



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

भविष्य निधि भवन, 14, भीकाजी कामा प्लेस, नई दिल्ली - ११००६६
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi -110066

No. Conf.3(5)2022/105EC / 17410

Date: 24.03.2023

To

24 MAR 2023

All Members,
Executive Committee (EC), CBT.

Subject: Draft minutes of 105th meeting of the Executive Committee (EC), CBT held on 10.03.2023 in New Delhi (Hybrid Mode) - reg.

Madam/Sir,

I am directed to forward herewith the draft minutes of 105th meeting of the Executive Committee (EC), CBT (EPF) held on 10.03.2023 in New Delhi (Hybrid Mode), 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. PPS to Hon'ble Minister (Labour & Employment) for information.
2. APS to MoS (Labour & Employment) for information.
3. PS to Secretary (Labour & Employment) for information.
4. PS to Central Provident Fund Commissioner, Head Office, New Delhi.
5. All Divisional Heads, Head Office and Director (PDNASS).
6. Under Secretary (SS-II), Ministry of Labour & Employment, New Delhi.
7. Guard File.

(Ashwini Kumar Gupta)
Regional PF Commissioner-I (Conference)

**MINUTES OF 105th MEETING OF THE EXECUTIVE COMMITTEE, CBT (EPF)
HELD ON 10th MARCH, 2023 AT 03:00 PM**

The 105th Meeting of the Executive Committee, CBT (EPF) was held in Hybrid mode and was chaired by Ms. Arti Ahuja, Secretary to the Government of India, Ministry of Labour and Employment, New Delhi. The list of attending members is at **Annexure A**.

2. The Chairperson welcomed the members present, both physically and those attending virtually and initiated the discussions.
3. Shri Dilip Bhattacharya stated that the meeting had been convened at very short notice and the Agenda Booklet was received quite late. He requested that sufficient time may be provided in future meetings for better discussions. The CPFC explained that this meeting was convened at short notice due to administrative exigencies.
4. Shri Sunkari Malleshram, drew the attention of the EC to the fact that there existed confusion in understanding the matters related to joint option for pension on higher wages, in spite of the circulars by the department. There were also issues in the portal through which the online options were being obtained. He requested that a meeting of the CBT was required to address the issue. The Chairperson noting the concern of the member stated that the issue should be explained / clarified by the EPFO through a Webinar to all members of CBT and EC within one week.
5. The Agenda Items were then taken up for discussion:

Item No.1: Confirmation of draft minutes of the 104th meeting of the Executive Committee, CBT (EPF) held on 31.10.2022

The draft minutes of the 104th EC, CBT(EPF) meeting held on 31.10.2022, had been circulated vide EPFO letter no. Conf./3(4)2022/104th EC/14451 dated 29.11.2022. No comments had been received from members. Accordingly, the minutes as circulated were considered and confirmed by the Executive Committee, CBT (EPF).

The Chairperson directed to ensure that minutes of EC meetings are approved and sent within one week from the conduct of meeting. The Chairperson further directed that agenda items for the EC meeting to be sent 14 days in advance.

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

The Committee took note of the fact that since the last meeting of the Executive Committee, the 1st meeting of the Sub-Committee on Human Resources had taken place on 24.11.2022 and noted the minutes of the same. No meeting of the Sub-Committee on IT had taken place during this time.

Item No. 3: Audited Annual Account 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

Shri Govind Lele apprised that it is a best practice to set an official deadline for placing of the audited annual accounts and is being scrupulously followed in efficient organisations. He further mentioned that Depreciation is not being done by SL method.

CPFC informed that a cut-off date, as recorded in the agenda item, is provided in the EPF & MP Act to place the audited annual accounts before the Parliament. The Executive Committee was apprised that this Audit Annual Accounts is the third Annual Accounts being considered by the Executive in the short span of time. Shri Govind Lele lauded the efforts.

Shri Dilip Bhattacharya raised the issue of non-realisation of pending dues with the employers. He stated that there is non-compliance by the establishments as no inspections are being conducted by EPFO. He asked EPFO to give details of defaulter establishments along with details of what actions taken to release amount due from defaulting establishments and what was the current position. He stated that these points were raised in the earlier EC/CBT meetings also and requested for immediate steps to ensure social security benefits to all the eligible employees. He also desired that the information of the workers who joined and left EPFO membership should also be provided in the Annual Accounts. He further desired that the information of the interest on the investments should also be provided.

Shri Sunkari Malleshram stated that immediate steps may be taken for registering the Kukatpally Office in Hyderabad Zone in the name of EPFO, or action taken to recover the money.

