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Item No. 1 : Confirmation of draft minutes of the 110th meeting of the Executive Committee, CBT (EPF) held on 16.12.2024

The draft minutes of the 110th meeting of the EC, CBT (EPF) held on 16.12.2024 were circulated to all the members vide EPFO letter dated 14.01.2025.

2. The observations/comments, if any, received from EC Members on the draft minutes will be placed before the Executive Committee in its 111th meeting.
3. The draft minutes of the 110th meeting of the EC, CBT (EPF) as approved by the Chairperson EC, CBT (EPF) (**Annexure-A**) are placed before Executive Committee for confirmation.

Proposal : The draft minutes of the 110th meeting of the Executive Committee, CBT (EPF) as approved by the Chairperson are placed for confirmation by the Executive Committee



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

एन०बी०सी०सी० सेंटर, ब्लॉक-2, ग्राउंड-4th फ्लोर, ईस्ट किडवाई नगर, नई दिल्ली-110023
NBCC Centre, Block-2, Ground-4th Floor, East Kidwai Nagar, New Delhi-110023



No. Conf.3(2)2024/110thEC

Date:

11 4 JAN 2025

To

All Members,
Executive Committee (EC), CBT.

Subject: Draft minutes of 110th meeting of the Executive Committee (EC), CBT held on 16.12.2024 in EPFO Head Office, East Kidwai Nagar, New Delhi- reg.

Madam/Sir,

I am directed to forward herewith the draft minutes of 110th meeting of the Executive Committee (EC), CBT held on 16.12.2024 in EPFO Head Office, East Kidwai Nagar, New Delhi, duly approved by the Chairperson, EC.

Yours faithfully,

(Ashwini Kumar Gupta)

Regional PF Commissioner-I (Conference)

Copy to:

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

(Ashwini Kumar Gupta)

Regional PF Commissioner-I (Conference)

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MINUTES OF 110th MEETING OF THE EXECUTIVE COMMITTEE, CBT (EPF) HELD ON 16th DECEMBER AT 04.00 PM

The 110th Meeting of the Executive Committee, CBT (EPF) was held on 16.12.2024 and was chaired by Ms. Sumita Dawra, Secretary (L&E) to the Government of India, Ministry of Labour and Employment, New Delhi & Chairperson, EC. List of attending members is at **Annexure-A**.

2. CPFC welcomed Chairperson/ Secretary (L&E) and the members to the 110th Meeting of the Executive Committee.

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

Item No. 1:	Confirmation of draft minutes of the 109th meeting of the Executive Committee, CBT (EPF) held on 08.11.2024
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CPFC highlighted that meetings of two subcommittees, IT and HR subcommittees are usually held before the Executive Committee meeting. He explained that meetings of the HR Subcommittee could not take place because there was paucity of time due to recently held CBT meeting held on 30.11.2024, therefore only the status report on HR is being placed. However, the IT Subcommittee meeting was held, and its agendas are being placed in the present EC meeting. The minutes of the IT Subcommittee will be circulated after confirmation.

The Chairperson desired to know whether HR issues would be placed in the next EC.

CPFC explained that the status report on HR issues is being placed in this EC, and if there is any agenda requiring approval (*of EC*), an HR Subcommittee meeting will be held before next EC.

The Chairperson stated that there should be continuity in the agendas and status reports.

Shri S. P. Tiwari highlighted that his suggestions, parameters and modalities on raising the minimum pension were not included.

The Chairperson inquired about the modalities proposed. Shri S. P. Tiwari explained that (*vide his letter dated 03.12.2024*) minimum pension was Rs. 1000/- per

month in 2014. Now CPI index has increased by 170% which currently estimates the minimum pension at Rs. 2700/- per month. He further raised inclusion of large number of pending Joint Declarations and three-month campaign to address this issue in the minutes. However, it was pointed out by CPFC that issues of pending JDs and single window system were included in the draft minutes (*at page no. 3 of the 109th EC draft minutes*). He suggested that nominees should be allotting postings in their home states and if not vacant then they should be posted in nearby states in compassionate appointments.

CPFC replied that the issue of compassionate appointments was mentioned in the draft minutes (*at page no. 9 of the 109th draft minutes*) where CPFC assured that candidates would be given options to choose their postings, and this was also discussed in the 236th CBT meeting.

JS (L&E) and the Chairperson also confirmed that this issue was taken up in the 236th CBT Meeting (*at agenda item no. 10 Policy for Compassionate Appointment in EPFO, 2024*).

The Chairperson noted that CPI index may be considered in the context of fixation of Minimum Pension.

Shri S. P. Tiwari further raised that only those CA firms should be allowed to participate who have audit record of companies having turnover of at least Rs. 20000 Cr. (*against the agenda item no. 11 of 109th EC at page no. 15 of draft minutes*).

JS (L&E) explained that CPI index for fixation of minimum pension had been taken up by a High Empowered Committee. The committee reported that since minimum pension is a defined contribution and defined benefit scheme, it is not possible to link it to CPI index which is a variable parameter.

Shri S P Tiwari demanded that if minimum pension is to be revised then there should be some base for fixation.

The Chairperson enquired whether any committee had been constituted to address the issue of raising minimum pension. JS (L&E) replied that various options are being considered to increase the minimum pension from Rs. 1000/- to Rs. 3000/- per month, however CPI index is not being considered for fixation. CPFC also stated that various options are under review, one of which is to increase the minimum pension to Rs. 2000/- per month; however, the Ministry of Finance did not agree to it. He further

emphasized that the increase in minimum pension should not be based on CPI index but on the sustainability of the fund.

The Chairperson directed that EPFO should prepare a proposal on the issue of raising the minimum pension and present it before the EC for consideration. Additionally, inclusion of CPI index may also be explored for fixation.

The Chairperson also clarified that it is not prudent to restrict the qualifying criteria for CAs who audited companies with a turnover of Rs. 20,000 Cr. Instead, setting high standards for selection is sufficient for hiring CAs (*against agenda item no. 11 of the 109th EC meeting*). CPFC also supported this view.

The Chairperson further enquired that which committee would do this process of selection.

CPFC replied that an RFP will be floated for this purpose, and the Finance committee will supervise the selection process.

The agenda was approved by the Executive Committee.

Item No. 2: Action Taken Statement in respect of decisions taken in the EC meetings held up to 27th October 2023 (108th EC Meeting)

CPFC explained that ATR agenda was circulated to all members of EC via mails dated 12.11.2024 and 02.12.2024 with a request for their comments. No observations/comments have been received on the same.

Shri Sanjay Bhatia enquired updates on point at Sl. No. 3 (at page no. 36, Annexure B) stating that ESIC has been requested to hold a meeting in this matter. Response from ESIC is still awaited.

CPFC clarified that the issue is related to transfer of the unclaimed amounts to be diverted to Senior Citizen Welfare Fund (SCWF). It was then explained that it was not unclaimed amounts rather it was a member balance account having a definite claimant.

The Chairperson directed that an updated status from ESIC may be sought on this issue.

Shri Sanjay Bhatia further enquired about the feedback on the Centralized Pension Payments System (CPPS) regarding the current ATR of the pilot project completed in RO Srinagar and RO Karnal (*page 42, Sl. no. 10*). CPFC replied that this has been dealt in a separate agenda.

The Chairperson enquired about accountability of the data in Data sharing Policy.

ACC (HQ)(ISD) clarified that, at present, it is handled by the CAIU and IS Divisions. Recently some data has also been taken care of by the Finance Division.

The Chairperson directed that, in the next EC meeting, information should be provided about the type of data, how the data is being shared, and with whom it is being shared under the Data Sharing Policy.

Shri Sanjay Bhatia further pointed out that as per Sl. no. 20 (*ATR of 108th EC at page no. 49*) it is mentioned that as per direction, it was proposed that the restructuring of EPFO will be done considering the findings of the IIT Delhi Study Report. However, IIT Delhi is yet to submit its report. He wanted to know whether any timeline is fixed for submitting the report and when it was assigned to IIT Delhi.

Shri Girish Chandra Arya raised that IIT Delhi is taking more than a year to submit its final report.

JS (F&A) suggested that in the government this is done by a Work Study Group. CPFC clarified that the Professor, IIT Delhi is heading the operation and research team, therefore the selection is appropriate. However, IIT Delhi has given a draft report however they have focused only on claims processing. He has also written a DO letter to the Director of IIT Delhi requesting to expedite the process. JS (F&A) pointed out that if any government department or autonomous body wants to conduct such type of work study, the office of Advisor (Cost), Department of Expenditure does it for them. EPFO can also take their services.

The Chairperson directed that CPFC will hold regular review meetings with IIT Delhi and provide updated status in the next EC, including the timeline and status of the work done. Since this is HR-related work, IIT Delhi should have regular meetings with the HR Division, EPFO, and HR Subcommittee to share and discuss their findings.

Shri S P Tiwari raised point at Sl. No. 32 (*at page no. 57, 108th EC ATR*) regarding the comparative chart on total vacancies. He expressed concerns over 301 out of 455 vacant posts in APFC, 1134 vacant out of 2707 in SS, 1061 vacant out of 3098 in EO/AO etc., and added that filling the vacancy is important since the workload of EPFO is increasing.

The Chairperson directed that the filling of current vacancies should be expedited, and the HR Subcommittee will present a roadmap before the EC in this regard.

Shri S. P. Tiwari mentioned that a memorandum comprising the opinions of the staff and officers for manpower shortage and increased workload was submitted to the Chairperson, CBT. He requested that the memorandum should be reviewed seriously, and an ATR may be placed for deliberation.

CPFC clarified that as mentioned in Annexure A (page 59), the vacancy shown does not include the recruitment of 159 DR APFCs and provisional appointment letter given to 147 APFCs. Also, it does not include 33 officers promoted to the post of APFC. There is similar scenario in the vacancy position in other posts.

The Chairperson directed that HR Subcommittee will present the updated vacancy status and ATR of the memorandum given to the Chairperson, CBT in this context.

Shri Girish Chandra Arya stated that it is the government's prerogative to increase employment. He pointed out that since 2015, the number of members has doubled, and claims have increased fourfold. However, the number of staff and officers has not increased proportionately. Furthermore, in the recent recruitments around 50% of the officers did not join the organization.

CPFC clarified that, in most cases, the new joiners have their own preferences for joining in EPFO. In such cases, candidates from the waiting list are considered to fill the vacancies.

Shri Girish Chandra Arya also raised the issue that selected new joiners are not being posted in accordance with their home states. For instance, individuals from the northern region are being posted in the southern region, and vice versa.

The Chairperson explained that, as it is an all-India service, such postings are possible. CPFC further clarified that postings are determined based on the merit list and available vacancies. If a candidate has opted for a specific state, the posting is allotted as per their position on the merit list and the vacancies available in that state.

The Chairperson directed to submit the updated status for the following in the next EC meeting:

1. ESIC response on the transfer of the unclaimed amounts to SCWF

2. Study Report by IIT Delhi on cadre restructuring to be reviewed by HR Subcommittee
3. Vacancy position of EPFO in every cadre
4. EPFO Data Sharing Status: with whom, and how

JS (L&E) enquired about the status on the direction of the Chairperson to expedite the identification of members and their family members through a drive on the unclaimed amount with EPFO (*Sl. no. 4 ATR of 108th EC, page no. 36*).

FA&CAO explained that this pertains to the unclaimed amounts in inoperative accounts. Over the past three years, approximately ₹7,000 crore has been settled for inoperative accounts. Inoperative accounts are those with no transactions for more than three years. These accounts have definite claimants, but the account holders have not come forward to claim the funds. A similar response was provided in Parliament, stating that these funds cannot be transferred to the SCWF because each inoperative account has a specific claimant. Every year, approximately ₹2,000 crore is settled, and currently, around ₹8,505 crore is lying unclaimed in approximately 21 lakh inoperative accounts.

The Chairperson directed that this is a serious issue, and a strategy and plan must be presented in the next EC on how to settle the pending unclaimed amounts along with an analysis on the SoP for possible changes to expedite it (*also pointed out by JS (L&E)*). An internal committee may also be constituted in this regard.

CPFC suggested that RBI has recently initiated a drive to update KYC for their dormant accounts. A similar exercise could be undertaken in EPFO for identification purposes.

JS (F&A) suggested that here the concern primarily relates to the identification of deceased members and their survivors. EPFO could consider entering into an MoU with UIDAI to verify deactivated Aadhaar numbers in the case of deceased members.

CPFC clarified that it is not necessary whether Aadhaar is deactivated or not although UIDAI has established a link with the Registrar General of India (RGI), ensuring that all death certificates are updated and flagged to UIDAI. However, it is not certain whether those deactivated Aadhaar correspond to the deceased members of EPFO.

Shri Sanjay Bhatia stated that Aadhaar may not always be found deactivated in cases of death, similar to what happens with voter ID lists, where the names of

deceased individuals continue to appear despite the issuance of death certificates. Secondly, he suggested that information should be provided regarding the duration of the unclaimed amounts.

Shri S. P. Tiwari suggested that earlier, beneficiaries were unaware of the unclaimed amounts and the procedures to claim them. Therefore, an extensive awareness campaign should be conducted on this issue. He further pointed out that many municipal corporations update death certificates manually, which may not be linked to UIDAI's database. Hence, instead of relying solely on this method, EPFO should directly contact employers to gather information on how many members have left the establishment and how many have deceased. This approach would significantly help address the issue of unclaimed accounts.

JS(L&E) desired to know the percentage of completion with respect to drive carried out in the plantation sector for KYC updation and whether any date may be extended on this. CPFC replied that the drive has already been carried out and completed, therefore this point may be dropped.

FA&CAO clarified the status of age-wise profiling of inoperative accounts. He explained that over the last two years, ₹4,000 crore new inoperative accounts were added, out of which ₹2,600 crore has been settled leaving to ₹1,400 crore pending for the past two years. A SoP was issued in February 2024 in this regard. However, the pendency status will be re-evaluated, and efforts will be made to liquidate the unclaimed amounts.

Shri Sachin Sabnis raised concerns about the movement of workers from the organized to the unorganized sector (e.g., MSME and construction sectors) or just leaving the job without informing the employers. Employers open PF accounts and pay PF contributions for such workers, but their movement or leaving the job, without informing the employers, poses a major concern for not claiming the unclaimed amounts. So, a SoP may be made to track such members because these are going to increase down the line.

JS (F&A) suggested that it is possible that Member IDs (MIDs) created before the introduction of UAN are not seeded to any existing UAN. These MIDs might correspond to the inoperative accounts. Therefore, a drive should be conducted to seed these old MIDs to existing UANs, and if necessary, new UANs can be created for this purpose. If

the MIDs can be matched with UANs and mapping of unmatched MIDs can be determined Regional Office wise, it will be helpful for the drive. This initiative will help in cleaning up the database and will have an impact on actuarial valuation.

The Chairperson directed to present an analysis on the following regarding the unclaimed amounts: -

1. Analyze the age, amount, numbers and the regional office wise and zone wise outstanding unclaimed amounts.
2. Check the possibilities whether deactivated Aadhaar can be found through UIDAI and RGI linkage for the inoperative accounts or through the information provided by the employers.
3. Check the status of unmatched MIDs not seeded to UANs which can be used to identify the inoperative accounts regional office wise.
4. Check the status of nomination against the inoperative accounts (*also pointed out by Shri Sanjay Bhatia and Shri Girish Chandra Arya*).

Shri Hiranmay Pandya supported the directions of the Chairperson and appreciated the efforts put in by the then ACC (Chandigarh) and suggested that same drive may be conducted in other zones as well for the outstanding inoperative accounts.

CPFC assured that a drive will be conducted to seed old accounts to UAN. The issue of identity verification through KYC will also be served through this drive.

CPFC also replied to the Chairperson that the requirement of three documents for KYC verification will be further rationalized after the software development.

The Chairperson also directed to again conduct a drive in the plantation sector for KYC completion in Nizamabad and Sagar and Jalpaiguri.

The agenda was noted by the Executive Committee

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

CPFC summarised that only one IT Subcommittee meeting could be held on 10.12.2024 after the last 109th EC meeting (*held on 08.11.2024*). Two agendas deliberated in the IT Subcommittee are recommended for approval in the present EC. Minutes of IT Subcommittee are yet to be finalized and will be placed in the next EC

meeting. 05th HR Subcommittee meeting held on 25.10.2024. Minutes are enclosed as Annexure A.

The agenda of minutes of meetings of the subcommittee was noted by the Executive Committee.

Item no. 4: Status of review of Recruitment Rules

ACC (HQ) (HRM) explained that a committee was constituted in September 2023 to review all the existing Recruitment Rules (RRs). UPSC raised an objection to the proposal sent on the classification of posts in the Recruitment Rules for the post of Assistant Director (OL). They objected, after consultation with DoPT, that as a statutory organization, EPFO should not use the terms Group A, Group B, and Group C for classification.

Following the committee's recommendations, EPFO is now using the terms *Central Board Group A*, *Central Board Group B*, and *Central Board Group C* for classification.

Currently, there are a total of 69 RRs, of which no review is required for 18 RRs (either for dying cadres or other minor cadres). The committee has provided recommendations for 37 RRs out of the remaining 51 RRs. 14 RRs are pending with the committee specifically for the PFD division where promotional avenues are not available.

The RRs for all 05 posts of ISD cadres, as well as for two posts of Assistant Director (OL) and Senior Translation Officer (STO), have been sent to the Ministry for further processing. In total, 7 RRs have been sent, while 30 RRs are still pending with EPFO.

The Chairperson expressed concern over the slow pace of completing the pending RRs, noting that they are being reviewed by a committee comprising currently employed EPFO officials who are already burdened with tasks related to Higher Pension, Accounts issues, and other responsibilities. She suggested that, instead, retired officials from UPSC or DoPT could be engaged to expedite the review process in a time-bound manner (*also supported by JS (L&E)*).

CPFC proposed engaging Shri Alok Saxena, (Retd. AS (MoH&FW)), who previously served in ESIC for this purpose. He further queried to the Chairperson whether this order can be issued by the Ministry or EPFO. JS (F&A) also supported the idea, recommending that Shri Alok Saxena could be utilized to review the submitted RRs as well.

Shri S P Tiwari suggested that although there is overlapping in working of the social security provisions of EPFO and ESIC, their RRs are not similar and identical. He recommended that the Ministry should ensure that hierarchy and RRs in EPFO and ESIC should be identical and similar. However, JS(F&A) clarified that this is not necessary.

The Chairperson directed the following for the review of RRs:-

1. Engage retired officials from DoPT, UPSC or any Government department for the review of RRs in a time bound manner (*JS (L&E) may be consulted for this purpose*), and
2. For this at least 3 - 5 persons with suitable expertise having past experience must be outsourced for constitution of a committee, and
3. EPFO will issue the order for engaging the retired officials.
4. Also, the retired officials once engaged may be assigned the task to review the differences in the hierarchy and RRs between EPFO and ESIC.

Shri Atul Sobti raised concerns that the agenda should include detailed information regarding the review status of RRs for all cadres, as this is not clearly indicated in the current agenda. CPFC assured that comprehensive cadre by cadre information will be provided in the next EC meeting.

The agenda was noted by the Executive Committee.

Item No. 5: Status of Rationalisation of big offices and timelines for implementation of the decision

ACC (HQ) (HRM) explained that in the 103rd EC meeting, it was decided to rationalize large offices with more than 7.5 lakh contributing members by consolidating them into smaller offices. Additionally, offices with up to 1.0 lakh contributing members will be recognized as District Offices, with RPFC-II level officers heading these offices.

Till date, 12 Regional Offices have been opened across 13 zones. Out of these, 10 are newly opened, and 2 are upgraded from existing regional offices. There are four zones—Delhi, West Bengal, Telangana, and Gujarat—where existing regional offices have been reorganized. The District Office in Alwar has been upgraded to a Regional Office, and the rationalization to Naroda and Vatwa Regional Offices from Ahmedabad Regional Office has been completed.

Amongst other offices, Gurugram Central office, which is taken on rent, is ready, and the shifting process is currently underway. For the remaining offices, we are in the process of identifying new locations for relocation.

In the 103rd EC meeting, it was decided not to collocate two Regional Offices in the same premises. However, it is now proposed that the running of two offices in the same premises may be allowed for the next six months. This will help ease the staff reorganization and file handover process until new space can be found within the next 6 months.

CPFC briefed that a similar situation is observed in Bandra, where four Regional Offices are concurrently functioning from the same location. ACC (Bandra) has identified two alternative locations in Dadar and Nariman Point, from where two Regional Offices can operate from each of the locations. Additionally, in Bandra, an annex building is available that can accommodate both the Zonal Office and a Regional Office simultaneously.

However, due to previous directions prohibiting two offices from functioning in the same premises, there is an increased burden of additional expenditure in finding new space and underutilization of the available space. Allowing flexibility to use the extra space for the simultaneous functioning of two offices would be highly beneficial.

The Chairperson asked the members if there were any objections to para 8 (*page 84*) of the proposal in the agenda.

Shri Hiranmay Pandya raised a concern regarding the exclusion of Anand district from the jurisdiction of the Vadodara Regional Office, which is geographically closer, and its inclusion under the Ahmedabad Regional Office instead. Similarly, in Chhattisgarh, only one Regional Office at Raipur is functioning, and its rationalization has not been done despite the limited number of District Offices in the state.

CPFC, considering the points raised by the EC members, explained that in many offices, such as those in Chennai, Hyderabad, and Bangalore, the allocation of PIN codes does not align with the respective Regional Office. For instance, the entire Central Delhi Zone now stretches from Dwarka to East Delhi, whereas it was previously more compact. Revisiting the linking of PIN codes to Regional Offices would have a significant impact on jurisdiction and rationalization, making this exercise necessary.

The Chairperson agreed, emphasizing that revisiting the linking of PIN codes to Regional and District Offices should be undertaken in the interest of economy, efficiency, and reorganization. The Chairperson further suggested that the mapping of field offices may be conducted on the PM Gati Shakti Portal to better identify the geographical proximity between offices and their areas of jurisdiction.

Shri S. P. Tiwari suggested that circulars related to earlier reorganizations should be provided to the members for their suggestions and comments. He also emphasized that if reorganization is now being considered, it should take into account which offices may require reorganization or upgradation in the future. Additionally, multiple parameters, such as UAN, the number of pensioners, recovery status, and proximity to field offices, must be considered for effective office reorganization.

He highlighted that the geographical location of districts plays a significant role in this process. For example, Ballia is currently attached with Gorakhpur, although it is closer to Banaras, and Bahraich is attached with Gorakhpur, even though it is closer to Lucknow. A similar situation has been observed in many offices in West Bengal.

The Chairperson directed that all documents related to previous reorganization should be shared with the EC members to enable them to provide better suggestions and comments.

JS (F&A) inquired about the usefulness of reorganization if the reorganized offices are to remain in the same building. CPFC explained that the division is managed at the level of the Officer-in-Charge (OIC), allowing for effective control over the offices and the workload. There will be two RPFs to oversee the two separate and reorganized offices.

The Chairperson noted that with the increasing availability of online facilities, such concepts may become less relevant in the future. However, for now, this approach is acceptable to manage the workload and distribute responsibilities effectively.

JS (F&A) further suggested revisiting the reorganization process. The Chairperson directed that the status and feedback on the reorganization should be revisited after six months.

The agenda was approved as per the point 8 of the proposal by the Executive Committee.

Item No. 6: Status Report of the Committee on Delegation of Administrative and Financial Powers

ACC(HQ)(HRM) has explained that a committee was constituted on 05.11.2024 to propose improvements or amendments to the existing delegation of Administrative and Financial powers. The Committee was given 45 days to complete its task which ends on 20.12.2024.

The Committee, headed by the Director of PDNASS, responded to a query raised by the Chairperson, stating that 80% of the work has been completed and the Committee will be able to submit its report within the stipulated timeframe.

The Chairperson directed that the report be presented to the Ministry so that a meaningful proposal can be placed before the EC. The Chairperson also inquired about any observations from audit reports over time regarding the efficiency of the delegation of Administrative and Financial powers, as well as the materials and documents that can be recommended for this purpose. The Chairperson pointed out that many field offices have given feedback that proposals are pending for approval at Head Office in this regard.

ACC (Finance) made a presentation stating that the existing administrative and financial delegation covers over 200 items spread across multiple circulars, making it difficult to access information quickly and increasing the risk of using outdated instructions. A consolidated, single reference document is needed.

Administrative delegations cover areas such as appointments, leave sanctions, transfers, deputations, suspensions, NOCs for passports, foreign visit permissions, medical attendance, pay fixation, advances, TA, LTC etc.

Financial delegations include expenditures for land acquisition, office and residential construction, building repairs and maintenance, office rentals, civil works,

computerization, publicity, legal charges, consultancy fees, furniture, office equipment, stationery, printing, conveyance hire etc.

ACC (Finance) proposed that many of these things may be decided at Zonal level instead of forwarding it for the approval of Head Office.

The Chairperson suggested that delegation could be implemented based on the pay scale, as is currently practiced in the Ministry.

Shri Sanjay Bhatia proposed that OICs of the Regional Offices could submit proposals for anticipated expenditures for the financial year, based on which approvals can be obtained from the Head Office.

JS (F&A) pointed out that financial powers are generally delegated based on the level of officers and the available budget for expenditures.

FA&CAO explained that the GFR and DFPR Rules serve as the basis for delegating Administrative and Financial powers. The DFPR Rules define the powers of the Head Office, with item wise delegation of powers specified under Schedule 5 of the Rules, which is followed in ministries and subordinate offices. Based on these Rules, Administrative and Financial powers are delegated within EPFO. Budgets are allocated Zonal Office-wise for each financial year, with provisions for revised budgets if expenditures exceed the budget estimates that can be allowed to draw from the central pool. The focus is on distribution and making the process more flexible by delegating only essential issues to the Head Office, thereby reducing administrative bottlenecks. Also, budget heads have been rationalized as per classifications provided by the Ministry of Finance for better representation starting next year.

FA&CAO also pointed out regarding rationalization, deliberations are required to ensure the parent office addresses underlying and unresolved issues.

The Chairperson directed CPFC to address how to resolve such underlying and unresolved issues. Additionally, the Chairperson sought clarity on which powers are delegated, and which are not.

JS (F&A) suggested developing a strategy to identify the functional requirements of field offices based on past instances. This would help balance the autonomy of delegation by ensuring non-essential matters do not unnecessarily escalate to the Head Office. In line with this, the financial delegation has been revised in MoL&E as per

DFPR Rules issued by the Department of Expenditure (DOE). EPFO may consider adopting a similar revised delegation of financial powers.

The Chairperson directed that the report presented by the Committee must not be open-ended but should present a concrete proposal to the Ministry, enabling a decision by February 2025 for closing the matter.

The agenda was noted by the Executive Committee.

Item No. 7: Procurement of Infra-as-a-Service (IaaS) for a period of 1 year from M/s RailTel Corporation of India Limited for implementation of the Centralised IT Enabled System (CITES) 2.01, the Employment Linked Incentive (ELI) Scheme and the Centralised Pension Payment Scheme (CPPS)

CPFC informed that CITES2.01 has already been implemented and status update is placed before the Executive Committee, and it was discussed thoroughly in IT sub-committee. There was a huge prerequisite of hardware for the roll out of the new software, however hardware has been delivered and configuration is going on.

The Chairperson congratulated EPFO on the milestone achieved. Sh. Atul Sobti also conveyed compliments on the progress made. A presentation was made by ACC(HQ) IS before the Committee about the status and progress of CITES2.01.

JS (F&A) inquired whether data migration will be done stage wise or simultaneously across all zones. CPFC informed that the entire scripting of migration is being done on a Test and Development Server and it is proposed to migrate database in all 123 PDBs to unified database in staging environment one by one and if no data discrepancies is found, parallel migration may be done in staging environment which is not yet production environment.

JS (F&A) further inquired that when PDB migration is being done in staging environment, the production environment in Regional Offices will continue or stop. CPFC informed that first it will be consolidated and run in parallel till continuous exchange to this consolidated database. Once reach to a cutover and then we will move to the new production environment. It was also informed that ORACLE has given timeline till the end of January 2025.

Sh. Sanjay Bhatia expressed concern on cyber threat and inquired whether any firewalls are being placed in the new system. CPFC informed that it is subsumed under this software development.

The Chairperson acknowledged issues related to higher pension, rejection rate and portal related issues and also complemented that it is a historic intervention in IT and directed that in the next EC matrix on 3-4 issues be placed with solutions how we redress them and what will the rough timeline.

JS&FA, MoL&E also conveyed concern that change management is important and if there are changes on front end users would need to be educated/trained. CPFC informed that changes will be explained to users and EPFO will do that. Chairperson advised that in view of change management, short videos may be made.

The Committee took note of the status placed before the Committee.

Item No. 8: Renewal of Essential Services i.e., MPLS-VPN Connectivity at Collocated Data Centres (Data Centre, Gurugram; Disaster Recovery Centre, Secunderabad), National Data Centre Dwarka, EPFO Head Office and EPFO Field Offices through M/s PowerGrid Teleservices Limited (100 % wholly owned subsidiary of M/s PGCIL created to handle telecommunication business of M/s PGCIL) as secondary service provider for the period 01.04.2024 to 31.03.2025

CPFC introduced the item. Sh. S.P. Tiwari mentioned that the notice period in tender documents has been given as 180 days which should be 30 days. JS & FA, MoL&E also commented that 180 days is not appropriate.

CPFC informed the Committee that it will be changed.

With the above observation, Executive Committee approved the item as contained in the agenda.

Item No. 9: Information on Progress in Implementation of CITES 2.01

CPFC informed that in CITES 2.01 there are critical modules one is UAN based accounting and second is claim processing which is linked to UAN based accounting.

JS & FA, MoL&E mentioned that in UAN based accounting, you will be able to do it MIDs and UAN be matched otherwise MIDs will remain unattended. CPFC informed

that hence there is concept of primary and secondary account. In primary accounting, linked to UAN and Aadhar and rest be kept aside and as and when these accounts get an UAN and linked to an Aadhar it will get merged with other accounts.

JS&FA, MoL&E opined to migrate but advised to take it on second priority. Also, she referred process re-engineered ECR return module mentioned in the agenda and asked whether it will be applicable to all including ELI also if so an outreach to Employers is important and a plan be made. She further referred the point from agenda i.e. 'Employer may the choose to make the payment (onetime or in parts) before the due date as mandated by the scheme', and advised to ensure that it will not affect benefits to employees under ELI Scheme.

Chairperson directed to see and examine the issues raised by JS & FA, MoL&E. JS & FA, MoL&E further advised that for process re-engineering of ECR, at the time of UAT, employers be engaged and SOP and User Manual be made side by side. Chairperson directed that CITES initiating by January, 2025 and issues raised for smooth rollout also be seen.

Item No.10: Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wages

CPFC informed that it is status update since meeting of CBT and in CBT agenda we have flagged certain issues regarding exempted institutions so all those decision points we are working closely with ministry including setting up dedicated team to take up cases on fast track mode. CPFC also informed that as per the target given by Hon'ble Chairman, CBT, EPFO will liquidate all pendency by March, 2025.

Sh. Atul Sobti raised the issue of exempted establishments and mentioned that it is a major issue and representations are being received daily explaining that these institutions were not aware about limit and rules to be changed and they have only 5-6 members in committee to amend rules. Hence, there is perception among them that they are not being considered, so a way out to be find out. He also acknowledged that there is a big financial implication.

Sh. S.P. Tiwari also mentioned that higher pension is a big issue and pointed out that before payment of dues by employees they are unaware of amount of pension they

will get and how much arrears receivable. He also raised the issue that due to late generation of demand letters, employees have to pay interest on such demands every month, so opined that there is confusion among them so he advised whether a committee could be constituted on this?

ACC(Pension) informed that on portal, calculator is given, and a member can see the calculator after demand letter is issued. The member can see how much pension he/she will get and based on that arrears be arrived at. In decentralised system there were delays in arrears but in the new CPPS system, arrears will go immediately with no delay. Chairperson directed to provide literature/write up on the issue to Sh. S.P. Tiwari so that he can inform members.

JS & FA, MoL&E mentioned that if members are not able to locate pension calculator, take it as feedback and see how it can be improved so that calculator could be accessed easily. ACC(Pension) informed that a short video can be made on the issue to facilitate members.

CPFC informed that where demand has already been deposited, EPFO taking such cases on priority. He further informed that in 50% cases demand letters have been issued but demand not paid. Also, where applications have been filed, 50% have not yet retired and hence no question of immediate payment. It was informed that segregation of different types of cases has been made and EPFO is in touch with Ministry on the issue of exempted establishments and extension of timeline and taking their guidance and working accordingly.

Joint Secretary, MoL&E informed that Hon'ble Chairman, CBT has given the timeline as 31st January, 2025.

CPFC informed that higher pension to one goes from pension fund of others and hence sustainability of fund also to be seen as there is no support of Government. Sh. Girish Chandra Arya acknowledged the concern on sustainability of pension fund. JS&FA also advised that as we all are custodian of the Pension Fund, we have to see sustainability also.

Chairperson directed that in next EC, more clarity be given on the issue i.e. what will be trade off and analysis to be done based on the judgement and issues like exempted establishments where rules have been revised but dues not paid and where rules not revised and dues not paid to be carefully deliberated

Sh. S.P. Tiwari appreciated that state-wise data in relation to higher pension application has been given and mentioned concern that only 16525 PPOs have been issued against 1,21,350 demand letters, which is to be expedited. He also mentioned that it has been given that 56,418 members have deposited the dues, then why PPOs have not been issued? Also, he remarked that clarity be given for 2,60,352 and 2,65,002 rejected cases as on 30.11.2024 and 11.12.2024 respectively.

Chairperson directed to examine all applications, their eligibility and to consider financial liability. Clarity be given to members who are not eligible and ways to recoup the fund deficit also, so that way forward could be explored.

JS&FA, MoL&E inquired about the rejection given in Annexure-A and advised to analyse the reasons thereof.

Chairperson directed that updated status be placed in next EC meeting.

With the above observations, Executive Committee took note of the agenda.

Item No. 11: Agenda on Centralized Pension Payments System (CPPS) for disbursing pension through any bank / post offices from any branch, anywhere in India

CPFC introduced the item and informed that one significant activity is going to happen this month that all offices going to do centralised payment through NPCI. Second for reconciliation and re-initiation of payment of failed cases automation testing is happening with SBI and be completed this month, so entire system become automated. Also, NPCI would be able to make payment to Aadhaar enabled bank accounts and will start from January, 2025 by comparing pensioners account to Aadhaar and if it matches with bank branch and IFSC, immediately all such pension payments will be sent through Aadhaar based system and simultaneously other pensioners will be educated to seed their bank accounts with Aadhaar and also software system will be changed and EPFO is expediting to complete this.

JS & FA, MoL&E raised the query on payment/charges EPFO made to banks. On this Chairperson directed that in the next EC clarity be given on charges to banks for their software contribution and to NPCI and other regular charges in one slide.

JS & FA, MoL&E also referred Table 14 of the agenda and mentioned that it has been given that 'by January, 2025 verification via NPCI lookup for Aadhaar linked Bank Accounts alongwith a small pilot for Aadhaar based payment', is not clear and should be corrected as an ATR is to be given in Cabinet Secretariat.

With the above observations, Executive Committee took note of the agenda.

Item No. 12: Action Taken Statement in respect of decisions taken in the 109th EC meeting held on 08th November, 2024.

Chairman invited comments on the ATR. JS & FA mentioned that at S. No. 14 of ATR in relation to 'Refund to Employers for Double Payments', a timeline be given and be recorded in minutes of this meeting.

With the above observations, Executive Committee took note of the Action Taken Statement.

Other Issues

Sh. Girish Chandra Arya mentioned that plan be made to move towards 3.0 and world level software be procured by floating global tenders.

CPFC informed that EPFO already started working on 3.0 and already a workshop has been conducted on 12th December, 2024 wherein issues/problems being facing today were documented and another workshop on reimaging EPFO will be held in January, 2025 which will be visioning exercise and include discussions on process, regulatory and technology. Sh. Girish Chandra Arya advised that intimation in relation to such workshop be given well in advance to facilitate to attend the workshop.

Sh. S.P. Tiwari conveyed concern that due to our engagements we were asked to nominate representative. However, no coordination was made with such nominated representatives. Chairperson directed to take care of such coordination in future or make a WhatsApp group.

Sh. S.P. Tiwari remarked that responses on CBT references are not being received from field offices which will be taken care of. Chairperson directed to explore the possibility to develop a dashboard on such references/grievance redressal so that issues could be pursued regularly.

Sh. Girish Chandra Arya mentioned that representations are received on non-implementation of 4% promotion quote for disabled as per DoPT guidelines. He emphasised that policy issues be implemented to avoid grievances.

Sh. Sanjay Bhatia mentioned that there are some critical issues i.e. pension related issues, exemption cases and also exempted establishments wants to come under EPFO fold, for them a clear-cut process be there to make it easier. He also mentioned that there is another issue of unclaimed amount and legal cases against us and nothing about this was placed before EC. He opined that a summary of legal cases having impact on us be provided. He also advised that in beginning of meeting an executive summary of agenda items in 4-5 lines be provided to have a brief on agenda items.

Sh. Girish Chandra Arya suggested that there should be similarity and coordination between EPFO and ESIC on different issues and activities and hence proposed that a study be made.

Chairperson remarked that there are constructive agenda for the next meeting and it should be carry forward and there will be two more meetings before March, 2025. Only information on minimum pension is left information on which will be provided in next meeting.

Meeting ended with vote of thanks to Chair.

ANNEXURE-A**List of members attended 110th Meeting of Executive Committee, CBT (EPF)
held on 16.12.2024 at 04.00 PM in EPFO, Headquarters**

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

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

Statement regarding the meetings of the sub-committees of the Executive Committee are furnished as under:

1. Sub-Committee on IT

- i. 08th meeting held on 10.12.2024. Minutes are enclosed as **Annexure-A.**

2. Sub-Committee on Human Resources (HR)

- ii. 06th meeting held on 14.01.2025. Minutes are yet to be finalized and will be placed before Executive Committee in its next meeting.

Proposal : The Executive Committee may please take note of the minutes of the meetings of sub-committees of Executive Committee, as referred above.

MINUTES OF 8th MEETING OF THE SUB-COMMITTEE ON IT, EXECUTIVE COMMITTEE, CBT (EPF) HELD ON 10th December 2024, AT 3.00 PM

The 8th Meeting of the IT Sub-Committee, Executive Committee, CBT (EPF) was held in hybrid mode on 10.12.2024 (3:00 PM) at Main Conference Hall (4th Floor), EPFO Head Office, NBCC Tower-B, East Kidwai Nagar, New Delhi. The meeting was chaired by Shri Ramesh Krishnamurthi, Central P.F. Commissioner.

List of members who attended the meeting is given in Annexure A.

At the outset, the Chairperson and Central P.F. Commissioner welcomed all the members to the 8th Meeting of the IT Sub-Committee, Executive Committee, CBT (EPF). He expressed gratitude for the presence of the members on a short notice.

1. Action Taken Report on the decisions taken upto 7th meeting of the Sub-Committee on IT and Confirmation of minutes of the 7th Meeting of the Sub-Committee on IT:

Chairperson sought confirmation of the minutes of the 7th meeting of the Sub-Committee from the members. The same was confirmed by the Sub-Committee.

Shri Amit Katoch, Addl. CPFC HQ (IS), Convener presented the Action taken Report (ATR) as under:

i. Proposal for conduct of DR drill:

CPFC explained that although data is being replicated at the DR site in Secunderabad, it is not a full-fledged DR. He requested technical experts to guide how actual DR drill can be achieved.

Sh. Nitin Mishra suggested that at least paper DR drill will have to be planned before actual DR drill can be performed.

Chairperson directed to amend the status in the ATR to say that, we can do the planning and the paper drill for the DR drill and we can do a reconciliation exercise for the database to ensure the sanctity of the data. But the actual DR drill for moving away from production to DR can be achieved only once the configurations are matching.

It was directed to Shri Dinesh Dharni, JD(IS) to prepare document on DR after consulting NIC expert, Shri Nitin Mishra and Shri Prianshu and seek their guidance on the database reconciliation to be followed.

ii. Sizing of Centralized IT Enabled System by CDAC:

Addl. CPFC HQ (IS) informed that the order has been placed with RailTel and most of the items have been delivered and remaining items will be delivered by 15th December.

iii. RFP for hiring Cloud services being managed by NeGD

Addl. CPFC HQ (IS) informed that a draft RFP has been received from Digital India Corporation (DIC) and is under submission in file.

iv. Storage Upgrade to Cater 1 Year Requirement for SAN and NAS

Addl. CPFC HQ (IS) informed that the requirement was taken up in the proposal of Infra as a Service (IaaS) including Hardware, Software Licenses, IT Security Solutions & Technical Resources through M/s RailTel Corporation of India Limited (CPSU). Work Order was issued on 07/11/2024 and most items have been delivered by RailTel with remaining items expected to be delivered by 15th December.

v. Advanced Customer Support (ACS) for Oracle DB Licenses

Addl. CPFC HQ (IS) informed that this requirement was also taken up in the proposal of Infra as a Service (IaaS) including Hardware, Software Licenses, IT Security Solutions & Technical Resources through M/s RailTel Corporation of India Limited (CPSU).

vi. Procurement of Servers for Business Continuity Plan at DC

Addl. CPFC HQ (IS) informed that this requirement was also taken up in the proposal of Infra as a Service (IaaS) including Hardware, Software Licenses, IT Security Solutions & Technical Resources through M/s RailTel Corporation of India Limited (CPSU). Work Order was issued on 07/11/2024 and most items have been delivered by RailTel with remaining items expected to be delivered by 15th December.

vii. Interim Security Requirement: SOC as a Service

Addl. CPFC HQ (IS) informed that the requirement of SOC has also been included in the the proposal of Infra as a Service (IaaS) including Hardware, Software Licenses, IT Security Solutions & Technical Resources through M/s RailTel Corporation of India Limited (CPSU).

viii. 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

Shri Mihir Kumar, RPFC-I explained that the ratio of manpower actually deployed for maintenance and development work is similar to the contract and mainly the numbers of people receiving lesser remuneration are changed from time to time by CDAC. Shri Sheo Prasad Tiwari, Hon'ble CBT member opined that deployment of highly paid resources should be as per contract which should be ensured and if deployment is not less what will be the impact. CPFC advised to study the impact of such a situation.

ix. Selection of Agency for providing Essential Services i.e. Multi-Protocol Label Switching Service (MPLS Service) Connectivity through Online bidding on GeM portal for a period of three years from 01/04/2024 and; extension of MPLS services of M/s RailTel on nomination basis for period 01/10/2023-31/03/2024; MPLS Service through Secondary Service Provider.

Addl. CPFC HQ (IS) informed that action has been complied with and work order has been issued to M/s RailTel.

2. Agenda Item No. 1: Information Agenda Item - Procurement of Infra-as-a-Service (IaaS) for a period of 1 year from M/s RailTel Corporation of India Limited for implementation of the Centralised IT Enabled System (CITES) 2.01, the Employment Linked Incentive (ELI) Scheme and the Centralised Pension Payment Scheme (CPPS).

Addl. CPFC HQ (IS) informed that the item is being placed before the IT Sub Committee for information as the approval for the proposal was received from CBT.

It was informed that as the rollout of CITES 2.01 is expected in December 2024 it was decided to procure the infra on nomination basis through M/s RailTel as if a RFP was floated the number of queries will be large and evaluation will be difficult and procurement process would consume considerable time pushing back the date for rollout of CITES.

The proposal received from RailTel was examined by a Price Reasonability Committee and certain comments were made by the committee. After which RailTel revised the price offer to Rs. 170 Cr. Due to paucity of time it was directly placed before the chairman CBT for approval. In the 1st week of November approval was received and on 7th November, the work order was placed on, rental. Subsequently RailTel has delivered majority of the Hardware with remaining items expected to be delivered by 15th December. Currently other activities such as rack mounting of servers, integration of the Hardware with Software is ongoing.

ACC HQ (IS) informed that this item is placed before the committee only for information. This will be placed before CBT again for information as CBT chairman has already accorded approval to this proposal.

CPFC informed that there was this huge expectation from EPFO to roll out the CITES 2.01 project, which is a huge project. The main prerequisite of this was the hardware. RFP of this nature and huge size, will take at least take nearly 6 to 9 months to complete. This was one of the constraints because unless the hardware was there, CITES would not go live. The technical advisory committee reviewed the entire thing.

Shri Sheo Prasad Tiwari, Hon'ble CBT member enquired whether the current hardware procured may cause integration issues when EFPO decides to move to EPFO 3.0. Shri Mihir Kumar, RPFC-I explained that the infra has been taken on hire/lease basis for 1 year with the exception being storage devices which will be handed over to EPFO after completion of 3 years. Hence, there is scope for buying fresh Hardware if need be when EPFO decides to move for EPFO 3.0.

Shri Sheo Prasad Tiwari, Hon'ble CBT member also enquired regarding whether procurement of infra would have been beneficial in place of hiring. Shri Nitin Mishra, CTO, ONDC commented that for procurement cost would have been around 2.5 to 3 times of hiring and further the hardware being received is brand new which will depreciate in value on usage and when the factor of depreciation is accounted for the cost might even come around 3.5 to 4 times of hiring cost.

Shri Dinesh Dharni, JD(IS) informed the committee that the servers at DC have been mounted on the rack & DB is installed and the same activity is being carried out at ADC. Network switches have been installed. Implementation of storage at DC has been done and will start from next day at ADC.

Shri Sheo Prasad Tiwari, Hon'ble CBT member suggested that hand-holding of incoming tech partner for changeover of Hardware at time of EPFO 3.0 may be considered. CPFC confirmed that a decision on the same will be considered around June 2025.

Sh. Sheo Prasad Tiwari, Hon'ble CBT member also enquired if the storage capacity will hold for the next 10 years. CPFC informed that optimization of utilization of storage is required and once done it should be sufficient for the next 5 years.

It was informed that Ms. G Madhumita Das, JS/FA couldn't attend the meeting due to an already scheduled meeting. However, certain observations were shared by her regarding the agenda items which were discussed and explained by Shri Mihir Kumar, RPFC-I. It was explained that the multiple RFPs (as mentioned in para 13 of Agenda) for various services which were in different stages of planning/vetting/approval have been subsumed in interim in the aforesaid proposal from M/s RailTel. The purpose of mentioning the details with respect to multiple RFPs for various services was to highlight that moving multiple proposals was not only causing implementation delay to the Computerisation Project but also higher overall cost. As such, the cost of the instant proposal may not be linked/compared with those RFPs mentioned in Para 13. The total cost involved in the current contract is ₹ 170,25,70,543/-. The Committee also took note of the development in the deployment status presented before it.

