



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

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No. HRD/56/2016/RR/CommissionerCadre-Part(1) /1337

Date:

15 APR 2025

To,

All Addl. CPFC (Zones) including ACC (HQ)/ Director (PDNASS),
All Regional PF Commissioners,
In-charge of the Region,

Subject: Draft Recruitment Rules of Commissioners' cadre in EPFO for seeking stakeholders' comments- reg.

Ma'am/Sir,

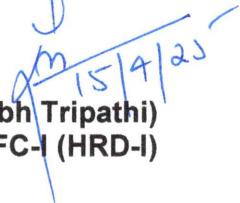
As per the guidelines in DoP&T O.M. No. AB-14017/61/2008-Estt. (RR) dated 13.10.2015, the Draft Recruitment Rules for the Commissioners' Cadre in EPFO is hereby placed on the Official Website of EPFO for inviting comments from the stakeholders.

Any suggestions/ comments/ views on the various clauses of the same along with supporting DoP&T guidelines and rule position etc. may be intimated within 30 days. The same may be sent only to the mail id tp-ssa-comments@epfindia.gov.in. Comments forwarded on this issue to any other mail id shall not be taken into consideration.

(This has the approval of Competent Authority)


Encl. as above

Yours faithfully,


(Saurabh Tripathi)
RPFC-I (HRD-I)

Copy to:-

RPFC (NDC) with the request to upload on the website of EPFO.


(Saurabh Tripathi)
RPFC-I (HRD-I)

**MINISTRY OF LABOUR AND EMPLOYMENT,
GOVERNMENT OF INDIA
(EMPLOYEES' PROVIDENT FUND ORGANISATION)
NOTIFICATION
NEW DELHI, DATED.....**

G.S.R.— In exercise of the powers conferred by clause (a) of sub-section (7) of section 5(D) of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) and in supersession of the Additional Central Provident Fund Commissioner (Hqrs) Recruitment Rules, 2013 (as amended in 2018), Additional Central Provident Fund Commissioner Recruitment Rules, 2013 (as amended in 2018), Regional Provident Fund Commissioner, Grade-I Recruitment Rules, 2018, Regional Provident Fund Commissioner, Grade- II Recruitment Rules, 1999 (as amended in 2018) and the Assistant Provident Fund Commissioner, Recruitment Rules, 1999 (as amended in 2005), except as respects things done or omitted to be done before such supersession, the Central Board, as approved by the Central Government, hereby makes the following Rules regulating the method of recruitment to the Commissioners' Cadre, Employees Provident Fund Organisation, Ministry of Labour and Employment, namely,-

1. Short title and commencement. —

(1) These rules may be called the Central Board (Employees' Provident Fund) Commissioners' Cadre Recruitment Rules, 2025.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions. —

In these rules, unless the context otherwise requires-

- a. "Act" means the Employees' Provident Funds & Miscellaneous Provisions Act, 1952.
- b. "Central Board" means the Central Board constituted under section 5A of the Act.
- c. "Commission" means the Union Public Service Commission.
- d. "Commissioners' Cadre" includes the posts of Additional Central Provident Fund Commissioner (Hqrs), Additional Central Provident Fund Commissioner, Regional Provident Fund Commissioner, Grade-I, Regional Provident Fund Commissioner, Grade- II and Assistant Provident Fund Commissioner appointed under sub-section (3) of Section 5D of the Act.
- e. "Controlling Authority" means the Central Board.
- f. "Committee" means the Departmental Promotion Committee or Departmental Confirmation Committee or Screening Committee constituted under these rules to consider promotion and confirmation of officers in any grade as specified in Schedule-III;
- g. "Officer" means Additional Central Provident Fund Commissioner (Hqrs), or Additional Central Provident Fund Commissioner, or Regional Provident Fund

Commissioner, Grade-I, or Regional Provident Fund Commissioner, Grade- II, or Assistant Provident Fund Commissioner appointed under sub-section (3) of Section 5D of the Act.

- h. "Post" means any post, whether permanent or temporary specified under **Schedule I**.
- i. "Grade" means a grade of the officers specified in column 2 of **Schedule I**.
- j. "Regular Service" in relation to any grade, means the period or periods of service in that grade rendered after appointment to a grade according to the procedure prescribed in **Schedule III**, for regular appointment to that grade and includes any period or periods:
 - i. taking into account for the purposes of seniority in the case of those appointed as per rule 4;
 - ii. during which an officer would have held a post in that grade but for being on leave or otherwise not being available for holding such posts.
- k. "Scheme" means the Employees' Provident Funds Scheme, 1952.
- l. "Central Government" means Ministry of Labour and Employment, Government of India.
- m. "OBC" means Other Backward Classes having the same meaning and applicability as laid down in Department of Personnel & Training OM No. 36012/22/93-Estt. (SCT) dated 8th September, 1993 as amended from time to time;
- n. "Scheduled Castes" and "Scheduled Tribes" shall respectively have the same meanings as in clauses (24) and (25) of article 366 of the Constitution.

3. Constitution of the Commissioners' Cadre. –

(1) The Commissioners' Cadre shall consist of the following grades, namely:

- i. Assistant Provident Fund Commissioner - Rs. 65100-177500, Level-10
- ii. Regional Provident Fund Commissioner, Grade-II- Rs. 67700-208700, Level-11.
- iii. Regional Provident Fund Commissioner, Grade-I - Rs. 78800-209200, Level-12
- iv. Regional Provident Fund Commissioner, Grade-I (Non Functional Selection Grade) - Rs.123100-215900, Level-13
- v. Additional Central Provident Fund Commissioner- Rs.131100-216600, Level-13A
- vi. Additional Central Provident Fund Commissioner (HQ)- Rs. 144200 - 218200, Level-14

(2) The Commissioners' Cadre shall consist of the following persons, namely:-

- (i) all existing officers holding posts on regular basis in the Commissioners' Cadre in their respective grades on the appointed day;

(ii) persons appointed to the Commissioners' Cadre in accordance with the provisions of these rules.