Shri Govind Lele suggested that a proper follow up mechanism was needed on unclaimed deposits of EPFO. Details of action taken may be given. There has been no compliance in last 2 years. He also suggested that the details of the investments in losses may be apprised to the members. He requested for identifying the reasons of unclaimed accounts as well as suspense accounts and suggested immediate actions on liquidating the same. He asked EPFO to give age-wise analysis of unclaimed accounts. He further said that unclaimed accounts which are not so far linked to KYC may be linked.

JS(F&A), MoLE pointed out that the Audited Annual Accounts were circulated quite late and there was less time to study the same. She suggested that a compliance mechanism on actionable points on the CAG observations may be developed and followed. She also suggested expediting substantive action leading to dropping of long pending paras. She further said that conclusive replies may be sent to CAG and that CAG Paras may be followed up in FIAC.

The Chairperson advised deeper analysis of CAG paras to improve the overall functioning of the organisation.

The Chairperson directed that Audited Annual Accounts may be examined by the FIAC and their deliberations and recommendations may be placed in the upcoming meeting of Central Board of Trustees (CBT).

Item No. 4: Proposal for allotment of land received from HSIIDC for Regional Office – GGN (W) Plot No – 21, Sector – 02, IMT, Manesar, Gurugram

The Chairperson inquired about the financial and administrative powers of the Executive Committee in respect of purchase of land for office buildings of EPFO. It was informed that Executive Committee has full powers in this regard.

Shri Govind Lele inquired whether the land is being purchased on freehold or on leasehold. ACC (HQ) (PFD) informed the Executive Committee that the land is on freehold that has certain conditions.

JS(F&A) suggested that the process may be expedited so that the price escalation may be avoided.

The Chairperson directed that the words “Purchase” in the proposal may be replaced with the “Allotment” / “Lease”.

The proposal was approved with the above observations.

Item No. 5: Purchase of Land for construction of Office Building for Regional Office-Darjeeling

JS(SS), MoLE inquired whether the land of 2000 sq. feet will be adequate for the EPFO Darjeeling Office. It was informed that being a hill station the availability of the land is limited and in the proposed land on offer for allotment, a three storey building will be sufficient space for Darjeeling EPFO office which is a very small office.

Members again requested to clarify whether the land is being purchased on freehold or on leasehold. ACC (HQ) (PFD) informed that the land is being allocated on freehold basis.

The Chairperson directed that the words “Purchase” in the proposal may be replaced with the “Allotment” / “Lease” in this agenda also.

The proposal was approved with the above observations.

Item No. 6: Proposal for relaxation of Recruitment Rules of Joint Director (IS) for filling up of vacancies

The Executive Committee was informed that there are a total of 30 sanctioned posts for Joint Director (IS). Currently only 6 were filled and 24 posts were vacant.

The Chairperson observed that in case the proposal is approved vacancies will be created in the DD(IS) level and other levels down the chain. Chairperson directed to place a comprehensive proposal for filling up of the posts in EPFO's IT Cadre.

Item No. 7: Delegation of Claim Settlement facility to Special State Offices

The Executive Committee was informed that EPFO has five offices (Special State Offices) in remote and difficult areas of the North East Region in each of the States of Manipur(Imphal), Arunachal Pradesh (Itanagar), Nagaland (Dimapur), Mizoram(Aizwal) and Sikkim (Gangtok) to ensure services of EPFO in these remote locations.

These EPFO offices caters to compliance grievances and other activities of general member interaction. However, major function of claim settlement was not available in these offices and it is being proposed to improve the efficiency and performance of these offices by delegating the claim settlement facility.

The Chairperson appreciated the agenda.

The proposal contained in the agenda item was approved.

Item No. 8: Approval for Creation of one Supernumerary post of Addl. CPFC Gr. II/ Addl. CPFC for a fixed period for the purpose of accommodating one officer

The proposal for creation of one supernumerary post for a fixed period in the cadre of Addl. CPFC-II/ Addl. CPFC was explained to the Executive Committee. The supernumerary post needs to be created for the period 10.03.2016 to 05.04.2018 as Addl. CPFC-II and for the period 06.04.2018 to 31.12.2019 as Addl. CPFC. The supernumerary post is personal to the officer and would stand abolished beyond the period mentioned before. The Executive Committee was informed that the supernumerary post is being created as per the Gol guidelines and the Executive Committee is fully competent for this.

After detailed deliberations, proposal contained in the agenda item was approved.