After above deliberations, the Committee recommended to place the agenda before Executive Committee.

3. Agenda Item No. 2: Renewal of Essential Services i.e., MPLS-VPN Connectivity at Co-located Data Centres (Data Centre, Gurugram; Disaster Recovery Centre, Secunderabad), National Data Centre Dwarka, EPFO Head Office and EPFO Field Offices through M/s Powergrid Teleservices Limited (100 % wholly owned subsidiary of M/s PGCIL created to handle telecommunication business of M/s PGCIL) as secondary service provider for the period 01.04.2024 to 31.03.2025

It was informed to the committee that as per the recommendations of the committee in the 7th meeting, a RFP has been prepared for Procurement of secondary service provider for MPLS-VPN Service in failover mode through open bidding. The current agenda is being submitted for approval to extend the contract of Powergrid Teleservices Limited for the period 01.04.2024 to 31.03.2025.

Further, the agenda also sought approval to allow Addl. CPFC (IS) to release the payment to the service providers on quarterly basis and to add/remove/modify bandwidth as per requirement arising from time to time.

Shri Sheo Prasad Tiwari, Hon'ble CBT member commented that the bandwidth requirement should be assessed for the next 10 years as the number of members is also expected to increase. Hence, a projected data may also be considered in this regard.

CPFC enquired regarding present requirement of bandwidth at Field offices. Shri Dinesh Dharni, JD(IS) informed that currently higher bandwidth requirement is not there and may arise once CITES is implemented. Shri Mihir Kumar, RPFC-I informed that there is provision for increasing the bandwidth in the contracts and in the last year bandwidth of primary provider was increased at 28 locations/RO and bandwidth of secondary provider was increased at 42 locations/RO.

Shri K Srinivas, JD(IS) commented that the two service providers are currently providing service in active-passive mode and options maybe considered to have the services in active-active mode. Shri Dinesh Dharni, JD(IS) informed that presently the services are router based and installation of load balancers will be required for having an active-active configuration. Shri Nitin Mishra added that the service providers maybe enquired regarding having both the lines on a single router and also a 100% flash raise according to requirement maybe requested which will substantially increase the bandwidth.

Shri Sheo Prasad Tiwari, Hon'ble CBT member commented on the draft RFP shared with the committee and requested to check and examine on the following points on RFP:

- i. Ensuring that contract is properly followed
- ii. Ensuring that manpower deployed are covered under labour law requirements.
- iii. Provisioning of dedicated technical manpower is only for 8 hours. Will it be sufficient?
- iv. Location working hours of vendor has been kept from 8AM to 8PM. Sufficiency for the same should be ascertained.

CPFC instructed to examine and update the RFP accordingly.

After above deliberations, the Committee recommended to place the agenda before Executive Committee.

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

ANNEXURE -A**List of members who attended 08th Meeting of IT Sub-Committee, Executive Committee, CBT (EPF)**

1.	Shri Ramesh Krishnamurthi Central PF Commissioner	Chairperson
2.	Shri Alok Mishra Joint Secretary, Social Security Division, MoLE	Member
3.	Shri Madhu Damodaran Hon'ble CBT member	Member
4.	Shri Sheo Prasad Tiwari Hon'ble CBT member	Member
5.	Shri Amit Katoch Additional Central PF Commissioner -HQ (IS)	Convener
6.	Shri Bhaskar Choradia Additional Central PF Commissioner -HQ (HRM)	Member
7.	Shri Rahul Modgil CISO & CTO (Additional charge)	Member
8.	Shri Nitin Mishra CTO, ONDC, MeitY	Domain Expert

Members who couldn't attend the meeting:

1.	Ms. G Madhumita Das Joint Secretary/Financial Advisor, MoLE	Member
2.	Shri Ashish Vikram Ashtana Scientist G, NIC	Domain Expert
3.	Shri Prianshu Vice President, Commercial, NSE	Domain Expert

OTHER OFFICERS FROM EPFO PRESENT TO ASSIST THE COMMITTEE:

Shri Mihir Kumar, RPFC-I, members of the technical team of EPFO and representatives from tech partners and PMC were also present and explained/clarified the technical issues under discussion by the committee.

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

The issues related to CGIT litigation came up for discussion in the meeting held on 19th December, 2024 under the chairmanship of Hon'ble Minister for Labour & Employment.

2. Subsequently a preliminary meeting with Presiding Officers of all CGITs alongwith CLC(C) officers and EPFO officers was also held on 27.12.2024 under the chairmanship of Shri Kamal Kishore Soan, Additional Secretary (MoL&E) to discuss the implementation of Lok Adalats in CGITs for the expedited disposal of pending EPF-related cases.

3. Further, Ministry of Labour and Employment, vide communication no Z-13011/04/2024-CLS-II (E) dated 02.01.2025, has sought comments on introduction of ADR provisions for quick resolution of disputes arising in the matter of dues payable under Act in the context of letter dated 30.12.2024 of the Presiding Officer, CGIT Lucknow.

4. It was further directed by the Ministry that EPFO may include the action points as one of the Agenda items for the next meeting of Executive Committee.

5. Accordingly, the action taken with respect to the action points indicated by the Ministry is as under for information: -

Action Point	Action taken by EPFO
a. EPFO to implement Alternate Dispute Resolution Mechanism (ADR) already approved by CBT.	As per directions of Addl. Secretary MoL&E, RPFCs have met Hon'ble Presiding Officer of the jurisdictional CGIT to discuss implementation of Lok Adalat in CGITs. They have informed that the statutory provisions related to such cases are concerned with subscriber's money and there is no provision or powers vested with any EPFO Authority adjudicating the above cases to reduce or waive any assessed amount, hence concept of Lok Adalat/Arbitration has no scope in such cases. The RPFC-I further stated that for any such delegation of power, amendment in the Act is required.
b. Lok Adalats may be held alongside Nidhi Aapke Nikat (on 27th of every month or on the next day) to take up prosecution cases (non-filing of returns) and consumer forum case. Wide publicity must be given so that maximum number of cases can be taken up.	Since, the issue regarding implementation of Lok Adalats in CGITs for the expedited disposal of

pending EPF-related cases required understanding of legal provisions and further exploration of enabling laws therefore the competent authority has constituted a committee of EPFO Officers to give their recommendations on the issue whether there can be uniformity in the approach by EPFO before judicial authorities in cases suitable for resolution under Lok Adalat.

The committee has examined the modalities and approach to enable this and submitted its reports on 10-01-2025 placed as **Annexure-A**.

The sum and substance of the report of the committee is as under:-

- Defaulted contributions determined under section 7A of the Act are third party properties and cannot be compromised or settled by the department. Settlement of such matters on consented terms by EPFO is, therefore, not legally permissible.
- Interest under section 7Q is statutorily prescribed and cannot be altered on the basis of any negotiated settlement between the parties.
- Damages imposable under section 14 B are of the nature of penalty imposed upon the employer for contravention of legally mandated obligations. EPFO being the implementing agency is competent to reach to a negotiated settlement in respect of such matters.
- The committee considered various Alternative Dispute Resolution (ADR) mechanisms available under law and practices being followed in similarly circumstanced departments. Accordingly, three options were deemed suitable for implementation of the stated ADR scheme.

Option 1: Statutory Mechanism

1. Introduce a provision in the EPF Schemes for automatic resolution of Section 14B disputes.

2. Inspired by Section 128A of the CGST Act, enabling case closure upon payment of a fixed percentage of damages.
3. Allows employers to settle disputes at any stage of litigation by remitting the specified amount.
4. Legally robust, time-efficient, and non-discretionary mechanism.
5. Reduces litigation burden and simplifies the dispute resolution process.
6. Requires amendment to the Schemes under the EPF & MP Act for implementation.

Option 2: Lok Adalat

1. Utilize Lok Adalats under the Legal Services Authorities Act, 1987, for resolving Section 14B disputes.
2. CGITs can refer pending matters to legal services authorities for resolution through Lok Adalats.
3. Lok Adalats facilitate negotiated settlements, issuing binding awards that are non-appealable.
4. Unsettled cases are returned to the referring court for adjudication on merits.
5. No amendments to the Act or Schemes are required as the 1987 Act already provides the legal framework.
6. EPFO needs to issue administrative instructions detailing the terms and conditions for settlement.

Option 3:

1. Proposes an informal mechanism to resolve Section 14B disputes by directing field officers to agree to settlements restricting damages to specified amounts.

	<ol style="list-style-type: none"> 2. Involves disposal of pending appeals before CGIT through consented settlements. 3. Relies solely on administrative instructions without a legal basis. 4. May face legal challenges due to the tribunal's limited jurisdiction for negotiated settlements without statutory provisions. 5. Contradicts the principle that courts must decide disputes on merits unless explicitly allowed by law. 6. Deemed legally questionable and not recommended for implementation. <p>As the third option is informal in nature and may induce litigation therefore only the first two options can be considered for resolution of EPF damages cases pending before CGITs.</p>
c. EPFO has provided Registrars to a few CGITs. The EPFO will provide registrar to remaining CGITs, preferably full time till regular arrangement is made. This would enhance the speed of disposal of cases	HRM Division has been advised to examine the requirement of posting of Registrars in CGIT on deputation, rotational, roster basis etc. as per rule provisions.
d. EPFO to provide VC facility to CGIT for their cases	IS division has been advised to examine the feasibility of providing VC facility to CGIT Chennai and CGIT Mumbai which have the highest number of cases of EPFO on pilot basis.
e. EPFO tribunal documents to be transferred to concerned CGIT	Zonal Office Delhi and Bengaluru, where erstwhile tribunal (EPFAT) were functioning, have been directed to submit compliance status report of having transferred all the documents to the various CGITs of their respective jurisdiction.
f. AO (Legal)/RPFC to regularly meet Presiding officer	All Regional Offices have been directed to appoint a nodal officer not below the rank of AO in each RO to meet Presiding officer on monthly basis for expeditious disposal of EPFO Cases.

g. 90% of the cases are remanded back RPFC - Capacity Building of EPFO officers has to be undertaken by inviting former or the current Presiding Officers for lectures in PDUNASS.

For Capacity Building of EPFO officers, PDNASS has been requested to arrange training program in virtual mode by inviting former/ current Presiding Officers for lectures. The PDNASS has also been advised to conduct the first training before 31st Jan 2025.

Proposal : This information agenda, is placed before the Executive Committee for information

Introduction: Ministry of Labour and Employment, vide communication no Z-13011/04/2024-CLS-II (E) dated 02.01.2025, has sought comments on introduction of ADR provisions for quick resolution of disputes arising in the matter of dues payable under Act in the context of letter dated 30.12.2024 of the Presiding Officer, CGIT Lucknow. A committee of the undersigned officers was constituted through EPFO Headquarters communication dated 03.01.2025.

Dues under the Act:

Defaulted contributions determined u/s 7A, damages u/s 14B and interest chargeable u/s 7Q are the dues in respect of which disputes usually arise. All orders passed under the stated provisions are appealable before the CGIT u/s 7I of the Act.

2. As far as defaulted contributions determined under section 7A of the Act are concerned, the determined amounts are third party properties and cannot be compromised or settled by the department. Settlement of such matters on consented terms by EPFO is, therefore, not legally permissible.

3. As far as interest under section 7Q is concerned, the same is statutorily prescribed and cannot be altered on the basis of any negotiated settlement between the parties. Accordingly, disputes concerning the said interest cannot be settled on negotiations.

4. As far as damages imposable under section 14 B are concerned, the same are of the nature of penalty imposed upon the employer for contravention of legally mandated obligations. EPFO being the implementing agency is, therefore, fully competent to reach to a negotiated settlement in respect of such matters.

5. The committee considered various Alternative Dispute Resolution (ADR) mechanisms available under law and practices being followed in similarly circumstanced departments. Accordingly, three options were deemed suitable for implementation of the stated ADR scheme.

Option 1: Statutory Mechanism

In our opinion, an effective ADR mechanism for quick and efficacious settlement of disputes related to imposition of damages under Section 14B of the Act can be achieved by inserting an enabling provision in the subordinate legislation (Schemes).

2. This approach will provide a legal basis for achieving the government's objective and is also quick and effective. Similar laws, such as the Central Goods and Services Tax (CGST) Act, 2017, contain provisions for settlement of disputes. For instance, Section 128 A of the CGST Act provides for deemed closure of cases by waiver of penalty where the assessee remits the amount of tax noticed to him.

3. We propose that a similar provision can be inserted in the Schemes under the EPF & MP Act 1952 to enable automatic disposal of disputes concerning Section 14B on payment of a specified percentage of the noticed or adjudicated amount.

4. Such a provision offers a non-discretionary, time-efficient, and procedure-less mechanism for settlement of disputes. A party to the dispute can simply pay the stated fraction of the amount and the case, at whichever stage it is, will get automatically closed.

5. Accordingly, we recommend that the following paragraph, which is in *pari materia* with Section 128 A of the GST Act, 2017, may be considered for introduction in the Schemes:

“(1) Notwithstanding anything to the contrary contained in this Scheme, where any amount of damages is payable by an employer under a notice or an order issued under section 14B and the said person pays damages at the rate of one percent of the arrear of contribution per month or part thereof, as the case may be, on or before the date, as may be notified by the

Government, all the proceedings in respect of the said notice or order, as the case may be, shall be deemed to be concluded.

(2) An appeal filed by an employer in terms of Section 7I, against a notice or an order referred in clause (1), shall stand to be abated on the employer remitting amount of damages as specified in clause (1)."

6. Operational guidelines for implementation of option 1 are detailed in Annexure-A.

Option 2: Lok Adalat

The second available option is by way of intervention of Lok Adalats. The Lok Adalats are constituted under provisions of Legal Services Authorities Act, 1987 at the district, state and national levels for negotiated settlement of civil and criminal disputes pending with the courts. Under the mechanism of Lok Adalats only disputes of civil nature and compoundable criminal cases could be settled.

2. If this option is taken, the CGITs will be required to refer the 14B matters pending before them, on application made by any of the parties, to the concerned legal services authorities for referral to Lok Adalats. The matters will then be taken up by the concerned Lok Adalats for a negotiated settlement between the parties. The Lok Adalat will issue an award on successful disposal of the matter on consented terms. The award issued by the Lok Adalat is final and binding upon the contesting parties as per the mandate of section 19 of the 1987 Act. The same is also not appealable before any higher judicial forum.

3. Cases where no compromise or settlement could be reached are required to be returned to the referring court by the concerned Lok Adalat. Such cases are then taken up by the jurisdictional court on merits and decided as per law.

4. In case we decide to adopt this method, no amendment to the Act or the Schemes will be necessary as legal basis for such ADR mechanism is already available in the 1987 Act. Only requirement on part of the EPF organisation

would be to issue administrative instructions to the field authorities on the terms and conditions on which settlement could be reached.

5. The Lok Adalat method of ADR is a time tested and well accepted method of dispute resolution and is being regularly resorted to in the country. Adoption of the same for our matters, therefore, will not have any unforeseen legal challenges. However, we are of the view that this method, on account of involvement of multiple parties and stakeholders, will be more time consuming and require deployment of disproportionate resources of the organisation.

Option 3:

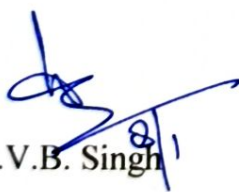
The third option available with us is more informal. Under this, resolution of disputes arising out of orders passed under section 14 B could be achieved by issuing directions, on the administrative side, to the concerned field officers to consent on damages being restricted to specified amounts in the appeals pending before the tribunal. Stated conversely, EPFO may undertake for disposal of pending appeals before the CGIT on consented settlement of cases. This will require issuance of instructions regarding parameters on which consent could be expressed for settlement of 14 B disputes before the tribunal.

2. Admittedly, this method does not have any legal basis and would only be an informal mechanism. There may also be legal challenges to this as the jurisdiction of the tribunal to entertain a negotiated settlement between the parties could be challenged as without legal basis. This will also be against the general principle of law that courts are duty bound to decide the disputes presented before them on merits. Deciding the cases on the basis of negotiated settlements is permissible only when the same is provided in the relevant law. On this score, in our opinion, this alternative shall be of questionable legal validity and the same is, therefore, avoidable.


General Observations:

The Committee is of the view that following aspects may be kept in mind in formulation of any policy relating to implementation of the ADR in respect cases pertaining to Section 14B of the EPF&MP Act 1952:

- i. Reduction of Damages by way of general amnesty scheme should be restricted to limited period and as a onetime measure.
- ii. Any such policy framed may be vetted by competent legal experts to obviate the future possibilities of Hon'ble Courts' inclination to extend the benefits of such policy/scheme, hitherto applicable for limited period and having served the intended objectives of reduction in litigations, by Judicial Orders.
- iii. The Policy should have necessary safeguards to ensure that reduction in Damages by way of any of the methods should not incentivise withholding of dues under the Act.
- iv. Due vetting may also be obtained from concerned financial and actuarial experts to assess and obviate any adverse effect on beneficiaries of the Schemes.


V.V.B. Singh
RPFC-I (IS)


Navin Kr. Kaul
RPFC-I (RO Lucknow)


Amit Vashist 08.01.25
RPFC-I (RO Pune-I)

Annexure-A

Operational guidelines for disposal of pending 14B matters through Alternative Disputes Redressal (ADR) mechanism (Option-1):

1. The employer shall remit the appropriate proportion of amount of damages noticed or imposed upon him through a notice or an order passed under section 14 B.
2. A copy of the challan of the damages so remitted, shall be submitted by such employer in the office of the jurisdictional RPFC.
3. The jurisdictional RPFC shall, within one week of receipt of such challan, issue a certificate of remittance to the employer concerned.
4. The certificate of remittance shall be a sufficient proof of discharge of the notice issued by the RPFC.
5. In case the amount remitted is against an order passed under section 14 B, the certificate shall be valid document of the remittance.
6. Upon production of such a certificate along with the copy of challan before the concerned bench of CGIT, hearing the appeal, the tribunal shall record the stated remittance and pass an order of abatement of the appeal.

Item No. 4 : Progress in Implementation of CITES 2.01

1. EPFO has been providing online services to major stakeholders through two mission critical applications, viz. 'Unified Portal' and 'Field Office Application' collectively referred to as EPFO 2.0. Certain key improvements including moving from decentralized databases to a centralized database with rationalized processes for claims settlement & payments is being developed on the Unified Portal as Centralized IT Enabled System (CITES) or EPFO 2.01 Project to replace the ageing FO Application Software.

2. C-DAC, an autonomous society under the Ministry of Electronics and Information Technology, has been entrusted with the responsibility of developing the revamped software and the creation of a central database for the CITES 2.01 project. This system will feature significant enhancements, including the consolidation of decentralized databases into a single centralized system with a Universal Account Number-based accounting framework. Other key components of the system include the Online Surrender of Exemption module and the full rollout of the Centralized Pension Payment System (CPPS).

The present status of the progress in implementation of CITES 2.01

A. **Software Module Development:** The following modules have been developed with status of deployment and testing as under:

- Centralized Pension Payment System has been fully rolled out in December, 2024 wherein monthly and arrears pension payments were processed for 68,89,473 pensioners through NPCI.
- The Surrender of Exemption Module has been developed and made live. This module enables exempted establishments to file online surrender applications and transfer past accumulations through the VDR module. The development involved joint efforts by ISD, Exemption Division, and C-DAC in finalizing requirements, SOPs, processes, and testing.
- A new User Management module has been developed to improve task management and address inefficiencies due to varying field office processes. Features include HO user capabilities for managing office structures, FO Admin functions for task allocation, and a dedicated feature to enable/disable users during transfers, leaves, or promotions.
- The re-engineered ECR Returns Module has been completed. This resolves issues in calculating actual dues by requiring employers to declare all active members and wages, enabling automated due calculation. Employers can choose to pay in full or in parts before the due date.

- CITES will ensure move to UAN based accounting. One-member, One-account system enabling ease in processing for EPFO & reduced hassles for members in claims. Module to enable UAN based accounting has also been developed.
- An online claim settlement module has also been developed wherein the member will transfer all previous service balances to the latest Member ID(primary ID) linked to UAN and process claims against UAN. Further, LIC advance claims have also been planned into online mode and the subsequent premium payments would be automated as per the due dates. Development of following modules / functionality is in progress
- Pension claims processing module and payment.
- Integration with E-Pramaan for registration of Field Office users.

B. User Acceptance Testing (UAT)

- A comprehensive UAT process had been established, involving a trained external UAT vendor and an internal UAT team comprising ISD, EPFO business divisions, and Field offices. The PMC team ensured alignment with business requirements.
- UAT is on actual data migrated from PDBs and Unified Portal

C. Security/ Vulnerability Assessment Testing

Bharti Airtel is selected through a GeM for Security/ VAPT testing services for the CITES project. Recently, Security/ Vulnerability testing had been undertaken for CPPS module.

D. IT Infrastructure setup

Based on recommendations of expert technical advisory group, RAILTEL, a reputed Navratna CPSU already a technical partner to EPFO in form of G-NOC service provider as well as Co-location service provider was awarded the contract in November, 2024 for supply and installation of Hardware for CITES and setting up of two key environments viz. Staging environment to ensure seamless data migration and UAT, Production environment wherein CITES application would be hosted and accessed post Go-Live.

Staging area has been set up

Most of the hardware have been delivered and installed, commissioning of remaining Network & Security components is in progress in Production environment.

Staging environment setup

- For Database servers in Staging environment, all Oracle tools required for data migration have been installed and configured in the Staging environment.
- Migration of UAT environment from testing to staging has been completed.
- Creation of 66 table (Data consolidation from all 123 PDB's) using Golden Gate (one of the Oracle tools) was started on 19th Dec'24 and is currently ongoing.
- For Application servers in Staging environment, Design Document (Low level diagram - LLD) has been discussed and approved, installation and implementation of OpenShift (required system software for application installation) has been completed.
- Storage drivers has been installed in OpenShift, storage has been allocated and creation of VMs has been completed along with creation of application stacks.

Production area setup

DC configuration activity

- In production environment database server installation oracle 19C in progress.
- The NexGen firewall (Internet & MPLS) configuration is ongoing with moving of policies from existing Checkpoint firewalls to Palo Alto firewall.
- Security components such as SIEM, Slogger (Staging environment: deployment), Database Activity Monitoring and Privilege Access Management software deployment in DC installation and configuration is ongoing.

NDC configuration activity

- Cabling activities have been completed and all the hardware components are accessible from GNOC.
- Plan for DC to DR replication has been drafted, execution to be undertaken soon.

DR configuration activity

- Storage and SAN switch pool creation and allocation to database server completed, replication ready state.
- Storage Allocation to Application server to be completed by this week.

Overall

- An inspection committee was formulated to cross check whether the delivery of inventory as per work order provided to RAILTEL. Inspection committee is periodically examining the documents and conducting visits to verify the same.
- The future physical, logical data center architecture for DC, NDC and DR has been tentatively finalized.
- For database servers which are deployed in production environment following activities have been completed:
 - Network and storage connectivity
 - OS installation (RHEL 8.8)
 - Pre-requisite for oracle installation has been completed along with storage allocation.
 - Oracle grid 19 and Oracle database 19C installation and configuration has been completed.
- For application servers which are deployed in production environment
 - Openshift installation has been completed.
 - Storage Drivers have been installed. VMs have been created and installed.
 - Design document has been finalized with respect to application stacks.

E. Data Migration

- A massive Data migration exercise has been initiated under the ambit of CITES to migrate 123 PDBs associated with FO app to a single Database. To enable such a large-scale exercise, a dedicated Data migration team has been formulated at ISD. C-DAC has been closely working with this Data migration team to develop a comprehensive Data migration strategy as well as a Transformation and Mapping document. This has been completed and agreed upon for all non-pension modules and the mapping document is being finalized for Pension module as well.
- Dedicated team of Oracle Consulting Services team Engineers have been deployed. This team of engineers are working with C-DAC to obtain detailed knowledge about the target database design, overall ecosystem, and mapping document. The knowledge sharing exercise has been happening on a daily basis.

- In continuation to the knowledge sharing by the C-DAC team, the Oracle team has started development of migration scripts & are executing the migration activity on a couple of PDBs.
- Configuration of Active Data guard and Golden gate is complete. Data from Unified Portal and Field office applications are now being synced to be made available in staging environment for Migration through Oracle Data Integrator tool.
- Oracle has completed the first cut development of Migration scripts for Member Master, Global Master, Member Service History, and Member Pension Wages. Migration scripts for Primary Secondary Classification and Claims modules is ongoing.
- Oracle is developing migration scripts for the pension module.
- Multiple Data mapping issues which are cropping up during migration scripts are being resolved through VCs.
- An extensive workshop was organised in Pune where Oracle, PMC, CDAC and EPFO ISD officials deliberated on multiple interventions like indexing, partitioning, table spaces, etc in order to improve performance of database.
- Plan for upgrading the current Unified Portal and database has been finalized and is set to be undertaken in the month of January.

F. Training, Capacity building, Change Management

A dedicated committee has been set up for Training and Capacity building activities pertaining to CITES. Additionally, it has been envisioned that changes in ECR module will result in some impact on Employers/ Establishments. Therefore, in order to ensure smooth ECR rollout a dedicated ECR Strategy committee has been formulated as well.

- The committee for Training and Capacity Building has also initiated meetings to formulate a detailed roadmap for each module, to ensure there are no challenges in system adoption and usage after launch of CITES.
- Draft strategy roadmap for overall Training and Capacity Building across all modules has been created and is being internally reviewed by the committee for Strategizing training and capacity building.
- Draft User Manual has been prepared for User Management Module
- Draft User Manual has been prepared for Re-Engineered ECR returns module.

- Workshops are being planned for sensitization of stakeholders and also a dry run would be undertaken for the ECR module to get feedback from actual Establishments.
- Workshop has been conducted with Zonal office representatives for seeking feedback on the ECR module design.
- Multiple ECR rollout strategy meetings and deliberations have been held. Detailed interactions and feedback sessions with Field offices have been planned.
- Draft Sensitization, Training & Capacity Building plan has been prepared for ECR module as well.

Proposal : Information on Progress in Implementation of CITES 2.01 is submitted before Executive Committee for information

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

The status about the directions and timelines contained in the Hon'ble Supreme Court of India judgement dated 04.11.2022 in SLP(C.) 8658-8659 / 2019 Employees' Provident Funds Organisation & ors. Vs. Sunil Kumar B & ors. and associated matters and consequent actions taken by EPFO were placed before EC in its 110th meeting held on 16.12.2024. The updated status is as follows:

2. Steps taken to finalize the processing of applications

- Timeline for employers to submit wage details has been extended time to time and recently a final opportunity till 31.01.2025 has been given to the employers with the approval of Chairman, CBT. Press release has been issued on 18.12.2024 to inform the employers about final extension. Vide the press release, the employers were also requested to submit replies/update the information by 15.01.2025 in cases where EPFO has sought additional information/ clarification in respect of applications that have been received and examined by EPFO.
- Regular text messages are also being sent to such employers/ employees to submit the applications pending with employers for wage details/ clarification. A pop-up in the logins of such employers is also being shown in this regard.
- Timeline was given to all the offices for finalization of Applications for Validation of Option/ Joint Options i.e. for Regional Offices with less than 5,000 cases on or before 10.01.2025 and for cases with more than 5,000 on or before 31.01.2025. The performance of the ROs is being monitored regularly by Zonal Offices.
- Calculator to estimate revised pension has been provided in the portal logins of the applicants to whom Demand Letter has been issued. During the last EC meeting, JS & FA, MoL&E mentioned that *if members are not able to locate pension calculator, take it as feedback and see how it can be improved so that calculator could be accessed easily*. In this regard, Publicity Division has been requested to make a short video regarding the same upload on Social Media pages of EPFO.

- Directions have also been issued to immediately issue PPOs in eligible cases where the demand amount has been deposited and the member has already retired.
 - Offices have also been advised to cautiously handle the litigation and immediately inform any important development related to policy issues to the Head Office. It has also been advised to file the appeals in time and to be prepared for litigation once applications are rejected and to ensure that senior advocates are engaged for major policy issues having very high financial implication.
 - Offices have been directed to finalize applications for exempted establishments promptly where there is no explicit bar in the trust rules.
 - Offices have also been advised to provide a final extension till 31.01.2025 in cases where the timeline of three months have already lapsed and pensioner/ member has not remitted the demand amount as indicated in the Demand Letter seeking more time and also in some cases where the demand notice may need revision on account of submission of corrected wage details.
 - Field Offices have been allowed to hire Two (2) DEOs per every 5,000 applications or part thereof. Field Offices have also been advised to hire retired officers/ employees for this work as per the guidelines so as to meet the timeline of disposing all the pending PoHW applications by 31st March, 2025.
 - The Zonal Offices have also been directed to conduct daily review with timely reporting to Head Office so that the workload is disposed off at the earliest.
 - The EPFO Head Office is also regularly monitoring the processing of PoHW applications by the Field Offices through regular VCs. A weekly report is also being sought from ZOs regarding the progress. A ZO and RO-wise dashboard has also been provided in the MIS.
3. Based on the directions of the Supreme Court, online applications were called for from the members of the Fund. The status of Application forms for

Validation of Option/ Joint Options as on **13.01.2025** is as follows:

PoHW	Status as reported in 110 th EC held on 16.12.2024			Status as on 13.01.2025			Progress
	Application for Validation of Option	Joint Option	Total	Application for Validation of Option	Joint Option	Total	
Total Applications	4.1 lakh	13.39 lakh	17.49 lakh	4.1 lakh	13.39 lakh	17.49 lakh	Fixed
Applications not forwarded by employers	1.39 lakh	1.72 lakh	3.11 lakh	1.38 lakh	1.69 lakh	3.07 lakh	- 0.04 lakh
Applications referred back to employers for complete information	64,782	4.02 lakh	4.67 lakh	54,692	4.57 lakh	5.12 lakh	+ 0.45 lakh
Applications under examination in EPFO	12,856	5.72 lakh	5.85 lakh	13,045	4.84 lakh	4.97 lakh	- 0.88 lakh
Demand Letters issued	21	1,21,350	1,21,371	23	1,37,779	1,37,802	+ 16,431
Total No. of Members / Pensioners who have deposited the demand amount	4	56,414	56,418	4	69,620	69,624	+ 13,206
Members who have deposited the demand amount and continuing in service	0	32,844	32,844	0	39,380	39,380	+ 6,536
Already retired Members/ Pensioners who have deposited the demand amount	4	23,570	23,574	4	30,240	30,244	+ 6,670
Pension Payment Orders Issued	4	16,521	16,525	4	19,457	19,461	+ 2,936
Pension Payment Orders yet to be issued	0	7,049	7,049	0	10,783	10,783	+ 3,734
Ineligible Applications	1.93 lakh	72,800	2.65 lakh	2.04 lakh	90,492	2.94 lakh	+ 0.29 lakh

* Zone Wise breakup is attached as **Annexure – A**

4. Analysis of cases of Exempted Establishments

In the last EC meeting the Chairperson directed that “in next EC, more clarity be given on trade off and analysis to be done based on the judgement and issues of exempted establishments where rules have been revised but dues not paid and where rules not revised and dues not paid to be carefully deliberated”. Accordingly, the data has been collected from the Field Offices and as per the data received in case of approximately 65% of cases received from Exempted Establishments there is a specific bar on contribution above wage ceiling in the Trust Rules. Further, approximately 70% cases received from Exempted Establishments pertain to PSUs.

5. Actuarial Impact

In the last EC meeting the Chairperson directed “*to examine all applications, their eligibility and to see financial liability. Clarity be given to members who are not eligible and ways to recoup the fund deficit also, so that way forward could be explored.*”

While the actuarial analysis/ study can be completed only after all the Applications for Validation of Joint Option/ Joint Options are finally processed, interim actuarial evaluations will continue for every 50,000 Demand Letters issued. Evaluation of sample data of around 38,000 applicants for Pension on Higher Wages shows deficit of around **Rs. 9,500 crores** i.e. approximately **Rs.25 lakh per person**. An initial estimate suggested that approximately a sum of **Rs 1,86,920 crores** will be depleted out of the fund on settlement of even as less as 50% of the Joint Options (post 2014 cases).

In this regard, a proposal has already been forwarded to MoL&E to modify the EPS 1995 so as to provide Pension proportionate to contribution received with interest i.e. accumulations for wages above wage ceiling.

6. Reasons for Slow Processing

- For every PoHW application, the month wise wage details for upto **348 months** are required to correctly calculate the pension dues payable and pension admissible which further needs to be verified to ensure correctness. The process is time consuming and requires many man hours.
- Often discrepancies are noticed which are referred back to the employer. Often employers request for time for replying to such cases.
- In many cases members have worked in multiple establishments covered under different ROs requiring detailed verification in multiple ROs.
- Some important decision points have emerged which have been taken up with MoL&E for approval.

- In the last EC meeting, JS & FA, MoL&E inquired about the rejection given in Annexure-A and advised to analyse the reasons thereof. Following are the main reasons for rejection of Pension on Higher Wages applications:
 - i. Applicant not found eligible as per the Hon'ble Supreme Court Judgement dated 04.11.2022.
 - ii. As per Hon'ble Supreme Court Judgement dated 04.11.2022, members who retired prior to 01.09.2014 without exercising the option under 11(3) are ineligible for Pension on Higher Wages. However, most of the applications from members who retired before 01.09.2014 comes under this category.
 - iii. Demand amount not submitted by the applicant within the stipulated time period.

7. **Strategy and Way Ahead**

- i. To get all applications disposed off in offices with workload less than 5000 applications immediately.
- ii. Categorizing the applications Establishment Wise and to accord priority to establishments with up to date records.
- iii. Engaging DEOs for assisting in the process.
- iv. Creating a special cell at each RO comprising of staff drawn from non-accounts sections to expedite disposal.
- v. Ensuring that the workload is equitably distributed so that no single DA is overburdened.
- vi. Daily monitoring & interactions with top 100 establishments by every RO.

Following regular follow up and reviews conducted by EPFO Head Office, the disposal rate has picked up and it is expected that there will be considerable progress during this month and the following months. Since the last meeting of EC held on 16th Dec 2024. The progress achieved is as follows:

Disposal Type	Position as on as reported in 110 th EC held on 16.12.2024	Position as on 13.01.2025	Progress
Demand Letter Issued	1,21,350	1,37,779	16,429
PPO Issued	16,525	19,461	2,936
Cases Rejected	2,65,002	2,94,716	29,714

* Zone-wise disposal progress is attached as **Annexure-B**.

Proposal : **Agenda is submitted for kind information and further directions, if any.**

Annexure A

S. No.	Zonal Office	Application for Validation of Option			Joint Option		
		Application Received	Demand Letters Issued	Application Rejected	Application Received	Demand Letters Issued	Application Rejected
1	ANDHRA PRADESH (VIJAYWADA)	12609	0	5935	52404	8980	5629
2	BENGALURU (BENGALURU)	20172	0	16611	95614	3291	4004
3	BIHAR & JHARKHAND(PATNA)	4003	9	1766	30732	2720	1843
4	CHENNAI & PUDUCHERRY (CHENNAI)	27428	1	21624	54223	320	3364
5	DELHI, UTTARAKHAND & JAMMU	15762	0	13068	84781	3705	1898
6	GUJARAT (AHMEDABAD)	26908	0	22568	77713	1402	30849
7	HARYANA	5872	0	4285	30359	5641	1221
8	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	19156	0	8540	82509	4549	3910
9	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	11184	0	4809	79888	12038	2124
10	MADHYA PRADESH & CHATTISGARH (BHOPAL)	16131	0	8045	58097	5706	1051
11	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	80253	0	18774	106473	389	6446
12	MUMBAI-1 (BANDRA)	35124	0	10309	119025	86	4512
13	MUMBAI-2 (THANE)	11796	0	6433	24017	383	2560
14	NORTH-EASTERN REGION (GUWAHATI)	1159	1	228	10852	3740	2748
15	ORISSA (BHUBANESWAR)	9218	0	5082	46180	1828	1991
16	PUNJAB & HIMACHAL PRADESH	8767	0	4378	39139	5916	663
17	RAJASTHAN	12487	10	9854	29937	4381	4207
18	TAMIL NADU(EXCLUDING CHENNAI)	35252	0	19862	59096	11824	5436

19	TELANGANA (HYDERABAD)	32489	0	6078	143579	45980	1167
20	UTTAR PRADESH	20817	0	12339	58867	1720	3841
21	WB, A&N ISLANDS & SIKKIM (KOLKATA)	7482	0	3636	55253	13180	1028
TOTAL		414069	21	204224	1338738	137779	90492

Annexure B

Application for Validation of Option					
S. No	Zonal Office	As reported in 110th EC held on 16.12.2024		As on 13.01.2025	Progress
		Applicati on Received	Finalization (Demand Letters + Application Rejected)	Finalization (Demand Letters + Application Rejected)	
1	ANDHRA PRADESH (VIJAYWADA)	12609	5885	5935	50
2	BENGALURU (BENGALURU)	20172	14576	16611	2035
3	BIHAR & JHARKHAND(PATNA)	4003	1699	1775	76
4	CHENNAI & PUDUCHERRY (CHENNAI)	27428	21555	21625	70
5	DELHI, UTTARAKHAND & JAMMU	15762	12854	13068	214
6	GUJARAT (AHMEDABAD)	26908	22529	22568	39
7	HARYANA	5872	3930	4285	355
8	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	19156	7379	8540	1161
9	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	11184	4324	4809	485
10	MADHYA PRADESH & CHATTISGARH (BHOPAL)	16131	7722	8045	323
11	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	80253	18388	18774	386
12	MUMBAI-1 (BANDRA)	35124	9892	10309	417
13	MUMBAI-2 (THANE)	11796	5771	6433	662
14	NORTH-EASTERN REGION (GUWAHATI)	1159	185	229	44
15	ORISSA (BHUBANESWAR)	9218	4794	5082	288
16	PUNJAB & HIMACHAL PRADESH	8767	4304	4378	74

17	RAJASTHAN	12487	9652	9864	212
18	TAMIL NADU(EXCLUDING CHENNAI)	35252	19459	19862	403
19	TELANGANA (HYDERABAD)	32489	5202	6078	876
20	UTTAR PRADESH	20817	9581	12339	2758
21	WB, A&N ISLANDS & SIKKIM (KOLKATA)	7482	3511	3636	125
TOTAL		414069	193192	204245	11053

Joint Option					
S. N o.	Zonal Office	As reported in 110th EC held on 16.12.2024		As on 13.01.2025	Progress
		Application Received	Finalization (Demand Letters + Application Rejected)	Finalization (Demand Letters + Application Rejected)	
1	ANDHRA PRADESH (VIJAYWADA)	52404	12220	14609	2389
2	BENGALURU (BENGALURU)	95614	5516	7295	1779
3	BIHAR & JHARKHAND(PATNA)	30732	4189	4563	374
4	CHENNAI & PUDUCHERRY (CHENNAI)	54223	3402	3684	282
5	DELHI, UTTARAKHAND & JAMMU	84781	4464	5603	1139
6	GUJARAT (AHMEDABAD)	77713	24173	32251	8078
7	HARYANA	30359	6302	6862	560
8	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	82509	6993	8459	1466
9	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	79888	12532	14162	1630

10	MADHYA PRADESH & CHATTISGARH (BHOPAL)	58097	6169	6757	588
11	MAHARASHTRA(EX CLUDING MUMBAI)(PUNE)	106473	6133	6835	702
12	MUMBAI-1 (BANDRA)	119025	4500	4598	98
13	MUMBAI-2 (THANE)	24017	2680	2943	263
14	NORTH-EASTERN REGION (GUWAHATI)	10852	5327	6488	1161
15	ORISSA (BHUBANESWAR)	46180	3217	3819	602
16	PUNJAB & HIMACHAL PRADESH	39139	5355	6579	1224
17	RAJASTHAN	29937	7973	8588	615
18	TAMIL NADU(EXCLUDING CHENNAI)	59096	14282	17260	2978
19	TELANGANA (HYDERABAD)	143579	42141	47147	5006
20	UTTAR PRADESH	58867	2835	5561	2726
21	WB, A&N ISLANDS & SIKKIM (KOLKATA)	55253	13747	14208	461
TOTAL		1338738	194150	228271	34121

Applications Received:

Application for validation of Options received till 11.07.2023 (i.e. 4,10,039)	
No of applications of exempted establishment*	No of applications of un- exempted establishment
1,92,208	2,17,831

Joint Options received till 11.07.2023 (i.e. 13,38,729)			
Year in which members will retire / retired	No. of applications of Exempted estt.*	No. of applications of Un- exempted estt.	Total
prior to 01.04.2024	3,34,863	2,83,070	6,17,933
01.04.2024 - 31.03.2025	25,956	21,524	47,480
01.04.2025 onwards	3,60,855	3,12,461	6,73,316
Total	7,21,674	6,17,055	13,38,729

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

Pursuant to the Hon'ble Supreme Court's Order in regard to Central Government Offices' Canteen Employees, EPFO regularized its own Canteen Employees vide Order No. Adm.(R.III)27/1/92/Canteen/General dated 09.03.1995 with the approval of Executive Committee in its 17th meeting. The incumbents were regularized in the position they were holding at the time of their regularization. Since then, no further recruitments were made regarding Canteen Employees in any Region except the onetime recruitment done in erstwhile Hyderabad Region in the year 2006-07. The employees who were recruited in this particular recruitment are still to be regularized.

2. The entire recruitment process relating to the selection and recruitment of the Canteen Employees was taken up at Regional Office, Hyderabad in the year 2006, as the RPFC-I, Barkatpura was the appointing authority and the cadre controlling authority of erstwhile political state of Andhra Pradesh (Hyderabad Region). The applications received were scrutinized by a scrutiny committee to determine the eligible candidates who were fulfilling the eligibility conditions. Evaluation of individual candidates was done by an interview board and merit list of candidates so selected after analyzing the valuation done by interview board was prepared by a Selection Committee. It is worthwhile to note that the appointment orders were issued under the EPF (Staff and Conditions of Service) Regulations, 1962, the same rule which governed the conditions of service of other employees of EPFO.

3. Initially, thirty people were appointed as Canteen Employees in different posts. However, few selected candidates were later found to be not fulfilling the qualifying educational requirements. The matter was taken up by Vigilance Division and after an inquiry, seven candidates were removed from the service. Disciplinary actions were also taken against the erring officers who were connected with the appointments of these personnel. Three other employees were later removed/ resigned from Service within 2- 3 years of joining. Rest of the twenty selected candidates continued in service afterwards. As per the available records and past communications with the Vigilance Division, no issues regarding lack of eligibility for the post, on which these twenty employees are serving, have been arisen. The present agenda before the Executive Committee is concerned with regularization of these twenty remaining employees.

4. It is pertinent to mention that, these officials who were recruited in 2006 in erstwhile Hyderabad Region have served the organization for about 20 years. However, in absence of Recruitment Rules, the services of these employees have not been regularized till date. References have been received from their concerned zones to regularize their service so that they can avail at least the benefits of MACP, as currently there is no promotional avenue available in the hierarchy. It may not be out of place to mention that a court case has also been instituted by a Canteen employee (O.A. No. 376 of 2021 filed by Shri S Balaiah, Bearer) seeking promotional avenues in the hierarchy and to create Recruitment Rules in the cadre.

5. One more reference was received in Head Office from ZO Telangana, informing that one of the Canteen Employees- Shri T Sadanandam, Wash Boy, who was directly recruited in 2006-07, had expired on 14th April 2023. The official was covered under NPS and exercised option to avail benefits in case of death of government servant during service. Following his demise, his wife Smt. T Ramya, has submitted an application for release of death benefits and widow pension. However, in absence of regularization of canteen employees, no death benefits and pension could be released to the widow. The Zonal Office, Telangana has sought guidance in the matter.

6. Legal opinion was also obtained in this matter through Panel Advocate Sh. Shivendra Singh. Panel Advocate's advice/view is as follows-

"Smt. T Ramya's application for release of death benefits and widow pension should be considered favourably. In a similar context, the Madras High Court in its judgment in S. Vijayalakshmi v. Tamil Nadu Water Supply and Drainage Board, (2005) 3 LLN 706 has held that:

"5.Once it is held that the deceased employee was in law entitled to the benefit of acquisition of permanent status, any consequential benefit cannot be denied to the widow on death of such person or merely because during the life time of the employee no such permanency had been "actually conferred"."

A humanitarian view should be taken in such matters and adopting a technical approach might invite adverse observations from judicial authorities when it is an admitted position that regularization of canteen staff recruited between 2005-2007 in the erstwhile Hyderabad Region (now Andhra Pradesh and Telangana Zones) remains pending due to the absence of Recruitment Rules. Therefore, in my view, even though

*Late Shri T Sadanandam was not a regularized employee of EPFO, based on the **applicable regulations** cited above, death benefits and widow pension may be released to Smt. T Ramya.”*

7. However, the case of Sh. T Sadanandam deceased may not be taken up in isolation since regularization needs to be done uniformly across all the similarly appointed employees (List of such employees enclosed as **Annexure-A**) who have not been regularized in the absence of RRs. This will be a onetime exercise, as in future there may not be any recruitment in this cadre, since Canteens are now being supervised by contractual staff in most of the offices. Therefore, the employees directly recruited in erstwhile Hyderabad Region in the year 2006-07 are proposed to be regularized from the date mentioned in Column No 4 in **Annexure-A**. However, the same shall be subject to any extant rule of Government of India regarding regularisation of the temporary employees and any other requirements related to vigilance status.

8. A proposal for regularization of the Canteen Employees in line with the details mentioned above was placed in the form of a draft agenda before HR Sub Committee on 25.10.2024 (Approved Minutes of 5th meeting enclosed as **Annexure-B**). The HR Sub Committee advised to revisit the entire agenda with a special focus on the vigilance case related to the canteen employee recruitment in 2006-07 and re-confirm the appointment as well as the vigilance status of the remaining employees. The committee suggested identifying any other similarly placed employees in EPFO who might have been recruited without RR and may be working without regularization. Further, the Chairperson of HR Sub Committee i.e., CPFC, directed to get a certification in this regard from all the Zonal Offices/ Regional Offices. In consequence to the above directions, reports were called from ZOs and it was reported by ZOs that there were no other similarly placed employees. However, the Odisha Zone reported that, there is a canteen employee who was directly recruited in Hyderabad and later transferred to Odisha. This employee's regularization is also pending. Further, the Zones were also asked – “Whether any Vigilance case regarding their employment were initiated or not and whether the appointment status of these personnel are informed or not?” The information received in this regard from the ZOs is attached as **Annexure-C**.

