Representative, said that the progress is good and suggested that exempted establishment and inoperative accounts are to be taken very seriously and money should go to the original members.

Shri G.C. Arya, Employees' representative, complimented that the EPFO's presence in India International Trade Fair was a good initiative and requested for its continuation in future also. He also congratulated HLEM, Secretary, CPFC and all officials of EPFO. Chairperson suggested that EPFO should participate in future also. CPFC informed that recently similar initiative was made during the Hornbill festival in Nagaland as well.

Meeting ended with vote of thanks to Chair.

ANNEXURE-A

List of members attended 115th Meeting of Executive Committee, CBT (EPF) held on 19.12.2025 at 02:30 PM at New Delhi

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

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

Following officers from EPFO also attended the meeting:		
S No.	Name	Designation
1.	Ms. Roli Shukla Malge	F.A. & C.A.O.
2.	Shri Chandramauli Chakraborty	ACC(HQ)
3.	Shri Gautam Dixit	ACC(HQ)
4.	Shri Bhaskar Choradia	ACC(HQ)
5.	Shri D. Remmei	ACC(HQ)
6.	Smt Aprajita Jaggi	ACC
7.	Shri G R Suchindranath	ACC
8.	Shri Saurabh Jagati	ACC
9.	Shri Salil Shankar	ACC
10.	Col. Pravin Kumar	Chief Engineer
11.	Shri Subrata Bhaunik	RPFC-II
12.	Shri Pawan Kumar	APFC