Item No. 9: Strengthening of EPFO HQ by re-deployment of staff from EPFAT

The Chairperson desired that complete background on deployment of EPFO staff to EPFAT and its utilisation after the formation of the CGITs may be placed before the EC for a decision on the agenda.

After the discussions, the item was deferred.

Item No. 10: Re-Delegation of Administrative and Financial Powers for expenditures related to Physical Infrastructure Division (PID) as delegated by CPFC to the Subordinate Officers of EPFO

The Executive Committee was informed that the current delegation led to a delay in the processing of files and hence a need was felt to re-delegate the financial and administrative powers of CPFC to the subordinate officers of EPFO.

The Chairperson suggested that SOPs may be prepared for hiring of office buildings including addressing issues of conflict of interest and minor repairs.

The Executive Committee took note of the Agenda.

Item No. 11: Action Taken Statement in respect of decisions taken in the EC meetings held upto 31st October, 2022 (104th EC Meeting)

ATR was placed before the Executive Committee. The Chairperson directed that it may be taken up in the next meeting along with the ATR of the present meeting.

Item No. 12: Approval / post-facto approval for engaging the services of M/s KA Pandit for actuarial valuation of impact of SC judgement dated 04.11.2022.

The Executive Committee was informed that there was additional workload for actuarial valuation after the recent judgement of Hon'ble Supreme Court on pension on Higher wages. As such, additional actuarial services were required from an Actuary who was familiar with the data and working of the Pension Fund as well as having working knowledge of EPFO. It was therefore proposed that the services of M/s KA Pandit may be availed for the specific work of impact on EPS Fund as per the Hon'ble SC judgement dated 04.11.2022

The Chairperson desired that a proper justification be provided on the rates for the work and sitting fees quoted by actuary. The rates paid by EPFO for past actuarial work and the discovered rates in the new tender may serve as benchmark rates.

The Chairperson directed that the agenda may be deliberated in meeting of PEIC to be attended by FA&CAO also.

With the above directions, the item was deferred.

Item No. 13: Proposal for Constitution of Committee for recommending Amendments in the Employees' Provident Fund (Officers and Employees' Conditions of Service) Regulations, 2008

The agenda item was approved with the Chairperson's directions to include the name of JS (SS), MoLE in the committee and to keep the Terms of Reference of the committee similar to the committee formed in ESIC.

6. Shri Dilip Bhattacharya requested to enhance minimum pension to EPFO Pensioners.

7. Shri Sunkari Malleshham observed the following:

- i. To raise the minimum pension to at least Rs 3000.
- ii. Medical benefits to EPFO pensioners,
- iii. Keep the transfer policy of Group B & C official in abeyance,
- iv. Consider transfer for physically challenged employees, on spouse grounds and on sympathetic grounds.
- v. Claim settlement be delegated to District Offices as well so that there is equitable distribution of work.
- vi. Vacancies may be filled on priority. Resolve the issues of stagnation in various cadre especially in EO/AO cadre and Official Language Cadre. Redeployment of officials from less workload office to higher workload office.
- vii. District Offices be set up in the districts with more than 5000 members.

8. The 105th Executive Committee Meeting was concluded with a vote of thanks to the Chair.

ANNEXURE-A

List of members who attended 105th Meeting of Executive Committee, CBT (EPF)

1	Ms. Arti Ahuja Secretary to the Government of India, Ministry of Labour & Employment	Chairman
2	Dr. Shashank Goel Additional Secretary, Ministry of Labour & Employment	Central Government Representatives
3	Ms. Vibha Bhalla Joint Secretary, Ministry of Labour & Employment	
4	Ms. G Madhumita Das Joint Secretary & Financial Advisor, Ministry of Labour & Employment	
5	Shri Anil Kumar , (attended virtually) Principal Secretary, Govt. of Uttar Pradesh, Labour Department	State Government Representatives
6	Labour Commissioner (attended virtually), Govt. of Haryana, Labour Department	
7	Shri Sougata Roy Choudhury	Employers' Representatives
8	Shri Arun Chawla (attended virtually)	
9	Shri Govind Lele (attended virtually)	
10	Shri Sunkari Mallesham (attended virtually)	Employees' Representatives
11	Shri Dilip Bhattacharya (attended virtually)	
12	Ms. Neelam Shami Rao	CPFC & Member Secretary (Ex-Officio)

The following members could not attend the meeting:-

1	Secretary to the Government of Maharashtra, Industry, Labour and Energy Department, Mantralaya, Mumbai.	State Government Representative
2	Shri Harbhajan Singh Sidhu	Employees' Representative