9. If these 20 Canteen Employees are regularized as per the proposal at point 7, the Organisation will have to assume the following additional financial liabilities apart from salary and pension -

- Approximate amount of arrears to be released on account of MACP-
Rs. 24,68,967/-
- Post-Retirement Benefits (Retirement Gratuity + EL Encashment, not to be released immediately, only to be released at the time of retirement)-
Rs. 2,86,62,937/-
- Total Financial implications (approx.)- **Rs. 3,11,31,904/-**

10. The revised proposal has been placed before the HR Sub Committee during its 6th meeting held on 14.01.2025, and the Committee recommended the same to be placed in the meeting of Executive Committee, CBT EPF for approval

Proposal : The proposal at Para 7 above is hereby placed before Executive Committee, CBT EPF for approval

S.No	EmployeeID	Employee Name	Date Of Birth	Date Of Joining	Date Of Retirement	Present Designation	Present Office	Approximate amount of arrears to be released on account of MACP	Retirement Gratuity	EL Encashment
1	JJ310883033070207	J SUNANDA	31/08/1983	07-02-07	31/08/2043	COUNTER/COUPON CLERK CANTEEN	GUNTUR	₹ 194,761	₹ 958,125	₹ 525,000
2	BB160480061260207	BENJARAM ARUNA	16/04/1980	26/02/2007	30/04/2040	BEARER-CANTEEN	HYDERABAD (BARKATPURA)	These Officials have been granted first stage of financial upgradation under MACPS	₹ 747,450	₹ 453,000
3	MK200780115070207	M SUREKHA	20/07/1980	07-02-07	31/07/2040	BEARER-CANTEEN	HYDERABAD (BARKATPURA)		₹ 792,000	₹ 480,000
4	JP301277115050207	J SUNANDAMMA	30/12/1977	05-02-07	31/12/2037	COUNTER/COUPON CLERK CANTEEN	HYDERABAD (BARKATPURA)		₹ 813,750	₹ 525,000
5	NN010780106270207	N VENKATESWAR REDDY	01-07-80	27/02/2007	30/06/2040	COUNTER/COUPON CLERK CANTEEN	HYDERABAD (BARKATPURA)		₹ 866,250	₹ 525,000
6	UU050384115270607	U NAGESH	05-03-84	27/06/2007	31/03/2044	HALWAI-CUM-COOK-CANTEEN	HYDERABAD (BARKATPURA)		₹ 866,250	₹ 525,000
7	PP150681110070207	P VEERA PRATAP	15/06/1981	07-02-07	30/06/2041	BEARER-CANTEEN	KADAPA	₹ 188,545	₹ 828,000	₹ 480,000
8	MB060885054270207	M LAXMAN	06-08-85	27/02/2007	31/08/2045	COUNTER/COUPON CLERK CANTEEN	KARIMNAGAR	₹ 145,006	₹ 866,250	₹ 525,000
9	TN230982054270407	T SADANANDAM	23/09/1982	27/04/2007	30/09/2042	WASH BOY-CANTEEN	KARIMNAGAR	₹ 136,012	₹ 817,920	₹ 321,715
10	MM201282106200407	MOHD FAROOQ	20/12/1982	20/04/2007	31/12/2042	BEARER-CANTEEN	KUKATPALLY	₹ 206,384	₹ 404,303	₹ 191,755
11	NN100783109270207	N SHIVA PRASAD	10-07-83	27/02/2007	31/07/2043	COUNTER/COUPON CLERK CANTEEN	KUKATPALLY	₹ 181,644	₹ 468,563	₹ 535,500
12	PP060777109260207	P SHYAM KUMAR	06-07-77	26/02/2007	31/07/2037	COUNTER/COUPON CLERK CANTEEN	KUKATPALLY	₹ 181,644	₹ 468,563	₹ 535,500
13	GG190482044270207	G RAGHU	19/04/1982	27/02/2007	30/04/2042	COUNTER/COUPON CLERK CANTEEN	NIZAMABAD	₹ 155,524	₹ 866,250	₹ 525,000
14	BS120583044050307	BEERLA POCHIAIAH	12-05-83	05-03-07	31/05/2043	HALWAI-CUM-COOK-CANTEEN	PATANCHERU	₹ 239,635	₹ 506,625	₹ 579,000
15	SB010185044050307	SAMA PARVATHALU	01-01-85	05-03-07	31/12/2044	WASH BOY-CANTEEN	PATANCHERU	₹ 223,557	₹ 420,000	₹ 461,600
16	MM150779017210507	M VENKATA RAO	15-07-79	21.05.2007	31-07-39	HALWAI-CUM-COOK-CANTEEN	RAJAHMUNDRY	₹ 206,823	₹ 1,476,144	₹ 922,590
17	MM050678107020307	M NAVEEN KUMAR	05-06-78	02-03-07	30/06/2038	BEARER-CANTEEN	VISAKHAPATNAM	₹ 115,200	₹ 996,975	₹ 633,000
18	SS100481033210507	SK RASOOL SAHEB	10-04-81	21/05/2007	30/04/2041	HALWAI-CUM-COOK-CANTEEN	VISAKHAPATNAM	₹ 152,296	₹ 1,784,475	₹ 1,081,500
19	JJ050686107090307	J RAJESH	05-06-86	09-03-07	30/06/2046	WASH BOY-CANTEEN	VISAKHAPATNAM	₹ 141,936	₹ 1,631,025	₹ 988,500
20	VV100673017170507	V. CHANDRASEKHAR PATRO	10-06-73	17-05-07	30-06-33	BEARER-CANTEEN	BRAHMAPUR, ODISHA	1st MACP granted	₹ 718,029	₹ 552,330
								₹ 2,468,967	₹ 17,296,947	₹ 11,365,990

**Minutes of the 5th meeting of Sub Committee on Human Resources (HR) dated
25th October, 2024**

The 5th meeting of the Sub Committee on Human Resources (HR) (1st meeting after re-constitution of EC) was held in hybrid mode under the Chairmanship of Shri Ramesh Krishnamurthi, CPFC on 25th Oct, 2024 in presence of following members of the Sub-Committee:

Shri Alok Mishra, Joint Secretary (Social Security-I), MoL&E	Central Government's Representative
Shri Harbhajan Singh Sidhu, CBT Member	Employees' Representative
Shri Baldevbhai G. Prajapati, CBT Member	Employer's Representative
Shri J A Vaidyanathan, Director (Retd.), Govt. of India	Special Invitee
Shri Bhaskar Choradia, ACC (HQ) HR	Convenor

(The list of officers who assisted the committee in meeting is appended at the end)

The Chairperson welcomed all the members of the Sub Committee and briefed the members about the mandate of the Committee. It was suggested by him that for the upcoming meetings, brief presentations on the Agendas may be placed before the Committee. The Convener, ACC (HQ) HR initiated the meeting with discussions on the agendas as under.

2. Confirmation of minutes of 4th Meeting of HR Sub Committee held on 20.10.2023.

The minutes were confirmed by the Committee.

3. Agenda Item No. 1: Policy for Compassionate Appointment in EPFO, 2024

The agenda item was introduced by RPFC-I (HRD-I). Sh. Harbhajan Singh Sidhu pointed out that the cut off points for identifying penury in other Departments like ESIC is 30 and requested to revisit the proposed penury points of 35 in the policy. It was clarified by Chairperson that the same may be reviewed in future, if required. Sh. Sidhu also suggested a standing committee may be formed to avoid the waiting period of around 8 months for the appointment process. He further requested to consider 'Divorced daughter' also as a dependant.

Another suggestion of the committee was to keep the Appointing Authority as ACC (HQ) HR so that any grievance arising during appointment process may be agitated/ appealed before CPFC.

Further, Shri J A Vaidyanathan made an observation regarding point no 13.3 of the policy which says- "*Compassionate appointment in the case of a missing employee also would not be a matter of right.*"

Convenor assured that the points mentioned by Members would be revisited in view of the extant DoPT guidelines.

With the above observations, the agenda was recommended for consideration of EC.

4. Agenda Item No. 2: Regularisation of Canteen Employees of EPFO who were directly recruited in the year 2006-07

The agenda item was introduced by RPFC-I (HRD-I). Some basic issues / observations of the members of the Committee were as under:-

- i. Since Vigilance enquiry was conducted and few people appointed through the said recruitment process of Canteen employees were later removed from their service and action has been taken against the officers included in the process, it was advised to revisit the Vigilance case and re-confirm the appointment status of the remaining employees who continued in the services of EPFO.
- ii. Sh. Sidhu suggested that it is crucial to identify any other similarly placed employees in EPFO who have been recruited without RR (in positions like MTS/ Driver/ Gardner etc.) and are working on adhoc basis without regularization.

In view of the above, Chairperson has directed to get a certification in this regard from all the Zonal Offices/ Regional Offices.

With the above observations, the agenda was deferred.

5. Agenda Item No. 3: Adoption of CCS (Implementation of NPS) Rules, 2021, CCS (Pension) Rules, 2021, CCS (Payment of Gratuity under NPS) Rules, 2021 and CCS (Extraordinary Pension) Rules, 2023

The agenda item was introduced by RPFC-I (HRD-I). It was informed by him to the Committee that the said proposal was a part of the Agenda on EPF Regulations, 2024 placed before the 235th CBT and approved. However, as the Regulations is yet to be notified therefore this agenda is being placed to adopt the rules separately.

After deliberations, committee unanimously recommended the Agenda for consideration of EC.

6. Agenda Item No. 4: Extension of probationary period in respect of Six Enforcement Officer/Accounts Officer regarding

The agenda item was introduced by RPFC-I (HRM- III). Some basic issues / observations of the members of the Committee were as under:-

- iii. Shri J A Vaidyanathan had informed the Committee that after the normal period of probation of 2 years or extended probationary period of 4 years there has to be an explicit extension before the end of the probationary period or else a decision regarding confirmation should have been taken.

After deliberations Chairperson has opined that taking post facto extension after completion of 4 years is normally not advisable. The following were suggested in view of the above -

- i. It may be ensured that, Probationary exams shall be conducted regularly without any delay.
- ii. The timelines regarding probation period and its further extensions may be strictly adhered to.
- iii. It may also be ensured that probationary period shall not be extended beyond the prescribed time period.

The agenda was recommended for consideration of EC, with the above observations, for post facto extension of probation period.

7. Agenda Item No. 5: Grant of Pay Scale to Assistant Director (OL) at par with the corresponding grade in the Official Language Cadre (Rajbhasha Vibhag) under Ministry of Home Affairs – regarding

The agenda item was introduced by RPFC-I (HRD-I). Sh. Harbhajan Singh Sidhu pointed out that similar anomalies in other isolated cadres may also be identified and it was assured that the matter shall be looked into and separate agendas shall be placed if found necessary.

Shri Baldevbhai G. Prajapati and Shri J A Vaidyanathan suggested that financial implications may be indicated while placing the proposal for consideration of EC / Board.

After deliberations, committee unanimously recommended the Agenda for consideration of EC.

8. Agenda Item No. 6: Absorption of left out JK EPFO employees and Resolution of anomaly/grievances of already absorbed JK EPFO employees on various HR matters.

The agenda item was introduced by RPFC-I (HRM-I). Some basic issues / observations of the members of the Committee were as under:-

- i. The criteria of giving a level higher grade pay to the employees of J&K in consequent to absorption to Central EPFO was questioned by Sh Harbhajan Singh Sidhu and Sh. J A Vaidyanathan. In this regard it was directed that previous agendas placed before the CBT may be revisited to understand the reasons behind it. Also the instant agenda may be revised by elaborating the background regarding the decisions taken in the previous CBTs as well.
- ii. It was suggested to look into on how the J&K employees got promoted in their cadre, when they already had opted for getting absorbed in Central EPFO.
- iii. The case of Sh. Sansar Singh was pointed by the Committee saying he got career progression from Level 1 to 4 in a span of 4 years and EPFO is placing him in a level further higher which is level-5. It was pointed out by that such benefits being granted to J&K employees may be an unfair treatment to the employees of Central EPFO.

- iv. It was further suggested that the pay level of the absorbed employees could have been fixed at lower level and benefit of personal pay as per the grade pay difference could have been given to the J&K employees.
- v. It was also recorded that issues regarding seniority may also arise in cadre of EO/AO and other cadres as and when the combined seniority list is finalized by EPFO.

In view of the above, Chairperson while placing the agenda, suggested that EC & CBT may be apprised of the complications regarding seniority and other issues regarding pay level that may arise in future. It was also suggested the seniority list of the concerned cadres may be finalized and circulated at the earliest.

Further, regarding transfer of Pensionary fund of J&K EPFO to Central EPFO, Chairperson has suggested that pension liability of Central EPFO in this regard may be quantified. With the above observation Committee agreed to recommend to EC, the proposal in Point A[ii], [iii] and point C and advised to revisit the proposal at point B of the draft agenda in view of the number of posts available, available vacancy and impact on seniority.

9. Agenda Item No. 7: Payment of Fixed Medical Allowance to both Husband and Wife (both employed in EPFO).

The issue was to restrict FMA to one of the spouses if both are employees/ pensioners of EPFO.

During the deliberation on agenda, Shri Harbhajan Sidhu asked about the sufficiency of the funds for the pensioners for their medical requirements. It was informed to the member that FMA is only for the OPD requirements. The IPD claims are separately being reimbursed under extant rules. It was further intimated that the agenda is to bring parity among the employees and pensioners. With these discussions, the agenda was recommended for consideration of EC unanimously by the committee.

10. Agenda Item No. 8: 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..

Constitution of Technical Committee where comparable CGHS rates are not available: The requirement of Constitution of technical committee was discussed. It was intimated that this procedure already exists in Central Government. As there are no similar provisions in EPFO, so the agenda is to bring similar mechanism to consider the medical claim bills where expenditure has been over and above the approved rates.

The agenda was recommended for consideration of EC unanimously by the committee.

The meeting ended with vote of thanks to the chair.

**LIST OF OFFICERS OF EPFO WHO ATTENDED THE 1st MEETING OF
SUB COMMITTEE ON HUMAN RESOURCES, Dated 25th Oct, 2024**

S. No.	Name of the officer	Designation
1.	Shri S K Suman	Addnl. Central P.F. Commissioner (HR)
2.	Smt. Swagata Rai	Regional P.F. Commissioner-I (HRM- IV)
3.	Sh. Mohammad Shariq	Regional P.F. Commissioner-I (HRM- I/II)
4.	Sh. Shahid Iqbal	Regional P.F. Commissioner-I (HRM- III)
5.	Sh. Saurabh Tripathi	Regional P.F. Commissioner-I (HRD- I)
6.	Sh. Indraaj Singh	Regional P.F. Commissioner-II (HRD- II)
7.	Sh. Jerin David M	Regional P.F. Commissioner-II (DAR)

S.N.	Employee Name	Present Office	Whether any Vigilance case regarding their employment were initiated or not?	Whether the appointment status of these personnel are informed or not?
1.	J SUNANDA	GUNTUR	NO	NOT CONFIRMED
2.	BENJARAM ARUNA	HYDERABAD (BARKATPURA)	No Vigilance case is initiated/ pending.	NOT CONFIRMED
3.	M SUREKHA	HYDERABAD (BARKATPURA)	No Vigilance case is initiated/ pending.	NOT CONFIRMED
4.	J SUNANDAMMA	HYDERABAD (BARKATPURA)	No Vigilance case is initiated/ pending.	NOT CONFIRMED
5.	N VENKATESWAR REDDY	HYDERABAD (BARKATPURA)	No Vigilance case is initiated/ pending.	NOT CONFIRMED
6.	U NAGESH	HYDERABAD (BARKATPURA)	No Vigilance case is initiated/ pending.	NOT CONFIRMED
7.	P VEERA PRATAP	KADAPA	NO	NOT CONFIRMED
8.	M LAXMAN	KARIMNAGAR	No Vigilance case is initiated/ pending.	NOT CONFIRMED
9.	T SADANANDAM	KARIMNAGAR	No Vigilance case is initiated/ pending.	NOT CONFIRMED
10.	MOHD FAROOQ	KUKATPALLY	No Vigilance case is initiated/ pending.	NOT CONFIRMED
11.	N SHIVA PRASAD	KUKATPALLY	No Vigilance case is initiated/ pending.	NOT CONFIRMED
12.	P SHYAM KUMAR	KUKATPALLY	No Vigilance case is initiated/ pending.	NOT CONFIRMED
13.	G RAGHU	NIZAMABAD	No Vigilance case is initiated/ pending.	NOT CONFIRMED
14.	BEERLA POCHIAH	PATANCHERU	No Vigilance case is initiated/ pending.	NOT CONFIRMED

15.	SAMA PARVATHALU	PATANCHERU	No Vigilance case is initiated/ pending.	NOT CONFIRMED
16.	M. VENKATA RAO	RAJAHMUNDRY	The Official has been suspended vide RPFC-I, RO, Hyderabad Order No. AP/RO/Adm.Vig/MVR /2009/5, dated 02.01.2009 in connection with his appointment. The same has been revoked vide Order No. AP/RO/GNT/Vig- 219/MVR/2009/ 1318, dated 16.09.20 09 as the DD (Vig.), South Zone, vide letter dated VIG(SZ)/AP/342 /2006/Vol-IV/552, dated 08.09.2009 has intimated that during the investigation the ZVD has not come across any adverse evidence against Shri M Venkata Rao, Halwai.	The Official is not confirmed in the post.
17.	M NAVEEN KUMAR	VISAKHAPATNAM	NO	NOT CONFIRMED
18.	SK RASOOL SAHEB	VISAKHAPATNAM	NO	NOT CONFIRMED
19.	J RAJESH	VISAKHAPATNAM	NO	NOT CONFIRMED
20.	V. CHANDRASEKHAR PATRO	BRAHMAPUR, ODISHA	No such information is available in Service Book and Personal File	No such information is available in Service Book and Personal File

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

The employees and pensioners of EPFO working/ residing in cities other than Delhi and Jaipur are being Fixed Medical Allowance (FMA) of Rs. 2000/- per month. However, in cases where both the spouses are working in EPFO at the same station, the FMA is being paid only to one of the spouses.

The FMA was introduced by EPFO under the provisions of Sections 5D (vi) and 5D (vii) of the Employees Provident Fund and Miscellaneous Provisions Act 1952. Initially, the benefit of FMA was offered only to the serving employees and not to pensioners, vide order dated 15.06.1984 (**Annexure-A**), under which the benefit was offered w.e.f. 01.07.1984. Vide order dated 05.03.1986 (**Annexure-B**), a restriction was placed in the entitlement of the employees in availing FMA that if both the husband and wife are working in the EPFO, then only one of them would be entitled to avail the benefit of FMA. The benefit of FMA were extended Vide order dated 14.08.1998 (**Annexure-C**), to pensioners also w.e.f. 01.12.1997. The amount of the FMA was, thereafter, raised vide order dated 14.09.2005 (**Annexure-D**), 05.01.2007 (**Annexure-E**) and 11.01.2010 (**Annexure-F**). No conditions were imposed against the pensioners while availing the FMA as was imposed for serving employees in these orders.

2. EPFO Head Office vide letter no.HRM-8/V/12/1/2003/FMA/Vol-II/6160 dated 13.06.2013 (**Annexure-G**) conveyed approval of 76th EC to enhance FMA for pensioners and employees from Rs.1200/- to Rs.2000/- subject to the condition that if two or more members of the family are working in EPF Organisation, only one of them will be eligible for the facility of Fixed Medical Allowance. The same was further clarified vide letter no. HRM-8/V/12/1/2003/FMA/Vol-II/26632 dated 14.03.2014 (**Annexure-H**). This letter clarified that only one of the spouse will be eligible for the facility of FMA if both are working/ retired/ one of them working and other retired at the same station. If any one of the spouse is posted outside station (working), residing separately and need medical facilities as per entitlement without spouse, then both of them will be eligible for FMA.

3. Against this order of 2014, an OA No.693 of 2014 was filed in CAT, Ernakulam Bench for granting of FMA to all the pensioners irrespective of their marital status and whether the spouse is an EPFO employee, or pensioner or working in any other organization. The Hon'ble CAT had passed the order in favour of the applicants i.e M.C. Valsamma and others. Further, the order was

challenged in Hon'ble High Court of Kerala. However, the CAT order was upheld by the High Court vide judgment dated 12.01.2018 (**Annexure-I**). The Hon'ble High Court observed that *"the clarification letter dated 14.03.2014 is not an independent order but is stated to be only a clarificatory one. So, it cannot impose fresh conditions or restrictions but can only clarify those which are available in the earlier orders. It is indubitable and the fact remains that there are no restrictions in the earlier orders with respect to pensioners and hence that there could not have been any further restrictions imposed through letter dated 14.3.2014. Obviously, therefore, letter dated 14.03.2014 to the extent to which it imposes restrictions on the rights of the pensioners, whether they be married or in the same station, cannot be found sustainable or justified in the scrutiny of law."*

In compliance to the same, directions were issued to Zonal Office Kerala vide letter dated 13.06.2018 (**Annexure-J**) to release FMA to the applicants. The matter was to be placed before competent authority i.e. CBT for appropriate decision.

4. Later, OAs No. 1582/2022, 1583/2022 & 1584/2022 were filed by Shri Pankaj Kumar Chakraborty, Shri Kali Charan Hazra and Shri Arun Baran Das in Hon'ble CAT Kolkata Bench. The Hon'ble CAT has passed order on 05.10.2023 (**Annexure-K**) in favour of the applicants giving reference to the above mentioned Kerala High Court order i.e. to pay the Fixed Medical Allowance to the applicants at the applicable rates irrespective of their marital status, provided one spouse has not declared the other as a beneficiary in any other medical schemes under which they are covered and are already drawing such medical benefits and are residing in areas where CGHS facilities are not available.

5. The agenda was placed before the Sub-Committee on HR in its 5th meeting held on 28.10.2024 (**Annexure-L**) and the same was recommended for consideration of EC unanimously. Further, the agenda was placed before EC, CBT with proposal for limiting FMA to one of the spouses if both were staff pensioners of EPFO. However, the agenda was deferred with directions to examine the issue of FMA as per recent Central Government orders in the next meeting of EC (draft minutes enclosed as **Annexure-M**).

6. FMA to central government pensioners was extended vide Department of Pension & Pensioners Welfare OM dated 19.12.1997 (**Annexure-N**) at the rate of Rs. 100/- per month. The last revision of the rate was done vide OM dated 19.07.2017 (**Annexure-O**) i.e, Rs. 1000/- per month. Further, FMA was also extended to the pensioners who were covered under the National Pension System vide OM dated 06.12.2023 (**Annexure-P**). In none of the circulars of

central government, any sort of restriction in FMA has been imposed in cases where both the spouses are pensioners of central government.

7. The circular dated 14.03.2014 was struck down by the Hon'ble Kerala High court to the extent applicable on pensioners. However, apart from eligibility, if the rates are compared, the rates of EPFO are double the rates of central government. EC may consider to limit the FMA for one person only, in cases where both the spouses are staff pensioners of EPFO or one of them is employee and other is a pensioner with effect from the date of new circular to be issued after EC approval.

Proposal : Fixed Medical Allowance to be given to one of the pensioner if both are staff pensioners of EPFO or one is employee and other is a staff pensioner of EPFO

OFFICE OF THE CENTRAL PROVIDENT FUND COMMISSION
9TH FLOOR: MAYUR BHAWAN: CONNAUGHT CIRCUS
NEW DELHI : 110001

Annexure-A

No. IWSU-1(64)/80/Medical

Dated the 15th June, 84

To

BY NAME TO:
SE.

*(1) All R.P.F.Cs.

all

*(2) Officer Incharge of/S.R.Os.

Subject : Grant of fixed medical allowance to the employees of the E.P.F. Organisation for outdoor medical treatment - Regarding.

Sir,

The Central Govt. under Section 5D(6) and (7) of the E.P.F. & M.P. Act, 1952, have approved grant of fixed medical allowance of Rs. 35/- (Rupees thirty five only) per month to the employees of the E.P.F. Organisation for outdoor medical treatment, except those working in the Central Office and Regional Offices at Delhi, Jaipur and Ahmedabad who are covered by the C.G.H.S. facility and residing in areas covered by the C.G.H.S. In other words, employees serving in Central Office and Regional Offices at Delhi, Jaipur and Ahmedabad and not covered by the C.G.H.S. due to residing in areas outside the areas covered by the C.G.H.S. will also be entitled to the payment of fixed medical allowance of Rs. 35/- in lieu of the C.S.M.A. Rules. The fixed medical allowance of Rs. 35/- per month will be in lieu of the existing facility available to the employees of the Organisation under the Central Services (Medical Attendance) Rules, 1944. The date of switch over from the existing system to the new system of payment of fixed medical allowance will be 1st July, 1984.

2. The fixed medical allowance may be drawn through monthly pay bill by providing a separate column 'Fixed Medical Allowance' and the expenditure may be debited under the Budget Head 'Medical Assistance' with a separate Sub-Head 'Fixed Medical Allowance'

3. Please acknowledge receipt.

Yours faithfully,

(A.S. SATTANATHAN)
DIRECTOR (PERSONNEL & TRAINING)

Copy forwarded to the Secretary to the Govt. of India, Ministry of Labour, New Delhi with reference to their letter No. A-27023(5)/81-PF.I dated 2nd June, 1984 for information

Copy also to all Internal Audit Officers/Training Officers and all officers and Sections in Central Office for information.

2557584/2024-HR-106 OF THE CENTRAL PROVIDENT FUND COMMI
9TH FLOOR MAYUR BHAWAN CONNAUGHT CIRCUS
NEW DELHI-110001.

Annexure-B

No. Adm(R.III)12(12)/84-Vol.III

Dated the, 5/3/86

To

All Regional Provident Fund Commissioners

SUB:-

Grant of fixed medical allowance to the employees of the Employees' Provident Fund Organisation for out-door medical treatment.

Sir,

References have been received in this office seeking clarification with regard to the payment of fixed medical allowance where both the husband and wife are employed in the E.P.F. Organisation or where one is employed in the E.P.F. Organisation. The following clarification is issued:-

- (i) In case, two or more members of a family are working in the E.P.F. Organisation, only one of them will be eligible for the facility of fixed medical allowance;
- (ii) In the case of an employee whose wife/husband is an employee of a Govt. or any other Organisation, he/she will be required to give an undertaking that his/her wife/husband is not availing of medical facilities, in cash, if any granted by the Govt./Organisation.

Provided that where the wife/husband is a member of C.G.H. Scheme, the other spouse will continue to be entitled to the payment of fixed medical allowance in accordance with the instructions on the subject.

2. Further action may be taken accordingly and necessary undertakings may be obtained from the concerned staff members.

Kindly acknowledge receipt.

Yours faithfully,

D.S. Thukral

(D.S. Thukral)

for Central Provident Fund Commissioner

- Copy to:-
1. All Sub-Regional Offices.
 2. All Officers in the Central Office;
 3. All Internal Audit Officers.

D.S. Thukral

(D.S. Thukral)

for Central Provident Fund Commissioner

BSIKALJI CAMA PLACE, NEW DELHI-110066.

No. P.V/12(2)/89/CGHS/Vol.IV | 41755

Dated: 14.8.98

To

All Regional P.F. Commissioners,
All Officers-in-charge, SROs,
Director (NATRSS)
R.P.F.C. (LA)

Sub: Fixed Medical Allowance of Rs.100/- P.M. to the
Retired Employees & Family Pensioners of Employees'
Provident Fund Organisation as per 5th Central Pay
Commission recommendation.

Sir,

In accordance with the recommendations of 5th Central Pay Commission regarding payment of Fixed Medical Allowance to the Retired Employees of Central Govt. as per instructions contained in Govt. of India, Ministry of Personnel, Public Grievance & Pension (Department of Pension and Pensioners' Welfare) C.M.No.45/97-P&PW(C) dt:19.12.97 envisaging sanction for grant of Fixed Medical Allowance @ Rs.100/- P.M. to the Pensioners and Family Pensioners for meeting expenditure on day today medical expenses that do not require any hospitalisation. The Fixed Medical Allowance is payable only to all those Pensioners/Family Pensioners who are residing in areas not covered under the CGHS administered by Ministry of Health and Family Welfare & corresponding Health Scheme administered for other Ministries/Departments for their retired employees.

The retired employees of Employees' Provident Fund Organisation are not covered by the CGHS facility. The Executive Committee, Central Board of Trustees, E.P.F. in its 27th Meeting held on 29.06.98 accordingly decided that the retired employees/family pensioners of Employees' Provident Fund Organisation may be paid fixed medical allowance @ Rs.100/- P.M. w.e.f. 01.12.97 at par with the Central Govt. Pensioners/Family Pensioners for meeting expenditure on day today medical expenses that do not require hospitalisation.

You are requested to take necessary action accordingly.

Yours faithfully,

(V.N.SHARMA)

Copy to: REGIONAL PROVIDENT FUND COMMISSIONER (RA)

1. FA & CAC
2. All Addl. C.P.F.Cs.
3. All ZTIs
4. All Dy.Directors (Vig)
5. Director (Vig) Director (Computer)
6. All Zonal Audit Officers
7. PA to C.P.F.C.
8. All Officers in Head Office, New Delhi.

(D.S. PANDEY) 3/8

ASSISTANT PROVIDENT FUND COMMISSIONER (HO)

Tel. Ram: "KENDRIYA NIDHI" New Delhi

Annexure-D

Tel/fax: 26184717



Employees' Provident Fund Organization
(Ministry of Labour, Govt. of India)
Head Quarters, Bhavishya Nidhi Bhawan
14-Bhikaiji Cama Place, New Delhi-110066

14 SEP 2005

Dated:

No. HRM-V/12/195/Pt./Vol.II

151409

- 1 All the Regional Provident Fund Commissioner-in charge of Regions
- 2 All the Officer -in-charge of Sub-Regional Office/Sub-Accounts Offices
- 3 Regional Provident Fund Commissioner (ASD) in Headquarters

Enhancement in the rate of Fixed Medical Allowance payable to the retired employees/family pensioners of the Employees Provident Fund Organization for outdoor medical treatment approval-regarding.

Sir,

I am directed to convey the approval of the Central Govt. to the enhancement of the Fixed Medical Allowance from Rs. 100/- to Rs. 250/- (Rupees Two Hundred & Fifty) per month to the retired employees & family pensioners of Employees Provident Fund Organization. This enhancement will be effective from August 2005 subject to the following conditions. -

(i) The enhancement of fixed medical allowance will be available to those pensioners/family pensioners of the Employees Provident Fund Organization who are already in receipt of the allowance in terms of the Ministry of Personnel, Public Grievances & Pensioners (Deptt. Of Pension & Pensioners Welfare) dated 19.12.97.

(ii) The Fixed Medical Allowance will be in lieu of the medical facility available for outdoor treatment under the Central Services (Medical Attendance) Rules, 1944.

Please acknowledge receipt

Yours faithfully,

(N.N. SHARMA)

Regional Provident Fund Commissioner (HRM)

Copy to:

- 1 PS to CPFC
- 2 FA & CAO
- 3 All Addl. CPFCs
- 4 All Officers in Headquarters
- 5 Director (Vig), Headquarters
- 6 Director (NATRSS), Janakpuri, New Delhi
- 7 All Deputy Director, Vigilance/Deputy Director (Audit)
- 8 All Zonal Audit Officers
- 9 Secretary General, All India EPF, Officers' Association Goa
- 10 Secretary General, EPF Staff Federation, Head Office, Delhi
- 11 Sh. G. Raghunathan, President, EPF Pensioners' Association, Kerala, Krishnendu, T.C. 4/695, Kowdiar, PO. Trivandrum-695003
- 12 Sh. A.N. Roy, President, All India, EPF Pensioners Association, A 5/7, Triveni Apartment 13/3, Vasundhara Enclave, Delhi-96

(NAVENDU RAI)

Assistant Commissioner (HRM-V)



This Annexure is the true copy of the Original Document.

Copy of Letter No. HRM/VI/12/1/2003/FMA/Vol. 11/25227
 dt. 5-1-2007 of the C.P.F.C. New Delhi addressed to
 1) All Zonal Addl. CPFCs 2) Director NATREES,
 3) All R.P.F.C. in charge of the Regions and Z.T.I.S.
 4) The R.P.F.C. (ASD) Head Quarters 5) All Officers
 in charge of S.R.Os. and copy endorsed to this
 Association.

Sub: Enhancement in the rate of Fixed Medical Allowance,
 payable to the serving as well as retired employees
 of the EPFO for outdoor medical treatment -
 regarding.

Sir,

I am directed to convey the approval of the Executive
 Committee, CBT, EPF for enhancement of the Fixed Medical
 Allowance (FMA) from Rs.250/- p.m. (Rupees Two hundred
 fifty only) to Rs.600/- p.m. (Rupees Six hundred only).
 This enhancement will be effective from 1st January, 2006
 and subject to the following conditions.

- (I) The enhancement of fixed medical allowance will be
 available to serving employees and pensioners (in-
 cluding family pensioners) of the Employees'
 Provident Fund Organization. The serving employees
 of the Organization who are in the Head Office at
 New Delhi and Regional/Sub Regional Offices at
 Delhi and at stations which are covered by the
 Central Government Health Scheme will not be
 eligible for Fixed Medical Allowance. As soon as
 an employee is covered by Central Government
 Health Scheme, the fixed medical allowance admissible
 to him/her shall be stopped.
- (II) If two or more members of family are working in the
 EPF Organisation and are posted at same station
 only one of them will be eligible for the facility
 of fixed Medical Allowance.
- (III) In the case of an employee whose wife/husband
 spouse is an employee of a Government or any
 other Organisation (including Private Firm/Office)
 he/she will be required to give an undertaking
 that his/her spouse is not availing of medical
 facilities in cash, if any granted by their res-
 pective employers.
- (IV) The Fixed Medical Allowance will be in lieu of
 the medical facility available for outdoor
 treatment under the Central Services (Medical
 Attendance) Rules, 1944 as adopted by the EPF
 Organisation for its own employees.

Yours faithfully,

Sd/-

(S.K. KHANNA)

ADDITIONAL C.P.F.C (HRA)

This Annexure is the true copy of the Original Document.

11 Jan 2010

N.HRM-V/12 (1) /2003/FMA/Vol.II

To
All Addl. Central Provident Fund Commissioners (Zones),
Director NATRESS,
All Regional Provident Fund Commissioners in-charge of the Regions,
All Officers in-charge (Sub-Regional Office),
All Officers in-charge (Z.T.I.S),
R.P.F.C (ASD) Head Office,
RPFC (NDC)

Sub : Enhancement in the rate of fixed Medical Allowance, payable to the serving as well as retired employees of the EPFO for outdoor medical treatment - regarding.

I am directed to convey the approval of the 67th Executive Committee, held on 4.12.2009, CBT, EPF for enhancement of the Fixed Medical Allowance (FMA) from Rs.600/- per month (Rupees Six Hundred only) to Rs.1200/- per month (Rupees One Thousand two hundred only). This enhancement will be effective from 1st January 2009 and subject to the following conditions.

- (1) The enhancement of fixed medical allowance will be available to serving employees and pensioners, (including family pensioners) of the Employees Provident Fund Organization. The serving employees of the organization who are in the Head Office at New Delhi and Regional/Sub-Regional Offices at Delhi and at station which are covered by the Central Government Health Scheme will not be eligible for Fixed Medical Allowance. As soon as any employee is covered by Central Government Health Scheme, the fixed medical allowance admissible to him/her shall be stopped.
- (2) If two or more members of family are working in the EPF organization, only one of them will be eligible for the facility of fixed medical allowance.
- (3) In the case of an employee whose wife/husband spouse is an employee of a Government or any other organization (including private firm/office) he/she will be required to give an undertaking that his/her spouse is not availing of medical facilities in cash, if any granted by their respective employers.
- (4) The Fixed Medical Allowance will be in lieu of the medical facility for outdoor treatment under the Central Services (Medical Attendance) Rules 1944 as adopted by the EPF organization for its own employees and pensioners.

Yours faithfully,

Sd/-

Additional Central Provident
Fund Commissioner (HR)

This Annexure is the true copy of the Original Document.

Page 80

Advocate.

111st EC : 18.01.2025

// True Copy //

Exhibit - G
Annexure-G

कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organisation

(अम एवं रोजगार मंत्रालय, भारत सरकार)
(Ministry of Labour & Employment, Govt. Of India)
मुख्यालय / Head Office

भविष्य निधि भवन 14, भौकाएजी कामा प्लेस, नई दिल्ली-110066 -
Bhavishya Nidhi Bhawan, 14-Bhikaiji Cama Place, New Delhi-110068

No. HRM-B/V/12/1/2003/FMA/Vol-II / 6160

Dated: -13.06.2013

To,

13 JUN 2013

All Addl. Central P.F. Commissioner (Zones)
Director (NATRSS)
All RPFCs-In-Charge of the Region/ZTIs
RPFC (ASD), Head Office
All Officer-in-charge of SROs

Sub:- Enhancement in the rate of Fixed Medical Allowance from Rs. 1200/- to Rs. 2000/- p.m. w.e.f 01.03.2013, payable to the serving as well as retired employees of the EPFO for outdoor medical treatment - regarding.

Sir,

I am directed to convey the approval of the 76th Executive Committee, CBT, EPF held on 25.02.13 and Hon'ble Labour & Employment Minister, Government of India for enhancement of the Fixed Medical Allowance (FMA) for pensioners and employees of EPFO from Rs. 1200/- p.m. to Rs. 2000/- p.m w.e.f 1st March, 2013, subject to the following conditions:-

- (i) The enhancement of fixed medical allowance will be available to serving employees and pensioners (including family pensioners) of the Employees Provident Fund Organization. The serving employees of the Organization who are in the Head Office at New Delhi and Regional/Sub Regional Office at Delhi and at stations which are covered by the Central Government Health Scheme will not be eligible for Fixed Medical Allowance. As soon as any employee is covered by Central Government Health Scheme, the fixed medical allowance admissible to him/her shall be stopped.
- (ii) If two or more members of family are working in the EPF Organization, only one of them will be eligible for the facility of fixed medical allowance.
- (iii) In the case of an employee whose wife/husband spouse is an employee of a Government or any other organization (including private firm/office) he/she will be required to give an undertaking that his/her spouse is not availing of medical facilities in case, if any granted by their respective employers.
- (iv) The Fixed Medical Allowance will be in lieu of the medical facility available for outdoor treatment under the Central Services (Medical Attendance) Rules 1944 as adopted by the EPF Organization for its own employees and pensioners.

(Authority: Ministry of Labour & Employment, Govt. of India letter no. G-25012/2/2011-SS-I dated 07.06.2013)

Yours faithfully,

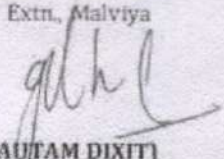
(V. N. SHARMA)

ADDL. CENTRAL P.F. COMMISSIONER (HR)

Copy to: (Through EPFO Website)

- 1) FA & CAO
- 2) Chief Vigilance Officer
- 3) AD Addl. CPFCs in Head Office

- 4) RPFC(NDC/NRPO) with request to upload the same on website
- 5) All Dy. Dir. (Vig.)/Zonal Audit Parties/Zonal Training Institutes
- 6) PS to CPFC
- 7) The General Secretary, EPF Officers Association, Guwahati
- 8) The Secretary General, AIEPFSE, Chandigarh
- 9) The Secretary General, All India EPF SC/ST Staff Federation, SRO, Laxmi Nagar New Delhi - 110051.
- 10) DD(OL), Head Office with request for Hindi Translation
- 11) President, All India, EPF Pensioners Association, A-5/7, Triveni Apartment, 13/3, Vasundhara Enclave, New Delhi.
- 12) President, EPF Pensioners Association, Kerala, Krishnendu, T.U.4/695, Kowdiar, P.O. Trivendrum - 695003.
- 13) Secretary General, All India Pensioners Association of EPF Organization, 3/3, Saffire Apartments, 11th Avenue, Ashok Nagar, Chennai - 600083
- 14) President, Bhavishyanidhi Pensioners welfare Association No. 77, Telephone Colony, Ramakrishnapuram, Hyderabad- 500035.
- 15) Secretary General, EPF Pensioners Association, WP, 120/566, Shivaji Nagar, Kanpur (UP).
- 16) President, EPF Pensioners welfare Association, 71, Prakash Nagar, Indore, MP.
- 17) Secretary General, AIEPF Pensioners Association, I/B, Aftab Mosque Lane, Kolkata - 700027
- 18) Secretary General, EPF Pensioners Association, Delhi Flat no. D-4, JE-6, Khirki Extn., Malviya Nagar New Delhi-110017.
- 19) Guard File


 (GAUTAM DIXIT)
 REGIONAL P.F. COMMISSIONER-I (HRM)



कर्मचारी भविष्य निधि संगठन
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
Employees' Provident Fund Organisation
(Ministry of Labour & Employment, Govt. Of India)
मुख्य कार्यालय/Head Office

भविष्य निधि भवन, 14-भीकाजी कामा प्लेस, नई दिल्ली -110 066
Bhavishya Nidhi Bhawan, 14-Bhikaiji Cama Place, New Delhi-110 066

Website: www.epfindia.gov.in, www.epfindia.nic.in

No. HRM-8/V/12/1/2003/FMA/Vol-II

Dated: - .03.2014

To,

All Addl. Central P.F. Commissioner (Zones)/Director (NATRSS)
All RPFCS-In-Charge of the Region (including RPF (ASD))
All Officer-in-charge of SROs

14 MAR 2014

Subject: Fixed medical allowance payable to the serving as well as retired employees of the EPFO for outdoor treatment-Clarification

Reference: HRM-8/V/12(1)2003/FMA/Vol.-II/6160 dated 13.06.2013

Sir/Madam,

The Employees & Pensioners of the EPFO, who are not covered under Central Government Health Scheme, (CGHS) are paid Fixed Medical Allowance (FMA) per month to cater to the cost of medicines/treatment etc. where hospitalization is not involved. At present, FMA is being given to employees/pensioners @ Rs. 2000 p.m.

Several references have been received regarding admissibility of Fixed Medical Allowance to both the spouse, who are working or retired. In this regard it is clarified as under:-

a) In the following cases, only one of the spouse will be eligible for the facility of Fixed Medical Allowance

- If both husband and wife are working in the EPF Organisation or both of them have retired from EPFO & are in same station.
- In case where one is EPFO employee & the spouse is EPFO pensioner & are in same station.
- In case where one is serving/retired official of EPFO and spouse is serving/retired Government or any other organization (including private Firm/Office).

Notwithstanding anything said above, if any one of the spouse is posted outside station (working), residing separately and need medical facilities as per entitlement without spouse, then both of them will be eligible for FMA.

- As per the aforementioned circular dated 13.06.2013, if two or more members of 'family' are working in the EPFO, only one of them will be eligible for the facility of Fixed Medical Allowance. In this regard, it is further clarified that besides the spouse, other members of the 'family' as defined in CS (MA) Rules, 1944, who are working in EPFO & who are not dependent and also not residing with govt. servant shall be considered as a separate entity.

- c) In the case of an EPFO employee whose wife/husband is an employee of a Government or any other organization (including private Firm/Office) he/she will be required to give an undertaking that his/her spouse is not availing of medical facilities in cash, if any, granted by their respective employers, so as to be eligible to receive FMA in EPFO.

Yours faithfully,

Uday Baxi

(UDAY BAXI)

12/3/2014

REGIONAL P.F. COMMISSIONER-I (HRM)

Copy to: (Through EPFO Website)

- 1) FA & CAO
- 2) Chief Vigilance Officer
- 3) All Addl. CPFCs in Head Office
- 4) RPFC(NDC/NRPO) with request to upload the same on website
- 5) All Dy. Dir. (Vig.)/Zonal Audit Parties/Zonal Training Institutes
- 6) PS to CPFC
- 7) The General Secretary, EPF Officers Association, Guwahati
- 8) The Secretary General, AIEPFSF, Chandigarh
- 9) The Secretary General, All India EPF SC/ST Staff Federation, Trichy
- 10) President, Federation of All India Pensioners Association of EPFO, Chennai
- 11) DD(OL), Head Office with request for Hindi Translation
- 12) Guard File

Amit Singla
(AMIT SINGLA)

ASSISTANT P.F. COMMISSIONER (HRM-VIII)


Annexure-I

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT:

THE HONOURABLE MR.JUSTICE P.R.RAMACHANDRA MENON
&
THE HONOURABLE MR. JUSTICE DEVAN RAMACHANDRAN

FRIDAY, THE 12TH DAY OF JANUARY 2018 / 22ND POUSHA, 1939

OP (CAT).No. 25 of 2017
AGAINST THE ORDER IN OA 693/2014 of CENTRAL ADMINISTRATIVE
TRIBUNAL,ERNAKULAM BENCH DATED 26-11-2015

PETITIONER(S)

- 1 CHAIRMAN
CENTRAL BOARD OF TRUSTEES,
EMPLOYEES PROVIDENT FUND PRGANIZATION, BHAVISHYANDHI
BHAVAN,
14-BHIKAJICAMA PLACE,
NEW DELHI 110066.
- 2 CENTRAL PROVIDENT FUND COMMISSIONER
EMPLOYEES PROVIDENT FUND ORGANIZATION, BHAVISHYANDHI
BHAWAN,
14-BHIKAJI CAMA PLACE,
NEW DELHI-110066.
- 3 REGIONAL PROVIDENT FUND COMMISSIONER (ADM)
EMPLOYEES PROVIDENT FUND ORGANIZATION, BHAVISHYANDHI
BHAWAN,
PATTOM,
THIRUVANANTHAPURAM-695 004.

BY ADV.SRI.N.N.SUGUNAPALAN (SR.)

RESPONDENT(S) :

1. M.C.VALSAMMA
A 34, THIRUVONAM, TC NO.2/1147-4,
KOONAMKULAM LANE,
MEDICAL COLLEGE P.O.,
THIRUVANANTHAPURAM - 695 001.
2. N.SANTHAMMAL
T.C.NO.42/327, PIN-44, SANTHI,
PARAMBIL NAGAR III CROSS, VALLAKADAVU PO,
THIRUVANANTHAPURAM -695 008.



2018:KER:1844

OP (CAT).No. 25 of 2017 (Z)

3. K. THANKAMANI AMMA
MMRA, E 30, SREESUMAM, MELAKADAVU,
ARUVIKONAM, MOONNAMMOODU,
KODUNGANNOOR PO, THIRUVANANTHAPURAM.
4. J. SHAILAJA
SMRITHI 36/1420, KATTAKKARA ROAD (WEST),
ATHIPARAMBIL LANE, KALOOR,
COCHIN -682 017.
5. K. JANAKY
SREERAGAM, T.C.NO.2/1306,
(PMRA-A-63) NEAR ARYA CENTRAL SCHOOL,
PATOM THIRUVANANTHAPURAM-695 004.
6. E.V.LEELAVATHI
T.C.NO.9/1942, SURABHI, SMRA 114,
ASRAMON LANE, SASTHAMANGALAM,
THIRUVANANTHAPURAM 695 010.
7. Lyla PADMANABHAN
T.C.NO.2/1119(2),
MURINJAPALAM MEDICAL COLLEGE P.O.
THIRUVANANTHAPURAM -695 011.
8. EMPLOYEES PROVIDENT FUND PENSIONERS ASSOCIATION
KERALA REPRESENTED BY ITS,
SECRETARY C.V.GOPINATHAN NAIR,
SAROJA BHAVAN, DEVASWOM LANE,
KESAVADASAPURAM,
THIRUVANANTHAPURAM 695 004.
9. UNION OF INDIA REPRESENTED BY ITS SECRETARY
MINISTRY OF LABOUR & EMPLOYMENT,
NEW DELHI -110 001.
10. THE CHIEF MANAGER
STATE BANK OF INDIA,
CENTRAL PENSION PROCESSING CENTRE,
GANAGPATHIKOVIL ROAD, VAZHUTHACAUD,
THIRUVANANTHAPURAM -695 014.

R1 BY SRI. C.S. GOPALAKRISHNAN NAIR
SMT.CHANDINI G.NAIR

R9 BY SRI.N.NAGARESH, ASSISTANT SOLICITOR GENERAL
SRI.JAGADEESH LAKSHMAN, CGC

R10 BY SRI.P.V.SURENDRANATH (SR.)
BY SMT.BINDUMOL JOSEPH
BY SRI.B.S.SYAMANTHAK

THIS OP (CAT) HAVING COME UP FOR ADMISSION ON 12-01-2018, THE COURT ON THE
SAME DAY DELIVERED THE FOLLOWING:



2018:KER:1844

OP (CAT).No. 25 of 2017 (Z)

APPENDIX

PETITIONER(S) ' EXHIBITS

EXHIBIT P1 MEMORANDUM OF O.P. (C.A.T)

EXHIBIT P2 TRUE COPY OF REPLY STATEMENT.

EXHIBIT P3 TRUE COPY OF THE ORDER DATED 26/11/2015 O.A. NO.
180/00693/2014.

/TRUE COPY/

P.A. TO JUDGE



'CR'

P.R. RAMACHANDRA MENON
&
DEVAN RAMACHANDRAN, JJ.
~~~~~  
O.P. (CAT) No. 25 of 2017  
~~~~~  
Dated, this the 12th day of January, 2018

JUDGMENT

Devan Ramachandran, J.

In issue before us is whether a pensioner of the Employees Provident Fund Organization is entitled to the benefits of Fixed Monthly Allowance when his or her spouse is also a pensioner drawing such benefit.

2. A Fixed Monthly Allowance (FMA), as is commonly known, is a fixed sum of money paid to employees or pensioners on a monthly basis, irrespective of whether they submit bills to substantiate the expenditure or not. This is in distinction to medical reimbursement, where payment is made to the employees or pensioners against specific medical bills submitted by them, subject to entitlement. Thus the Fixed Medical Allowance is virtually, though not legally, a part of the salary or pension, as the case may be, which is also fully



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taxable under the provisions of the Income Tax Act, contrary to medical reimbursement to which tax benefits are applicable.

3. When an attempt was made to deny the benefits of FMA to the respondents herein, who are all pensioners under the Employees Provident Fund Organization, they moved the Central Administrative Tribunal, Ernakulam Bench and obtained the order impugned herein proscribing such action.

4. The Chairman, Central Board of Trustees of the Employees Provident Fund Organization, New Delhi and two other functionaries of the said organization are before us assailing the order of the Learned Tribunal, in O.A. No. 180/693/2014.

5. Under the order impugned herein, the learned Tribunal had allowed the Original Application filed by the respondents, wherein they sought for a declaration that they are entitled to the benefits of Fixed Medical Allowance ['FMA' for short] irrespective of their marital status.

6. The pleadings show that the respondents were impelled to make this request before the learned Tribunal because of Annexure A11 order, issued by the Assistant Provident Fund Commissioner, New Delhi, which is shown to be one clarifying certain queries raised by the various Authorities under the Employees Provident Fund Organization



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[hereinafter referred to as the 'EPFO' for brevity], as to whether the pensioners, whose spouses are also drawing pension under the Organization, would be entitled to an independent FMA. As per Annexure A11, the clarification offered by the said Authority was that this was impermissible, based on which, we see that certain attempts were made to recover the amounts from the petitioners on the ground that they have collected the FMA which was ineligible to them.

7. The learned Tribunal, after an in-depth assessment of all the various orders covering the field, concluded that Annexure A11 order was untenable and incompetent in law, since the clarification offered therein was not in tune or conformity with the specific prescriptions contained in the earlier orders granting the respondents the benefit of FMA. The petitioners have challenged this order of the learned Tribunal on various grounds; primarily that Annexure A11 has been issued without adverting to the definitive mandate of the various earlier orders issued by the Competent Authority of the EPFO and that had it been so adverted, the said order would not have been issued at all.

8. We have heard Sri. S. Sujin - the learned standing counsel appearing for the petitioners and Sri. C. S. Gopalakrishnan Nair,



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learned counsel appearing for the 1st respondent.

9. Before we embark on an examination as to the validity of the order of the learned Tribunal impugned in this O.P., we deem it appropriate to place on record certain very basic facts.

10. The FMA was introduced by the EPFO under the provisions of Sections 6D (vi) and 6D (vii) of the Employees Provident Fund and Miscellaneous Provisions Act 1952 [herein after referred to as the 'EPF Act' for brevity]. Initially, the benefit of FMA was offered only to the serving employees and not to pensioners, as is clear from Annexure R1 order dated 15.06.1984, under which the benefit was offered w.e.f. 01.07.1984. After Annexure R1 was issued, the authorities followed it up with Annexure R2 order dated 05.03.1986, whereby a restriction was placed in the entitlement of the employees in availing FMA. This restriction was that if both the husband and wife are working in the EPFO, then only one of them would be entitled to avail the benefit of FMA.

11. Matters continued so until 14.08.1998, when Annexure R5 order was issued by the Authorities, extending the benefit of FMA to pensioners also. This benefit, through the said order, was made applicable to the pensioners w.e.f. 01.12.1997 and an amount of



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Rs.100/- was made entitled to them, which was at par with the Central Government Pensioners. The order also made it clear that the FMA offered therein was in addition to the reimbursement of the medical expenses under the Central Services [Medical Allowances] Rules 1944 [hereinafter referred to as 'CS [MA]' Rules]. The amount of the FMA was, thereafter, raised by issuing Annexure A2 order, dated 14.09.2005, to make it Rs.250/- w.e.f. 14.09.2005. A minor modification was made to Annexure A2 through Annexure A3 order, dated 02.12.2005, whereunder the applicable date was modified. It is ineluctable from Annexure R5 and Annexure A2 that no other conditions other than what is stated therein were imposed against the pensioners while availing the FMA.

12. While so, the amount of FMA was enhanced by Annexure A4 order, dated 05.01.2007, whereby it was raised to Rs.600/- w.e.f. 05.01.2007. In this order, four conditions are seen incorporated; firstly, that those persons who are under the cover of the Central Government Health Services ['CGHS' for short] will be excluded; secondly, that if the spouses are both working under the EPFO and both are in the same station, then they would only obtain one FMA; thirdly, that if the spouse is a government servant or working in other



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organizations, including private organizations, he/she will have to give an undertaking that no other medical facility is availed; and finally, the FMA is in lieu of the outdoor treatment under the CS [MA] Rules 1944.

13. The monetary benefits under the FMA was thereafter enhanced from Rs.600/- to Rs.1200/- through Annexure A5 order, dated 11.01.2010, and further to Rs.2000/-, w.e.f. 01.03.2013, as per Annexure A6 order. As is clear from Annexure A6, condition numbers 2 and 3 of Annexure A4 is incorporated therein also.

14. It transpires that in the backdrop of the aforeseen Government Orders certain queries were raised by the various Authorities before the Central office of EPFO relating to the admissibility of the benefits of FMA to employees whose spouses were also getting such benefits. This led to Annexure A11 clarification, which is also seen to be adverting to certain audit objections, whereunder it was clarified that restrictions placed in Annexures A4 and A6, with respect to serving employees, would also be applicable to pensioners like the respondents.

15. The respondents challenged Annexure A11 before the Learned Tribunal, as we have already indicated above, on the primary



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ground that it is not in consensus with the mandate of the relevant orders afore noticed.

16. We have examined the orders involved in this case in detail. The relevant orders are Annexures R1, R2, R5, A4 and A6. As per Annexure R1, FMA was introduced in the year 1984, but only for the serving employees of the EPFO. Axiomatically, the restriction shown in Annexure R2 order, against both husband and wife availing such benefits when both of them are employed with the EPFO, would therefore, apply only to the employees still serving, since at that time pensioners were not granted that benefit. It was only through Annexure R5 order, dated 14.08.1998, that the benefit of FMA was made applicable to pensioners, but without any condition, akin to those contained in Annexure R2, being incorporated therein. In fact, the subsequent orders enhancing the amount of FMA from time to time, namely, Annexures A2, A4, A5 and A6, do not contain any constraining restrictions on the right of the pensioners to obtain FMA, whether they are married or otherwise and whether they are in the same station or otherwise, except that it says that one of them ought not to be the beneficiary of the other under any other medical scheme.



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17. The conditions in Annexure A4, as we have already seen above, are specifically with respect to serving employees and not with respect to pensioners at all. It is the same conditions, which are available in Annexure A4, that are incorporated in Annexure A6 also. It goes without saying, therefore, that Annexure A6 cannot have any greater restrictions imposed on the rights of the pensioners, than what was available in Annexure A4. However, the fact remains that there were no restrictions in Annexure A4 as regards the rights of the pensioners. Viewed from that angle, we fail to understand how the Authority, who issued Annexure A11 order, could have mandated that restrictions applicable to serving officers are applicable to pensioners also. This appears to be made without any cogitable basis, but underpinned on his incorrect interpretation of the orders, which the learned Tribunal has justifiably found untenable.

18. We cannot find fault with the view of the Tribunal because Annexure A11 order is not an independent order but is stated to be only a clarificatory one. In other words, Annexure A11 cannot impose fresh conditions or restrictions but can only clarify those which are available in the earlier orders. It is indubitable and the fact remains that there are no restrictions in the earlier orders with respect to



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pensioners and hence that there could not have been any further restrictions imposed through Annexure A11. Obviously, therefore, Annexure A11 to the extent to which it imposes restrictions on the rights of the pensioners, whether they be married or in the same station, cannot be found sustainable or justified in the scrutiny of law.

19. In the overview of the above factual standing, we are firmly of the opinion that the learned Tribunal has not erred in issuing the impugned order. We find that the same is, therefore, irreproachable and deserving of our approval. We, thus, dismiss this Original Petition, but deem it appropriate not to make any orders as to costs, leaving the parties to suffer their respective cost.

sd/-

**P. R. RAMACHANDRA MENON,
JUDGE**

sd/-

**DEVAN RAMACHANDRAN,
JUDGE**

kmd

/True copy/

P.A. To Judge

ई-मेल-E-mail: Rc.hrm.@epfindia.gov.in

दूरभाष / Telephone : 011-26186512
फैक्स / Fax : 011-26164724**Annexure-J**

कर्मचारी भविष्य निधि संगठन
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
Employees' Provident Fund Organisation
(Ministry of Labour & Employment, Govt. Of India)



मुख्य कार्यालय/ Head Office

भविष्य निधि भवन, 14- भीकाजी कामा प्लेस, नई दिल्ली - 110066
Bhavishya Nidhi Bhawan, 14-Bhikaji Cama Place, New Delhi-110066
Website: www.epfindia.gov.in, www.epfindia.nic.in

HRM-8/12(1)2014/FMA/Agenda Item

Dated: 13th June.2018

To

13 JUN 2018

The Addl. Central P.F. Commissioner,
Zonal Office, Thiruvananthapuram.

[Kind Attention: Smt. Kavitha N. George, Addl. CPFC]

Sub: OP (CAT) 25/2017 filed by EPFO against the CAT Order in O.A No. 693/2014 filed by Smt. M.C. Valsamma and others, retired Employees of EPFO-reg.

Madam,

This has reference to your email dated 05.06.2018 regarding Order dated 30.05.2018 of the CAT, Ernakulam in M.A No. 1294/2016- M.C. Valsamma and others Vs. UOI & CPFC and the Hon'ble High Court of Kerala Judgement dated 12.01.2018 upholding the Order of CAT in O.A No. 693/2014. In this regard the undersigned is directed to convey the following for taking further action:-

- Zonal Addl. CPFC (Kerala) to direct RPFC, Kerala to release the FMA to the 07 applicants w.e.f January, 2014 which will be subject to further course of action that the Department may take as per the legal advice to challenge the Order dated 12.01.2018 before the Hon'ble Supreme Court.
- RPFC, Kerala to file a compliance report in consultation with the Panel Advocate that the Order has been complied to honour the order of CAT although the CPFC is not competent to decide the matter of policy of grant of FMA. The authority competent to decide the grant of FMA is the Central Board the next CBT to place the order of the CAT, Ernakulam Bench dated 02.08.2016 as well as the High Court of Kerala dated 12.01.2018 for appropriate decision.
- RPFC, Kerala may engage a Sr. Advocate to appear before the CAT, Ernakulam Bench on 20.06.2018 to file the reply and also file a M.A for seeking exemption of the CPFC from personal appearance for the reasons related in (ii) above.


contd..2



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2. It is further conveyed that the draft MA forwarded to Head office vide email dated 13.06.18 may be modified and filed before Hon'ble CAT, Ernakulam Bench for seeking exemption of the CPFC from personal appearance for the reasons stated in para 2 above.
3. This issues with the approval of the Addl. CPFC (HQ) HR and CPFC (I/C).

Yours faithfully,


13/6/2018
(Sanjay Bisht)
Regional P.F. Commissioner-I (HRM)

Copy to:-

1. RPFC-I, RO, Thiruvananthapuram for information and necessary action.


13/6/2018
(Sanjay Bisht)
Regional P.F. Commissioner-I (HRM)

**CENTRAL ADMINISTRATIVE TRIBUNAL
KOLKATA BENCH
KOLKATA**

DATE OF HEARING : 15.09.2023
DATE OF JUDGMENT: 5.10.2023

Coram: Hon'ble Mr. Suchitto Kumar Das, Administrative Member

In the matter of:

O.A. 350/01582/2022



Mr. Pankaj Kumar Chakraborty, residing at 27/76 A. K. M.
Naskar Road, Regent Park, Kolkata-700040.

Mob - 9432325027

Email I'd :- P. K. Chakraborty2011@gmail.com .

.....Applicant

VS.

1. Union of India, service through the Secretary, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi-110011.
2. The Chairman, Central Board of Trustees Employees Provident Fund Organization, Head Quarters, Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. The Central Provident Fund Commissioner, Employees Provident Fund Organization, Head Quarters, Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. (a) Additional Provident Fund Commissioner (HRM), Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. (b) The Regional Provident Fund Commissioner I, Employees Provident Fund Organization (HRM), Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
4. Regional P. F. Commissioner Regional Office Kolkata DK Block, Sector-II, Salt Lake City, Kolkata-700091.
5. The Chief Manager, State Bank of India, Central Pension Processing Centre, Samridhi Bhawan, 1 Stand Road, BBD Bag, Kolkata-700001.
6. The Branch Manager, State Bank of India TNT Studio Branch 4, Baburam Ghosh Road, Kolkata-700040.

.....Respondents

O.A. 350/01583/2022

Mr. Kali Charan Hazra, presently residing at Dart Co-op Housing Society, CA233, Street No. 254, Action Area-1 New Town, Kolkata-700156.

Mob - 9432325027

Email I'd- k.chazra2009@gmail.com.

.....Applicant

VS.

1. Union of India, service through the Secretary, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi-110011.
2. The Chairman, Central Board of Trustees Employees Provident Fund Organization, Head Quarters, Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. The Central Provident Fund Commissioner, Employees Provident Fund Organization, Head Quarters, Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. (a) Additional Provident Fund Commissioner (HRM), Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. (b) The Regional Provident Fund Commissioner I, Employees Provident Fund Organization (HRM), Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
4. Regional P. F. Commissioner Regional Office Kolkata DK Block, Sector-II, Salt Lake City, Kolkata-700091.
5. The Chief Manager, State Bank of India, Central Pension Processing Centre, Samridhi Bhawan, 1st Stand Road, BBD Bag, Kolkata-700001.
6. The Branch Manager, State Bank of India, C F Block Branch, Salt Lake, CF 351, Sector-1, Pin-700064.

.....Respondents

O.A. 350/01584/2022

Mr. Arun Baran Das, Azad Nagar, Vivekananda Sarani, PO-Hridaypur Barasat 24 Parganas (N), Pin- Kolkata 700127.

Mob - 9432325027

Email I'd- kolgokul@gmail.com.

.....Applicant

VS.

1. Union of India, service through the Secretary, Ministry of Labour and Employment, Shram Shakti Bhawan, Rafi Marg, New Delhi-110001.
2. The Chairman, Central Board of Trustees, Employees Provident Fund Organization, Head Quarters, Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. The Central Provident Fund Commissioner, Employees Provident Fund Organization, Head Quarters, Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. (a) Additional Provident Fund Commissioner (HRM), Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
3. (b) The Regional Provident Fund Commissioner I, Employees Provident Fund Organization (HRM), Bhavishya Nidhi Bhawan, 14 Bhikaji Cama Place, New Delhi-110066.
4. Regional P. F. Commissioner-Regional Office Kolkata DK Block, Sector-II, Salt Lake City, Kolkata-700091.
5. The Chief Manager, State Bank of India, Central Pension Processing Centre, Samrahi Bhawan, 1 Stand Road, BBD Bag, Kolkata-700001.
6. The Branch Manager, State Bank of India, Barasat Branch, 12/28 KNC Road, Barasat, 24 Paraganas (North), Pin- 700124.

.....Respondents

For The Applicant(s):

Mr. G. C. Chakraborty, Counsel

For The Respondent(s):

Mr. K. Sarkar, Counsel

Mr. S. Auddy, Counsel

Ms. S. Auddy, Counsel



ORDER

Per: Hon'ble Suchitto Kumar Das, Administrative Member

Due to parity in the nature of grievance and facts pleaded, OA/350/01582/2023, OA/350/1583/2022 and OA/350/1584/2022 are

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being heard out analogously, upon due notice, to be disposed of by this common order, with consent of all the sides.

2. The applicants have approached this Tribunal under Section 19 of the Administrative Tribunals Act, 1985 praying for the following common relief:

"(a) To quash and set aside the impugned unlawful clarification under letter dated 14.03.2014 (A-4 of the OA);

(b) To direct the respondent (especially respondent no. 4 and respondent no. 6) to continue the benefit of retiral benefit of Fixed Medical Allowance with the pension to the pensioner with the further direction for not to give any effect of clarification dated 14.03.2014 so that no recovery of paid FMA is made from the retired employees as per DoPT order dated 02.03.2016 through Bank;

(c) Direct the respondent no. 4 and Bank respondent no. 5 and 6 to arrange for refund of illegal recovery of paid amount of FMA with appropriate order to the Bank either by cash or by credit the same to the pension account with interest @ 18% on unlawful recovery of amount of FMA;

(d) Any other order/orders as your Lordships would deem fit and proper for the ends of justice."

3. This matter is taken up by Single Bench in view of the revised list dated 04.04.2000 issued under Sub-section (6) of Section 5 of the Administrative Tribunals Act, 1985, as no complicated question of law is involved in this matter, and, with the consent of parties.

4. For the sake of brevity, the facts of OA/350/01584/2023 (Arun Baran Das) is being delineated and discussed hereunder :

4.1 The applicant is an EPFO pensioner. He was an employee of Employees' Provident Fund Organisation (EPFO), and retired on 30.04.2005. The wife of the applicant is also a pensioner after retirement from service from EPFO.

Both of them were drawing pension with FMA as a part of the pension as per individual PPO issued to them since their retirement.

4.2 The EPFO issued a letter dated 14.03.2014 vide which it was clarified that if both the wife and the husband are EPFO pensioners, only one of them will be entitled to receive FMA as part of the pension.

4.3 Regional PF Commissioner Kolkata issued instruction to the pension disbursing bank to discontinue the payment of FMA @ Rs. 2000 per month to the applicant and to recover Rs. 9060 from pension of March, 2022 and Rs. 11,265 from the pension of April, 2022 which had been paid as FMA. Respondent no. 5 accordingly paid the pension by excluding the amount of FMA for Rs. 2000 from the pension for the month of March, 2022. The respondent no. 4, in addition to discontinuation of payment of monthly payment of FMA, issued a demand notice dated 19.05.2022 to the applicant for initiating recovery of paid amount of FMA for Rs. 3,03,600/- received by the applicant during the period from 01.05.2005 to 28.02.2022.

5. Learned Counsel for the applicant submits that the Co-ordinate Bench of the Tribunal at Ernakulam has already adjudicated the matter in favour of the applicants in OA no. 180/693/2014. This decision has been upheld by the Hon'ble High Court of Kerala. He prays for a similar order in the case.

6. Per contra, Learned Counsel for the respondents submits that the Fixed Medical Allowance was ordered to be stopped in respect of the applicants in terms of specific directions contained in the letter of EPFO/HO no. HRM-8/V/12/1/2003/FMA/Vol-II dated 12.03.2014. He fairly submits that

Following an interim order of this Tribunal passed on 10.11.2022, respondents are continuing with payment of FMA to the applicants.

7. Heard both sides at length. Perused materials on record.

7.1 In OA no. 180/693/2014 (M. C. Valsamma & Ors. vs. EPFO), the Co-ordinate Bench of Ernakulum passed the following order :-

".....

24. The applicants are therefore entitled for FMA irrespective of their marital status, provided one spouse has not declared the other as a beneficiary in any other medical schemes under which they are covered and are already drawing such medical benefits and are residing in areas where CGHS facilities are not available. Subject to above respondents will pay applicants FMA w.e.f. 01.01.2014.

25. The original application is allowed accordingly. No costs."

This order was challenged by the respondents before the Hon'ble High Court of Kerala vide OP (CAT) No. 25 of 2017. Hon'ble High Court upheld the decision of the Tribunal by the following order :-

".....

19. In the overview of the above factual standing, we are firmly of the opinion that the learned Tribunal has not erred in issuing the impugned order. We find that the same is, therefore, irreproachable and deserving of our approval. We, thus, dismiss this original petition, but deem it appropriate not to make any orders as to costs, leaving the parties to suffer their respective cost."

7.2 The judgments of the Co-ordinate Bench at Ernakulam and that of Hon'ble High Court of Kerala have been perused in their entirety. It is noted that the issue under adjudication in OA no. 180/693/2014 of Ernakulam Bench is identical to the issue involved in the present OAs. Therefore, the judgment in the aforesaid case in Ernakulam Bench of CAT is squarely applicable to these OAs.

7.3 The respondents are accordingly directed not to give effect to the instructions contained in impugned letter no. HRM-8/V/12/1/2003/FMA/Vol-II dated 12.03.2014 issued by EPFO Head Office and to pay the Fixed Medical Allowance to the applicants at the applicable rates irrespective of their marital status, provided one spouse has not declared the other as a beneficiary in any other medical schemes under which they are covered and are already drawing such medical benefits and are residing in areas where CGHS facilities are not available.



8. OAs stand disposed of. No costs.



(Suchit Kumar Das)
Administrative Member

sl

4511
(a) Sl. No. of the appln. 197 G.C. Chakraborty
(b) Name of the applicant G.C. Chakraborty
(c) Dt. of presentation of application for copy 05/10/23
(d) No. of pages 7
(e) Copying fee charged 7
(f) Dt. of presentation of copy 6/10/23
(g) Dt. of delivery of the copy to the applicant 06/10/23

Certified to be true Copy
सत्यापित प्राप्त प्रमाणित

Court Officer S. Shadury
केन्द्रीय प्रशासनिक अधिकरण
Central Administrative Tribunal
कलकत्ता न्यायपीठ
Kolkata Bench

**Minutes of the 5th meeting of Sub Committee on Human Resources (HR) dated
25th October, 2024**

The 5th meeting of the Sub Committee on Human Resources (HR) (1st meeting after re-constitution of EC) was held in hybrid mode under the Chairmanship of Shri Ramesh Krishnamurthi, CPFC on 25th Oct, 2024 in presence of following members of the Sub-Committee:

Shri Alok Mishra, Joint Secretary (Social Security-I), MoL&E	Central Government's Representative
Shri Harbhajan Singh Sidhu, CBT Member	Employees' Representative
Shri Baldevbhai G. Prajapati, CBT Member	Employer's Representative
Shri J A Vaidyanathan, Director (Retd.), Govt. of India	Special Invitee
Shri Bhaskar Choradia, ACC (HQ) HR	Convenor

(The list of officers who assisted the committee in meeting is appended at the end)

The Chairperson welcomed all the members of the Sub Committee and briefed the members about the mandate of the Committee. It was suggested by him that for the upcoming meetings, brief presentations on the Agendas may be placed before the Committee. The Convener, ACC (HQ) HR initiated the meeting with discussions on the agendas as under.

2. Confirmation of minutes of 4th Meeting of HR Sub Committee held on 20.10.2023.

The minutes were confirmed by the Committee.

3. Agenda Item No. 1: Policy for Compassionate Appointment in EPFO, 2024

The agenda item was introduced by RPFC-I (HRD-I). Sh. Harbhajan Singh Sidhu pointed out that the cut off points for identifying penury in other Departments like ESIC is 30 and requested to revisit the proposed penury points of 35 in the policy. It was clarified by Chairperson that the same may be reviewed in future, if required. Sh. Sidhu also suggested a standing committee may be formed to avoid the waiting period of around 8 months for the appointment process. He further requested to consider 'Divorced daughter' also as a dependant.

Another suggestion of the committee was to keep the Appointing Authority as ACC (HQ) HR so that any grievance arising during appointment process may be agitated/ appealed before CPFC.

Further, Shri J A Vaidyanathan made an observation regarding point no 13.3 of the policy which says- "*Compassionate appointment in the case of a missing employee also would not be a matter of right.*"

Convenor assured that the points mentioned by Members would be revisited in view of the extant DoPT guidelines.

With the above observations, the agenda was recommended for consideration of EC.

4. Agenda Item No. 2: Regularisation of Canteen Employees of EPFO who were directly recruited in the year 2006-07

The agenda item was introduced by RPFC-I (HRD-I). Some basic issues / observations of the members of the Committee were as under:-

- i. Since Vigilance enquiry was conducted and few people appointed through the said recruitment process of Canteen employees were later removed from their service and action has been taken against the officers included in the process, it was advised to revisit the Vigilance case and re-confirm the appointment status of the remaining employees who continued in the services of EPFO.
- ii. Sh. Sidhu suggested that it is crucial to identify any other similarly placed employees in EPFO who have been recruited without RR (in positions like MTS/ Driver/ Gardner etc.) and are working on adhoc basis without regularization.

In view of the above, Chairperson has directed to get a certification in this regard from all the Zonal Offices/ Regional Offices.

With the above observations, the agenda was deferred.

5. Agenda Item No. 3: Adoption of CCS (Implementation of NPS) Rules, 2021, CCS (Pension) Rules, 2021, CCS (Payment of Gratuity under NPS) Rules, 2021 and CCS (Extraordinary Pension) Rules, 2023

The agenda item was introduced by RPFC-I (HRD-I). It was informed by him to the Committee that the said proposal was a part of the Agenda on EPF Regulations, 2024 placed before the 235th CBT and approved. However, as the Regulations is yet to be notified therefore this agenda is being placed to adopt the rules separately.

After deliberations, committee unanimously recommended the Agenda for consideration of EC.

6. Agenda Item No. 4: Extension of probationary period in respect of Six Enforcement Officer/Accounts Officer regarding

The agenda item was introduced by RPFC-I (HRM- III). Some basic issues / observations of the members of the Committee were as under:-

- iii. Shri J A Vaidyanathan had informed the Committee that after the normal period of probation of 2 years or extended probationary period of 4 years there has to be an explicit extension before the end of the probationary period or else a decision regarding confirmation should have been taken.

After deliberations Chairperson has opined that taking post facto extension after completion of 4 years is normally not advisable. The following were suggested in view of the above -

- i. It may be ensured that, Probationary exams shall be conducted regularly without any delay.
- ii. The timelines regarding probation period and its further extensions may be strictly adhered to.
- iii. It may also be ensured that probationary period shall not be extended beyond the prescribed time period.

The agenda was recommended for consideration of EC, with the above observations, for post facto extension of probation period.

7. Agenda Item No. 5: Grant of Pay Scale to Assistant Director (OL) at par with the corresponding grade in the Official Language Cadre (Rajbhasha Vibhag) under Ministry of Home Affairs – regarding

The agenda item was introduced by RPFC-I (HRD-I). Sh. Harbhajan Singh Sidhu pointed out that similar anomalies in other isolated cadres may also be identified and it was assured that the matter shall be looked into and separate agendas shall be placed if found necessary.

Shri Baldevbhai G. Prajapati and Shri J A Vaidyanathan suggested that financial implications may be indicated while placing the proposal for consideration of EC / Board.

After deliberations, committee unanimously recommended the Agenda for consideration of EC.

8. Agenda Item No. 6: Absorption of left out JK EPFO employees and Resolution of anomaly/grievances of already absorbed JK EPFO employees on various HR matters.

The agenda item was introduced by RPFC-I (HRM-I). Some basic issues / observations of the members of the Committee were as under:-

- i. The criteria of giving a level higher grade pay to the employees of J&K in consequent to absorption to Central EPFO was questioned by Sh Harbhajan Singh Sidhu and Sh. J A Vaidyanathan. In this regard it was directed that previous agendas placed before the CBT may be revisited to understand the reasons behind it. Also the instant agenda may be revised by elaborating the background regarding the decisions taken in the previous CBTs as well.
- ii. It was suggested to look into on how the J&K employees got promoted in their cadre, when they already had opted for getting absorbed in Central EPFO.
- iii. The case of Sh. Sansar Singh was pointed by the Committee saying he got career progression from Level 1 to 4 in a span of 4 years and EPFO is placing him in a level further higher which is level-5. It was pointed out by that such benefits being granted to J&K employees may be an unfair treatment to the employees of Central EPFO.

- iv. It was further suggested that the pay level of the absorbed employees could have been fixed at lower level and benefit of personal pay as per the grade pay difference could have been given to the J&K employees.
- v. It was also recorded that issues regarding seniority may also arise in cadre of EO/AO and other cadres as and when the combined seniority list is finalized by EPFO.

In view of the above, Chairperson while placing the agenda, suggested that EC & CBT may be apprised of the complications regarding seniority and other issues regarding pay level that may arise in future. It was also suggested the seniority list of the concerned cadres may be finalized and circulated at the earliest.

Further, regarding transfer of Pensionary fund of J&K EPFO to Central EPFO, Chairperson has suggested that pension liability of Central EPFO in this regard may be quantified. With the above observation Committee agreed to recommend to EC, the proposal in Point A[ii], [iii] and point C and advised to revisit the proposal at point B of the draft agenda in view of the number of posts available, available vacancy and impact on seniority.

9. Agenda Item No. 7: Payment of Fixed Medical Allowance to both Husband and Wife (both employed in EPFO).

The issue was to restrict FMA to one of the spouses if both are employees/ pensioners of EPFO.

During the deliberation on agenda, Shri Harbhajan Sidhu asked about the sufficiency of the funds for the pensioners for their medical requirements. It was informed to the member that FMA is only for the OPD requirements. The IPD claims are separately being reimbursed under extant rules. It was further intimated that the agenda is to bring parity among the employees and pensioners. With these discussions, the agenda was recommended for consideration of EC unanimously by the committee.

10. Agenda Item No. 8: 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..

Constitution of Technical Committee where comparable CGHS rates are not available: The requirement of Constitution of technical committee was discussed. It was intimated that this procedure already exists in Central Government. As there are no similar provisions in EPFO, so the agenda is to bring similar mechanism to consider the medical claim bills where expenditure has been over and above the approved rates.

The agenda was recommended for consideration of EC unanimously by the committee.

The meeting ended with vote of thanks to the chair.

**LIST OF OFFICERS OF EPFO WHO ATTENDED THE 1st MEETING OF
SUB COMMITTEE ON HUMAN RESOURCES, Dated 25th Oct, 2024**

S. No.	Name of the officer	Designation
1.	Shri S K Suman	Addnl. Central P.F. Commissioner (HR)
2.	Smt. Swagata Rai	Regional P.F. Commissioner-I (HRM- IV)
3.	Sh. Mohammad Shariq	Regional P.F. Commissioner-I (HRM- I/II)
4.	Sh. Shahid Iqbal	Regional P.F. Commissioner-I (HRM- III)
5.	Sh. Saurabh Tripathi	Regional P.F. Commissioner-I (HRD- I)
6.	Sh. Indraj Singh	Regional P.F. Commissioner-II (HRD- II)
7.	Sh. Jerin David M	Regional P.F. Commissioner-II (DAR)



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

एन०बी०सी०सी० सेंटर, ब्लॉक-2, ग्राउंड-4th फ्लोर, ईस्ट किडवाई नगर, नई दिल्ली-110023

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



02 DEC 2024

No. Conf.3(1)2024/109thEC /8744

Date:

02 DEC 2024

To

All Members,
Executive Committee (EC), CBT.

Subject: Draft minutes of 109th meeting of the Executive Committee (EC), CBT held on 08.11.2024 in EPFO Head Office, East Kidwai Nagar, New Delhi- reg.

Madam/Sir,

I am directed to forward herewith the draft minutes of 109th meeting of the Executive Committee (EC), CBT held on 08.11.2024 in EPFO Head Office, East Kidwai Nagar, 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,

(Ashwini Kumar Gupta)

Regional PF Commissioner-I (Conference)

Copy to:

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

(Ashwini Kumar Gupta)

Regional PF Commissioner-I (Conference)

rc.conf@epfindia.gov.in

MINUTES OF 109th MEETING OF THE EXECUTIVE COMMITTEE, CBT (EPF) HELD ON 08th NOVEMBER AT 03.00 PM

The 109th Meeting of the Executive Committee, CBT (EPF) was held on 08.11.2024 and was chaired by Ms. Sumita Dawra, Secretary (L&E) to the Government of India, Ministry of Labour and Employment, New Delhi & Chairperson, EC. List of attending members is at **Annexure -A.**

2. CPFC welcomed Chairperson/ Secretary (L&E) and the members to the 109th Meeting of the Executive Committee.

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

Item No. 1: Confirmation of draft minutes of the 108th meeting of the Executive Committee, CBT (EPF) held on 27.10.2023

Sh. Sanjay Bhatia inquired about the status of the restructuring proposal as mentioned in Points 13 & 14. The CPFC informed that IIT Delhi is conducting the study, expected to be completed in 3-4 months, and a presentation will be made at the next EC meeting. Chairperson suggested discussing the **cadre restructuring proposal** in the next EC meeting. It was also proposed to hold monthly EC meetings to meet the target of four meetings per financial year.

Sh. S.P. Tiwari highlighted concerns raised by Hon'ble Member Sh. Sunkari Malleshram regarding the EPS fund, which has ₹7.8 lakh crore with ₹52,000 crore income on annual interest, while only ₹21,000 crore is distributed as pensions. Given the insufficient pension affecting

70 lakh pensioners, he urged a positive approach to raising the minimum pension and proposed **finalizing a resolution in the next Board meeting.**

CPFC clarified that raising the minimum pension is a policy matter and emphasized that fund viability is determined by actuarial valuation, considering future cash flows and inflows. CPFC stressed against assessing viability based solely on current income exceeding expenditure, as future pension outflows will increase with demographic shifts.

Chairperson inquired about the **status of actuarial valuation**, to which CPFC replied that till 2019-20 has been completed and sent to Central Government. Actuarial valuations for remaining years likely to be completed by March 2025. Chairperson proposed discussing the **minimum pension issue in January or February EC meeting.**

Sh. Hiranmay Pandya raised concerns about delays in issuing PPOs for higher pensions. ACC (HQ) (Pension) explained that the delays are mainly related to the exempted establishments, where differences in trust rules require further analysis and clarification. For other cases, instructions are in place, and 4 lakhs out of 17 lakh cases have been processed. ACC(HQ) (Pension) further explained that EPFO established an online system for application submissions and employer verification. By July 2023, 17.48 lakh applications were received and out of them :

- a. 3.70 lakh cases have been processed i.e. accepted or rejected.
- b. 4.67 lakh cases have been seen by EPFO and referred back for clarification and pending with Employers

- c. 3.11 lakh cases pending with Employers (not forwarded by Employers)
- d. 5.98 lakh cases are under EPFO review.

The remaining cases depend on receiving the required information from employers for processing.

CPFC explained that the complexity lies in calculating higher pensions from a pooled fund, where contributions are not directly linked to the pension amount. Some individuals could receive higher pensions despite lower contributions, while others draw minimal pensions. This creates unequal withdrawals from the pooled fund, making it crucial for EPFO to scrutinize each application, checking details such as wages and employment continuity.

Sh. Hiranmay Pandya emphasized the need to **expedite processing of applications** and resolve issues where money has been collected but PPOs not generated, or where PPOs are still pending.

Sh. S.P. Tiwari noted that field offices and employers are facing issues due to the bulk of applications pending, particularly regarding joint declarations. He suggested setting up a **single window** from 15th November to 31st March or involving a third-party agency for three months to address issues like joint declarations, higher pensions, and Aadhaar seeding.

Joint Secretary, MoL&E emphasized that while higher pensions are desirable, they raise concerns about the sustainability of the pension fund, as the deficit has tripled in one year. He pointed out the moral issue of cross-subsidizing higher pensions at the expense of lower ones and the possibility that some are receiving more than they contributed. He suggested that the EC should take a broader view of the pension

scheme and wait for the actuarial reports for 2020-21 and 2021-22 to understand the deficit's magnitude.

Sh. Sanjay Bhatia stressed the importance of adhering to the Supreme Court's verdict unless the law is changed by Parliament, advocating for following the judgment without personal interpretations.

Chairperson acknowledged the large number of pending applications and the need to resolve issues related to the Supreme Court's judgment. Chairperson highlighted following points:

- (i) 3.70 lakh applications have been processed, with 3.11 lakhs pending with Employers and still needing processing, and
- (ii) rest are sent to employers for missing records or gaps.
- (iii) the need for clarity on about 17.5 lakh applications, suggesting a special drive with potential outsourcing to qualified empanelled firms, or use of technology to speed up processing.
- (iv) two key clarifications are needed:
 - a. the strategy for settling cases once actuarial reports is available, and
 - b. the final count of applications that need processing.The goal is to complete the process of applications by March 2025.

Chairperson said that the current method of examining the applications is tedious. She said that EPFO can take help of CAG-empanelled CA firms to complete examination of 17.48 applications in a campaign mode. She further directed that regular monitoring and review of the progress made in processing of the application should be done at the level of CPFC with ZO/ROs with an aim to complete the exercise by March, 2025.

With these observations the minutes of the meeting were confirmed.

Item No. 2: Adoption of CCS (Implementation of NPS) Rules, 2021, CCS (Pension) Rules, 2021, CCS (Payment of Gratuity under NPS) Rules, 2021 and CCS (Extraordinary Pension) Rules, 2023

ACC(HQ)(HRM) introduced the proposal for adopting the CCS Pension Rules 2021, highlighting the need for EPFO to formally adopt the new rules from the date of notification by DoPT.

CPFC emphasized that the adoption of the new rules would ensure clarity in disciplinary proceedings, as the regulations are still pending notification. EPFO has been following the CCS Pension Rules 1972 until now.

Sh. Sanjay Bhatia inquired if there were any significant changes in the new rules. ACC(HQ)(HRM) responded that there were no drastic changes but clarified that disciplinary powers, previously with the Chairman of CBT, are now delegated to the Secretary (L&E) for those not appointed by the President.

Joint Secretary, MoL&E emphasized that these rules must be adopted mutatis mutandis for EPFO, as these are under CBT, not those of the Central Government. He pointed out a contradiction between Para 3 (pg. 30), which requires Central Government approval for deviations from the rules, and Para 5.4 (pg.31), which designates CPFC as the competent authority for modifications. He suggested that approval from the Central Government would be required for changes as in Para 5.4.

- (i) CPFC clarified that Para 3 aligns with Section 5 D (7) of the EPF & MP Act, 1952 and proposed that changes in Para 5.4 could be made after consulting the Central Government.

- (ii) Joint Secretary, MoL&E also recommended change in Para 5.3 to replace "approval from the Chairman CBT" with "approval from the Chairperson, EC" to align with UPSC requirements and legal clarity.

Sh. Hiranmay Pandya inquired whether NPS had been adopted and the necessity for changes in gratuity rules. ACC(HQ)(HRM) confirmed that NPS was already adopted for employees who joined after 2004. The changes in gratuity rules pertain to DR recruits, for whom pension, and gratuity rules require to be administered under the appropriate powers.

CPFC explained that while NPS had already been adopted, there were no provisions for disciplinary actions under NPS. Therefore, the CCS Pension Rules 2021, framed by DoPT, are being proposed for adoption with necessary modifications to cover gaps in the existing framework. This adoption aims to address the absence of disciplinary rules in the NPS framework, particularly to respond to legal requirements if the courts inquire about the provisions for disciplinary proceedings.

The Committee recommended the adoption of CCS (Implementation of NPS) Rules, 2021, CCS (Pension) Rules, 2021, CCS (Payment of Gratuity under NPS) Rules, 2021 and CCS (Extraordinary Pension) Rules, 2023 for placement before the CBT, EPF.

Item No. 3: Grant of Pay Scale to Assistant Director (OL) at par with the corresponding grade in the Official Language Cadre (Rajbhasha Vibhag) under Ministry of Home Affairs

The Committee recommended the proposal of Grant of Pay Scale to Assistant Director (OL) at par with the corresponding grade in the

Official Language Cadre (Rajbhasha Vibhag) under Ministry of Home Affairs for placement before the CBT, EPF.

Item No. 4: Extension of probationary period in respect of Six Enforcement Officer/Accounts Officer

ACC(HQ)(HRM) explained that 06 Enforcement Officers/Accounts Officers (EO/AOs) were appointed under the Direct Recruitment Quota between 2018-2020, with a probation period of 2 years, extendable to a maximum of 4 years. They had to pass the mandatory Probationary Examination within this time.

Chairperson raised concerns about the post facto extension of their probation, questioning why it wasn't done immediately after the probation period ended. CPFC clarified that the employees have now passed the exam, and the issue is whether to extend their probation or terminate their services.

Chairperson queried about the recommendations of the HR Committee. CPFC responded that HR committee took note that:

- (i) Exams must be conducted frequently as per the calendar.
- (ii) There should be no case of post facto extension of probation period. If at all required any extension must be done within 02 years or 04 years.

JS, MoL&E raised concerns about potential deviations from DoPT norms regarding probation. ACC(HQ)(HRM) explained that the probation period is typically 2+2 years, and any extension beyond that would be a deviation.

Chairperson noted that the DoPT rules allow for 4 years of probation and emphasized that exceeding that timeframe goes against both DoPT norms and EPF Regulations. Joint Secretary, MoL&E suggested checking for delays or issues in the process. CPFC clarified that the delay in probation clearance was due to COVID-19 affecting exams, and the HR Committee had reviewed the situation.

Chairperson emphasized the importance of considering performance and discipline of the officers concerned in the process of decision-making. CPFC referred to Amar Singh's case, where his probation was extended due to a penalty, and suggested that the confirmation committee should decide his case once the penalty period ended.

Sh. Sanjay Bhatia suggested to see other such cases also to avoid any precedent. Dr. Sachin Sabnis also asked whether earlier such cases have been recommended earlier by the Executive Committee.

Chairperson recommended that agenda be placed before CBT meanwhile **a feedback on performance/discipline in such cases be taken** and CBT be informed that such cases are beyond DoPT and EPFO guidelines. Also, it was recommended to inform CBT about other such cases.

Item No. 5: Policy for Compassionate Appointment in EPFO, 2024

ACC(HQ)(HRM) informed about the revised compassionate appointment policy in EPFO based on DOPT guidelines. The penury criteria for eligibility were reduced from 50 to 35 points to allow more people to qualify. Compassionate appointments will be available in the MTS cadre but limited to 5 per year due to over-saturation. SSA

appointments will be centrally analyzed based on vacancy assessments, **with 5% allocated for compassionate appointments.**

JS, MoL&E and Sh. Hiranmay Pandya raised concerns about the practicality of posting locations, with CPFC assuring that candidates would be given options to choose their postings.

Dr. Sachin Sabnis emphasized the move to centralize the appointments and the reduction in penury points, creating more opportunities.

After deliberations, the Committee recommended the Policy for Compassionate Appointment in EPFO, 2024 for placement before the CBT, EPF.

Item No. 6: Payment of Fixed Medical Allowance to both Husband and Wife (both employed in EPFO)

ACC(HQ)(HRM) explained that EPFO employees and pensioners outside Delhi and Jaipur receive a Fixed Medical Allowance (FMA) of Rs. 2000 per month for OPD facility. Initially, only working employees received FMA, but it was extended to pensioners also from 01.12.1997. A 2014 order clarified that only one spouse would be eligible for FMA if both were at the same station. However, an OA was filed in the CAT, Ernakulam Bench, which ruled in favour of pensioners receiving FMA regardless of marital status. The Kerala High Court upheld this decision, and directions were given to release FMA. A similar case in CAT Kolkata is under appeal.

CPFC clarified that the issue involves ensuring parity between serving employees and pensioners regarding FMA for outpatient (OPD) treatment, as inpatient (IPD) treatment is already covered. FMA is provided to only one spouse if both are working or retired, with an

exception in Kerala where both spouses receive FMA as pensioners, based on the Kerala CAT ruling. Now EPFO aims to standardize FMA for all pensioners and serving employees at the same station, effective from 14.03.2014.

The Secretary asked if EPFO officials have CGHS coverage, to which CPFC confirmed it is only available for serving employees in Delhi and Jaipur, not for pensioners.

JS, MoL&E mentioned that, according to JS (F&A), FMA is not required. FA & CAO, EPFO noted that a recent government order discontinued FMA and both IPD and OPD facilities should be provided according to CGHS rules.

The Secretary outlined two options: 1) CGHS to be applicable nationwide, and 2) CSMA for areas without CGHS coverage, for OPD services.

CPFC stated that an appeal will be filed before the Kolkata court to ensure only one employee receives FMA benefits.

It was decided that the issue of applicability of FMA as per recent Central Government orders would be taken up in the next meeting of EC.

Item No. 7: 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

ACC(HQ)(HRM) informed the Committee that currently, CGHS medical benefits are available only to working EPFO employees posted in Delhi and Jaipur. Other employees and pensioners are covered under CS(MA) Rules. The Ministry of Health & Family Welfare has issued

guidelines for relaxation of medical reimbursement procedures for beneficiaries under CS (MA) Rules, which EPFO can adopt similarly. A Technical Standing Committee, proposed with specific members, will make recommendations to CPFC for relaxation decisions.

Joint Secretary, MoL&E suggested that the committee should be headed by the ESIC Medical Commissioner, not the ACC, and should include an external medical expert from a Central Government hospital.

Sh. S.P. Tiwari recommended that the committee comprise officials from the Ministry of Health, ESIC, and EPFO.

The Chairperson recommended reaching out to the Health Department to explore their assistance in forming the committee. Accordingly, agenda was deferred.

Item No. 8: Selection of Agency for providing Essential Services i.e. Multi-Protocol Label Switching Service (MPLS Service) Connectivity through Online bidding on GeM portal for a period of three years from 01/04/2024 and; extension of MPLS services of M/s RailTel on nomination basis for period 01/10/2023-31/03/2024; MPLS Service through Secondary Service Provider

Sh. Hiranmay Pandya mentioned the extra charges quoted by M/s RailTel compared to the previous bidding to which CPFC replied that there is an annual saving of Rs. 1.18 Crores. RailTel was selected after open tendering, which included M/s RailTel, PGCIL, and BSNL, for the contract starting April 2024 for three years.

Dr. Sachin Sabnis highlighted that the slowness might be due to IT infrastructure issues and not just bandwidth, suggesting a need to assess office infrastructure.

CPFC stated that the secondary service provider, though currently PGCIL on a nomination basis, would be selected through an open

tender process, expanding beyond just PSUs. JS (SS) emphasized that service providers, whether primary or secondary should be selected through open tender process involving both PSUs and private players.

The Executive Committee approved the Selection of Agency for providing Essential Services i.e. Multi-Protocol Label Switching Service (MPLS Service) Connectivity through Online bidding on GeM portal for a period of three years from 01/04/2024; extension of MPLS services of M/s RailTel on nomination basis for period 01/10/2023-31/03/2024; and MPLS Service through Secondary Service Provider based on open tender process involving both PSUs and private players.

Item No. 9: 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

Sh. Girish Chandra Arya raised concerns about CDAC's services, noting that a committee was formed to assess their performance, and the report should be reviewed.

CPFC responded that issues with the IT system and claim slowness were not entirely software-related but more process-driven, including delays due to multiple approvals. In CITES 2.01, data and process consolidation will reduce claim processing time by 25%, but process simplification is needed. Hardware procurement for system migration has been approved and should be completed by November, with improvements expected by December.

Sh. Hiranmay Pandya emphasized the need for faster IT systems.

Sh. S.P. Tiwari made observation on the payment structure for CDAC's manpower, suggesting it should be checked based on the gradation of skills.

Chairperson suggested that payments should be based on the skilled manpower deployed, and CPFC agreed to review this.

The Executive Committee approved the 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, from 16.10.2023 to 31.03.2025.

Item No. 10: Audited Annual Accounts in respect of Employees' Provident Fund Scheme, 1952, Employees' Pension Scheme, 1995 and Employees' Deposit Linked Insurance Scheme, 1976 for the financial year 2021-22 and 2022-23

The four observations of JS&FA on the agenda were informed to the Committee. Chairperson inquired about methods adopted and the data used for calculation of the Actuarial shortfall and the actual implications of the actuarial deficit/shortfall.

CPFC informed that actuarial valuation depends on members accounts taken as one unit but one member has multiple accounts and hence once accounts are merged then results shown in actuarial calculations would be more accurate.

Chairperson desired information in the next meeting on satisfaction with data that the actuary is using and method of presentation should be made.

Chairperson also desired to inform the Committee about what efforts are being taken to minimize inoperative accounts. FA & CAO explained the status of inoperative accounts and informed that inoperative accounts are going up and efforts are not enough for better results. Chairperson desired to examine all four aspects given by JS &

FA in her comments on the agenda. (**Observations of JS&FA, MoL&E are placed at Sr. 10 of Annexure B**)

Shri Sheo Prasad Tiwari has mentioned following points and suggested to look into it:

i) **Annual Accounts 2021-22:** Observations on arrears of 7A, 7Q and 14B are 12000 crores and default is 1700 crores. No clarity on this and what happened need to be informed.

ii) **Annual Accounts 2021-22:**

a) The investment in debts securities has been valued at amortized value as per the revised accounting policy for investments as approved by CBT in its 178th meeting held on 27.01.2007, need to be reviewed as the policy need to be revised.

b) Arrears of 7A, 7Q and 14B are 9385 crores.

c) Interest accrued but not due (as reported in the Annual Accounts 2021-22) on EPF Fund investment shown as 28, 039 crores and correct figures shown as Rs. 17457 crores showing huge variations.

d) There are outstanding default noted by CAG, actions taken need to be informed.

Shri Harinmay J Pandya raised issues of slowness of system, and other issues related to claim settlements and appreciated to raise auto claim settlement to Rs. 1 lac. He also suggested that litigations should be reduced, as already decided earlier. CPFC informed that analysis has already been made and necessary actions are being contemplated. Chairperson desired that globally investment pattern be examined and further directed in the next EC comprehensive reform with Committee be

given. Committee of officers from different locations be constituted on critical issues with responsibility to improve.

Chairperson also suggested that a powerpoint presentation on improvement made by EPFO on different suggestions and decisions for placing before CBT in the next meeting.

With the above observations, Committee recommended Audited Annual Accounts in respect of Employees' Provident Fund Scheme, 1952, Employees' Pension Scheme, 1995 and Employees' Deposit Linked Insurance Scheme, 1976 for the financial year 2021-22 and 2022-23 for placement before Central Board of Trustees, EPF.

Item No. 11: Proposal for hiring two Chartered Accountant firms for the following purposes:

- i. First, for the preparation of Annual Financial Statements of EPFO and to facilitate the automation of the process of preparation of financial statements,**
- ii. Second, for conducting audit of Annual Financial Statements before their submission to the C&AG for auditing & certification**

CPFC introduced the agenda suggested that Committee should examine the side that RBI also has empanelled list of Chartered Accountants and EPFO should not restricted to CAG only. Dr. Sachin Sabnis opined that EPFO should expend more and to look for RBI empanelled Chartered Accounts so as to ensure good quality of Chartered Accountants.

Sh S. P. Tiwari suggested that only big firms of Chartered Accountant be hired by setting high bars for selection.

Proposal was approved as contained in the agenda.

Item No. 12: Modified Preliminary Estimate for the work of Redevelopment of EPFO campus at Borivali, Mumbai for construction of Residential Qtrs 256 Nos. of Type-III, 28 Nos. of Type-IV-S, 15 Nos. Type-V, 2 Nos. Type-VI & Guest House etc.

After deliberations, the proposal was approved as contained in the agenda.

Item No. 13: Proposal for Construction of Staff Quarters at Sector-9, Gurugram.

CPFC introduced the agenda and requested Chief Engineer to brief the Committee. Chairperson suggested that construction quality and concept of green building should be ensured. Chairperson also informed observations of JS & FA on the agenda and suggested that policy on lease accommodation be seen. Shri Girish Arya impressed on permanent settlements.

After deliberations, proposal was approved as contained in the agenda.

Item No. 14: Draft 71st Annual Report on functioning of the Employees' Provident Fund Organisation (EPFO) for the year 2023-24

CPFC introduced the agenda. The observations of JS&FA were placed before the Committee. With the observations of JS & FA, agenda was recommended to place before CBT in its meeting. **(Observations of JS&FA, MoL&E are placed at Annexure C)**

Item No. 15: Delegation of Financial Powers for Appointment of and Payment to Valuer, Actuary /Consultant actuary.

After deliberations, the proposal was approved as contained in the agenda.

Item No. 16: Minutes of meetings of the sub-committees of the Executive Committee

EC took note of the minutes of the Sub-Committees of EC.

Item No. 17: Action Taken Statement in respect of decisions taken in the EC meetings held upto 27th October, 2023 (108th EC meeting)

CPFC introduced the agenda and requested members of the Committee to take note of the Action Taken Report.

Chairperson directed to circulate ATR to all members of the Committee and invite their comments/observations.

With the above directions, the agenda was deferred.

Item No. 18: Informative Agenda regarding successful conduct of Direct Recruitment Examinations through the National Testing Agency (NTA) –regarding

The Committee took note of the agenda.

Chairperson directed that Execute Committee will meet every month for this financial year. Dr. Sachin Sabnis opined that IT system be provided on the table in Conference Hall so that agenda book could be provided on IT system to table/tablet to avoid printing of physical agenda book. Shri Girish Arya suggested that agenda items be provided well in advance for proper examination of agendas to provide considered comments and opinions.

The meeting ended with vote of thanks to the Chair.

Annexure-A

List of members who attended 109th Meeting of Executive Committee, CBT (EPF) held on 08.11.2024 at 03.00 PM in EPFO, Headquarters

1	Ms. Sumita Dawra Secretary to the Government of India, Ministry of Labour & Employment	Chairperson
2	Sh. Alok Mishra Joint Secretary, Ministry of Labour & Employment	Central Government Representatives
3	Sh. M. Balu Naik, Joint Commissioner of Labour, Andhra Pradesh	State Government Representatives
4	Ms. Shruti P. Modi, Additional Commissioner of Labour, Gujarat	
5	Sh. Natwar Sharda, Deptt. Of Labor, Madhya Pradesh	
6	Dr. Sachin B. Sabnis	Employers' Representatives
7	Sh. Sanjay Bhatia	
8	Sh. Hiranmay J. Pandya	Employees' Representatives
9	Sh. Girish Chandra Arya	
10	Sh. Sheo Prasad Tiwari	
11	Sh. Ramesh Krishnamurthy, IRS	CPFC & Member Secretary (Ex-Officio)/ Addl. Secretary(L&E)
Following members could not attend the meeting		
1	Joint Secretary & Financial Advisor, MoL&E	Central Govt. Representative
2	Sh. Atul Sobti	Employers' Representative

Annexure - B

Ministry of Labour & Employment
Internal Finance Division

Comments on Agenda Items to be placed in 109th meeting of the Executive Committee, CBT(EPF)- reg.

S. No.	EC Agenda Item	Remarks
1	Confirmation of minutes of the 108 th meeting of the Executive Committee, CBT (EPF) held on 27.10.2023	Chairperson had directed that JS&FA's queries and their replies may be made part of minutes however same are not found incorporated in the minutes.
2	Adoption of CCS (Implementation of NPS) Rules, 2021, CCS (Pension) Rules, 2021, CCS (Payment of Gratuity under NPS) Rules, 2021 and CCS (Extraordinary Pension) Rules, 2023	For departures (as stated in Para 5), approval from Central Govt may be required.
3	Grant of pay scale to Assistant Director(OL) at par with the corresponding grade in the official language cadre (Rajbhasha Vibhag) under Ministry of Home Affairs	<p>The anomaly has ended after 6th CPC. It is proposed to revise pay scales w.e.f. 01.01.1996 to 10.02.2003 (notionally) and w.e.f. 11.02.2003 to 31.12.2005 on actual basis. Reason to implement on actual basis it retrospectively is not clear. EPFO may consider notional revision.</p> <p>In case such anomalies exists in other cadres, it may have wider financial implication as it may be</p>

		quoted as precedence.
4	Extension of probationary period in respect of Six Enforcement Officer/Accounts Officer.	<p>DoPT's guidelines states that probation period should not exceed double the normal period. The normal period for the post is 2 years so it is a departure from Govt rules.</p> <p>Apart from passing the exam after the max no of years allowed have the performance of these officers been evaluated and found deserving of consideration? Is it in the interest of EPFO to extend probationary period of such an employee? It is not clear why these cases not brought up earlier. Are there precedence of such extensions being granted?</p>
5	Policy for Compassionate Appointment in EPFO, 2024	<p>Parents have been included in the definition of dependent members. This is a departure from DoPT's guidelines.</p> <p>Merits points finalised by MoLE may also be referred.</p>
6	Payment of Fixed Medical Allowance to both Husband and Wife (both employed in EPFO).	<p>The agenda is not clear. Heading of the agenda and proposal at Para 5 are in contradiction.</p> <p>Why FMA should be continued for serving employees when CS(MA) rules have been adopted by EPFO? In Government, FMA has been discontinued. Granting benefit of CS(MA) and FMA simultaneously is not proper.</p>

7	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.	<p>Proposal is in line with MoH&FW's guidelines. No comment.</p> <p>A provision may be added to invite additional experts/ Specialists, if required</p>
8	Selection of Agency for providing Essential Services i.e. Multi-Protocol Label Switching Service (MPLS Service) Connectivity through Online bidding on GeM portal for a period of three years from 01/04/2024 and; extension of MPLS services of M/s RailTel on nomination basis for period 01/10/2023-31/03/2024	<p>For secondary line, as recommended by IT sub committee, RFP may be floated. Reverse Auction on Railtel prices could be adopted as a mode of selection.</p> <p>For any payment/ expenditure as per existing contract (other than advance payment), powers may be delegated to CPFC.</p>
9	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	No comments.
10	Audited annual accounts in respect of EPF Scheme, 1952, EPS, 1995 and EDLI, 1976 for the financial year 2021-22	<p>The following comments were made while approving the Audited accounts.</p> <p>i. A presentation may be made by the Actuary on the methods adopted and the data used for</p>

	and 2022-23	<p>calculation of the Actuarial shortfall and the actual implications of the actuarial (notional) deficit/ shortfall.</p> <p>ii. Members may be apprised of efforts being made to minimize Inoperative Accounts.</p> <p>iii. Suspense Account liquidation should be expedited.</p> <p>iv. PMRPY, PMGKY and PMPRPY schemes are long over. All transactions for these schemes should be reconciled and the respective bank accounts may be closed.</p>
11	<p>Proposal for hiring two Chartered Accountant firms for the following purposes:</p> <p>i. First, for the preparation of Annual Financial Statements of EPFO and to facilitate the automation of the process of preparation of financial statements,</p> <p>ii. Second, for conducting audit of Annual Financial Statements before their submission to the C&AG for auditing & certification.</p>	No comments.
12	Modified Preliminary Estimate for the work of Redevelopment of EPFO campus at Borivali, Mumbai for construction of Residential Qtrs 256 Nos.	No comments.

	of Type-III, 28 Nos. of Type-IV-S, 15 Nos. Type-V, 2 Nos. Type-VI & Guest House etc.	
13	Proposal for construction of Staff Quarters at Sector 9, Gurugram.	<ul style="list-style-type: none"> i. EPFO has proposed Level III quarters for employees from Level 1 to 7 (153 employees), 2 Type 5 against sanctioned strength of 1 and 1 type VI for which no post of eligible officer is present. This is not as per CPWD norms ii. Satisfaction level for each type of accommodation for eligible officials has to be considered before finalizing the quarters to be constructed iii. Whether the quarters will cater the need of employees of any particular region or employees of all nearby regions. In case of later, requirement may be assessed holistically keeping in view the number of employees and accommodations already available. iv. A proposal for construction of quarters at Malviya Nagar is also under consideration in EPFO. It would be appropriate to consider all proposal for construction of quarters in NCR together.
14	Draft 71st Annual Report on functioning of the Employees' Provident Fund Organisation (EPFO) for the year 2023-24	Comments enclosed in Annexure.

15	Delegation of Financial Powers for Appointment of and Payment to Valuer, Actuary /Consultant actuary.	<ul style="list-style-type: none"> i. CPFC as executive head of EPFO should not be delegated powers to appoint valuers/ actuaries for funds managed by EPFO. ii. For award of contract, financial power may be delegated to EC upto Rs. 50.00 Lakh each case. iii. For releasing payment as per approved contract, full powers may be delegated to CPFC.
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Annexure - C**Ministry of Labour & Employment
Internal Finance Division****Comments of JS&FA, M/o L&E on EPFO Annual Report 2023-24-**

While going through the draft report, following points are noticed:

Para No.	Page No.	Comments/ Observations
1.21	22	Prescribed number of meeting of Regional committee (4 per annum) are not happening.
2.17	33	Process for Actuarial Valuation of EPS 1995 has been much delayed. What are current timelines to complete the process?
2.27	36	Process for Actuarial Valuation of EDLI fund has been much delayed. What are current timelines to complete the process?
2.31 (H)	42	What is the reason for low acceptance (0.2%) of applications for higher pension?
3.9(c)	48	<ul style="list-style-type: none">i. Figure of total amount pending for recovery at Point c(vii) is not matching with total amount given at Page 61.ii. There is a sharp increase in pending recovery amount from Rs. 15,254 Cr in 2022-23 to Rs. 20,820 Cr in 2023-24.
Para 6.3	82	<p>Disposal of grievance received from various offices - The figures appear to be identical to last year data. Correctness may be checked.</p> <p>No data regarding disposal of grievances in CPGRAMS has been provided without that the quality of grievance redressal can't be</p>

		analysed
Table B	117	The sanctioned strength seems to have increased from 141 to 146 since last year.
11.8	125	<p>As per last year's annual report, the closing balance of cases was 32143 which should be the opening balance for 2023-24. However, in AR 2023-24, opening balance is indicated as 31796.</p> <p>There is very high pendency of cases in Kerala and Pune. Number of new cases added is very high in Kerala and Bhopal.</p>
Appendix 7(i) to 7(iii)	224-226	The sanctioned strength for all categories of employees seems to have increased as compared to last year. This may be confirmed.

Ministry of Personnel, Public Grievances & Pensions
(Department of Pension & Pensioners Welfare)

New Delhi, the 19th December, 1997.

OFFICE MEMORANDUM

Subject : Implementation of Government's decision on the recommendations of the 5th Central Pay Commission - Grant of fixed medical allowance @ Rs.100/- p.m. to Central Government pensioners residing in area not covered under CGHS.

The undersigned is directed to state that in pursuance of Government's decision on the recommendations of the 5th Central Pay Commission announced in this Department's resolution No.45/86/97-P & PW(A) dated 30.9.1997, sanction of the President is hereby accorded to the grant of fixed medical allowance @ Rs.100/- p.m. to Central Government pensioners/family pensioners residing in areas not covered by Central Government Health Scheme administered by the Ministry of Health & Family Welfare and corresponding Health Schemes administered by other Ministries/Departments for their retired employees for meeting expenditure on day-to-day medical expenses that do not require hospitalisation.

2. These orders shall apply to Central Government pensioners/family pensioners, who at the time of retirement/death were governed by CCS(Pension) Rules, 1972 or other corresponding rules in operation prior to commencement of these rules and are eligible for medical facilities after retirement. Separate orders will be issued by the respective administrative authorities in respect of members of Armed Forces, All India Services and Railways pensioners/family pensioners.

3. Existing pensioners as well as the future retirees shall have to exercise one time option to avail of medical facilities under CGHS or other similar Health Scheme of their respective Ministry/Department or to claim fixed medical allowance of Rs.100/- p.m. In the case of future retirees, the option shall be obtained by the Head of Office alongwith other pension papers and in case the retiring employee opts for medical allowance, specific entry to this effect shall be made in both the halves of PPC. The CGHS or other medical authorities while issuing card to the pensioner shall check the position in this regard from PPO and restrict the facilities to be made available accordingly i.e. card is valid only for indoor/outdoor patient treatment, as the case may be.

4. In the case of existing pensioners if they opt for medical allowance, an undertaking shall be required to be submitted by claimants to the effect that they are entitled to medical facilities under CGHS or other similar Scheme administered by the Central Government but are residing in

Contd.....2/-

areas where no such outdoor facilities are available. On the basis of this undertaking, pension disbursing authorities shall make an entry in regard to grant of medical allowance in the both halves of PPO of the individual concerned and authorise payment of medical allowance. Such an undertaking can be obtained by Bank, Departmental PAO and Treasury once every year alongwith other Certificates, the pensioner is required to furnish. As and when grant of medical allowance to a pensioner/family pensioner is authorised by the pension disbursing authority, intimation to this effect shall be sent to the CPAO/Concerned Pay & Accounts Office in the prescribed proforma.

5. Ministry of Health & Family Welfare/other concerned Ministries shall issue necessary instructions to all dispensaries providing medical facilities to pensioners/family pensioners to check the PPO of the pensioners and endorse the CHS or other Card accordingly.

6. The payment shall be made to the pensioner by the Pension disbursing Authority alongwith pension/family pension on monthly basis.

7. The payment of medical allowance shall be counted for as a part of Sd-Head under 'Pension and other Retirement Benefits' and a separate Head shall be opened for the purpose.

8. These orders will take effect from 1.12.1997.

9. In so far as, retired/retiring employees of Indian Audit and Accounts Department are concerned, these orders have been issued after consultation with the Comptroller and Auditor General of India.

(S. LAKSHMINARAYAN)
ADDITIONAL SECRETARY (PENSION)

To
All Ministries/Departments of
Government of India.

Copy to:-

(As per list attached)

Contd.....3/-

No.4/34/2017-P&PW(D)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Pension & Pensioners' Welfare)

3rd Floor, Lok Nayak Bhawan,
Khan Market, New Delhi-110 003,
Dated the 19th July, 2017

OFFICE MEMORANDUM

Subject: Grant of Fixed Medical Allowance (FMA) to the Central Government Pensioners residing in areas not covered under CGHS.

The undersigned is directed to say that at present Fixed Medical Allowance (FMA) is granted to the Central Government pensioners/family pensioners residing in areas not covered under Central Government Health Scheme administered by the Ministry of Health & Family Welfare and corresponding health schemes administered by other Ministries/Departments for their retired employees for meeting expenditure on their day-to-day medical expenses that do not require hospitalization. Orders were issued vide this Department's O.M. No. 4/25/2008-P&PW(D) dated 19-11-2014 for enhancement of the amount of Fixed Medical Allowance from Rs. 300/- to Rs. 500/- per month w.e.f. 19.11.2014.

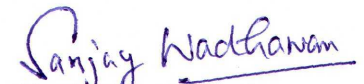
2. Consequent upon the decision taken by the Government on the recommendations of the 7th Central Pay Commission on Allowances (with modifications), sanction of the President is hereby conveyed for enhancement of the amount of Fixed Medical Allowance from Rs.500/- to Rs.1000/- per month. The other conditions for grant of Fixed Medical Allowance shall continue to be as contained in this Department's OMs No. 45/57/97-P&PW(C) dated 19.12.1997, 24.8.1998, 30.12.1998, 18.8.1999 and OM No. 4/25/2008-P&PW(D) dated 19.11.2014.

3. These orders will take effect from 01.07.2017.

4. In their application to the persons belonging to the Indian Audit and Accounts Department, these orders issue in consultation with the Comptroller and Auditor General of India vide their UO No. 169-Staff (Rules)/A.R/01-2016 dated 18.07.2017.

5. These orders are issued with the concurrence of the Ministry of Finance (Deptt. of Expenditure) vide their OM No. 11-1/2016-IC dated 11.07.2017.

6. Hindi version will follow.


(Sanjay Wadhawan)

Deputy Secretary to the Govt. of India
Tel. No.24655523

To

All Ministries/ Departments of Government of India (As per standard mailing list)

Copy to :

- (1) Comptroller and Auditor General of India, Pocket-9, Deen Dayal Upadhyaya Marg, New Delhi-110 124.
- (2) Controller General of Accounts, Mahalekha Niyantrak Bhawan, GPO Complex, Block E, Aviation Colony, INA Colony, New Delhi-110003 .
- (3) Chief Controller (Pension), Central Pension Accounting Office, Trikoot-II, Bhikaji Cama Place, New Delhi - 110 066.
- (4) CMDs of All Pension Disbursing Banks.
- (5) NIC, DoP&PW for uploading on the Website.

No. 04/07/2020-P&PW(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhawan
Khan Market, New Delhi-110003
Dated :- 06th December, 2023

OFFICE MEMORANDUM

Sub:- Grant of Fixed Medical Allowance (FMA) to Pensioners/Family Pensioners covered under National Pension System-reg

In accordance with the existing instructions, **Fixed Medical Allowance (FMA)** is admissible to the Central Government civil pensioners/family pensioners (i) residing in areas not covered under Central Government Health Scheme or any corresponding Health Scheme administered by other Ministries/Departments and (ii) not availing OPD facility under CGHS. FMA is disbursed to the pensioners by the Pension Disbursing Authorities/Banks along with their monthly pension.

2. FMA is also admissible to retired **National Pension System (NPS)** employees who are granted pension under Old Pension Scheme on account of invalidation/disability and to the family members of deceased NPS employees, who are granted family pension as per the Old Pension Scheme on death of NPS employee during service. Grant of FMA in such cases is subject to fulfilment of the usual conditions therefor.

3. Ministry of Health and Family Welfare issued orders vide O.M. No S.11011/10/2012-CGHS(P)/EHS dated 28th March, 2017 extending the CGHS facility to Government servants who retire under NPS, if they fulfil the following conditions:

- (i) Minimum years of qualifying service for eligibility of CGHS membership after retirement-10 years
- (ii) No minimum qualifying years of service for availing CGHS facilities in case of death/disability.
- (iii) In case of absorption in an Autonomous Body/Statutory Body, NPS subscribers can avail CGHS after their retirement only if the Autonomous Body/Statutory Body, where they are absorbed, is covered for their retired employees, subject to condition (i) above.
- (iv) In case of deputation to an Autonomous Body/Statutory Body, no CGHS coverage till such period of deputation continues unless the entity to which the employee has been transferred on deputation is covered by CGHS.
- (v) Status quo to be maintained for serving NPS subscribers subject to conditions at (iii) and (iv) above.
- (vi) Other conditions such as definition of family, CGHS contribution, conditions of dependency etc. will be applicable as per the existing rules.

4. The matter regarding grant of FMA to the employees who retire from NPS has been considered in consultation with the Department of Expenditure, Office of Controller General of Accounts (CGA) and Ministry of Health & Family Welfare. It has now been decided that such retired NPS employees, who otherwise fulfil the conditions for availing CGHS facility as mentioned in para 3 above, shall be eligible for grant of FMA on the same rates as in the case of pensioners drawing pension under Old Pension Scheme, if they are residing outside CGHS area and do not avail OPD facility under CGHS after retirement. Accordingly, those NPS retirees who are eligible for CGHS facility but are residing outside CGHS area shall be entitled to FMA as per the applicable rate, if they do not avail any CGHS facility or avail only the IPD facility under CGHS.

5. The modalities for sanctioning FMA to NPS retirees have been considered in consultation with the office of Controller General of Accounts (CGA) and the following procedure is laid down for sanction of FMA to the NPS retirees:

(i) The retiring Government servant shall submit the following forms/documents in triplicate to the Head of Office (HOO):

- (a) Application-cum-undertaking in prescribed format (FMA Form N-1) along with two copies of photograph, specimen signature and identification marks.
- (b) Details of family in prescribed format [Form-2 of CCS (Implementation of National Pension System) Rules, 2021. (Referred to in Rule 10 (3) of those Rules)].
- (c) Undertaking addressed to bank for recovery of overpayment in prescribed format (Format N-1).
- (d) Nomination Form for payment of Arrears of FMA in prescribed format (FMA Form N-2).

(ii) The Head of Office, shall scrutinise the application and apply the necessary checks. After complying with the rules and instructions issued by the Government of India regarding eligibility for payment of FMA to the retired Government Servant, the HOO shall forward the FMA case along-with two sets of forms/documents referred to in sub-para (a) to (d) above to the Pay & Accounts Officer for issue of FMA payment authority. The Head of Office shall retain one set of each of the Forms/documents mentioned above. The Head of Office will maintain the files, registers and records relating to all such cases for future requirements.

(iii) The PAO shall apply the necessary checks and prepare FMA Payment Authority. The PAO will issue the FMA authority and send it to the Central Pension Accounting Office (CPAO) along with one set of forms documents mentioned in sub-para (a) to (d) above and the copy of the forwarding letter sent to him by HOO. The FMA authority shall include the name of spouse/family member who would be eligible for FMA in the event of death of the retired NPS employee. For this purpose, the eligibility conditions for grant of FMA to the family would be the same as in the case of family pension under CCS (Pension) Rules. The Pay & Accounts Officer will endorse copy of FMA Payment Authority to the Head of Office as well as NPS retiree/beneficiary. The Pay & Accounts Officer will maintain the files, registers and

(iv) The Central Pension Accounting Office will feed the data of all such cases individually and also keep scanned copies of all documents received from Pay & Accounts Officer in its data base. After, carrying out necessary checks, CPAO will prepare Special Seal Authority (SSA) and send the same along with all the Forms received from Pay & Accounts Officer and mentioned in sub-para (a) to (d) above to the concerned Central Pension Processing Centre (CPPC) of the Authorised Bank for payment of FMA to the beneficiary. The Central Pension Accounting Office will endorse the copy to the PAO & beneficiary.

(v) The Central Pension Processing Centre (CPPC) of the Authorised bank, after receiving the Special Seal Authority for payment of FMA from CPAO, will credit the amount of FMA, at the rate notified from time to time by the Department of Pension & Pensioners' Welfare, Ministry of Personnel, Public Grievances and Pensions in respect of retirees governed by CCS (Implementation of NPS) Rules, 2021, in the bank account of the beneficiary on monthly basis. The payment of FMA will be automatic and no bill is required to be submitted by the beneficiary. The CPPC will strictly follow the instructions mentioned in the Special Seal Authority for Payment of FMA issued by the CPAO and any other orders issued by the Government on the subject. The amount of FMA disbursed to the retired NPS employees and their families will be reimbursed by the Government to the banks as per the existing system.

(vi) In the case of change in option by the beneficiary from FMA to CGHS (OPD) facility, the instructions contained in the Department of Pension & Pensioners' Welfare, Ministry of Personnel, Public Grievances and Pensions' OM No. 4/05/2019-P&PW(D) dated 23.03.2022 as amended from time to time will be followed.

(vii) NPS retiree/beneficiary has option for getting FMA credited in their savings bank account opened or to be opened with any of the CBS enabled branch of concerned authorized bank (either single account in their name or joint account with member of their family in whose favour an authorization for FMA exists in the FMA Payment Authority) and operated either by "former or survivor" or "either or survivor" basis. The NPS retiree/beneficiary in whose favour FMA has been sanctioned should be the primary account holder in the joint account.

(viii) For payment of FMA to NRI beneficiary, opening of bank account and facility for withdrawal of FMA to sick and physically handicapped beneficiary, the procedures/instructions laid down in the Para Nos. 16 & 17 respectively of the 'Scheme for Payment of Pensions to Central Government Civil Pensioners by Authorized Banks' (5th Edition) issued by Central Pension Accounting Office shall be followed.

(ix) For transfer of account from one branch/bank to another for payment of FMA, the procedure laid down in Para 15 of the 'Scheme for Payment of Pensions to Central Government Civil Pensioners by Authorized Banks' (5th Edition) issued by Central Pension Accounting Office shall be followed.

(x) After making payment of FMA, the CPPC, for the present, shall follow the procedure/instructions contained in 5th Edition of "Payment of Pensions to Central Government Civil Pensioners by Authorised Banks" issued by Central Pension Accounting Office, for reimbursement, accounting and submission of reports to the extent feasible and required. Further, instructions for payment of FMA to the beneficiary under National Pension System will be formulated and issued by the Central Pension Accounting office to CPPCs in due course.

(xi) The person drawing FMA shall submit life certificate (Digital or physical) every year in November in the concerned bank for continuing the FMA. The payment of FMA due in following January onwards will be made only after the retiree has submitted the life certificate due in preceding November.

(xii) The member of family of NPS retiree will intimate about the death of NPS retiree/FMA beneficiary at the earliest and not later than one month after the date of death so that the Payment of FMA is stopped by the CPPC. On death of a beneficiary, pro-rata FMA for the period after the last payment up to the date of death shall be paid to the next beneficiary/nominee.

(xiii) On the death of FMA beneficiary, if the name of the spouse/family member eligible for FMA is mentioned in the FMA Payment Authority, the spouse/family member will apply to the bank along with the Death Certificate for disbursement of FMA to him/her. The bank will accordingly start disbursement of FMA to him/her. If the name of family member eligible for FMA is not mentioned in the FMA authority, then, on death of an FMA beneficiary, the member of the family shall apply to the Head of the Office along with death certificate for issue of a fresh FMA authority. Thereafter, the exercise as for issuing an FMA authority shall be followed for issuing a fresh FMA authority in favour of the family member. This will, inter-alia, include satisfying of HOO about eligibility of the family member and forwarding case to PAO for issue of FMA authority. PAO, after exercising necessary checks will issue authority and send case to CPAO for making payment through CPPC. The eligibility conditions for grant of FMA to the family would be same as in case of family pension under CCS (Pension) Rules, 2021.

(xiv) On death of a serving employee, if the family is entitled to benefits of lump-sum and/or annuity under NPS, the procedure applicable for issuing PPO for family pension in favour of a family member would be adopted for issuing FMA authority in favour of eligible family member of deceased NPS employee.

(xv) The Bank shall make payment of FMA on quarterly basis in the following manner:

- For the months of December to February – In the first week of March
- For the months of March to May – In the first week of June
- For the months of June to August – In the first week of September
- For the months of September to November – In the first week of December

The payment of FMA to be made in the first week of December for the months of September to November and all subsequent payments of FMA will be subject to submission of life certificate (Digital or Physical) due in the month of November

(xvi) The amount of FMA disbursed to the retired NPS employees and their families will be disbursed by the Government to the banks as per the existing system.

(xvii) The FMA authority shall include the details of the Bank/Family/Nominee which may be utilised for payment of any arrears of the pay, etc., which may become due to the employee on account of implementation of recommendation of Pay Commission or any other reason.

(xviii) The FMA payments, Account, Records and Registers maintained in the CPPC of Authorised Banks making FMA payments shall be open to audit by the Comptroller and Auditor General of India or any person appointed by Government in this regard. In addition to audit by C&AG, the Internal Audit Wing, Central Pension Accounting Office will also conduct audit of CPPCs of Authorised Banks in respect of FMA payments.

(xix) The existing procedure is for payment of FMA to those Pensioners/Family Pensioners who are governed by CCS(Implementation of NPS) Rules, 2021 and are in receipt of invalid or disability pension/family pension under CCS(Pension) Rules will continue.

(xx) As informed by CGA, payments towards FMA may be done through same Head of Account and on the same lines as being done presently. The expenditure for booking FMA, following Head of Account will be used:-

2071	Pensions and other Retirement Benefits
2071.01-	Civil
2071.01.101	Superannuation and Retirement Allowances
2071.01.101.01	Ordinary Pensions
2071.01.101.01.00.04	Superannuation and Retirement Allowances, Ordinary Pension
2071.01.101.04	Ordinary Pensions (AIS)
2071.01.101.04.00.04	Superannuation and Retirement Allowances, Ordinary Pension (AIS)
2071.01.101.05	Additional Relief on Death/Disability of Government Servants Covered by the New Defined Contribution Pension Scheme (NPS) Ordinary Pensions (Invalid Pension)
2071.01.101.05.00.04	Superannuation and Retirement Allowances, Additional Relief on death/disability of Government Servants covered by the New Defined Contribution Scheme (NPS) Ordinary Pension (Invalid Pension)
2071.01.101.02.00.04	Family Pension

6. These orders will take effect from the date of issue of order.
7. All Ministries/Departments are requested to give wide publicity to these orders.
8. These orders issue with the concurrence of Ministry of Finance, Department of Expenditure, vide their I.D. Note No. 18(2)/EV/2021 dated 07.12.2022.
9. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders are issued in consultation with the Comptroller and Auditor General of India, as mandated under Article 148(5) of the Constitution of India."
10. Hindi version will follow.

Encl: as above


(Ravinder Kumar) 6/12/23
Director

To

1. All Central Govt. Ministries / Departments.
2. Department of Expenditure, Ministry of Finance, North Block, New Delhi.
3. C&AG, Bahadur Shah Zafar Marg, New Delhi.
4. Ministry of Railways, Railway Board, for information, New Delhi.
5. Department of Personnel and Training, North Block, New Delhi.
6. Department of Financial Services, Jeevan Deep Building, Parliament Street, New Delhi.
7. CGA, Department of Expenditure, INA, New Delhi.
8. AD(OL) for Hindi version.
9. NIC for posting on the website of this Department.

FMA FORM N-1

(For NPS Retiree/Family Pensioner availing Medical Facilities under Central Government Health Scheme or Fixed Medical Allowance after Retirement/Death)

1.	I reside/will be residing at the following address:-			Passport size photo of the Applicant
	Flat/House No. and Street/Locality			
	Village & PO		City & District	
	State		Pin Code	
2.	No. of years of qualifying service			
3.	I opt the following facility (tick any one in the column applicable below)			
	(i) I will be residing in CGHS area and would be availing CGHS Facility.			
	(ii) I will be residing in a CGHS area but would not be availing CGHS Facility. I understand that I will not be eligible for Fixed Medical Allowance (FMA)			
	(iii) I will be residing in non-CGHS area but would be availing CGHS facility for In-patient Department (IPD) and Out-patient Department (OPD) treatment. I will not be eligible for FMA.			
	(iv) I will be residing in a non-CGHS area but would be availing CGHS facility for IPD treatment only by payment of CGHS contributions. I will also avail FMA for OPD treatment.			
	(v) I will be residing in a non-CGHS area and would not be availing CGHS facility for both IPD treatment and OPD treatment. I will avail FMA.			
	(vi). I will avail medical facilities available to spouse/family member who is an employee/pensioner of Government/PSU/Autonomous Body. I will not avail CGHS facility and FMA.			
	(vii). Avail medical facility of previous organisation. I will not avail CGHS facility and FMA			
	Note:- This is my one time change in option as provided in the Rules and it supersedes the earlier option given by me. I understand that I shall not be able to change this option again (Strike out this item if not applicable)			

Details:

Name of the retiring employee/family pensioner:	
In case of Family Pensioner, give Name of Deceased Pensioner	
Relationship with Pensioner	
Office Address	
Present Residential Address	
Bank Account No.	
Bank Address (Branch Name)	
IFSC Code	

Undertaking

I, _____ (a retired employee)*/[family pensioner of the deceased employee _____(write name of deceased employee in case of family pensioner)]* who was working in the office _____(Complete Office Address) declare that I am residing at _____ which area is not covered under CGHS or any corresponding health Scheme administered by the Ministry/Department _____ (as the case may be). I also have not obtained nor wish to obtain any CGHS card for availing outdoor facilities under CGHS/Corresponding Health Scheme of the other Ministry/Department from any dispensary situated in the adjoining area.

Note: * Strike out whichever is not applicable

Place:-

Date:-

--

(Signature of Head of Office)

--

(Signature of Applicant)

FORM 2
Details of Family

[See rule 10(3) of CCS (Implementation of National Pension System) Rules, 2021]

Important

1. The original Form submitted by the Government servant/ Subscriber is to be retained. All additions or alterations are to be communicated by the Government servant/retired Government servant /Subscriber alongwith the supporting documents and the changes shall be recorded in this Form under the signature of Head of Office in Col 7. No new Form will substitute the original Form. However, the retiring Subscriber should submit the details of family afresh at the time of retirement.
2. The details of spouse, all children and parents (whether eligible for family pension or not) and disabled siblings (brothers and sisters) may be given.
3. The Head of Office shall indicate the date of receipt of communication regarding addition or alteration in the family in the 'Remarks' column. The fact regarding disability or change of marital status of a family member should also be indicated in the 'Remarks' column.
4. Wife and husband shall include judicially separated wife and husband.
5. The retired Government servant shall attach the details of change in family structure after retirement in the proforma prescribed under Dept. of P.& P.W., O.M No. 1 (23)-P.&PW/91-E, dated the 4th November, 1992.
6. Copies of birth certificates to be attached. Copies of any other relevant certificates, if available, should be attached.

Name of the Government Servant/Subscriber	Designation	Nationality

Details of Family Members:

S.No	Name (Please see notes below before filling)	Date of Birth (DD/MM/ YYYY)	Aadhaar No. * (Optional)	Relationship with Govt. servant/retired Government servant/ subscriber	Marital Status	Remarks	Dated Signature of Head of Office
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.							
2.							
3.							
4.							
5.							
6.							
7.							
8.							

I hereby undertake to keep the above particulars up to date by notifying to the Head of Office any addition or alteration.

Email: (Optional)

Place

Mobile: (Optional)

Date

(Signature)

** Providing Aadhaar No. is optional. However, if it is provided, consent to link it to Bank Account and also for authentication of identity from UIDAI for pension related purpose only, is presumed.*

Format N-1

**UNDERTAKING TO BANK FOR RECOVERY OF OVERPAYMENT
(To be given by the Government Servant/Pensioner)**

To

The Branch Manager

_____ (Bank Name)

_____ (Branch & Address)

Sir/Madam,

**Payment of Fixed Medical Allowance (FMA) under A/c No. _____
through your Bank.**

In consideration of your having, at my request, agreed to make payment of Fixed Medical Allowance due to me every month by credit to my account with your Bank. I, the undersigned declare that I will inform you immediately in case there is change in the status of my residential address i.e from Non-CGHS Covered Area to a CGHS Covered Area.

I agree and undertake to refund or make good any amount to which I am not entitled or any amount which may be credited to my account in excess of the amount to which I am or would be entitled.

I further hereby undertake and agree to bind myself and my heirs, successor, executors and administrators to indemnify the bank from and against any loss, suffered or incurred by the bank in so crediting my Fixed Medical Allowance (FMA) to my account under the scheme and to forthwith pay the same to the bank and also irrevocably authorise the bank to recover the amount due by debit to my said account or any other account/deposits belonging to me in the possession of the bank.

Yours faithfully

(Signature of Govt. Servant/Pensioner)

Name:

Address:

Witnesses

(1) Signature
Name:-
Address:-

(2) Signature:
Name:
Address:

Date:-

Date

FMA FORM N-2

**(Nomination Form for payment of arrears of Fixed Medical Allowance)
(For Government Servant governed by CCS(Implementation of NPS) Rules, 2021)**

I,..... hereby nominate the person/persons mentioned below and confer on him/her/them the right to receive in the event of my death, to the extent specified below amount of the arrear of Fixed Medical Allowance:

Name, Date of Birth (DoB) and address of the nominee	Relationship with employee/pensioners	Share to be paid to each	If nominee is minor, name, DOB and Address of person who may receive the amount of behalf of minor	Name, DoB, Relationship and Address of alternate nominee in case of the nominee under Col (1) predeceases the employee/pensioner	Share to be paid to each	Name and Address of person who may receive the amount if alternate nominee in Col.(5) is a minor	Contingency on happening of which nomination shall become invalid
1	2	3	4	5	6	7	8

These nominations supersede any nominations made by me earlier.

Place:

Date:

Signature of Government Servant/Pensioner

Telephone/Mobile No

Note1:- Completely strike out the benefit for which nomination is not intended to be made.

Note2:- The government servant shall draw lines across the blank space below the last entry to prevent the insertion of any name after he/she has signed.

Note 3:- The nominee(s) /alternate nominee(s)' shares together should cover the whole amount.

Received the nominations dated..... for payment of arrears of Fixed Medical Allowance :-

made by Shri/Smt/Kumari.....

Designation.....

Office.....

Name, Signature and Designation of Head of Office/authorised Gazetted Officer with seal

Date of receipt.....

The receiving officer will fill the above information and return a duly signed copy of the complete Form to the Government servant who should keep it in safe custody so that it may come into the possession of the beneficiaries in the event of his /her death.

The receiving officer shall put his/her dated signature on both pages of this Form.

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

This proposal relates to creation of one supernumerary post for a fixed period in the cadre of EO/AO in Delhi Region in compliance of Hon'ble CAT, Delhi order dated 14.03.2024 (**Annexure-A**) in OA No. 100/2955/2017.

2. Brief facts of the matter are as under: -

(i) Exam Division, EPFO, HO issued circular dated 20.04.2017 & 12.07.20217 for conducting the Limited Departmental Competitive Examination for filling up of 25% vacancies for the post of Accounts Officer/Enforcement Officer (AO/EO) duly notifying vacancies for each State/Zonal Office.

(ii) There were no vacancy reserved for PwBD in the vacancies notified by Exam Division vide circular dated 20.04.2017 & 12.07.2017 as there was no guideline from DoPT for giving reservation to PwBD in promotion.

(iii) The aforesaid circular was challenged by Shri Arvind Kumar Srivastava(SSSA) on the ground that the respondents have not reserved any seat for Physically Handicapped (PH) Category, which is in violation of the law laid down by the Hon'ble Supreme Court of India in the case of "*Rajeev Kumar Gupta Vs. Union of India & others; (2016) 6 SCALE 417*", wherein the Hon'ble Supreme Court has held that "..... Once the post is identified, it must be reserved for PWD irrespective of the mode of *recruitment adopted by the State for filling up of the post.*"

(iv) Hon'ble CAT, Delhi vide interim order dated 29.08.2017 (**Annexure-B**) directed to keep one post of Enforcement Officer/Accounts Officer vacant, in pursuance of Notification, dated 20.04.2017 (Vacancy notification).

(v) DoPT vide OM dated 17.05.2022 (**Annexure-C**) issued detailed guidelines for giving reservation to PwBD officials in promotion.

(vi) Later on, DoPT issued OM dated 28.12.2023 (**Annexure-D**), wherein DoPT provided guidelines for giving notional promotion to PwBD officials w.e.f 30.06.2016 subject to fulfilment of eligibility conditions as laid down in DoPT OM dated 17.05.2022. DoPT provided the following clarification in the said OM: -

"Extending the benefit of reservation in promotion to the PwBD employees on notional basis between 30.6.2016 and actual assumption of the charge of the post may affect the inter-se-seniority of the officials in various grades. Due to this, there may be cases in which some officials may have

to be placed in a select list/seniority list, subsequent to the year of their existing/present seniority list/select list. This may have a chain effect as it may result in revision in seniority lists in subsequent years in many cases which may cause administrative Inconvenience. In order to avoid such situation, supernumerary posts may be created to adjust the lien of such PwBD employees with effect from the date on or after 30.6.2016, when they become eligible to get the benefit of reservation in promotion, till the availability of vacancy in which the promotion is to be made or till they vacate the post on their retirement, further promotion etc. whichever is earlier.

The creation of supernumerary post, as stated above, will be personal to the PwBD employee who is given the benefit of reservation in promotion on notional basis and such supernumerary post will stand abolished on the date when such PwBD employee is adjusted against available vacancy in the grade in which the promotion is given or when that PwBD employee vacates the post on his/her retirement, further promotion etc., whichever is earlier.

This promotion on notional basis includes promotion on seniority quota as well as Departmental Examination/Departmental Competitive Examination".

(vii) After issuance of said the OM dated 28.12.2023, the Hon'ble CAT, Delhi vide order dated 14.03.2024 in the OA No. 100/2955/2017, disposed of the OA with following direction: -

"(i) The respondents shall carry out the exercise of determining the vacancy i.e., 1% strictly in terms of the PwD Act 1995 & RPwD Act 2016

(ii) The eligibility of the applicant shall be determined against the said vacancy in terms of the DOPT OM dated 28.12.2023.

(iii) As the applicant has already taken part in the selection process (LDCE Examination 2017), in case he comes up in merit against the last selected candidate he would be extended promotion on notional basis w.e.f 13.06.2016, in terms of the OM against the reserved vacancy from the date the date his immediate junior was granted promotion. The actual benefit shall flow from the date of actual joining. "

(viii) Hon'ble CAT, Delhi further directed that *"In order to meet the ends of justice in case there is no vacancy available to accommodate both the Applicant as well as Respondent No 4, the respondents shall consider creating a supernumerary post for the applicant in terms of the OM itself and consider the claim of the respondent No 4"*

(ix) The order dated 14.03.2024 was placed before CPFC and it was decided to implement the order dated 14.03.2024. Accordingly, directions were issued to Zonal Office, Delhi & Uttarakhand to assess the vacancy under PwBD category. Simultaneously, ZO was also directed to conduct the DPC and consider Respondent No. 4 (i.e. Shri Rajiv Kumar) on the vacant post for promotion to the post of EO/AO.

(x) Zonal Office, Delhi & Uttarakhand informed that there is one vacancy occurring under PwBD category which is marked to category "A" of PwBD (**Annexure-E**). However, the applicant i.e. Shri Arvind Kumar Srivastava belongs to Category "C" of PwBD.

(xi) As per para 10.03 of DoPT OM dated 17.05.2022 *"The Head of the establishment shall ensure that vacancies identified at Sl. No.1, 26, 51 and 76 are earmarked for the respective categories of the PwBD. However, the Head of the Department shall decide the placement of the selected candidate in the roster/register. In other words, the category to be appointed first will be decided by the Head of the Department based on the functional requirement"*.

(xii) It is informed that a total of 5 candidates from PwBD category appeared in the said LDCE and all of them belongs to Category "C" of PwBD category. Hence, it has been decided, as per para 10.03 of the DoPT OM dated 17.05.2022 that one vacancy under PwBD category that has occurred, may be given to category "C" candidate as there is no candidate available from category "A". Since, Arvind Kumar Srivastava has obtained highest marks in the PwBD category, he may be given that vacancy.

3. The duration for the supernumerary post is **30.09.2019 to 01.01.2023** as one vacancy under PwBD category is lying vacant w.e.f 01.01.2023 (**Annexure-F**).

4. In compliance of Hon'ble CAT, Delhi order dated 14.03.2024, this agenda is being placed before EC in accordance to Circular No. Conf. 3(1) 1/90 dated 05.07.1990 (**Annexure-G**). As per the said circular dated 05.07.1990, creation of Group 'A' posts come under the functions of Executive Committee, CBT, EPF. Since, here proposal is for creation of supernumerary post in group B cadre, which is lower in hierarchy from group A cadre, proposal is being placed EC.

5. This proposal has been placed before the HR Sub Committee during its 6th meeting held on 14.01.2025, and the Committee recommended the same to be placed in the meeting of Executive Committee, CBT EPF for approval.

Proposal : In view of the above, Executive Committee, CBT-EPF is requested to grant approval for creation of supernumerary post in the cadre of EO/AO in respect of the Arvind Kumar Srivastava for the fixed periods as mentioned above



**CENTRAL ADMINISTRATIVE TRIBUNAL
PRINCIPAL BENCH, NEW DELHI**

OA. No. 2955/2017

This the 14th Day of March, 2024

Hon'ble Mrs. Pratima K. Gupta, Member (J)
Hon'ble Dr. Chhabilendra Roul, Member (A)

Arvind Kumar Srivastava
Age 39 years
Working as Sr Social Security Assistant Regional Office
Delhi(North)
28, Community Centre
Wazipur Industrial Area Wazirpur, Delhi 110052
S/o Shri Rama Shankar Lal
R/o G-80, 2nd Floor Vijay Vihar
Phase II, Rohini, Delhi

....Applicant

(By Advocate : Mr. Padma Kumar S)

VERSUS

1. Union of India Through its Secretary Ministry of Labour and
Employment Shram Shakti Bhawan, New Delhi-1

2. Central Provident Fund Commissioner Employees Provident
Fund Organisation 14, Bhikaji Cama Place New Delhi-66

3.. Regional P.F. Commissioner (Exam) Employees Provident
Fund Organization 14, Bhikaji Cama Place New Delhi-66

.... RESPONDENTS

(By Advocates : Mr. Raj Pal Singh, Mr. Brijesh kumar with Mr.
Vinay Singh with Mr. Anirudha, Mr. Rajiv Kumar, Dr. ch.
Shamsuddin Khan)



ORDER (ORAL)

Hon'ble Mrs. Pratima K. Gupta, Member (J)

By virtue of the present OA, the applicant seeks the following relief:

“(a) Direct the respondents to fill the vacancies to be reserved for Disabled Candidates on the basis of the Result declared in 2014 and the applicant who stands qualified be directed to be appointed against one of the vacancies in terms of the law laid down in Ravi Prakash Gutpa Vs UOI.

(b) Without prejudice to the above, direct the respondents to appropriate 1% vacancies for PH candidates for the LDCE notified in 2017 in terms of the law laid down in Rajeev Kukar Gupta & Ors Vs UoI & Ors.

(c) Any other relief which this Hon'ble Tribunal may deem fit and proper under the facts and circumstances of the case may also be granted in favour of the applicant in the interest of justice.”

2. The applicant is not pressing prayer clause under para 8(a). Accordingly, the OA is heard only with respect to prayer 8(b) of the OA.

3. The issue in the instant OA is that the applicant who belongs to PwD category (physically handicap category) has not been considered for promotion for the post of AO/EO under the said category which is in violation of the (Equal Opportunities, Protection of Rights and Full Participation) Act 1995. Both, the counsel for the applicant as well as respondents confirm that the issue in the instant O.A. has engaged the attention of the Hon'ble Apex Court in the case of the **Sh. Rajeev Kumar Gupta Vs. Union Of India** in WP (C) 521/2008 and thereafter



in Civil Appeal 1567/17 titled *Siddaraju Vs. State of Karnataka and Ors, 2017.*

4. The Civil Appeal No. 1567/17 has been finally decided by the Hon'ble Apex Court on 14.01.2020 and thereafter in compliance of the said order, the DOP&T, which is the Nodal Ministry, has issued necessary instructions on the subject by issuing two OMs dated 17.05.2022 and 28.12.2023. For the sake of better appreciation, the OM dated 28.12.2023 is reproduced:

“(i) PwD employees in posts and services of the Central Government, will be considered for grant of the benefit of reservation in promotion up to the lowest rung of Group 'A' on notional basis w.e.f. 30.6.2016 subject to their fulfilment of the eligibility conditions as laid down in the DOPT OM of even number dated 17.5.2022 regarding reservation in promotion to PwDs. However, the extent of reservation in promotion may be in accordance with the relevant provisions contained in the PwD Act 1995 and RPwD Act 2016. Further, this benefit may be extended after holding Review DPC as per the extant instructions issued by DoPT on the subject. (In case the PwD employees are found eligible and suitable for promotion from any date subsequent to 30.6.2016, then the benefit of reservation in promotion may be extended to them from the date they become eligible for promotion. This promotion on notional basis includes promotion on seniority quota as well as Departmental Examination/Departmental Competitive Examination. In case of Departmental Examination/Departmental Competitive Examination, which has already been held during the period from 30.6.2016 to 16.5.2022, the eligibility of the PwD candidates may be assessed on the basis of their performance in the said examination. The concerned Administrative Authorities are given discretion to consider holding of special examination for assessing the suitability or eligibility of PwD employees for such Departmental Competitive Examination.

(ii) Any such promotion during the period from 30.6.2016 till the PwD employee actually assumes the charge of the post will be only on notional basis and the actual financial benefit of promotion will be effective to them with effect from the date they actually assume charge of the promoted post, meaning that no financial arrear will be admissible to them for the period from the date on which they get the benefit of notional promotion and the date on which they actually assume or have already assumed the charge of such promoted post.



(iii) Extending the benefit of reservation in promotion to the PwD employees on notional basis between 30.6.2016 and actual assumption of the charge of the post may affect the inter-se-seniority of the officials in various grades. Due to this, there may be cases in which some officials may have to be placed in a select list/seniority list, subsequent to the year of their existing/present seniority list/select list. This may have a chain effect as it may result in revision in seniority lists in subsequent years in many cases which may cause administrative inconvenience. In order to avoid such situation, supernumerary posts may be created to adjust the lien of such PwD employees with effect from the date on or after 30.6.2016, when they become eligible to get the benefit of reservation in promotion, till the availability of vacancy in which the promotion is to be made or till they vacate the post on their retirement, further promotion etc. whichever is earlier.

(iv) The creation of supernumerary post, as stated above, will be personal to the PwD employee who is given the benefit of reservation in promotion on notional basis and such supernumerary post will stand abolished on the date when such PwD employee is adjusted against available vacancy in the grade in which the promotion is given or when that PwD employee vacates the post on his/her retirement, further promotion etc., whichever is earlier.)

(v) Ministries/Departments are advised to undertake an exercise to ascertain the requirement of supernumerary posts required by them and submit the proposal for creation of posts to the Department of Expenditure through DoPT. Such proposal shall contain the proposal in respect of the entire Department/Ministry and the proposal in piecemeal shall not be accepted. A certificate to the effect that the proposal is complete in all respects and the requirement of creation of supernumerary posts has been projected in respect of the entire Department may also be furnished along with the proposal. Further, each proposal shall have the concurrence of the Liaison Officer for PwDs of the Department/Ministry concerned and shall be forwarded with the approval of the Secretary of the Administrative Department/Ministry.

(vi) It is clarified that the benefit of notional promotion, as proposed above, shall not adversely affect those PwD candidates who have already been granted the benefit of reservation in promotion in personam in pursuance of the Orders/judgments of various Courts of Law.”

5. While drawing attention to para (i) of the said OM, learned counsel for the applicant states that the instant OA could be decided



with a direction to the respondents, that the case of the applicant may be decided strictly in terms of this OM dated 28.12.2023.

6. Learned counsel for the respondents is agreeable to the said suggestion, and he confirms that the OM is applicable to the respondents EPFO as well.

7. In view of the above, the OA is decided with following directions -

(i) The respondents shall carry out the exercise of determining the vacancy i.e., 1% strictly in terms of the PwD Act 1995 & RPwD Act 2016

(ii) The eligibility of the applicant shall be determined against the said vacancy in terms of the DOPT OM dated 28.12.2023.

(iii) As the applicant has already taken part in the selection process (LDCE Examination 2017), in case he comes up in merit against the last selected candidate he would be extended promotion on notional basis w.e.f 13.06.2016, in terms of the OM against the reserved vacancy from the date the date his immediate junior was granted promotion. The actual benefit shall flow from the date of actual joining.

8. At this stage Mr. Rajeev, learned counsel appearing for the respondents' points out that the private respondent No. 4 has already participated in the examination and has come up in merit but in view of the pendency of this OA, he could not be extended promotion. In order to meet the ends of justice in case there is no vacancy available to accommodate both the Applicant as well as Respondent No 4, the respondents shall consider creating a supernumerary post for the applicant in terms of the OM itself and consider the claim of the respondent No 4. The above direction may be complied with within a

Item No. 40 (C-3)



period of four weeks' from the date of receipt of a certified copy of this order.

9. The present OA stands disposed of in the light of the aforesaid directions.

(Dr. Chhabilendra Roul)
Member (A)

(Pratima K. Gupta)
Member (J)

/arti/

**CENTRAL ADMINISTRATIVE TRIBUNAL PRINCIPAL BENCH
61/35, COPERNICUS MARG, NEW DELHI-110001**

Order Sheet

**Item No: 14
O.A./2955/2017
[PROMOTION]
Court No.: 2**

**No of Adjournment:
Dated: 29/08/2017**

**ARVIND KUMAR SRIVASTAVA
Vs
M/O LABOUR**

FOR APPLICANTS(S) Advocate : Shri Padma Kumar S.

FOR RESPONDENT(S) Advocate :

DAILY ORDER

Heard the learned counsel for the applicant.

2. Learned counsel, Shri Padma Kumar S., submits that he is not pressing relief 8(a) and that he is limiting his prayer to reliefs 8(b) and 8(c) only, which is allowed. He is directed to make necessary endorsement in all the files of the O.A. in this regard.

3. The applicant, who is a physically disabled person, on availing the said reservation was appointed as LDC initially and thereafter promoted as UDC and now fully qualified and eligible for promotion to the post of Enforcement Officer/Accounts Officer. Though the respondents are bound to provide reservation to the physically disabled persons even while filling up the vacancies by way of promotion through Limited Departmental Competitive Examination (LDCE) from various categories, the respondents vide the impugned Annexure A-7 Notification, dated 20.04.2017, proceeding for conducting of the LDCE for promotion to the post of Enforcement Officer/Accounts Officer without providing the reservation to the physically disabled employees.

4. Learned counsel placed reliance on the decision of the Hon'ble Apex Court in **Rajeev Kumar Gupta & Others vs. Union of India & Others**, dated 30.06.2016 (Annexure A-8) in support of his claim.

5. Issue notice by **DASTI** to the respondents, returnable on 12.09.2017. The applicant's counsel shall file proof of service before the next date of hearing.

6. In the meanwhile, the respondents are directed to keep one post of Enforcement Officer/Accounts Officer vacant, in pursuance of Annexure A-7 Notification, dated 20.04.2017.

Order by **DASTI**.

Nita Chowdhury
Member (A)

V. Ajay Kumar
Member (J)

No. 36012/1/2020 –Estt.(Res.-II)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

North Block, New Delhi.
Dated, the 17th May, 2022.

OFFICE MEMORANDUM

Subject: - Reservation in promotion to Persons with Benchmark Disabilities (PwBDs).

The undersigned is directed to say that the matter regarding reservation in promotion for Persons with Benchmark Disabilities (PwBDs) had been under litigation before various courts of law for quite some time, and the Hon'ble Supreme Court, in its order, dated 28.9.2021, delivered in the '*Application for Clarification*' in the matter of '*Siddaraju vs. State of Karnataka*', Civil Appeal No.1567/2017, directed the Government to issue instructions on 'Reservation in Promotion', as provided in Section 34 of the Rights of Persons with Disabilities Act, 2016.

1.2 Accordingly, the following instructions are issued for grant of reservation in promotion to PwBDs, in the posts and services of the Central Government, as defined under Section 2(r) of the said Act, notified by the Department of Empowerment of Persons with Disabilities (DEPwD).

2. QUANTUM OF RESERVATION

2.1 In case of promotion, four per cent of the total number of vacancies in the cadre strength within Group 'C', from Group 'C' to Group 'B', within Group 'B' and from Group 'B' to the lowest rung of Group 'A' shall be reserved for PwBDs. Reservation in promotion shall be applicable in the cadres in which the element of direct recruitment, if any, does not exceed 75%.

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2.2 Against the posts identified for each disability, one per cent each shall be reserved for PwBDs under clauses (a), (b) and (c), respectively, and one per cent combined, under clauses (d) and (e) below, unless otherwise excluded under the provisions of Para 3 hereinafter: -

- a. blindness and low vision;
- b. deaf and hard of hearing;
- c. locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
- d. autism, intellectual disability, specific learning disability and mental illness;
- e. multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness.

2.3 The authenticity of any certificate, issued by the competent medical authority, may be got verified/re-verified by the appointing authority at the time of appointment.

3. EXEMPTION FROM RESERVATION IN PROMOTION

3.1 Proviso to Section 20(1) of the Right of Persons with Disabilities Act, 2016, states that the appropriate Government may, having regard to the type of work carried on in any establishment, by notification and subject to such conditions, if any, exempt any establishment from the provisions of this Section.

3.2 Accordingly, if any Ministry/Department in the Central Government considers it necessary to exempt any establishment or any cadre or cadres fully or partly from the provisions of reservation in promotion for PwBDs, it shall make a reference to the DEPwD, giving full justification for the proposal. The DEPwD, having regard to the type of work carried out in any Government establishment, by notification, and subject to such condition, if any, as may be specified in the notification, in consultation with the Chief Commissioner for Persons with Disabilities (CCPD), may exempt any Establishment or any cadre(s), fully or partly, from the provisions of reservation for PwBDs. While doing so, Notes 1 to 9 under the Notification No.38-16/2020-DD.II, dated the 4th

January, 2021, issued and as modified from time to time by the DEPwD, may kindly be kept in view.

4. NO DENIAL OF PROMOTION MERELY ON THE GROUND OF DISABILITY

4.1 In terms of Section 20(3) of the Rights of Persons with Disabilities Act, 2016, no promotion shall be denied to a person merely on the ground of disability. Further, in terms of Section 20(4) of the Act, no Government establishment shall dispense with or reduce in rank an employee who acquires a disability during his/her service. As per the proviso to this sub-section, if an employee, after acquiring disability is not suitable for the post he was holding, shall be shifted to some other post with the same pay scale and service benefits. This section further provides that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier. However, in case the PwBDs for whom the supernumerary post was created is eligible for next promotion to higher pay level, and it is not possible to adjust the employee against any post, a fresh creation of supernumerary post in next higher level will be required by surrendering the previously created supernumerary post at the lower level, and the proposal for the same may be submitted to the Department of Expenditure.

4.2 An employee who acquires disability, after entering into service, will be entitled to get the benefit of reservation in promotion as a PwBD. However, his seniority among PwBDs will be counted from the date of certification of his/her disability, i.e., disability of 40% or more in the categories covered under Section 34(1) of the Rights of Persons with Disabilities Act, 2016.

4.3 No benefit of reservation shall be given on the basis of temporary certificate of disability.



5. IDENTIFICATION OF POSTS:

5.1 The DEPwD has already identified posts suitable for being held by PwBDs and the physical requirement for all such posts, have been notified, vide their Notification No. 38-16/2020-DD-III, dated the 4th January, 2021. The posts mentioned in Annexure-C of the said notification (to be read in conjunction with Notes 1 to 9 mentioned under the main Notification, dated 4th January, 2021) shall be used by the Cadre Controlling Authorities to give effect to reservation in promotion to the PwBDs.

6. RESERVATION IN POSTS IDENTIFIED FOR ONE OR TWO CATEGORIES

6.1 If in a Ministry/Department/Organization, a post is identified suitable only for one category of disability, reservation in promotion in that post shall be given to persons with that category of benchmark disability only. However, reservation of 4% for PwBDs shall not be reduced in such cases and total reservation in the cadre will be given to PwBDs for which it has been identified. Likewise, in case the post is identified suitable for two categories of disabilities, reservation shall be distributed between persons with those categories of disabilities equally, as far as possible. It shall, however, be ensured that reservation in different posts in the establishment is distributed in such a way that the PwBDs, as far as possible, get equal/fair representation. The points used in the 100-point Roster after a gap of 25 points shall be used to give reservation. In other words, it will be given only at the points reserved for PwBDs, and not in a bunched manner.

7. ADJUSTMENT OF PwBD CANDIDATES WHO ARE IN THE ZONE OF CONSIDERATION AGAINST GENERAL VACANCY

7.1 In case of promotions by seniority-cum-fitness, if a PwBD is otherwise eligible and is in the list of candidates finally approved for promotion, he/she may be promoted against the vacancy not specifically reserved for PwBD. In other words, a PwBD cannot be denied promotion on the ground that the vacancy is not earmarked for his category.



7.2 In the case of promotion by selection, PwBDs selected without relaxed standards, along with other candidates, will not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible candidates with benchmark disabilities who are lower in merit than the last candidate in merit list but, otherwise found suitable for appointment, if necessary, by relaxed standards.

8. RELAXATION OF STANDARD OF SUITABILITY:

8.1 If sufficient number of PwBD candidates with benchmark disabilities are not available on the basis of prescribed standard to fill all the vacancies (in case of promotion through Limited Departmental Competitive Examination/Departmental Examination, etc.) reserved for them, candidates belonging to this category may be selected on relaxed standard to fill up the remaining vacancies reserved for them, provided they are not found unfit for such post or posts. However, this provision shall not be used to allow any relaxation in the eligibility criteria laid down for the issuance of certificate of benchmark disability.

8.2 The same relaxed standard should be applied for all the PwBD candidates with benchmark disabilities, irrespective of whether they belong to the Unreserved/SC/ST/OBC category. No further relaxation of standards will be considered or admissible in favour of any candidate from any category whatsoever.

9. COMPUTATION OF NUMBER OF VACANCIES TO BE RESERVED

9.1 Number of vacancies in a recruitment year to be reserved for PwBDs in Group 'C', Group 'B' and Group 'A', wherever reservation in promotion for PwBD is applicable, shall be computed as 4% of the total number of vacancies in the cadre strength, although the PwBDs would be posted against the category of posts identified as suitable for them.

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10. EFFECTING RESERVATION - MAINTENANCE OF ROSTERS

10.1 Every Government establishment shall maintain, cadre-wise and group-wise, a separate 100-point vacancy-based reservation roster/register, as in the case of direct recruitment, for determining/effecting reservation for the PwBDs in promotion. There will be separate roster / register, in each cadre in Group 'C', Group 'B' and Group 'A', wherever reservation in promotion for PwBD is applicable. There shall be separate roster/register for promotion and direct recruitment.

10.2 Each register shall have cycles of 100 points and each cycle of 100 points shall be divided into four blocks, comprising the following points:

- 1st Block - Point No. 01 to point No. 25
- 2nd Block - Point No. 26 to point No. 50
- 3rd Block - Point No. 51 to point No. 75
- 4th Block — Point No. 76 to point No.100

10.3 Points 1, 26, 51 and 76 of the roster shall be earmarked for PwBDs - one point each for category under (a), (b), (c) of Para 2.2 above, respectively, and one point for category (d) and (e) conjointly. The Head of the establishment shall ensure that vacancies identified at SI. No.1, 26, 51 and 76 are earmarked for the respective categories of the PwBD. However, the Head of the Department shall decide the placement of the selected candidate in the roster/ register. In other words, the category to be appointed first will be decided by the Head of the Department based on the functional requirement.

10.4 All the vacancies in each recruitment year in a grade, arising irrespective of vacancies reserved for PwBDs, shall be entered in the relevant roster. If the vacancy falling at point no. 1 is not identified for the PwBD, or if the Head of the Department feels that it is not possible to fill up that post by the PwBDs for any other reason, to be recorded in writing, one of the vacancies

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falling at any of the points from 2 to 25 shall be treated as reserved for the PwBD and filled, as such.

10.5 Likewise, one vacancy out of the total vacancies falling at points from 26 to 50 or from 51 to 75 or from 76 to 100 shall have to be filled by the PwBDs. The purpose of keeping points 1, 26, 51 and 76 as reserved is to fill up the first available suitable vacancy by the PwBD candidate of the category for which the post is earmarked.

10.6 There is a possibility that none of the vacancies from 1 to 25 is found suitable for any category of the PwBD. In that case, two vacancies from 26 to 50 shall be filled from amongst the PwBDs. If the vacancies from 26 to 50 are also not suitable for any category, three vacancies in the third block 51 to 75 shall be filled as reserved. This means that if no vacancy can be reserved in a particular block, it shall be carried over to the next block.

10.7 After all the 100 points of the roster are covered, a fresh cycle of 100 points shall start.

10.8 If the number of vacancies in a year is such as to cover only one block (say 25 vacancies, including PwBD quota, if any) or two (say 50 vacancies, including the quota, if any), the category of the PwBDs should be accommodated as per the roster points. However, in case, the said vacancy is not identified for the respective category of disability, the Head of the Department shall decide the category on the basis of the nature of the post, the level of representation of the specific category in the grade/post concerned, etc.

11. CERTIFICATE BY REQUISITIONING/CADRE CONTROLLING AUTHORITY WHILE SENDING APPLICATION FOR SELECTION BY PROMOTIONS/DEPARTMENTAL EXAMINATION INCLUDING LIMITED COMPETITIVE DEPARTMENTAL EXAMINATION:

11.1 In order to ensure proper implementation of the provisions of reservation for PwBDs, the requisitioning/cadre



controlling authority, while sending the requisition/proposal to the recruiting agency/DPC, as the case may be, for filling up of vacancies through promotion by selection/Departmental Examination/Limited Competitive Departmental Examination, shall furnish the following certificate to the recruiting agency/DPC: -

"It is certified that the requirements of the THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016 which has become effective from 19th day of April, 2017 and Rules made thereupon, vide Rights of Persons with Disabilities Rules, 2017, and the policy relating to reservation for persons with benchmark disabilities has been taken care of while sending this requisition/proposal. The vacancies reported in this requisition/proposal fall at points no..... of cycle no..... of 100-point reservation roster out of which number of vacancies are reserved for persons with benchmark disabilities."

12. NOTICE OF VACANCIES FOR PROMOTION BY SELECTION

12.1 In order to ensure that PwBDs get a fair opportunity in consideration for appointment against an identified post, the following points shall be kept in view while sending the requisition notice/proposal to the recruiting agencies (SSC, UPSC etc.) and DPCs-

- (i) Number of vacancies reserved for SCs, STs and each category of PwBDs should be indicated clearly.
- (ii) In respect of vacancies in posts identified suitable for being held by PwBD, it shall be indicated that the post is identified for that respective category of PwBDs from amongst the categories, as mentioned in (a) to (e) of Para 2.2 above, as the case may be. Functional classification for performing the duties attached to such post(s), shall also be indicated clearly.
- (iii) The PwBDs belonging to the category/categories for which the post is identified shall be allowed to apply for the post advertised for being filled up by Limited Departmental Competitive Examination, even if no vacancy is reserved for

them. However, they will not be allowed any relaxed standard. Such PwBD candidates will be considered for selection for appointment to the post by general standards of merit.

- (iv) It shall also be indicated that persons with valid certificate of benchmark disability shall alone be eligible for the benefit of reservation. However, no benefit of reservation shall be given on the basis of temporary certificate of disability.

13. ZONE OF CONSIDERATION, INTERSE EXCHANGE AND CARRY FORWARD OF RESERVATION IN CASE OF PROMOTION

13.1 While filling up the reserved vacancies by promotion by selection, those PwBD candidates who are within the normal zone of consideration, shall be considered for promotion. However, if adequate number of PwBD candidates of the respective category are not available within the normal zone, the zone of consideration may be extended to five times the number of vacancies and the PwBD candidate falling within the extended zone may be considered for promotion. In the event of non-availability of candidates even in the extended zone, the vacancy shall not be filled and be carried forward to the subsequent year. In the subsequent year, if a PwBD of the required category is not available, the reservation can be exchanged with the other categories, so that post can be filled by a person with other category of disability, if possible. If a PwBD candidate of other category is within the zone of consideration and within the number of vacancies available, he cannot be denied promotion on the grounds of disability. If it is not possible to fill up the post by reservation even in the 2nd year, the post may be filled by a person other than a PwBD, and the reservation shall be carried forward for two subsequent recruitment years, whereafter it shall lapse.

13.2 While filling up vacancies by promotion by non-selection, the eligible candidates with benchmark disabilities within the normal zone of consideration shall be considered for promotion

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against the reserved vacancies. In case no eligible candidate of the respective category of disability is available in the normal zone of consideration, additional PwBD candidates of respective category to the extent required shall be considered by going down the seniority list, provided they are eligible, and that the post is identified for them. In the event of non-availability of PwBD candidates for promotion even in the extended zone, the vacancy shall not be filled and shall be carried forward. In the subsequent year, if PwBD of respective category is not available, the same can be exchanged with other categories of disabilities identified for it. If it is not possible to fill up the vacancy by reservation even by exchange, the reservation shall be carried forward for two subsequent recruitment years, where-after it shall lapse.

13.3 In order to ensure that cases of lapse of reservation are kept to the minimum, any recruitment of the PwBD candidates shall first be counted against the vacant posts brought forward from previous years, if any, in the chronological order. If candidates are not available for all the vacancies, the older carried-forward posts shall be filled first, and the current vacancies shall be carried forward, if not filled up, provided that in every recruitment, the number of vacancies reserved for PwBD, including the carried forward vacancies, shall be announced beforehand, for the information of all aspirants.

14. HORIZONTALITY OF RESERVATION FOR PERSONS WITH BENCHMARK DISABILITIES

14.1 Reservation for backward classes of citizens (SCs, STs and OBCs) is called 'vertical' reservation and the reservation for categories such as PwBDs and ex-servicemen is called 'horizontal' reservation. Horizontal reservation cuts across vertical reservation (in what is called interlocking reservation) and persons selected/promoted against the quota for PwBDs have to be placed in the appropriate category viz. SC/ST/OBC/Unreserved, depending upon the category to which they belong in the roster meant for reservation of



SCs/STs/OBCs. To illustrate, if in a given year, there are two vacancies reserved for the PwBDs, and out of two PwBDs promoted, one belongs to Scheduled Caste and the other belongs to Unreserved, the SC candidate with benchmark disability shall be adjusted against the SC point in the reservation roster and the Unreserved candidate with benchmark disability against the unreserved point in the relevant roster. In case none of the vacancies falls on point reserved for the SCs, the candidate under benchmark disability belonging to SC shall be adjusted in future against the next available vacancy reserved for SC.

14.2 Since the PwBDs have to be placed in the appropriate category, viz. SC/ST/OBC/Unreserved in the roster meant for reservation of SCs/STs/OBCs, the application form (in respect of Departmental examination for promotion) for the post should require the candidates applying under the quota reserved for PwBDs to indicate whether they belong to SC/ST/OBC or unreserved.

15. ANNUAL REPORTS REGARDING REPRESENTATION OF PERSONS WITH BENCHMARK DISABILITIES

15.1 The Ministries/Departments shall continue to upload data on promotion of PwBDs, along with data on representation/direct recruitment of PwBDs in respect of posts/services under the Central Government on the URL i.e. **www.rrcps.nic.in**, as on 1st January of every year. All Ministries/Departments have been provided respective user code and password with guidelines for operating the URL.

16. LIAISON OFFICER FOR PERSONS WITH BENCHMARK DISABILITIES:

16.1 Liaison Officers appointed to look after reservation matters for SCs/STs shall also work as Liaison Officers for reservation matters relating to PwBDs and shall ensure compliance of instructions, as contained in DoPT OM No.43011/153/2010-Estt (Res), dated 4.1.2013.



17. MAINTENANCE OF REGISTER OF COMPLAINTS BY THE GOVERNMENT ESTABLISHMENT

17.1 Every Government establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer.

17.2 The Grievance Redressal Officer shall maintain a register of complaints of Persons with Benchmark Disabilities with the following particulars, namely: -

- (a) date of complaint;
- (b) name of complainant;
- (c) the name of the establishment or person against whom the complaint is made;
- (d) gist of the complaint;
- (e) date of disposal by the Grievance Redressal Officer; and any other information.

17.3 Any person aggrieved with any matter relating to discrimination in promotion, may file a complaint with the Grievance Redressal Officer of the respective Government establishment.

17.4 Every complaint filed, shall be inquired into within two months of its registration, and outcome thereof or action taken thereon, shall be communicated to the complainant / PwBD.

18. All the Ministries/Departments are requested to bring the above instructions to the notice of all appointing authorities under their control.


(S.P. Pant)

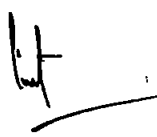
Deputy Secretary to the Government of India
Ph.No.011-23093074

To

- (i) The Secretaries of all Ministries/Departments of the Government of India.



- (ii) The Secretary, Department of Financial Services, Ministry of Finance, Jeevan Deep Building, Parliament Street, New Delhi, with a request to issue similar instructions for compliance by Public Sector Banks/Financial Institution/Insurance Companies.
- (iii) The Secretary, Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi, with a request to issue similar instructions for compliance by all Central Public Sector enterprises.
- (iv) The Secretary, Railway Board, Rail Bhavan, New Delhi,
- (v) The Secretary, President Secretariat, Rashtrapati Bhavan, New Delhi.
- (vi) The Secretary, Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi.
- (vii) The Secretary, Central Vigilance Commission, A-Block, GPO Complex, Satarkata Bhavan, INA, New Delhi, Delhi 110023.
- (viii) The Secretary, Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi.
- (ix) The Registrar (Administration), Supreme Court of India, New Delhi.
- (x) The Joint Secretary (Administration), Prime Minister's Office, South Block, New Delhi.
- (xi) The Sr. Principal Secretary, Election Commission of India, Nirvachan Sadan, New Delhi.
- (xii) The Joint Secretary (Administration), Lok Sabha Secretariat, Parliament House Annexe, New Delhi.
- (xiii) The Joint Secretary (Administration), Rajya Sabha Secretariat, Parliament House Annexe, New Delhi.
- (xiv) The Joint Secretary (Administration), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
- (xv) The Joint Secretary (Administration), Niti Aayog, Parliament Street, New Delhi.
- (xvi) The Deputy C&AG, Office of the Comptroller & Auditor General of India, 10 Bahadur Shah Zafar Marg, New Delhi
- (xvii) Officer of the Chief Commissioner for Persons with Disabilities, Sarojini House, 6, Bhagwan Das Road, New Delhi-110001



- (xviii) All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate Offices of this Ministry.
- (xix) Director, NIC, DOPT – with the request to immediately place this OM on the website of this Department (“what’s new” tab) for information of all concerned.

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No. 36012/1/2020-Estt (Res-II)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

North Block, New Delhi,
Dated the 28th December, 2023.

OFFICE MEMORANDUM

Subject: Reservation in promotion to Persons with Benchmark Disabilities (PwBDs) regarding.

The undersigned is directed to say that the Hon'ble Supreme Court, vide its Judgement dated 30.6.2016, in the WP(C) No.521/2008, titled '*Rajeev Kumar Gupta Vs. UOI*', had directed the Government to extend three percent reservation to PWD in all identified posts in Group A and Group B, irrespective of the mode of filling up of such posts. However, subsequently the Hon'ble Supreme Court, vide its Order dated 3.2.2017, in the Civil Appeal No. 1567/2017 titled '*Siddaraju Vs. State of Karnataka & Ors.*' referred to the prohibition made against reservation in promotion as laid down by the majority in *Indra Sawhney & Others v. Union of India & Others* (1992) and observed and held that its Judgement dated 30.6.2016 in *Rajeev Kumar Gupta* needed to be considered by a larger Bench. However, the Hon'ble Supreme Court finally disposed of the *Siddaraju* matter vide its Judgement dated 14.1.2020 and held that its Judgement in *Rajeev Kumar Gupta* would bind the Union and State Governments and it must be strictly followed.

2. However, the Union of India needed some clarification with regard to the implementation of the Hon'ble Supreme Court Judgement dated 30.6.2016 and 14.1.2020, and, therefore, Application for Clarification was filed by the UOI before the Hon'ble Supreme Court seeking clarification which *inter alia* included whether the vacancies for promotion for PwDs would be computed only on the basis of the vacancies against the identified posts or against the vacancies in both identified and non-identified posts and whether the judgement dated 14.1.2020 needs to be implemented on the basis of PwD Act, 1995 or RPWD Act, 2016. Hon'ble Supreme Court disposed of this Application for Clarification vide its Order dated 28.9.2021 directing the Government of India to issue instructions regarding reservation in promotion as provided in Section 34 of the RPWD Act, 2016.

3. Proviso to Section 34 of the RPWD Act, 2016 provides that the reservation in promotion shall be in accordance with such instructions as are issued by the appropriate Government from time to time. Accordingly, DoPT vide its OM of even number dated 17.5.2022 issued detailed instructions for extending the benefit of reservation in promotion to PwDs up to the lowest rung of Group 'A' in posts and services under the

Central Government. This OM is effective with effect from the date of its issue i.e. 17.5.2022.

4. However, in a Contempt Petition (Civil) No.873/2023 filed by Shri S. S. Sundaram against Department of Revenue, the Hon'ble Supreme Court vide its order dated 18.7.2023 has directed "*Though it is pointed out that the judgement of this Court of which breach is alleged, has been complied with effect from 15.7.2023, the fact remains that the judgement is of 30.6.2016 directing the respondents to implement the 1995 Act. Therefore, the respondent will have to consider of giving at least notional promotion to those who are eligible from an earlier date*".

5. The aforesaid directions dated 18.7.2023 of the Hon'ble Supreme Court has been considered in consultation with the Department of Legal Affairs and it has been decided to grant notional promotions to the PwD candidates w.e.f. 30.6.2016 as under:

- (i) PwD employees in posts and services of the Central Government, will be considered for grant of the benefit of reservation in promotion up to the lowest rung of Group 'A' on notional basis w.e.f. 30.6.2016 subject to their fulfilment of the eligibility conditions as laid down in the DoPT OM of even number dated 17.5.2022 regarding reservation in promotion to PwDs. However, the extent of reservation in promotion may be in accordance with the relevant provisions contained in the PwD Act 1995 and RPWD Act 2016. Further, this benefit may be extended after holding Review DPC as per the extant instructions issued by DoPT on the subject. In case the PwD employees are found eligible and suitable for promotion from any date subsequent to 30.6.2016, then the benefit of reservation in promotion may be extended to them from the date they become eligible for promotion. This promotion on notional basis includes promotion on seniority quota as well as Departmental Examination/Departmental Competitive Examination. In case of Departmental Examination/Departmental Competitive Examination, which has already been held during the period from 30.6.2016 to 16.5.2022, the eligibility of the PwD candidates may be assessed on the basis of their performance in the said examination. The concerned Administrative Authorities are given discretion to consider holding of special examination for assessing the suitability or eligibility of PwD employees for such Departmental Competitive Examination.
- (ii) Any such promotion during the period from 30.6.2016 till the PwD employee actually assumes the charge of the post will be only on notional basis and the actual financial benefit of promotion will be effective to them with effect from the date they actually assume charge of the promoted post, meaning that no financial arrear will be admissible to them for the period from the date on which they get the benefit of notional promotion and the date on which they actually assume or have already assumed the charge of such promoted post.
- (iii) Extending the benefit of reservation in promotion to the PwD employees on notional basis between 30.6.2016 and actual assumption of the charge of the

post may affect the inter-se-seniority of the officials in various grades. Due to this, there may be cases in which some officials may have to be placed in a select list/seniority list, subsequent to the year of their existing/present seniority list/select list. This may have a chain effect as it may result in revision in seniority lists in subsequent years in many cases which may cause administrative inconvenience. In order to avoid such situation, supernumerary posts may be created to adjust the lien of such PwD employees with effect from the date on or after 30.6.2016, when they become eligible to get the benefit of reservation in promotion, till the availability of vacancy in which the promotion is to be made or till they vacate the post on their retirement, further promotion etc. whichever is earlier.

- (iv) The creation of supernumerary post, as stated above, will be personal to the PwD employee who is given the benefit of reservation in promotion on notional basis and such supernumerary post will stand abolished on the date when such PwD employee is adjusted against available vacancy in the grade in which the promotion is given or when that PwD employee vacates the post on his/her retirement, further promotion etc., whichever is earlier.
- (v) Ministries/Departments are advised to undertake an exercise to ascertain the requirement of supernumerary posts required by them and submit the proposal for creation of posts to the Department of Expenditure through DoPT. Such proposal shall contain the proposal in respect of the entire Department/Ministry and the proposal in piecemeal shall not be accepted. A certificate to the effect that the proposal is complete in all respects and the requirement of creation of supernumerary posts has been projected in respect of the entire Department may also be furnished along with the proposal. Further, each proposal shall have the concurrence of the Liaison Officer for PwDs of the Department/Ministry concerned and shall be forwarded with the approval of the Secretary of the Administrative Department/Ministry.
- (vi) It is clarified that the benefit of notional promotion, as proposed above, shall not adversely affect those PwD candidates who have already been granted the benefit of reservation in promotion in personam in pursuance of the Orders/judgements of various Courts of Law.

6. This issues with the approval of Department of Expenditure conveyed vide their ID Note No.7(1)/E. Coord.I/2017 Part (V) dated 12.12.2023.



(Debabrata Das)

Under Secretary to the Government of India.

Distribution:

- (i) The Secretaries of all Ministries/Departments of the Government of India.

- (ii) The Secretary, Department of Financial Services, Ministry of Finance, Jeevan Deep Building, Parliament Street, New Delhi, with a request to issue similar instructions for compliance by Public Sector Banks/Financial Institution/Insurance Companies.
- (iii) The Secretary, Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi, with a request to issue similar instructions for compliance by all Central Public Sector enterprises.
- (iv) The Secretary, Railway Board, Rail Bhavan, New Delhi.
- (v) The Secretary, President Secretariat, Rashtrapati Bhavan, New Delhi.
- (vi) The Secretary, Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi.
- (vii) The Secretary, Central Vigilance Commission, A-Block, GPO Complex, Satarkata Bhavan, INA, New Delhi, Delhi 110023.
- (viii) The Secretary, Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi.
- (ix) The Registrar (Administration), Supreme Court of India, New Delhi.
- (x) The Joint Secretary (Administration), Prime Minister's Office, South Block, New Delhi.
- (xi) The Sr. Principal Secretary, Election Commission of India, Nirvachan Sadan, New Delhi.
- (xii) The Joint Secretary (Administration), Lok Sabha Secretariat, Parliament House Annexe, New Delhi.
- (xiii) The Joint Secretary (Administration), Rajya Sabha Secretariat, Parliament House Annexe, New Delhi.
- (xiv) The Joint Secretary (Administration), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
- (xv) The Joint Secretary (Administration), Niti Aayog, Parliament Street, New Delhi.
- (xvi) The Deputy C&AG, Office of the Comptroller & Auditor General of India, 10 Bahadur Shah Zafar Marg, New Delhi.
- (xvii) Officer of the Chief Commissioner for Persons with Disabilities, 5th Floor, NISD Building, Plot No.G-2, Sector-10, New Delhi-110075.
- (xviii) All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate Offices of this Ministry.
- (xix) The Director, NIC, DOPT - with the request to immediately place this OM on the website of this Department ("what's new" tab) for information of all concerned.

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Name of Zonal Office: Delhi & Uttarakhand

Data in respect of PwBD Candidates and Vacancies (For EO/AO Cadre) as per DoPT OM dated 28.12.2023										
S.No.	Name of the State	Number of PwBD candidates appeared in the exam	Name of PwBD Candidate	Category of PwBD candidate (i.e. A/B/C/D&E)	Original Category of PwBD candidate (i.e. UR/SC/ST)	EID of PwBD Candidate	Number of PwBD Vacancies (30.06.2016 to 26.12.2016)			
							A	B	C	D&E
1	Delhi	5	Sh. Arvind Kumar Srivastava	C	UR	AR150778089281003	1	0	0	0
			Sh. Anshuman Kapoor	C	UR	AR270176089041200				
			Sh. Prabhat Kumar	C	OBC	PB120186089151010				
			Sh. Ranjeet Kumar	C	UR	RB300980098181010				
			Sh. Amit Kumar Mishra	C	UR	AS140577098240406				

(Rajkumari Meena)
RPFC-I, Delhi (North)
(Liaison Officer for PwBD)

(Brajesh Kumar)
RPFC-I
Zonal Office, DL&UK

(R.M. Verma)
Addl. Central PF Commissioner (HQ)
Delhi & Uttarakhand

अपर केन्द्रीय भविष्य निधि आयुक्त का कार्यालय (दिल्ली व उत्तराखंड)
OFFICE OF THE ADDL. CENTRAL PROVIDENT FUND COMMISSIONER (Delhi & Uttarakhand)
कर्मचारी भविष्य निधि संगठन – श्रम एवं रोजगार मंत्रालय



EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA
भविष्य निधि भवन/ BHAVISHYANIDHI BHAWAN



सामुदायिक भवन, वज़ीरपुर इंडस्ट्रियल एरिया, दिल्ली-110052

दूरभाष/Phone: 011-27376784 फ़ैक्स/Fax: 011-27376174

ईमेल / E-mail: acc.dlut@epfindia.gov.in

No.ACC(DL&UK)/DL/EO-AO/Promotion/2018/E-15651/1822

Dated: 06.01.2025

By Name to: The Central Provident Fund Commissioner
Sh. Shahid Iqbal EPFO, Head Office, Plate-A, Ground Floor-4th Floor
RPFC-I (HRM) Office Block-II, East Kidwai Nagar, New Delhi-110023

Subject: Conduct of DPC for promotion to the post of EO/AO under Examination Quota in Delhi Region - Regarding

Sir,

Please refer to Head Office email dated 17.12.2024 on the subject cited above. In this regard, it is intimated that as per the Minutes of Supplementary DPC held on 08.02.2023 (**Copy enclosed**) and approval of the Competent Authority as communicated by Head Office vide letter no. HRM-III/53(2)99/Regu/DL/EO/AO/Vol.II/16607 dated 22.02.2023 (**Copy enclosed**) for promotion to the post of EO/AO under Seniority Quota for the Panel Year 2023 in Delhi Region, 01 post was kept vacant due to non-availability of PwBD candidate. The said vacancy is still lying vacant due to non-availability of PwBD candidate in the subsequent Panel Years.

2. Accordingly, the requisite information is appended below: -

S.No.	Name of the official	Category	Time duration for supernumerary post in EO/AO (EQ/SQ) cadre
1.	Sh. Arvind Kumar Srivastava, Sr.SSA	UR-PH (OH)	30.09.2019 to 01.01.2023

3. This is for your information and necessary action.

{This issues with the approval of ACC(HQ)(DL&UK)}

Yours faithfully,

(Brajesh Kumar)
Regional PF Commissioner-I (Adm)

OFFICE OF THE CENTRAL PROVIDENT FUND COMMISSIONER,
9TH FLOOR, MAYUR BHAWAN, CONNAUGHT CIRCUS, NEW DELHI

No. P. IV/2(3)/86/Del./Vol. II

Dated 21st May, 1990.

Order

In exercise of the powers conferred by sub-para (3) of para 24 of the Employees' Provident Funds Scheme, 1952 and in partial modification of this office orders No. P.IV/2(3)/85/Del., dated 6th January, 1987 and 14th March, 1988, the undersigned hereby delegates to the Additional Central Provident Fund Commissioner, the Administrative & Financial Powers as in the attached Schedule. These powers shall be exercised by him at present in respect of the staff and contingencies of the Central Office only.

2. If at any time, the post of Additional Central Provident Fund Commissioner is lying vacant, the powers herein delegated to him shall be exercised by the Regional Commissioner (Regional Administration).

3. The delegation of these powers takes effect from the date of issue of this order and will remain in force until further orders.

4. The powers delegated hereunder shall not be redelegated.

(Sd.) B.N. SOM,

Central Provident Fund Commissioner.

To

The Additional Central Provident Fund Commissioner.

Note.—The Powers as per Schedule have been included under relevant head in the compilation.

URGENT

OFFICE OF THE CENTRAL PROVIDENT FUND COMMISSIONER,
9TH FLOOR, MAYUR BHAWAN, CONNAUGHT CIRCUS, NEW DELHI-1

No. Conf. 3(1) 1/90

Dated the 5th July, 1990.

Circular

The Central Government have constituted the Executive Committee of the Central Board of Trustees, Employees' Provident Fund with effect from 1st July, 1990 and its functions would be as under:—

- (i) Opening of Sub-Regional Offices subject to the guidelines already approved and to evolve fresh guidelines when considered necessary (Para 21 of the EPF Scheme).
- (ii) Approval of estimates for construction of office buildings/staff quarters.
- (iii) Approval for the purchase of land or site for constructing office buildings and staff quarters.
- (iv) Creation of Group 'A' posts.
- (v) Creation of new regions/upgradation of existing regions.
- (vi) Hiring of buildings on monthly rent exceeding Rs. 50,000 i.e. beyond the powers vested on the Central Provident Fund Commissioner.
- (vii) Consideration of the investment policy and making appropriate recommendations to the Board on liberalisation of investment pattern.
- (viii) Specifying work norms for staff and officers of the organisation.
- (ix) Framing/amending of the rules relating to method of recruitment, pay and allowances and other conditions of service of the officers and staff of the Employees' Provident Fund Organisation on the basis of the orders applicable to corresponding category of Government servants.

- (x) Any other matter specially referred to the Executive Committee by the Central Board of Trustees.

The first meeting of the Executive Committee is likely to be held shortly.

All the officers in the Central Office are requested to furnish to Conference Section by 6th July, 1990 the subjects to be included in the Agenda of the ensuing (1st) meeting of the Executive Committee of the Central Board of Trustees, Employees' Provident Fund. The memorandum on the item(s) proposed for inclusion in the Agenda should have been approved by the principal officers.

This may please be treated as most urgent.

(Sd.) S.S. CHATTERJEE,

Regional Provident Fund Commissioner,
for Central Provident Fund Commissioner.

OFFICE OF THE CENTRAL PROVIDENT FUND COMMISSIONER, 9TH FLOOR,
MAYUR BHAWAN, CONNAUGHT CIRCUS, NEW DELHI-110001

No. P. IV/2(3)/90/CPFC/Dcl./Pl.

Dated 26th October, 1990

To

All R.P.F.Cs. [including RC (LA)]
All Officers-in-charge of S.R.O.

Subject.—Delegation of financial powers to the C.P.F.C. for the purchase of computers.

Sir,

The C.B.T. in its 124th meeting held on 20th August, 1990 approved the proposal for delegation of financial powers to the C.P.F.C. for purchase of computers in the Hqrs., Regional and Sub-Regional Offices.

2. A copy of the Resolution approved by the Board in this regard is enclosed for your information.

Yours faithfully,

(Sd.) R.C. KRISHNAN,

Regional Provident Fund Commissioner,
for Central Provident Fund Commissioner.

RESOLUTION

In exercise of the powers conferred under Paragraph 24(2) of the Employees' Provident Fund Scheme, 1952, the Central Board hereby delegates to the Central Commissioner the Administrative and Financial Powers for the purchase and Installation of Computers in the Headquarters, Regional and Sub-Regional Offices of the Employees' Provident Fund Organisation to the extent of Rs. Four Lakhs in each case.

OFFICE OF THE CENTRAL PROVIDENT FUND COMMISSIONER, 9TH FLOOR,
MAYUR BHAWAN, CONNAUGHT CIRCUS, NEW DELHI-110 001

No. IWSU-9(1)/91/Manual/

Dated the 4th April, 1991.

To

All Regional Provident Fund Commissioners/Officers-in-charge in Sub-Regional Offices.

Subject.—Incorporating a suitable provision in the Manual of Accounting Procedure (Volume-I) for proper handing over of records.

Sir,

It has been observed that the Manual of Accounting Procedure (Vol. I) does not contain suitable provisions for proper handing over of various documents on transfer of a dealing hand of certain

Item No. 9 : Status of review of Recruitment Rules

As per the direction of the Chairperson EC in the 110th EC meeting, to bring in expertise in reviewing the Recruitment Rules of EPFO a Committee has been formed engaging retired officials from other government departments vide Office Order No. HRD-I/03/2023/RR/Committee/1197 dated 08-01-2025 **(Annexure-A)** as under:

1. Shri Alok Saxena, Addl. Secretary (Retd.), MoH&FW - Member
2. Shri Alok Kumar, PCPO (Retd.), IRPS – Member
3. Shri Rajbir Singh, Under Secretary (Retd.), DoP&T – Convenor

The mandate of the Committee is to carry out a comprehensive review of the RRs of various cadres of EPFO and preparation of draft RRs to ensure conformity with the Central Government Rules and DoP&T guidelines. Also, the differences in the hierarchy and RRs of EPFO and ESIC will be examined.

So far, the Committee has conducted two meetings on 10-01-2025 and 13-01-2025. During the first two meetings the committee was apprised of the structure and functioning of EPFO along with all the necessary documents regarding organisational chart, list of posts, sanctioned strength of various posts as well as the existing RRs of various cadres. The Committee has decided to follow a cadre-wise approach for the review of Recruitment Rules and accordingly has started the examination of the existing RRs.

Proposal : The information as furnished above may be taken note of by the Executive Committee.



कर्मचारी भविष्य निधि संगठन

Employees Provident Fund Organisation

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA)

मुख्य कार्यालय/Head Office

प्लेट ए, ग्राउंडफ्लोर, ब्लॉक-II, ईस्ट किडवाई नगर, नई दिल्ली-110023

Plate A, Ground Floor, Block II, East Kidwai Nagar, New Delhi-110023

Website: www.epfindia.gov.in, www.epfindia.nic.in



No.HRD-I/03/2023/RR/Committee /1197

Date:

08 JAN 2025

Office Order

Subject: Constitution of a Committee to review the Recruitment Rules of various cadres of EPFO- Reg.

The Secretary, MoL&E & Chairperson, EC in the 110th meeting of the Executive Committee of the CBT directed that a Committee be constituted for the examination, review and framing of Recruitment Rules of EPFO. Accordingly, Committee is constituted consisting of following members:

1.	Shri Alok Saxena, Addl. Secretary (Retd.), MoH&FW	-	Member
2.	Shri Alok Kumar, PCPO (Retd.), IRPS	-	Member
3.	Shri Rajbir Singh, Under Secretary(Retd.), DoP&T	-	Convenor

- The basic Terms of Reference of the Committee would be to carry out a comprehensive review of the Recruitment Rules of different cadres of EPFO and preparation of draft RRs to ensure conformity with the Central Government Rules and DoP&T guidelines. Also, the differences in the hierarchy and RRs of EPFO and ESIC may be examined.
- The amount of Sitting fees for attending the meeting of the Committee in respect of Non-Official members of the Committee shall be in accordance with the MOF, DOE OM No. 19047/10/2016-E-IV dated 12.04.2017 i.e. Rs. 4000/- per day of sitting fee subject to a ceiling of 10 meetings in a month.
- HRD Division of Head Office is assigned the co-ordinating role.
- The Committee shall finalise the draft RRs and report in a time bound manner.

(Saurabh Tripathi)
RPFC-I (HRD-I)

To:

- The concerned members
- PS to CPFC

(Saurabh Tripathi)
RPFC-I (HRD-I)

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

The Committee for reviewing the delegation of administrative and financial powers to HO (Head Office), PDNASS (Pandit Deendayal Upadhyaya National Academy of Social Security), ZO (Zonal Offices), ZTI (Zonal Training Institutes), and RO (Regional Offices) was constituted vide office order number HRD/7/2022/ delegation of powers/1145 dated 05.11.2024. The committee's mandate is to propose improvements or amendments to the existing delegation of administrative and financial powers.

2. The committee held around 12 sittings. During these sessions, they reviewed various documents, including the Compendium (Parts I & II) on the schedule of administrative and financial powers, circulars issued by various divisions subsequent to the preparation of the compendium, and the DFPR (Delegation of Financial Powers Rules) 2024 circulated by the Department of Expenditure (DoE) in March 2024.

3. A meeting of the Committee and HR Team was convened with the Central Provident Fund Commissioner on 09.01.2025 to review the status of the work done by the Committee on Delegation of Administrative and Financial Powers to various organizational units like HO, PDNASS, ZO, ZTI, and RO. During the meeting, a draft compendium outlining the delegation of administrative and financial powers was presented by the Committee, which included several proposed amendments and additions to the existing structure.

4. The draft presented by the Committee was reviewed and further refinements to the proposed revisions were suggested. One key suggestion was to align the terminology and structure used in the document with the heads and categories outlined by the Government of India (GoI) in the Delegation of Financial Powers Rules (DFPR) circulated in March 2024. This alignment would ensure easier correlation and consistency with existing government frameworks.

5. Additionally, the Committee decided to co-opt Sh. Rajbir Singh, Under Secretary (Retd.) from the Department of Personnel and Training (DoPT) /HR Consultant, to provide specialized input and expertise on HR-related matters relevant to the ongoing review of administrative and financial powers.

6. Subsequently, the Committee has submitted the Report on Delegation of Financial Powers. The report is under examination.

Proposal : The status note as above is placed for the information of the Executive Committee, CBT, EPF

Addendum and Corrigendum to Agenda Item No. 11:

Redistribution of Posts of Commissioner Cadre among Regional Offices

A discrepancy has been observed in the **Annexure A** enclosed with the Agenda. The Number of UANs recorded against RO Sriperumbudur and RO Vellore has been found identical which has been confirmed as an error made inadvertently. The **Annexure A** circulated for the perusal of EC Members on 15.01.2025 is hereby withdrawn and a revised version is tabled herewith.

2. The notable change in the Annexure A is that RO Sriperumbudur would remain RPFC-I headed office and in its place, RO Agra may be made an RPFC-II headed office.

3. In view of the same, it is proposed that the sanctioned strength of RPFC I and RPFC II may be redistributed strictly in accordance with the criteria mentioned in the Agenda.

Annexure A				
S No	ZONE NAME	OFFICE NAME	UAN	Revised Rank of OIC
1	MUMBAI-2 (THANE)	VASHI	1159740	RPFC-I
2	DELHI & UTTARAKHAND	DELHI (EAST)	1078011	RPFC-I
3	MUMBAI-1 (BANDRA)	MUMBAI (NARIMAN POINT)	1041629	RPFC-I
4	DELHI & UTTARAKHAND	DELHI (CENTRAL)	1000425	RPFC-I
5	DELHI & UTTARAKHAND	DELHI SOUTH	998369	RPFC-I
6	MUMBAI-1 (BANDRA)	MUMBAI (DADAR)	997301	RPFC-I
7	MUMBAI-1 (BANDRA)	MUMBAI (FORT)	989359	RPFC-I
8	HARYANA	GURUGRAM (WEST)	971523	RPFC-I
9	MUMBAI-2 (THANE)	MUMBAI (MULUND)	964642	RPFC-I
10	UTTAR PRADESH	NOIDA	951278	RPFC-I
11	DELHI & UTTARAKHAND	DELHI WEST	910163	RPFC-I
12	RAJASTHAN	JAIPUR	900998	RPFC-I
13	MUMBAI-2 (THANE)	KANDIVALI (WEST)	900920	RPFC-I
14	GUJARAT (AHMEDABAD)	AHMEDABAD	891808	RPFC-I
15	MUMBAI-2 (THANE)	KANDIVALI (EAST)	880354	RPFC-I
16	MUMBAI-2 (THANE)	THANE (NORTH)	878616	RPFC-I
17	HARYANA	GURUGRAM (CENTRAL)	862438	RPFC-I
18	HARYANA	GURUGRAM (EAST)	858398	RPFC-I
19	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	PUNE (PUNE CANTT)	855353	RPFC-I
20	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	RO PUNE (VIMAN NAGAR)	846824	RPFC-I
21	CHENNAI & PUDUCHERRY (CHENNAI)	AMBATTUR	845382	RPFC-I
22	TELANGANA (HYDERABAD)	SIDDIPET-MEDCHAL	839431	RPFC-I

23	CHENNAI & PUDUCHERRY (CHENNAI)	CHENNAI (EAST COAST ROAD)	832699	RPFC-I
24	GUJARAT (AHMEDABAD)	VADODARA	829488	RPFC-I
25	MUMBAI-1 (BANDRA)	MUMBAI (BANDRA)	828719	RPFC-I
26	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	PUNE (AKURDI)	821329	RPFC-I
27	TELANGANA (HYDERABAD)	HYDERABAD (HIGH TECH CITY)	816535	RPFC-I
28	DELHI & UTTARAKHAND	DELHI (NORTH)	814972	RPFC-I
29	CHENNAI & PUDUCHERRY (CHENNAI)	CHENNAI (ROYAPETTAH)	798402	RPFC-I
30	CHENNAI & PUDUCHERRY (CHENNAI)	SRIPERUMBUDUR	784044	RPFC-I
31	BENGALURU (BENGALURU)	BENGALURU (KORAMANGALA)	777798	RPFC-I
32	TELANGANA (HYDERABAD)	HYDERABAD (MADHAPUR)	776147	RPFC-I
33	WB, A&N ISLANDS & SIKKIM (KOLKATA)	PARK STREET	775335	RPFC-I
34	BENGALURU (BENGALURU)	BENGALURU (CENTRAL)	771672	RPFC-I
35	TELANGANA (HYDERABAD)	PATANCHERU	771138	RPFC-I
36	ORISSA (BHUBANESWAR)	BHUBANESWAR	768138	RPFC-I
37	GUJARAT (AHMEDABAD)	RAJKOT	765248	RPFC-I
38	BENGALURU (BENGALURU)	BENGALURU (ELECTRONIC CITY)	760925	RPFC-I
39	MADHYA PRADESH & CHATTISGARH (BHOPAL)	RAIPUR (CHATTISGARH)	760900	RPFC-I
40	BENGALURU (BENGALURU)	PEENYA	757385	RPFC-I

41	WB, A&N ISLANDS & SIKKIM (KOLKATA)	KOLKATA	754547	RPFC-I
42	BIHAR & JHARKHAND(PATNA)	PATNA	748227	RPFC-I
43	TELANGANA (HYDERABAD)	HYDERABAD (BARKATPURA)	745663	RPFC-I
44	BENGALURU (BENGALURU)	BELLANDUR	744927	RPFC-I
45	BENGALURU (BENGALURU)	BENGALURU (MALLESWARAM)	736331	RPFC-I
46	HARYANA	FARIDABAD	710243	RPFC-I
47	KERALA & LAKSHADWEEP (THIRUVANANTHAPURA M)	KOCHI (COCHIN)	710243	RPFC-I
48	GUJARAT (AHMEDABAD)	VAPI	708168	RPFC-I
49	MUMBAI-2 (THANE)	THANE (SOUTH)	705388	RPFC-I
50	TAMIL NADU(EXCLUDING CHENNAI)	SALEM	704343	RPFC-I
51	MUMBAI-1 (BANDRA)	MUMBAI (POWAI)	704008	RPFC-I
52	BENGALURU (BENGALURU)	K R PURAM (WHITEFIELD)	696455	RPFC-I
53	PUNJAB & HIMACHAL PRADESH	CHANDIGARH	693786	RPFC-I
54	BENGALURU (BENGALURU)	RAJARAJESHWARI NAGAR	684259	RPFC-I
55	BENGALURU (BENGALURU)	INDIRANAGAR	680838	RPFC-I
56	MADHYA PRADESH & CHATTISGARH (BHOPAL)	INDORE	679869	RPFC-I
57	MAHARASHTRA(EXCLU DING MUMBAI)(PUNE)	RO PUNE (HINJAWADI)	661508	RPFC-I
58	TAMIL NADU(EXCLUDING CHENNAI)	COIMBATORE	657401	RPFC-I

59	BENGALURU (BENGALURU)	YELAHANKA	656052	RPFC-I
60	CHENNAI & PUDUCHERRY (CHENNAI)	TAMBARAM	654663	RPFC-I
61	GUJARAT (AHMEDABAD)	NARODA	636057	RPFC-I
62	UTTAR PRADESH	MEERUT	609063	RPFC-I
63	MAHARASHTRA(EXCLU DING MUMBAI)(PUNE)	NASIK	603788	RPFC-I
64	HARYANA	KARNAL	581507	RPFC-I
65	DELHI & UTTARAKHAND	DEHRADUN	573250	RPFC-I
66	TAMIL NADU(EXCLUDING CHENNAI)	MADURAI	572599	RPFC-I
67	WB, A&N ISLANDS & SIKKIM (KOLKATA)	HOWRAH	565743	RPFC-I
68	GUJARAT (AHMEDABAD)	SURAT	559391	RPFC-I
69	MAHARASHTRA(EXCLU DING MUMBAI)(PUNE)	NAGPUR	553768	RPFC-I
70	ANDHRA PRADESH (VIJAYWADA)	VISHAKAPATNAM	522835	RPFC-I
71	ANDHRA PRADESH (VIJAYWADA)	GUNTUR	505348	RPFC-I
72	PUNJAB & HIMACHAL PRADESH	SHIMLA	499397	RPFC-I
73	ANDHRA PRADESH (VIJAYWADA)	KADAPA	495794	RPFC-I
74	UTTAR PRADESH	LUCKNOW	465356	RPFC-I
75	TELANGANA (HYDERABAD)	NIZAMABAD	460286	RPFC-I
76	UTTAR PRADESH	GREATER NOIDA	447506	RPFC-I
77	MADHYA PRADESH & CHATTISGARH (BHOPAL)	BHOPAL	439146	RPFC-I
78	TAMIL NADU(EXCLUDING CHENNAI)	TRICHY	437444	RPFC-I

79	BIHAR & JHARKHAND(PATNA)	RANCHI	436675	RPFC-I
80	TAMIL NADU(EXCLUDING CHENNAI)	TIRUPPUR	432788	RPFC-I
81	GUJARAT (AHMEDABAD)	VATWA	431429	RPFC-I
82	MAHARASHTRA(EXCLU DING MUMBAI)(PUNE)	AURANGABAD	419685	RPFC-I
83	MAHARASHTRA(EXCLU DING MUMBAI)(PUNE)	KOLHAPUR	411614	RPFC-I
84	NORTH-EASTERN REGION (GUWAHATI)	GUWAHATI	403219	RPFC-I
85	WB, A&N ISLANDS & SIKKIM (KOLKATA)	JANGIPUR	402833	RPFC-I
86	CHENNAI & PUDUCHERRY (CHENNAI)	THIRUVALLUR (AVADI)	389498	RPFC-I
87	PUNJAB & HIMACHAL PRADESH	LUDHIANA	381577	RPFC-I
88	RAJASTHAN	UDAIPUR	381054	RPFC-I
89	WB, A&N ISLANDS & SIKKIM (KOLKATA)	BARRACKPORE (TITAGARH)	373312	RPFC-I
90	WB, A&N ISLANDS & SIKKIM (KOLKATA)	DURGAPUR	373206	RPFC-I
91	RAJASTHAN	ALWAR	369705	RPFC-I
92	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	HUBLI	362398	RPFC-I
93	BIHAR & JHARKHAND(PATNA)	JAMSHEDPUR	359753	RPFC-I
94	GUJARAT (AHMEDABAD)	BHARUCH	341329	RPFC-I
95	UTTAR PRADESH	KANPUR	323857	RPFC-I

96	BIHAR & JHARKHAND(PATNA)	MUZAFFARPUR	314226	RPFC-II
97	HARYANA	ROHTAK	305486	RPFC-I
98	DELHI & UTTARAKHAND	HALDWANI	303457	RPFC-I
99	ORISSA (BHUBANESWAR)	ROURKELA	296382	RPFC-I
100	TAMIL NADU(EXCLUDING CHENNAI)	TIRUNELVELI	289225	RPFC-I
101	KERALA & LAKSHADWEEP (THIRUVANANTHAPUR M)	THIRUVANANTHAPUR AM (TRIVENDRUM)	285048	RPFC-I
102	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	GOA	284543	RPFC-I
103	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	MYSORE	278730	RPFC-I
104	RAJASTHAN	JODHPUR	277897	RPFC-I
105	MADHYA PRADESH & CHATTISGARH (BHOPAL)	JABALPUR	274485	RPFC-I
106	PUNJAB & HIMACHAL PRADESH	JALANDHAR	274118	RPFC-I
107	UTTAR PRADESH	VARANASI	266438	RPFC-I
108	UTTAR PRADESH	AGRA	266044	RPFC-II
109	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	MANGALORE	262404	RPFC-II
110	CHENNAI & PUDUCHERRY (CHENNAI)	VELLORE	257755	RPFC-II
111	WB, A&N ISLANDS & SIKKIM (KOLKATA)	JALPAIGURI	241207	RPFC-II
112	WB, A&N ISLANDS & SIKKIM (KOLKATA)	SILIGURI	218996	RPFC-II

113	ANDHRA PRADESH (VIJAYWADA)	RAJAMUNDRY	207372	RPFC-II
114	KERALA & LAKSHADWEEP (THIRUVANANTHAPURA M)	KOZHIKODE (CALICUT)	207365	RPFC-II
115	UTTAR PRADESH	BAREILLY	199422	RPFC-II
116	PUNJAB & HIMACHAL PRADESH	BHATINDA	197586	RPFC-II
117	BIHAR & JHARKHAND(PATNA)	BHAGALPUR	194926	RPFC-II
118	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	BELLARY	171058	RPFC-II
119	MAHARASHTRA(EXCLU DING MUMBAI)(PUNE)	SOLHAPUR	159864	RPFC-II
120	JAMMU KASHMIR AND LADAKH	JAMMU	155000	RPFC-I
121	CHENNAI & PUDUCHERRY (CHENNAI)	PONDICHERRY	150831	RPFC-II
122	MADHYA PRADESH & CHATTISGARH (BHOPAL)	GWALIOR	141655	RPFC-II
123	RAJASTHAN	KOTA	131930	RPFC-II
124	TELANGANA (HYDERABAD)	KARIMNAGAR	123971	RPFC-II
125	UTTAR PRADESH	ALLAHABAD	123699	RPFC-II
126	PUNJAB & HIMACHAL PRADESH	AMRITSAR	121439	RPFC-II
127	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	SHIMOGA	112807	RPFC-II
128	UTTAR PRADESH	GORAKHPUR	111039	RPFC-II
129	MAHARASHTRA(EXCLU DING MUMBAI)(PUNE)	AKOLA	109630	RPFC-II
130	ORISSA (BHUBANESWAR)	BERHAMPUR	104999	RPFC-II

131	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	UDUPPI	104457	RPFC-II
132	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	GULBARGA	104280	RPFC-II
133	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	KOTTAYAM	98100	RPFC-II
134	TELANGANA (HYDERABAD)	WARANGAL	95720	RPFC-II
135	MADHYA PRADESH & CHATTISGARH (BHOPAL)	UJJAIN	92705	RPFC-II
136	ORISSA (BHUBANESWAR)	KEONJHAR	84834	RPFC-II
137	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	CHIKAMAGALUR	73891	RPFC-II
138	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	KOLLAM	73662	RPFC-II
139	TAMIL NADU(EXCLUDING CHENNAI)	NAGERCOIL	70945	RPFC-II
140	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	KANNUR	69629	RPFC-II
141	BENGALURU (BENGALURU)	TUMKUR	69186	RPFC-II
142	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	RAICHUR	68649	RPFC-II
143	JAMMU KASHMIR AND LADAKH	SRINAGAR	61081	RPFC-II
144	MADHYA PRADESH & CHATTISGARH (BHOPAL)	SAGAR	57862	RPFC-II

145	NORTH-EASTERN REGION (GUWAHATI)	TINSUKIA	55926	RPFC-II
146	NORTH-EASTERN REGION (GUWAHATI)	SHILLONG	53932	RPFC-II
147	NORTH-EASTERN REGION (GUWAHATI)	AGARTALA	38369	RPFC-II
148	WB, A&N ISLANDS & SIKKIM (KOLKATA)	DARJEELING	26899	RPFC-II
149	WB, A&N ISLANDS & SIKKIM (KOLKATA)	PORT BLAIR	22528	RPFC-II
150	JAMMU KASHMIR AND LADAKH	LADAKH(LEH)	2548	RPFC-II

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

1. Background:

1.1 Last comprehensive Cadre Restructuring exercise was conducted in EPFO in Year 2016-17. Based on the workload of the relevant period sanctioned posts of all cadres were distributed among Head office, Zonal Offices, Regional Offices, District Offices, Special State Offices, PDUNASS and ZTIs. More than eight Years have elapsed since this exercise was last undertaken and it is observed that the workload has increased substantially in the intervening period.

1.2 The increase in the Workload has not been evenly distributed among the offices and in some of the offices the total workload, for which number of Contributory Members is one of the prominent indicatory metric, depicts that the offices have become unwieldy. In this respect it may also be mentioned that even the Anomaly Redressal cum Implementation Committee (ARIC) has made such recommendations for bifurcating the bigger offices and making large offices to be headed by RPFC-I level officers.

2. Current Status:

2.1 Based on the above guiding principles as well as administrative requirements the Executive Committee (EC) in its 103rd meeting approved certain Basic Principles for Rationalisation of Big Offices and Redistribution of Work Load among ROs. Based on the approved principles, Rationalisation of Zonal Offices Rajasthan, Gujarat, Coimbatore, Uttar Pradesh, Pune, Haryana, Bandra, Thane, Chennai & Puducherry, West Bengal, Delhi, Telangana and Bengaluru were approved by Chairman, CBT.

2.2 After the Rationalisation, 12 new Regional Offices and 2 new District Offices have been opened. However, the officers and staffs have been distributed only among the offices which were being Rationalised. It may be seen that, even after bifurcation and Rationalisation many of the new offices are some of the biggest Regional Offices in terms of the contributory member strength. It is desired that such offices are headed by officers of sufficient experience and appropriate seniority.

2.3 Keeping in view officers constraints, it would be advisable that offices having more than 2.5 lakh contributory members are headed by RPFC-I. Based on this criteria, 110 Regional offices are to be headed by RPFC-I. However, looking at the needs of Zonal Offices it is proposed that, 1 RPFC-I post each may be shifted from following 4 ZOs- Bengaluru, Delhi-Uttarakhand and J&K, Ahmedabad and Bandra. These Zonal Offices have 5 RPFC-I and taking out one post may not create large disruptions. Similarly, 2 RPFC-I posts may be shifted from North Eastern Region (Guwahati) ZO. Under the Guwahati Zone, there is only one RPFC-I headed office and same may be monitored by two RPFC-I at Zonal Office. Even after doing this exercise, 3 RPFC-I are still required for meeting the criteria of 2.5 lakh membership, but the same is not being proposed

at this stage. So at present a total 107 ROs including the newly Rationalised ROs may be headed by RPFC-I and remaining 43 ROs may be headed by RPFC-II:-

2.4 However, after arranging the offices in terms of contributory UANs, few offices are being upgraded from RPFC-II level offices to RPFC-I level offices. Similarly, some offices which were earlier being headed by RPFC-I are now being headed by RPFC-II.

2.5 It may further be seen that, if this criterion is strictly applied, then RO, Jammu will be headed by RPFC-II which at present is being headed by RPFC-I. Since the merger of J&K EPFO is a complicated issue, and by strict implementation of this criteria, there will not remain any senior officer of RPFC-I rank in the entire State of J&K, it is proposed that the RO, Jammu is left to remain RPFC-I headed and its place we may not upgrade RO Mujaffarpur, Bihar, as this was the smallest office which came under the criteria of upgradation. After doing this exercise the position of Officer-in-Charge of the of Regional Offices is as per **Annexure-A**.

3. Proposal for Re-distribution:

3.1 A proposal for re-distribution of the Officers-in-Charge of the Regional Offices, is attached in **Annexure-A**.

3.2 The Revised sanction strength of the RPFC-I in the following Zones shall be as-

Sl. No.	Zonal Office	Revised sanction strength
1.	ZO Bengaluru	04
2.	ZO Delhi-Uttarakhand and J&K	04
3.	ZO Ahmedabad	04
4.	ZO Bandra	04
5.	ZO Guwahati	02

3.3 The implementation of the above proposal may result in curtailment of tenure of RPFC I and RPFC II at few offices. To avoid grievances, the actual implementation of this decision in few cases may be done later.

Proposal : The agenda as recommended by HR Sub-committee is hereby placed before the Executive Committee, CBT for its approval

ANNEXURE-I

S. No.	ZONE NAME	OFFICE NAME	UANS	Presently Headed by	Proposed
1	MUMBAI-2 (THANE)	VASHI	1159740	RPFC-I	RPFC-I
2	DELHI & UTTARAKHAND	DELHI (EAST)	1078011	RPFC-I	RPFC-I
3	MUMBAI-1 (BANDRA)	MUMBAI (NARIMAN POINT)	1041629	RPFC-I	RPFC-I
4	DELHI & UTTARAKHAND	DELHI (CENTRAL)	1000425	RPFC-I	RPFC-I
5	DELHI & UTTARAKHAND	DELHI SOUTH	998369	RPFC-I	RPFC-I
6	MUMBAI-1 (BANDRA)	MUMBAI (DADAR)	997301	RPFC-I	RPFC-I
7	MUMBAI-1 (BANDRA)	MUMBAI (FORT)	989359	RPFC-I	RPFC-I
8	HARYANA	GURUGRAM (WEST)	971523	RPFC-I	RPFC-I
9	MUMBAI-2 (THANE)	MUMBAI (MULUND)	964642	RPFC-I	RPFC-I
10	UTTAR PRADESH	NOIDA	951278	RPFC-I	RPFC-I
11	DELHI & UTTARAKHAND	DELHI WEST	910163	RPFC-I	RPFC-I
12	RAJASTHAN	JAIPUR	900998	RPFC-I	RPFC-I
13	MUMBAI-2 (THANE)	KANDIVALI (WEST)	900920	RPFC-I	RPFC-I
14	GUJARAT (AHMEDABAD)	AHMEDABAD	891808	RPFC-I	RPFC-I
15	MUMBAI-2 (THANE)	KANDIVALI (EAST)	880354	RPFC-I	RPFC-I
16	MUMBAI-2 (THANE)	THANE (NORTH)	878616	RPFC-I	RPFC-I
17	HARYANA	GURUGRAM (CENTRAL)	862438	RPFC-II	RPFC-I
18	HARYANA	GURUGRAM (EAST)	858398	RPFC-I	RPFC-I
19	CHENNAI & PUDUCHERRY (CHENNAI)	AMBATTUR	857180	RPFC-I	RPFC-I
20	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	PUNE (PUNE CANTT)	855353	RPFC-I	RPFC-I
21	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	RO PUNE (VIMAN NAGAR)	846824	RPFC-I	RPFC-I
22	CHENNAI & PUDUCHERRY (CHENNAI)	CHENNAI (EAST COAST ROAD)	844321	RPFC-I	RPFC-I
23	TELANGANA (HYDERABAD)	SIDDIPET-MEDCHAL	839431	RPFC-II	RPFC-I
24	GUJARAT (AHMEDABAD)	VADODARA	829488	RPFC-I	RPFC-I
25	MUMBAI-1 (BANDRA)	MUMBAI (BANDRA)	828719	RPFC-I	RPFC-I
26	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	PUNE (AKURDI)	821329	RPFC-I	RPFC-I
27	TELANGANA (HYDERABAD)	HYDERABAD (HIGH TECH CITY)	816535	RPFC-I	RPFC-I
28	DELHI & UTTARAKHAND	DELHI (NORTH)	814972	RPFC-I	RPFC-I
29	CHENNAI & PUDUCHERRY (CHENNAI)	CHENNAI (ROYAPETTAH)	809545	RPFC-I	RPFC-I
30	CHENNAI & PUDUCHERRY (CHENNAI)	THIRUVALLUR (AVADI)	794986	RPFC-II	RPFC-I
31	TELANGANA (HYDERABAD)	HYDERABAD (MADHAPUR)	776147	RPFC-I	RPFC-I

32	WB, A&N ISLANDS & SIKKIM (KOLKATA)	PARK STREET	775335	RPFC-I	RPFC-I
33	TELANGANA (HYDERABAD)	PATANCHERU	771138	RPFC-I	RPFC-I
34	ORISSA (BHUBANESWAR)	BHUBANESWAR	768138	RPFC-I	RPFC-I
35	GUJARAT (AHMEDABAD)	RAJKOT	765248	RPFC-I	RPFC-I
36	MADHYA PRADESH & CHATTISGARH (BHOPAL)	RAIPUR (CHATTISGARH)	760900	RPFC-I	RPFC-I
37	WB, A&N ISLANDS & SIKKIM (KOLKATA)	KOLKATA	754547	RPFC-I	RPFC-I
38	BIHAR & JHARKHAND(PATNA)	PATNA	748227	RPFC-I	RPFC-I
39	TELANGANA (HYDERABAD)	HYDERABAD (BARKATPURA)	745663	RPFC-I	RPFC-I
40	BENGALURU (BENGALURU)	BENGALURU (KORAMANGALA)	733721	RPFC-I	RPFC-I
41	BENGALURU (BENGALURU)	BENGALURU (CENTRAL)	727942	RPFC-I	RPFC-I
42	BENGALURU (BENGALURU)	BENGALURU (ELECTRONIC CITY)	717804	RPFC-I	RPFC-I
43	BENGALURU (BENGALURU)	PEENYA	714465	RPFC-I	RPFC-I
45	HARYANA	FARIDABAD	710243	RPFC-I	RPFC-I
44	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	KOCHI (COCHIN)	710243	RPFC-I	RPFC-I
46	GUJARAT (AHMEDABAD)	VAPI	708168	RPFC-I	RPFC-I
47	MUMBAI-2 (THANE)	MUMBAI (GHATKOPER)	705388	RPFC-II	RPFC-I
48	TAMIL NADU(EXCLUDING CHENNAI)	SALEM	704343	RPFC-I	RPFC-I
49	MUMBAI-1 (BANDRA)	MUMBAI (POWAI/VILE PARLE)	704008	RPFC-II	RPFC-I
50	BENGALURU (BENGALURU)	BELLANDUR	702713	RPFC-II	RPFC-I
51	BENGALURU (BENGALURU)	BENGALURU (MALLESWARAM)	694604	RPFC-I	RPFC-I
52	PUNJAB & HIMACHAL PRADESH	CHANDIGARH	693786	RPFC-I	RPFC-I
53	MADHYA PRADESH & CHATTISGARH (BHOPAL)	INDORE	679869	RPFC-I	RPFC-I
54	CHENNAI & PUDUCHERRY (CHENNAI)	TAMBARAM	663800	RPFC-I	RPFC-I
55	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	RO PUNE (HINJAWADI)	661508	RPFC-II	RPFC-I
56	TAMIL NADU(EXCLUDING CHENNAI)	COIMBATORE	657401	RPFC-I	RPFC-I
57	BENGALURU (BENGALURU)	K R PURAM (WHITEFIELD)	656987	RPFC-I	RPFC-I
58	BENGALURU (BENGALURU)	RAJARAJESHWARI NAGAR	645483	RPFC-I	RPFC-I
59	BENGALURU (BENGALURU)	INDIRANAGAR	642255	RPFC-II	RPFC-I

60	GUJARAT (AHMEDABAD)	NARODA	636057	RPFC-I	RPFC-I
61	BENGALURU (BENGALURU)	YELAHANKA	618875	RPFC-II	RPFC-I
62	UTTAR PRADESH	MEERUT	609063	RPFC-I	RPFC-I
63	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	NASIK	603788	RPFC-I	RPFC-I
64	HARYANA	KARNAL	581507	RPFC-I	RPFC-I
65	DELHI & UTTARAKHAND	DEHRADUN	573250	RPFC-I	RPFC-I
66	TAMIL NADU(EXCLUDING CHENNAI)	MADURAI	572599	RPFC-I	RPFC-I
67	WB, A&N ISLANDS & SIKKIM (KOLKATA)	HOWRAH	565743	RPFC-I	RPFC-I
68	GUJARAT (AHMEDABAD)	SURAT	559391	RPFC-I	RPFC-I
69	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	NAGPUR	553768	RPFC-I	RPFC-I
70	ANDHRA PRADESH (VIJAYWADA)	VISHAKAPATNAM	522835	RPFC-I	RPFC-I
71	ANDHRA PRADESH (VIJAYWADA)	GUNTUR	505348	RPFC-I	RPFC-I
72	PUNJAB & HIMACHAL PRADESH	SHIMLA	499397	RPFC-I	RPFC-I
73	ANDHRA PRADESH (VIJAYWADA)	KADAPA	495794	RPFC-I	RPFC-I
74	UTTAR PRADESH	LUCKNOW	465356	RPFC-I	RPFC-I
75	TELANGANA (HYDERABAD)	NIZAMABAD	460286	RPFC-I	RPFC-I
76	UTTAR PRADESH	GREATER NOIDA	447506	RPFC-II	RPFC-I
77	MADHYA PRADESH & CHATTISGARH (BHOPAL)	BHOPAL	439146	RPFC-I	RPFC-I
78	TAMIL NADU(EXCLUDING CHENNAI)	TRICHY	437444	RPFC-I	RPFC-I
79	BIHAR & JHARKHAND(PATNA)	RANCHI	436675	RPFC-I	RPFC-I
80	TAMIL NADU(EXCLUDING CHENNAI)	TIRUPPUR	432788	RPFC-II	RPFC-I
81	GUJARAT (AHMEDABAD)	VATWA	431429	RPFC-II	RPFC-I
82	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	AURANGABAD	419685	RPFC-I	RPFC-I
83	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	KOLHAPUR	411614	RPFC-I	RPFC-I
84	NORTH-EASTERN REGION (GUWAHATI)	GUWAHATI	403219	RPFC-I	RPFC-I
85	WB, A&N ISLANDS & SIKKIM (KOLKATA)	JANGIPUR	402833	RPFC-I	RPFC-I
86	PUNJAB & HIMACHAL PRADESH	LUDHIANA	381577	RPFC-I	RPFC-I

87	RAJASTHAN	UDAIPUR	381054	RPFC-I	RPFC-I
88	WB, A&N ISLANDS & SIKKIM (KOLKATA)	BARRACKPORE (TITAGARH)	373312	RPFC-I	RPFC-I
89	WB, A&N ISLANDS & SIKKIM (KOLKATA)	DURGAPUR	373206	RPFC-I	RPFC-I
90	RAJASTHAN	ALWAR	369705	RPFC-II	RPFC-I
91	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	HUBLI	362398	RPFC-I	RPFC-I
92	BIHAR & JHARKHAND(PATNA)	JAMSHEDPUR	359753	RPFC-I	RPFC-I
93	GUJARAT (AHMEDABAD)	BHARUCH	341329	RPFC-I	RPFC-I
94	UTTAR PRADESH	KANPUR	323857	RPFC-I	RPFC-I
95	BIHAR & JHARKHAND(PATNA)	MUZAFFARPUR	314226	RPFC-II	RPFC-II
96	HARYANA	ROHTAK	305486	RPFC-I	RPFC-I
97	DELHI & UTTARAKHAND	HALDWANI	303457	RPFC-I	RPFC-I
98	ORISSA (BHUBANESWAR)	ROURKELA	296382	RPFC-I	RPFC-I
99	TAMIL NADU(EXCLUDING CHENNAI)	TIRUNELVELI	289225	RPFC-I	RPFC-I
100	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	THIRUVANANTHAPURAM (TRIVENDRUM)	285048	RPFC-I	RPFC-I
101	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	GOA	284543	RPFC-I	RPFC-I
102	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	MYSORE	278730	RPFC-I	RPFC-I
103	RAJASTHAN	JODHPUR	277897	RPFC-I	RPFC-I
104	MADHYA PRADESH & CHATTISGARH (BHOPAL)	JABALPUR	274485	RPFC-I	RPFC-I
105	PUNJAB & HIMACHAL PRADESH	JALANDHAR	274118	RPFC-I	RPFC-I
106	UTTAR PRADESH	VARANASI	266438	RPFC-I	RPFC-I
107	UTTAR PRADESH	AGRA	266044	RPFC-I	RPFC-I
108	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	MANGALORE	262404	RPFC-I	RPFC-II
109	CHENNAI & PUDUCHERRY (CHENNAI)	VELLORE	261353	RPFC-II	RPFC-II
110	CHENNAI & PUDUCHERRY (CHENNAI)	SRIPERUMBUDUR	261353	RPFC-I	RPFC-II
111	WB, A&N ISLANDS & SIKKIM (KOLKATA)	JALPAIGURI	241207	RPFC-I	RPFC-II
112	WB, A&N ISLANDS & SIKKIM (KOLKATA)	SILIGURI	218996	RPFC-I	RPFC-II
113	ANDHRA PRADESH (VIJAYWADA)	RAJAMUNDRY	207372	RPFC-I	RPFC-II

114	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	KOZHIKODE (CALICUT)	207365	RPFC-I	RPFC-II
115	UTTAR PRADESH	BAREILLY	199422	RPFC-II	RPFC-II
116	PUNJAB & HIMACHAL PRADESH	BHATINDA	197586	RPFC-I	RPFC-II
117	BIHAR & JHARKHAND(PATNA)	BHAGALPUR	194926	RPFC-II	RPFC-II
118	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	BELLARY	171058	RPFC-II	RPFC-II
119	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	SOLHAPUR	159864	RPFC-II	RPFC-II
120	JAMMU KASHMIR AND LADAKH	JAMMU	155000	RPFC-I	RPFC-I
121	CHENNAI & PUDUCHERRY (CHENNAI)	PONDICHERRY	150831	RPFC-II	RPFC-II
122	MADHYA PRADESH & CHATTISGARH (BHOPAL)	GWALIOR	141655	RPFC-II	RPFC-II
123	RAJASTHAN	KOTA	131930	RPFC-II	RPFC-II
124	TELANGANA (HYDERABAD)	KARIMNAGAR	123971	RPFC-II	RPFC-II
125	UTTAR PRADESH	ALLAHABAD	123699	RPFC-II	RPFC-II
126	PUNJAB & HIMACHAL PRADESH	AMRITSAR	121439	RPFC-II	RPFC-II
127	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	SHIMOGA	112807	RPFC-II	RPFC-II
128	UTTAR PRADESH	GORAKHPUR	111039	RPFC-II	RPFC-II
129	MAHARASHTRA(EXCLUDING MUMBAI)(PUNE)	AKOLA	109630	RPFC-II	RPFC-II
130	ORISSA (BHUBANESWAR)	BERHAMPUR	104999	RPFC-II	RPFC-II
131	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	UDUPPI	104457	RPFC-II	RPFC-II
132	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	GULBARGA	104280	RPFC-II	RPFC-II
133	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	KOTTAYAM	98100	RPFC-II	RPFC-II
134	TELANGANA (HYDERABAD)	WARANGAL	95720	RPFC-II	RPFC-II
135	MADHYA PRADESH & CHATTISGARH (BHOPAL)	UJJAIN	92705	RPFC-II	RPFC-II
136	ORISSA (BHUBANESWAR)	KEONJHAR	84834	RPFC-II	RPFC-II
137	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	CHIKAMAGALUR	73891	RPFC-II	RPFC-II
138	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	KOLLAM	73662	RPFC-II	RPFC-II
139	TAMIL NADU(EXCLUDING CHENNAI)	NAGERCOIL	70945	RPFC-II	RPFC-II

140	KERALA & LAKSHADWEEP (THIRUVANANTHAPURAM)	KANNUR	69629	RPFC-II	RPFC-II
141	KARNATAKA (OTHER THAN BENGALURU) & GOA (HUBLI)	RAICHUR	68649	RPFC-II	RPFC-II
142	BENGALURU (BENGALURU)	TUMKUR	65265	RPFC-II	RPFC-II
143	JAMMU KASHMIR AND LADAKH	SRINAGAR	61081	RPFC-II	RPFC-II
144	MADHYA PRADESH & CHATTISGARH (BHOPAL)	SAGAR	57862	RPFC-II	RPFC-II
145	NORTH-EASTERN REGION (GUWAHATI)	TINSUKIA	55926	RPFC-II	RPFC-II
146	NORTH-EASTERN REGION (GUWAHATI)	SHILLONG	53932	RPFC-II	RPFC-II
147	NORTH-EASTERN REGION (GUWAHATI)	AGARTALA	38369	RPFC-II	RPFC-II
148	WB, A&N ISLANDS & SIKKIM (KOLKATA)	DARJEELING	26899	RPFC-II	RPFC-II
149	WB, A&N ISLANDS & SIKKIM (KOLKATA)	PORT BLAIR	22528	RPFC-II	RPFC-II
150	JAMMU KASHMIR AND LADAKH	LADAKH(LEH)	2548	RPFC-II	RPFC-II

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

S.No.	Decisions/Directions of EC	Action Taken
1.	<p>Confirmation of draft minutes of the 109th meeting of the Executive Committee, CBT (EPF) held on 08.11.2024</p> <p>The Chairperson noted that CPI index may be considered in the context of fixation of Minimum Pension.</p> <p>(Item No. 1; 110th EC: 16.12.2024)</p>	<p>Demand for linking monthly pension of workers under EPS, 1995 with cost of living index was considered by the High Empowered Monitoring Committee constituted by the Central Government in the year 2018 for complete evaluation and review of EPS, 1995 and the same was found not feasible in the case of a funded scheme like Employees Pension Scheme, 1995. In Employees' Pension Scheme, 1995, the contribution of the employer and Government is at a fixed rate of 8.33 percent and 1.16 percent. Therefore, the value of benefits cannot be left open ended by linking with inflation as inflation is variable. Therefore, to ensure the sustainability and viability of defined contribution and defined benefits schemes like EPS - 1995, feasibility of providing such benefit is required to be kept in view.</p>
2.	<p>The Chairperson also clarified that it is not prudent to restrict the qualifying criteria for CAs who audited companies with a turnover of Rs. 20,000 Cr. Instead, setting high standards for selection is sufficient for hiring CAs (against agenda item no. 11 of the 109th EC meeting). CPFC also supported this view.</p>	<p>EOI has been drafted as per the minutes of previous EC and will be floated shortly.</p>

	<p>The Chairperson further enquired that which committee would do this process of selection.</p> <p>CPFC replied that an RFP will be floated for this purpose, and the Finance committee will supervise the selection process.</p> <p>(Item No. 1; 110th EC: 16.12.2024)</p>													
3.	<p>Action Taken Statement in respect of decisions taken in the EC meetings held up to 27th October 2023 (108th EC Meeting)</p> <p>Shri Sanjay Bhatia enquired updates on point at Sl. No. 3 (at page no. 36, Annexure B) stating that ESIC has been requested to hold a meeting in this matter. Response from ESIC is still awaited.</p> <p>CPFC clarified that the issue is related to transfer of the unclaimed amounts to be diverted to Senior Citizen Welfare Fund (SCWF). It was then explained that it was not unclaimed amounts rather it was a member balance account having a definite claimant.</p> <p>The Chairperson directed that an updated status from ESIC may be sought on this issue.</p> <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<p>In this connection, it is informed that there are no unclaimed accounts in the Employees' Provident Fund (EPF). However, as per Para 72(6) of the Employees' Provident Fund Scheme 1952, certain accounts are classified as 'Inoperative accounts'. All such inoperative accounts have definite claimants, and whenever such a member prefers a claim to EPFO, the same is settled after due scrutiny. The year wise payments out of inoperative accounts is as following:</p> <table><tr><th>Year</th><th>Settlement of claims from the inoperative accounts during the Financial Year (Rs. Crores)</th></tr><tr><td>2019-20</td><td>4123.83</td></tr><tr><td>2020-21</td><td>1855.55</td></tr><tr><td>2021-22</td><td>2269.75</td></tr><tr><td>2022-23</td><td>2673.98</td></tr><tr><td>2023-24</td><td>2632.29(unaudited)</td></tr></table>	Year	Settlement of claims from the inoperative accounts during the Financial Year (Rs. Crores)	2019-20	4123.83	2020-21	1855.55	2021-22	2269.75	2022-23	2673.98	2023-24	2632.29(unaudited)
Year	Settlement of claims from the inoperative accounts during the Financial Year (Rs. Crores)													
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2022-23	2673.98													
2023-24	2632.29(unaudited)													

		As on 31/3/2024 an amount of Rs.8,505.23 Crore was lying in 21,55,387 inoperative accounts.
4.	<p>The Chairperson directed that, in the next EC meeting, information should be provided about the type of data, how the data is being shared, and with whom it is being shared under the Data Sharing Policy.</p> <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<p>A draft Data Sharing Policy of EPFO was prepared by a committee of senior officers of EPFO and approved by IT Sub-committee. Further, when placed before EC it was directed to vet the policy in light of UIDAI regulations. The draft is under review for incorporating changes to align it in respect of Digital Personal Data Protection Act' 23 and UIDAI regulations.</p> <p>After the formulation of draft Data Sharing Policy of EPFO, any request for sharing the data was felicitated on the basis of approved requests received from concerned data owner User Divisions in Head Office as per SOP for Data Sharing Request in draft Data Sharing Policy of EPFO. The concerned user divisions refers the matter to Data Analytics Unit (DAU) HO which verifies sanction of appropriate approvals based on data requested and forwards the same to IS Division (ADC Secunderabad) for fetching the requested data. ADC prepares the data for further transmission to the requesting entity through DAU,HO . The necessary liaising to ensure smooth communication and monitoring of pending data request is being done by VEE7, ISD.</p> <p>Data request from external departments has also been handled</p>

		in similar fashion as illustrated above.
5.	<p>The Chairperson directed that CPFC will hold regular review meetings with IIT Delhi and provide updated status in the next EC, including the timeline and status of the work done. Since this is HR-related work, IIT Delhi should have regular meetings with the HR Division, EPFO, and HR Subcommittee to share and discuss their findings.</p> <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<p>An updated interim report has been received from the IIT Delhi. Suggestions regarding improvements and rectifying certain discrepancies has been communicated to the IIT Delhi. A meeting is being scheduled for next week.</p>
6.	<p>The Chairperson directed that the filling of current vacancies should be expedited, and the HR Subcommittee will present a roadmap before the EC in this regard.</p> <p>The Chairperson directed that HR Subcommittee will present the updated vacancy status and ATR of the memorandum given to the Chairperson, CBT in this context.</p> <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<p>Fresh requisitions for 74 posts of APFCs and 156 posts of EO/AO to be submitted to UPSC have been prepared and the same will be sent to UPSC on 14.01.2025 for which online appointment has been taken.</p> <p>Information regarding the updated vacancy position is attached as Annexure-A.</p>
7.	<p>The Chairperson directed that this is a serious issue, and a strategy and plan must be presented in the next EC on how to settle the pending unclaimed amounts along with an analysis on the SoP for possible changes to expedite it (also pointed out by JS (L&E)). An internal committee may also be constituted in this regard.</p> <p>CPFC suggested that RBI has recently initiated a drive to update</p>	<p>Every EPF Account has a rightful claimant.</p> <p>The accounts are classified as Inoperative accounts based on the definition under para 72(6) of the EPF Scheme, 1952 and number of inoperative accounts remains to be a dynamic data, which changes based on various parameters.</p>

	<p>KYC for their dormant accounts. A similar exercise could be undertaken in EPFO for identification purposes.</p> <p>JS (F&A) suggested that here the concern primarily relates to the identification of deceased members and their survivors. EPFO could consider entering into an MoU with UIDAI to verify deactivated Aadhaar numbers in the case of deceased members.</p> <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<p>The SOP regarding settlement of inoperative accounts was further revised on 02.08.2024 to include the process of Exception Handling and also a search facility similar to the Unclaimed Deposits Gateway to Access information (UDGAM) portal of RBI.</p> <p>However, the SOP is being re-examined for revision & simplification.</p> <p>Meanwhile, information regarding the age-wise details of Inoperative accounts is being collated.</p> <p>Further, the proposed search facility similar to the Unclaimed Deposits Gateway to Access information (UDGAM) portal of RBI is under examination for the technical feasibility thereof, as it is envisaged that member shall be able to log-in using their Aadhaar details and on verification of their identity and on providing basic information regarding the employment and wage details, they shall be facilitated to access the information of their previous PF details. Thereafter, only on successful identification by the employer, the member shall be able to file their claims wherever the employer is available or by any other means to verify the credentials of the member.</p>
8.	<p>JS (F&A) suggested that it is possible that Member IDs (MIDs) created before the introduction of UAN are not seeded to any existing UAN. These MIDs might correspond to the inoperative accounts. Therefore, a drive should be conducted to seed these</p>	<p>The process is closely linked to the Primary and Secondary Accounts as indicated in the CITES 2.01. A drive on the suggested lines could be planned once the data is culled out from the legacy and existing</p>

	<p>old MIDs to existing UANs, and if necessary, new UANs can be created for this purpose. If the MIDs can be matched with UANs and mapping of unmatched MIDs can be determined Regional Office wise, it will be helpful for the drive. This initiative will help in cleaning up the database and will have an impact on actuarial valuation.</p> <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<p>databases for preparing a clear Road Map.</p>
9.	<p>The Chairperson directed to present an analysis on the following regarding the unclaimed amounts: -</p> <ol style="list-style-type: none"> 1. Analyze the age, amount, numbers and the regional office wise and zone wise outstanding unclaimed amounts. 2. Check the possibilities whether deactivated Aadhaar can be found through UIDAI and RGI linkage for the inoperative accounts or through the information provided by the employers. 3. Check the status of unmatched MIDs not seeded to UANs which can be used to identify the inoperative accounts regional office wise. 4. Check the status of nomination against the inoperative accounts (also pointed out by Shri Sanjay Bhatia and Shri Girish Chandra Arya). <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<ol style="list-style-type: none"> 1. For analysis of inoperative accounts parameters, information has been requisitioned regarding the breakdown of the inoperative accounts, Regional office-wise and Zone-wise. 2. This facility can be incorporated by ISD in tune with the development of the search facility. The same is being deliberated upon for having discussion with UIDAI. 3. Data has been requisitioned in this regard. 4. Information has been requisitioned regarding the breakdown of the inoperative accounts, Regional office-wise and Zone-wise.
10.	<p>Shri Hiranmay Pandya supported the directions of the Chairperson and appreciated the efforts put in by the then ACC (Chandigarh) and</p>	<p>The process is closely linked to the Primary and Secondary Accounts as indicated in the CITES 2.01. A drive</p>

	<p>suggested that same drive may be conducted in other zones as well for the outstanding inoperative accounts.</p> <p>CPFC assured that a drive will be conducted to seed old accounts to UAN. The issue of identity verification through KYC will also be served through this drive.</p> <p>CPFC also replied to the Chairperson that the requirement of three documents for KYC verification will be further rationalized after the software development.</p> <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<p>on the suggested lines could be planned once the data is culled out from the legacy and existing databases for preparing a clear Road Map.</p>
11.	<p>The Chairperson also directed to again conduct a drive in the plantation sector for KYC completion in Nizamabad and Sagar and Jalpaiguri.</p> <p>(Item No. 2; 110th EC: 16.12.2024)</p>	<p>(i) At RO Jalpaiguri, four camps were organized on 19.12.2024, 20.12.2024, and 27.12.2024 at the following tea estates: M/s Madhu Tea Estate (Alipurduar), M/s Garganda Tea Estate (Alipurduar), Mis Nagaisuree Tea Estate (Jalpaiguri), and M/s Rahimpur Tea Estate (Alipurduar) to facilitate KYC updates. As a result, only 5 UANs Aadhaar seeding is pending out of 5,744 UANs.</p> <p>(ii) At RO, Nizamabad, a drive for Beedi Workers was conducted in M/s Prabhudas Kishore Das. Aadhaar has been seeded for 4,49,151 UANs leaving a pendency of 616 UANs.</p> <p>(iii) At RO Sagar, Aadhaar seeding has been completed for all contributory UANs in 51 Beedi establishments having 16,698 UANs.</p>

12.	<p>Status of review of Recruitment Rules</p> <p>The Chairperson directed the following for the review of RRs:-</p> <ol style="list-style-type: none"> 1. Engage retired officials from DoPT, UPSC or any Government department for the review of RRs in a time bound manner (JS (L&E) may be consulted for this purpose), and 2. For this at least 3 - 5 persons with suitable expertise having past experience must be outsourced for constitution of a committee, and 3. EPFO will issue the order for engaging the retired officials. 4. Also, the retired officials once engaged may be assigned the task to review the differences in the hierarchy and RRs between EPFO and ESIC. 5. CPFC proposed engaging Shri Alok Saxena, (Retd. AS (MoH&FW)), who previously served in ESIC for this purpose. He further queried to the Chairperson whether this order can be issued by the Ministry or EPFO. JS (F&A) also supported the idea, recommending that Shri Alok Saxena could be utilized to review the submitted RRs as well. <p>(Item No. 4; 110th EC: 16.12.2024)</p>	<p>Committee to review the Recruitment Rules of various cadres of EPFO constituted vide order dated 08.01.2025 in consultation with JS (SS), MoLE. The first meeting of the Committee has been been conducted on 10.01.2025.</p> <p>Hence, the action may be taken as complete and action item may be dropped.</p>
13	<p>Status of Rationalisation of big offices and timelines for implementation of the decision</p> <p>CPFC, considering the points raised by the EC members, explained that in many offices the</p>	<p>A comprehensive exercise for identifying the geographical proximity between offices and their areas of jurisdiction was already done before issuing the order of</p>

	<p>allocation of PIN codes does not align with the respective Regional Office.</p> <p>Revisiting the linking of PIN codes to Regional Offices would have a significant impact on jurisdiction and rationalization, making this exercise necessary.</p> <p>The Chairperson agreed, emphasizing that revisiting the linking of PIN codes to Regional and District Offices should be undertaken in the interest of economy, efficiency, and reorganization.</p> <p>JS (F&A) further suggested revisiting the reorganization process. The Chairperson directed that the status and feedback on the reorganization should be revisited after six months.</p> <p>The Chairperson further suggested that the mapping of field offices may be conducted on the PM Gati Shakti Portal to better identify the geographical proximity between offices and their areas of jurisdiction.</p> <p>(Item No. 5; 110th EC: 16.12.2024)</p>	<p>rationalization of big offices. However, a detailed report/ suggestions has been called from the ZOs with regard to any implementation challenges. Certain improvements have already been proposed in the order of rationalization of Telangana Zone. Similar changes may be done for other Zones once the data requirements are received.</p>
14	<p>The Chairperson directed that all documents related to previous reorganization should be shared with the EC members to enable them to provide better suggestions and comments.</p> <p>(Item No. 5; 110th EC: 16.12.2024)</p>	<p>All documents related to previous Rationalisation of big offices have been shared with the EC members through Email. Physical copies of the same shall be provided to the members for their ready reference before the EC Meeting dated 18.01.2025.</p>

15	<p>Status Report of the Committee on Delegation of Administrative and Financial Powers</p> <p>The Chairperson directed that the report be presented to the Ministry so that a meaningful proposal can be placed before the EC.</p>	<p>The Committee constituted for reviewing the Delegation of Administrative and Financial Powers has been made aware of the directions of the EC. The committee has conducted 12 sittings so far. The report of the Committee is still awaited and the same shall be placed before the EC as soon as it is received.</p> <p>However, a separate informative agenda is being placed in the meeting.</p>
16	The Chairperson pointed out that many field offices have given feedback that proposals are pending for approval at Head Office in this regard.	
17	The Chairperson suggested that delegation could be implemented based on the pay scale, as is currently practiced in the Ministry.	
18	The Chairperson directed to address how to resolve such underlying and unresolved issues.	
19	JS (F&A) suggested developing a strategy to identify the functional requirements of field offices based on past instances. This would help balance the autonomy of delegation by ensuring non-essential matters do not unnecessarily escalate to the Head Office. In line with this, the financial delegation has been revised in MoL&E as per DFPR Rules issued by the Department of Expenditure (DOE). EPFO may consider adopting a similar revised delegation of financial powers.	
20	<p>The Chairperson directed that the report presented by the Committee must not be open-ended but should present a concrete proposal to the Ministry, enabling a decision by February 2025 for closing the matter.</p> <p>(Item No. 6; 110th EC: 16.12.2024)</p>	

21	<p>Procurement of Infra-as-a-Service (IaaS) for a period of 1 year from M/s RailTel Corporation of India Limited for implementation of the Centralised IT Enabled System (CITES) 2.01, the Employment Linked Incentive (ELI) Scheme and the Centralised Pension Payment Scheme (CPPS)</p> <p>The chairperson directed that in the next EC matrix on 3-4 IT issues be placed with solutions how we redress them and what will the rough timeline.</p> <p>(Item No. 7; 110th EC: 16.12.2024)</p>	<p>List of IT issues with solution and rough timeline has been tabulated at "Annexure-B"</p>
22	<p>JS&FA, MoL&E also conveyed concern that change management is important and if there are changes on front end users would need to be educated/trained. CPFC informed that changes will be explained to users and EPFO will do that. Chairperson advised that in view of change management, short videos may be made.</p> <p>(Item No. 7; 110th EC: 16.12.2024)</p>	<p>Informative videos regarding processes concerning members have been posted on social media handles of EPFO. Further, information dissemination will also be ensured for future initiatives.</p>
23	<p>Renewal of Essential Services i.e., MPLS-VPN Connectivity at Collocated Data Centres (Data Centre, Gurugram; Disaster Recovery Centre, Secunderabad), National Data Centre Dwarka, EPFO Head Office and EPFO Field Offices through M/s PowerGrid Teleservices Limited (100 % wholly owned subsidiary of M/s PGCIL created to handle telecommunication business of M/s PGCIL) as secondary</p>	<p>In the revised RFP, the notice period has been reduced to 30 days for termination.</p> <p>This ATR may be treated as final.</p>

	<p>service provider for the period 01.04.2024 to 31.03.2025</p> <p>Sh. S.P. Tiwari mentioned that the notice period in tender documents has been given as 180 days which should be 30 days. JS & FA, MoL&E also commented that 180 days is not appropriate.</p> <p>CPFC informed the Committee that it will be changed.</p> <p>(Item No. 8; 110th EC: 16.12.2024)</p>	
24	<p>Information on Progress in Implementation of CITES 2.01</p> <p>JS&FA, MoL&E referred process re-engineered ECR return module mentioned in the agenda and asked whether it will be applicable to all including ELI also if so an outreach to Employers is important and a plan be made. She further referred to the point from agenda i.e. 'Employer may the choose to make the payment (onetime or in parts) before the due date as mandated by the scheme', and advised to ensure that it will not affect benefits to employees under ELI Scheme.</p> <p>The chairperson directed to examine the issues raised by JS & FA, MoL&E. JS & FA, MoL&E further advised that for process re-engineering of ECR, at the time of UAT, employers be engaged and SOP and User Manual be made side by side.</p> <p>The chairperson directed that CITES initiating by January, 2025 and issues raised for smooth rollout also be seen.</p> <p>(Item No. 9; 110th EC: 16.12.2024)</p>	<p>A separate agenda is being placed in upcoming EC meeting.</p>

25	<p>Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wages</p> <p>Chairperson directed to provide literature/write up on the issue to Sh. S.P. Tiwari so that he can inform members.</p> <p>JS & FA, MoL&E mentioned that if members are not able to locate pension calculator, take it as feedback and see how it can be improved so that calculator could be accessed easily. ACC(Pension) informed that a short video can be made on the issue to facilitate members.</p> <p>The Chairperson directed that in next EC, more clarity be given on trade off and analysis to be done based on the judgement and issues of exempted establishments where rules have been revised but dues not paid and where rules not revised and dues not paid to be carefully deliberated.</p> <p>CPFC informed that EPFO is in touch with Ministry on the issue of exempted establishments and extension of timeline and taking their guidance and working accordingly.</p> <p>(Item No. 10; 110th EC: 16.12.2024)</p>	A separate agenda is being placed in this meeting.
26	The Chairperson directed to examine all applications, their eligibility and to see financial liability. Clarity be given to members who are not eligible and ways to recoup the fund deficit also, so that way forward could be	A separate agenda is being placed in this meeting.

	<p>explored.</p> <p>JS&FA, MoL&E inquired about the rejection given in Annexure-A and advised to analyse the reasons thereof.</p> <p>The chairperson directed that updated status be placed in next EC meeting.</p> <p>(Item No. 10; 110th EC: 16.12.2024)</p>	
27	<p>Agenda on Centralized Pension Payments System (CPPS) for disbursing pension through any bank / post offices from any branch, anywhere in India</p> <p>JS & FA, MoL&E raised the query on payment/charges EPFO made to banks. On this Chairperson directed that in the next EC clarity be given on charges to banks for their software contribution and to NPCI and other regular charges in one slide.</p> <p>JS& FA, MoL&E also referred Table 14 of the agenda and mentioned that it has been given that 'by January, 2025 verification via NPCI lookup for Aadhaar linked Bank Accounts alongwith a small pilot for Aadhaar based payment', is not clear and should be corrected as an ATR is to be given in Cabinet Secretariat.</p> <p>(Item No. 11; 110th EC: 16.12.2024)</p>	<p>As directed, slides have been prepared for clarity given on charges to banks for their software contribution and to NPCI and other regular charges. The same is annexed at Annexure-C.</p> <p>The centralised mode of payment is not yet stabilized and reconciliation of transactions is pending. The next version of centralised payment related software with required features including auto reconciliation is under development and is expected by February end. It is also desirable that in order to avoid any inconvenience to pensioners, the ABPS payment is made to same bank account in which they are receiving pension presently.</p> <p>Accordingly, for expediting implementation of ABPS, a meeting was held with NPCI for quickly getting the status of Aadhaar enable bank account (AEBA) and name of bank. NPCI has informed that if Aadhaar numbers of all beneficiaries can be shared, the Aadhaar enable status can be provided with bank's</p>

		name. This will ensure that for pilot, only those pensioners are taken whose existing bank account is AEBA. Further discussion with stakeholders (eg. PFMS, NPCI, technical teams of EPFO and sponsor bank) will be held and timelines will be revised accordingly.
28	Other Issues Sh. S.P. Tiwari remarked that responses on CBT references are not being received from field offices which will be taken care of. Chairperson directed to explore the possibility to develop a dashboard on such references/grievance redressal so that issues could be pursued regularly. (110th EC: 16.12.2024)	Conference Section is designated as a special cell to acknowledge mails of CBT members and to provide solutions to issues raised / long pending references, in coordination with other Subject Matter Divisions, for which an information has been sent to CBT members via letter dated 05.11.2024.
29	Sh. Sanjay Bhatia mentioned that there is another issue of unclaimed amount and legal cases against us and nothing about this was placed before EC. He opined that a summary of legal cases having impact on us be provided. (110th EC: 16.12.2024)	A PIL Writ Petition was filed before Hon'ble Delhi High Court seeking a centralized portal for individuals to access details of their financial assets - active, dormant, or inoperative, across entities like RBI, SEBI, and EPFO etc. The plea highlighted ₹3.5 lakh crore in unclaimed funds, largely from marginalized groups, due to the lack of mandatory nominee details. It proposed using unclaimed funds, such as ₹1.6 lakh crore in DEAF and IEPF, for public welfare. While recognizing the issue's importance, the court left the matter to regulatory authorities, emphasizing the need for transparency and structured policies.

		<p>The PIL WP has been disposed off .</p> <p>This is for kind information</p>
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Proposal : **The Executive Committee, CBT may please take note of the above action taken statement.**

Vacancy Status till date					
S.N	Cadre	Group	Sanctioned	In-position	Total Vacancies
1	Addl. CPFC (HQ)	A	11	10	1
2	Addl. CPFC	A	32	28	4
3	RPFC-I	A	240	231	9
4	RPFC-II	A	302	281	21
5	APFC	A	455	296	159
6	EO/AO	B	3098	2243	855
7	SS	B	2707	1802	905
8	PS	B	205	116	89
9	SO	B	196	59	137
10	ASO	B	400	218	182
11	SCD (Special Grade)	B	6	6	0
12	STO	B	80	22	58
13	JTO	B	120	73	47
14	SSA	C	12555	8491	4064
15	UDC	C	16	11	5
16	JSA/LDC	C	593	373	220
17	SCD (Grade-I)	C	39	25	14
18	SCD (Grade-II)	C	35	11	24
19	DEO (Grade A to B & B to C)	C	0	90	-90
	TOTAL		21090	14386	6704

List of IT issues with solution and rough timeline:

S.No.	Work Area	Status
1.	De-Linking of wrongly linked Member ID A facility in the member's login where members can themselves de-link any erroneous or fraudulent linkage of employment with their UAN.	Development has been completed and testing is being done. Functionality will be deployed by 17.01.2025
2.	Removal of employer's attestation in online transfer claim application The requirement for employer attestation in online transfer claim applications is being removed. Under the new system, claims will no longer require attestation if the UAN was generated with Aadhaar on or after 01/10/2017, or if the details in both PF accounts are identical.	Development has been completed and testing is being done. Functionality will be deployed by 17.01.2025
3.	Simplification of JD for correction in member profile 1)Existing SOP on member profile updation has been revisited and is being replaced with a simpler and lucid process. 2)Simplification of approvals for Aadhaar verified members:- Members are being empowered to carry out changes in their basic details by themselves. 3)Reduction in the number of Approving authorities for enhanced efficiency 4)Reduction in the number of supporting documents required for further convenience. 5)Revamped facility for online and physical submission of request.	Development has been completed and testing is being done. Functionality will be deployed by 17.01.2025

4.	UAN allotment and Activation through Face Auth To simplify, secure, and enhance the user-friendliness of UAN allotment and activation, functionalities are being introduced on the UMANG platform using face authentication.	Development has been completed and testing is being done. Functionality will be deployed by 31.01.2025
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Proposal for charges to Sponsor bank SBI for payment through NPCI

Sn.	References for Cost analysis				
		Pension Disbursement	MIS	Annual maintenance charges	Customised Integration & Development charges (Onetime)
1	By SBI earlier vide email dated 31.01.2023	Credit of pension- Rs. 0.50/-	Rs. 3.50/- per transaction		
		Credit of arrear- Rs. 0.50/-		NA	Included in cost of MIS
2	By MoLE (in e-file 53939)	Credit of pension- Rs. 0.50/-	As per actuals	As per actuals	Onetime expenses to be as per actuals
		Credit of arrear- Rs. 0.50/-			
3	By SBI under CPPS through NPCI vide letter dated 28.11.2024	Rs. 4/- (NPCI NACH payment per transaction, includes charges of NPCI)	Rs. 5/- per transaction	Rs. 8 lakhs per annum @20% of Utility development charge	Rs. 40 lakhs

The proposal of SBI is presently under consideration.

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

I. DATA SHARING POLICY:

(i) The draft Data Sharing Policy of EPFO prepared by a committee of senior officers of EPFO was approved by IT Sub-committee and the policy document was placed before the Executive Committee in its 106th meeting held on 15th June, 2023.

(ii) The EC after considering the formulations directed for legal vetting of the policy in view of the UIDAI guidelines. The vetting exercise was taken up with MeitY, GOI and vide OM No. DGD/3/2023-DGD dated 29.02.24, inputs on the draft formulations were received from MeitY. A copy is enclosed as **Annexure-A** which mainly outlines the need to align the formulations with Digital Personal Data Protection Act, 2023 (DPDP) and National Data Governance Policy (NDGP) framed by MeitY, GOI. There were other inputs regarding the right of nominee to access data, need to outline clear procedure for breach detection, its assessment and reporting and the collection of personal data to adhere to three criteria established in proportionality test as articulated in case of Justice K S Puttaswamy V UOI [(2017) 10 SCC 1].

Committee of senior Officers of EPFO has been revisiting the data sharing policy in light of provisions of DPDP, 2023 and NDGP & the ruling of Hon'ble Apex Court in Puttaswamy case in consultation with Legal Counsel. The Rules under said DPDP Act has recently been formulated which is being examined in consultation with Senior Counsel to submit revised formulations.

II. DATA REQUEST HANDLING MECHANISM

(i) To ensure that only authorized users can access specific resources, data, or functionalities within the EPFO web portals, the following measures have been implemented:

a. Role-Based Access Control (RBAC):

- User access is controlled through login credentials (username and password).
- Multi-Factor Authentication (MFA) has been incorporated for an additional layer of security in the Member Portal and FO Interface.

b. Member and Establishment Access:

- Members' information is accessible through UAN-based login for individual members.
- In the Establishment login, UAN-based searches are restricted to UANs linked with the specific establishment.
- A masked view of KYC details of members linked to the establishment is shown to the employer.
- The current employer can view the member's previous service history.
- Recently a decision has been taken that only the status of the EPS membership will be displayed instead of complete service details. Development for this change is currently in progress.

c. Third-Party Authorization:

- EPFO has not authorized any third party to provide information related to UAN, service particulars of members.

d. Security Measures:

- Security patches are being implemented as required on the web portals by developers and web administrators to ensure system integrity and protection against vulnerabilities.

(ii) The Data Analytics Unit and IS Division of EPFO, HO is currently adhering to the following rules while handling the data request and sharing data in line with the draft policy till the Data Sharing Policy is finalized:

- a. ISD of EPFO, HO is custodian of data.
- b. Most of the standard data reports are available to all internal stakeholders through MIS 3.0 portal
- c. In case of specific requirements from Data Owner Division the specific data is made available to the owner division by securing the same from ADC, Secunderabad through TVEE-9
- d. The data request from outside agencies or from other than owner divisions are initially handled by Data Analysis Unit (DAU) and in turn data which can be shared as per draft guidelines are requested from ISD. A dedicated Vertical in ISD handles the requests and the same is provided to DAU which in turn shares the same with the requesting / indenting agency/division.

Proposal : Information on Data Sharing Policy of EPFO is submitted before Executive Committee for information

No. DGD/3/2023-DGD
Ministry of Electronics & Information Technology
Cyber Law and Data Governance Division
Electronics Niketan

CGO Complex, New Delhi-110 003
Dated: 29.02.2024

Office Memorandum

Subject: Inputs on EPFO's Draft Data Sharing Policy, 2022– reg.

This is with reference to EPFO's email seeking comments on the draft Data Sharing Policy, 2022.

2. The Ministry of Electronics and IT (MeitY) welcomes the efforts of the Employees' Provident Fund Organisation, Ministry of Labour & Employment Govt. Of India towards the Draft Data Sharing Policy, 2022.

3. The policy defines terms related to data management under the EPF Act. Users are authorized individuals accessing data for work purposes. Data includes EPF Act scheme information, establishment data, and EPFO operational data. Objectives align with the EPF Act, ensuring compliant data collection and sharing practices. Data aggregation informs policy without sharing personal information. Access is open or restricted based on EPF Act areas. Requests come from internal divisions, government bodies, or law enforcement, needing approval. Personal Data is specific information under the EPF Act, while Other Data isn't personal or restricted, reviewed for classification. SOPs govern data sharing, routing requests, ensuring availability, and securing approvals. Agreements ensure confidentiality and appropriate use, acknowledging sources and preventing unauthorized access. Fees for external data requests are determined by owners and government policies. Amendments require committee approval, with conflict resolution mechanisms in place. Overall, the policy promotes responsible data sharing, prioritizing privacy and legal compliance within the EPF Act.

3. In this regard, the comments/inputs of MeitY on the Policy are as under:

- a) In section 1.3 Definition of the 'Data Archive,' the recommendation to rephrase the term 'machine-readable data' as 'Digital Data' is specifically intended to align with the terminologies stipulated in the Digital Personal Data Protection Act of 2023. This proposed adjustment seeks to ensure harmonization with the language and provisions outlined in the mentioned act, thereby promoting clarity and compliance with the regulatory framework governing the protection of digital personal data.
- b) Within the context of the objectives outlined in section 2.0 of the policy, it is noted that the collection of personal data is intended to adhere to the three criteria established in the proportionality test, as articulated in the case of Justice K.S. Puttaswamy (Retd.) v. Union of India (2017) 10 SCC 1. Additionally, it is pertinent to emphasize that this policy is designed to align with and fulfill the principles set forth in the Digital Personal Data Protection Act of 2023. This ensures that the

collection of personal data is not only in accordance with legal precedents but also in compliance with the overarching regulatory framework established by the DPDP Act, 2023, thereby reinforcing the commitment to safeguarding individuals' digital personal data in a manner that is both lawful and principled.

- c) The data sharing access provisions outlined in section 3 are commendably structured, exhibiting a thoughtful approach to access management. The inclusion of multiple tiers for both internal and external access is particularly noteworthy, demonstrating a comprehensive framework for controlling data accessibility. The incorporation of numerous process controls further enhances the robustness of the system, ensuring that data sharing is governed by a set of well-defined procedures and safeguards at every stage. This meticulous design underscores a commitment to effective data governance and security, fostering confidence in the integrity of the data sharing process.
- d) In section 4.0 data classification, specifically under 4.11, it is mentioned that "having the succession certificate on behalf of the deceased member may be considered before sharing the Data based on legal advice on the concerned matter." This provision can be aligned with the Right to Nomination. Additionally, it is imperative to incorporate mechanisms in line with the nominee's rights as outlined in the Digital Personal Data Protection Act of 2023 to establish a suitable nomination process while collecting data.
- e) Although the policy has no interface to Data Principal (EPFO user), but considering the Data Principal Rights conferred by DPDP-A 2023, This policy or in some other user interfacing policy, may outline provisions for exercising Data Principal's rights, including the Right to access information about personal data, the Right to correction and erasure of personal data, the Right of grievance redressal, and the Right to nominate. For instance, the Data Principal should be able to access a summary of their personal data being processed, including details of the processing activities undertaken. Additionally, they should have access to information about all other Data Fiduciaries and Data Processors with whom their personal data has been shared, along with a description of the shared personal data. Furthermore, any other relevant information related to the personal data of the Data Principal and its processing should also be accessible.
- f) The policy should outline clear procedures for breach intimation, detailing how breaches are detected, assessed, and reported to relevant parties. Additionally, it should include a dedicated section specifying the steps to be taken in the event of a breach, such as notifying affected individuals and regulatory authorities. This ensures timely and transparent communication in the event of a security incident, promoting accountability and compliance with Digital Personal Data Protection Act, 2023.
- g) Additionally, in this context, it is submitted that MeitY had prepared a National Data Governance Policy (NDGP) which is now a part of the Digital India 2.0 Cabinet Note and is soon to be notified. As per NDGP, the policy applies to all Government departments and entities and to all non-personal datasets and data platforms. The policy will provide an institutional framework for governing data access and use, streamline inter-government data access, ensure compliance with data quality & metadata standards, formulate anonymization tools and standards, and ensure the

availability of high-quality datasets for research & innovation while ensuring privacy, security, and trust. The policy also aims to ensure that non-personal and anonymized datasets from both Government and Private entities are safely accessible by start-ups and academia for innovation and research.

- h) A National Data Management Office (NDMO) shall be set up under the NDGP to improve the institutional framework for non-personal data governance, access, and use. NDMO shall define the principles for ethical and fair use of data shared beyond the government ecosystem.
 - i) It may be noted that any such provision for anonymized and non-personal data proposed in the Draft Data Sharing Policy, be aligned with the National Data Governance Policy (NDGP) and implemented in compliance with criteria and guidelines prescribed by the NDMO to ensure standardization and a whole-of-government approach to data management.
4. This issues with the approval of Competent Authority.



(Vikash Chourasia)
Scientist 'D'

Cyber Law & Data Governance Division
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To:

Sh. Radha Krishna Singh,
Addl. Central P.F. Commissioner (HQ),
Employees Provident Fund Organization (EPFO),
Ministry of Labour and Employment,
Head Office, Bhavishya Nidhi Bhawan,
14-Bhikaji Cama Place, New Delhi-110066.

Item No. 14 : Status Note on Inoperative Accounts

1. Inoperative accounts are defined in Para 72 of the Employees' Provident Fund Scheme, 1952 as under:

(6) Any amount becoming due to a member as a result of: (i) supplementary contribution from the employer in respect of leave wages/arrears of pay, installment of arrear contribution received in respect of a member whose claim has been settled on account but which could not be remitted for want of latest address, or (ii) accumulation in respect of any member who has either [retired from service after attaining age fifty-five years or migrated abroad permanently] or died, [but no application for withdrawal under paragraph 69 or 70 has been preferred] within a period of [thirty six months] from the date it becomes payable, or if any amount remitted to a person, is received back undelivered, and it is not claimed within a period of [thirty six months] from the date it becomes payable, shall be transferred to an account to be called the [Inoperative Account]:

2. Amount & Settlements: All such inoperative accounts have definite claimants, and whenever such a member prefers a claim to EPFO, the same is settled after due scrutiny. The year wise payments out of inoperative accounts are as following:

Year	Settlement of claims from the inoperative accounts during the Financial Year (in Rs. Crore)
2019-20	4123.83
2020-21	1855.55
2021-22	2269.75
2022-23	2673.98
2023-24	2632.29 (unaudited)

As on 31.03.2024, an amount of Rs. 8,505.23 Crore was lying in 21,55,387 inoperative accounts. It is also stated that Inoperative accounts figures are dynamic and changes with each settlement or linking of PF accounts.

3. ROADMAP for addressing INOPERATIVE ACCOUNTS

- Monitoring of status of Inoperative accounts at regular intervals, in order to account for already settled inoperative accounts, as settlement keeps happening around the year.

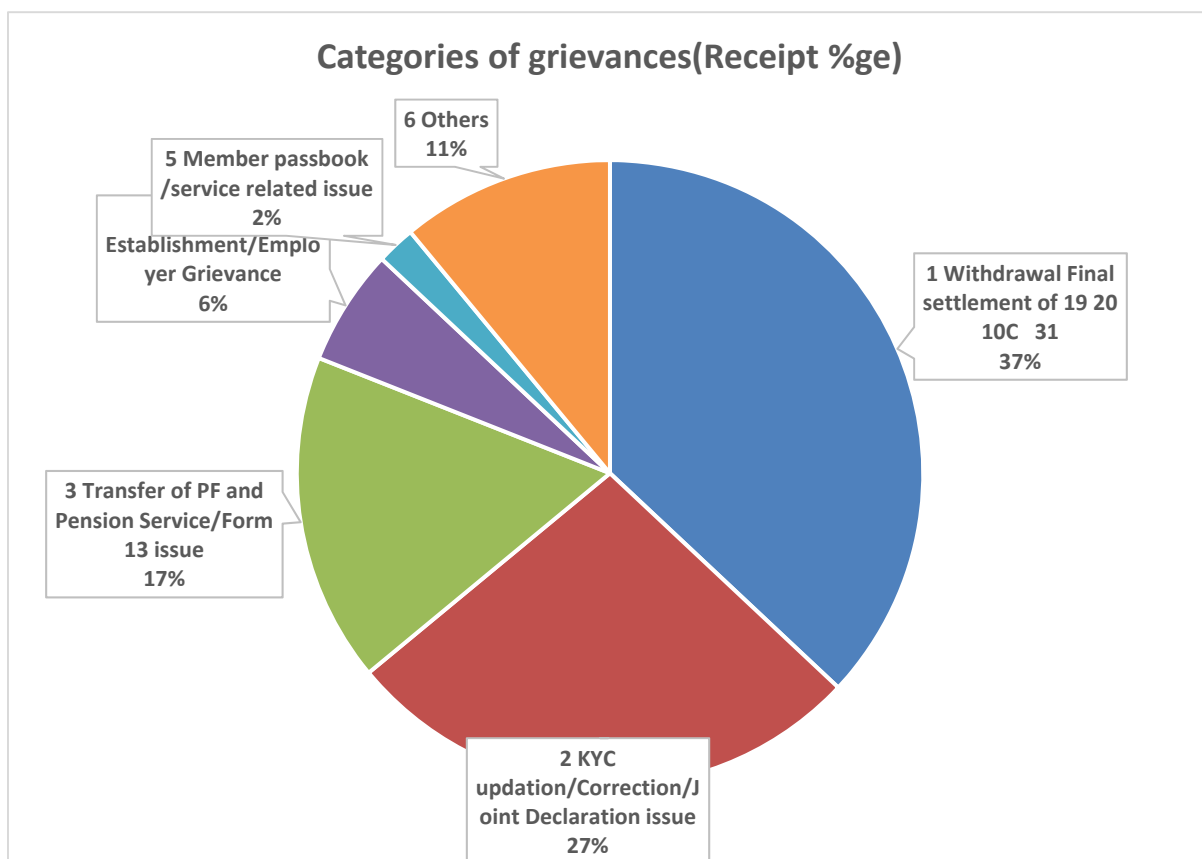
- ii. Amount-wise segregation of accounts shall be done. Focus on higher value Inoperative Accounts – as these have higher share of contribution amount lying in them.
- iii. Awareness/Information campaign in the form of advertisements and Radio jingles, newspaper, etc. is proposed.
- iv. SMS to be sent in respect of all such inoperative accounts holders with mobile number seeded in them. One risk could be the change of number since then, however, due care shall be taken during the stage of settlement in the office.
- v. Establishments to use their mechanism for contacting the members. This could be more effective in larger establishments including PSUs, given their relatively sound record keeping.
- vi. SOP on inoperative accounts is being re-examined for further revision for making the process simpler.
- vii. A committee is proposed for devising /suggesting ways for further addressing the generation & settlement of inoperative accounts.
- viii. Coordinated monitoring at head office level for review of progress and identifying the need for revisions/improvements in the process, as per the requirements.
- ix. Zonal offices would be made focal point for reviewing the progress made in the settlement of inoperative accounts. Settlement of inoperative accounts shall be included as one of the key performance indicators.
- x. The feasibility of initiating a portal on the lines of 'UDGAM' portal of RBI is being examined. Through such a portal, a member by first establishing his/her identity through Aadhaar-based authentication shall be guided to search his/her old PF accounts, the details of which are not available with them.

Proposal : Agenda is submitted for kind information and further directions, if any

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

The grievances received from 1st Apr 2024 till 31st Dec 2024 were analysed and the top five categories of grievances were found out to be the following: -

- I. Grievances under withdrawal/advance category: - These constitute about 37% of the total grievances
- II. KYC updation/correction/joint declaration issues: -These constitute about 27% of total grievances
- III. Transfer of PF and pension related issues: -These constitute 17% of total grievances
- IV. Establishment/Employer grievances: -These constitute 6% of the total grievances
- V. Member passbook/service related issues: -These constitute 1-2% of the total grievances



Based on the Grievances received an analysis of long pending cases in CPGRAMS were done and the following systemic issues were identified and

feedback was provided to the concerned user divisions of Head Office on systemic changes/interventions which can be done to reduce the grievances.

Category 1: - Increase in grievances under withdrawal/advance category.

A. Issues identified under advance claim:- Flagging of issues of pre-validations and Increase Auto settlements

Presently there are certain validations applicable for Auto claim settlement. However, with the view to further enlarge the scope of Auto claim settlements, the above validations are currently getting examined by a Committee constituted by Secretary, MoL&E, headed by JS&FA, MoL&E. The Committee met on 03.01.2025 and identified many validations that can be relaxed while certain validations have been recommended to include in the pre-validation stage once CITES 2.01 is implemented.

B. Dispensing with requirement of Cancelled cheque has been done in only 30% cases.

Currently as the member enters his Bank account number at the time of filing online claim, the said account number gets checked with the seeded verified bank account number.

The validation checks regarding validity of Bank Account linkage with the member is being examined to ensure 100% dispensing of cancelled cheque.

C. Feedback under final withdrawal: -

- Final PF Withdrawal - Simultaneous filing of Form 19 and 10C to be facilitated.
- Final PF Withdrawal - System should not allow members to REJOIN in same PF Number
- Final PF Withdrawal- ECR filing process should be modified to restrict remittance to EPS for members who have reached 58 years of age and have not opted for deferred pension with contribution.

The above requires modifications in software and the same is being examined.

Category 2: - KYC/JD Related Issues of Subscribers

• Too much Pendency at Employer level:- 78 % pending with Employer causing grievances .

- Out of 4,12,695 Joint requests pending, 3,22,692 pending with employer & 90,003 with field offices. Some mechanism may be devised viz. disabling employer to process ECR or similar such measures till pendency is liquidated.

Instructions have been issued to field offices to pursue the matter with Employers to dispose pending request of KYC updation with them.

- **Role delegation of competence** i.e **Competent authority for decision on Joint Declaration** may further be seen as the decision to approve or reject is based on the documents and not on discretion.

Designation of competent authority for approval of Joint declaration/KYC updation is under consideration.

- **Document Requirement:** - Relaxation in number of documents required.
It has been proposed to reduce the number of required documents if procured from Digilocker.
- **OFFLINE options** may be permitted for members as access to ITES is still a real issue in Countryside area.

Offline option in exceptional cases will be provided.

- **Some Minor changes** in the member details may be delegated to the **employer** for ease of member as well as Organization. e.g Nationality, Gender, Salutation_etc.
- The system should allow **female members** to change the name of their spouse during the KYC process.

Designation of competent authority for approval of Joint declaration/KYC updation is under consideration. Following additional measures are also being taken for further simplification of Joint declaration process in EPFO:

-

1)Existing SOP on member profile updation has been revisited and is being replaced with a simpler and lucid process.

2)Simplification of approvals for Aadhaar verified members. Members are being empowered to carry out changes in their basic details by themselves.

3)Reduction in the number of Approving authorities for enhanced efficiency.

4)Reduction in the number of supporting documents required for further convenience.

5)Revamped facility for online and physical submission of request.

Category 3: -Transfer Related Grievances

Suggestions provided -

- A. **VDR-Transfer-in - NEFT** VDR Transfer in Service addition may be automated.

- B. Rejection of Wrong Transfer-In cases through AO rejection role should be carried out automatically.
- C. Service Overlap can lead to rejections and confusion for members.
- D. Transfer-out with/without PPO should be available in the system to avoid delays and ensure proper accounting which is currently being done in physical mode causing dispatch delay and non-accounting in system.

The transfer related issues is being comprehensively dealt in CITES 2.01. In the interim many simplification measures are under implementation. The requirement of approval of the online transfer claim by employer has been dispensed away, to start with. Instructions in this regard are being issued. Currently, the EPFO back-office application operates on office-wise separate databases. A project to centralize all office-wise databases into a single centralized database is underway. CDAC has delivered some modules for testing, while other modules are under development and will be provided for testing shortly. Once this project is implemented, it is expected that such issues will no longer occur. Further CPPS has been deployed in all offices across India and from January 2025 onward the issue of Transfer out of PPOs will not arise at all.

Category 4: -Establishment/Employer Grievances

Suggestions provided -

A. ECR Related Issues

- Principal employers to remit contribution and submit returns in respect of employees engaged through contractor on same principle as TDS.
- Batch uploading and approval features should be implemented for ECR reconciliation of contributions recovered through DD or other Recovery measures.
- Employers should be restricted from remitting PF dues for the wage month following the date of exit marked in the system.

The proposal is under deliberation and discussion and decision in this regard will be taken soon.

B. Issues regarding blocking/unblocking of UAN

- UAN has been frozen/blocked for suspected frauds i.e. ABRY, Chandigarh model fraud.
- However, there are instances of UANs blocked even though not falling in above two categories.
- UAN is linked to many member id/s under different offices. Blocking of only the member id instead of UAN may be explored.

The SOP is being further simplified. In addition, a Committee is looking into the bulk de-freezing options by classifying the cases based on various risk parameters. It has been proposed to provide a facility in the member's login where members can themselves delink any erroneous or fraudulent linkage of employment with their UAN. Development is in progress, and this functionality will be deployed shortly. Furthermore, the following enhancements are under development: -

- a. OTP based consent of member at the time of joining in new establishment
- b. Biometric authentication including Face Authentication at the time of UAN allotment and UAN activation.

Category 5: -Member Passbook Issues

Suggestions provided -

A. Member Passbook: -

- Settled amounts returned and re-credited do not show in PF passbook.
- The member passbook should display NCP days for clarity.
- Pension balances should be marked as NIL upon transfer of service. This will prevent confusion about unpaid pension amounts.
- TDS certificate should be provided in passbook.
- The passbook should not display Form 10C amounts after the form is settled.

Revamped Member Passbook is made available in an exclusive Portal. The suggestions are being implemented.

B. Grievances due to paucity of information: -

- Information to member to Manage Perception/Expectation.
- SMS to members while filing claim that processing withdrawal claims may take up to 20 days.
- Member files claim and grievance simultaneously to break FIFO principle.
- SMS to member/Employer on non-remittance of contribution where Date of Exit has not been marked.
- Send messages to pensioners when their monthly pension payments are credited to their accounts.
- Provide clear communication about expected processing times, informing members that it may take 2-3 working days for funds to be credited depending on the bank branch.
- Display a message in the member portal when members apply for Form 10C (Withdrawal benefit) explaining that the claim will be settled based on the provisions of the EPS, 1995, and may differ from their pension contributions.

Presently SMS is being sent to the members at different level of Claim settlement and KYC updation. Template of messages is being modified as per suggestions.

Proposal : **The above grievance issues and action points are submitted for information**