(3) The regular continuous service of the officers referred to in clause (i) of sub-rule (2) before the commencement of these rules shall be counted for the purpose of probation, qualifying service for promotion, confirmation and pension in the Commissioners' Cadre.

(4) The Commissioners' Cadre shall be controlled by the Controlling Authority.

4. Grades, Strength of the Commissioners' Cadre and Classification. –

(1) The grades and authorised strength of various posts of the Commissioners' Cadre on the appointed day shall be as specified in the **Schedule I**.

(2) After the appointed day, the authorised strength of the posts of various grades of the Commissioners' Cadre shall be such as may, from time to time, be determined by the Central Board.

(3) The authority competent to make an appointment to a grade may make temporary or permanent additions to that grade, as it may deem necessary from time to time subject to any general or special order that may be issued by the Central Board.

(4) All posts of the Commissioners' Cadre shall be classified as Central Board Group 'A' (equivalent to Group 'A' posts of Central Government in corresponding pay level).

5. Method of Recruitment. –

(1) From the date of commencement of these Rules, the recruitment to the Commissioners' Cadre shall be made by the following methods, namely:

- (a) by examination held in accordance with the provisions contained in Schedule II of these rules;
- (b) by promotion in accordance with the provisions contained in Schedule II of these rules;
- (c) by deputation in accordance with the provisions contained in sub-rule (4) of rule 6.

(2) All recruitment to the post of Assistant Provident Fund Commissioner shall be as under, namely:-

(a) Fifty per cent (50 per cent) of the vacancies of Assistant Provident Fund Commissioner shall be filled by Direct Recruitment on the basis of results of the examination conducted by the Commission in the manner as specified in the **Schedule II**; and

(b) Fifty per cent (50 per cent) of the vacancies of the post of Assistant Provident Fund Commissioner shall be filled by promotion from amongst the Section Officers and Enforcement Officers/Accounts Officers in the ratio of the sanctioned strength of these cadres and with minimum qualifying service as specified in **Schedule-II**.

(3) The Central Board may with the prior approval of the Commission recruit candidates to the Commissioners' Cadre by the methods referred to in clauses (a) and (b) of sub-rule (1) and when recruitment is made under these clauses, the number of

persons so recruited shall be counted against the percentage of posts to be filled under the respective method.

6. Appointment to the Commissioners' Cadre. –

(1) All appointments to the Commissioners' Cadre shall be made by the Central Board.

(2) Initial appointment of the persons recruited to the Commissioners' Cadre under clause (a) and (b) of sub rule (1) of rule 5 shall be to the post of Assistant Provident Fund Commissioner.

(3) The appointment to the Commissioners' Cadre shall be subject to the orders regarding special representation in the Cadre for the specific classes or categories of persons issued by the Government from time to time.

(4) In the event of –

(a) non-availability of eligible officers in the Commissioners' Cadre, by direct recruitment or by promotion; or

(b) when the Central Board so decides,

the Central Board, with prior approval of the Central Government may appoint on deputation to a post, borne on the Commissioners' Cadre, officers in the approved grades from (a) other Departments of Central Government; or (b) in consultation with the Commission, if necessary, from a State Government, or Union Territory Administration, or Statutory body, or Public Sector Undertaking. The period of deputation in such cases shall not ordinarily exceed three years.

7. Probation. –

(1) Officers appointed to the Commissioners' Cadre either by selection through examination or by promotion shall be on probation for a period of two years.

(2) During the period of probation, a probationer shall undergo such training as may be laid down from time to time by the Central Board and pass such examinations as the Central Board may consider necessary as a condition to satisfactory completion of the probation.

(3) A candidate who is already a permanent Employee of the Central Board and is selected for appointment to the Commissioners' Cadre on the basis of the examination held by the Commission shall be on probation and shall undergo such training as may be laid down from time to time by the Central Board and pass such examinations as applicable to the probationers under sub-rule (2).

(4) The period of probation prescribed in sub-rule (1) may be extended by Central Board if a probationer has not qualified by passing the prescribed departmental examinations or if the work or conduct or both of a probationer is unsatisfactory.

(5) If on expiry of the period of probation, referred to in sub-rule (1) or of any extension thereof, as the case may be, the Central Board is of the opinion that the candidate is

not fit for permanent appointment or at any such time during such period of probation or extension, it is satisfied that the candidate will not be fit for permanent appointment on the expiration of the period of such probation or of extension, the Central Board may discharge or revert a candidate to his substantive post or pass such orders as it may deem fit.

8. Confirmation. –

On satisfactory completion of the period of probation or extension thereof, the Central Board may confirm an officer to his appointment from the date of completion of the period of his probation or extension thereof.

9. Substantive appointment in the Commissioners' Cadre. –

All substantive appointments of officers recruited to the Commissioners' Cadre through competitive examination shall be made in the entry grade only, viz., Assistant Provident Fund Commissioner of the Commissioners' Cadre.

10. Promotion. –

(1) The field of selection and eligibility criteria for promotions to various grades of the Commissioners' Cadre shall be as specified in Schedule II.

(2) The promotion and confirmation to the posts specified under column (1) of the Schedule III to these rules shall be made on the recommendations of the Departmental Promotion/Confirmation/Screening Committee specified in column (2) of that Schedule.

11. Seniority. –

The Seniority of persons appointed to various posts of the Commissioners' Cadre shall be determined in accordance with Employees Provident Fund Staff (Fixation of Seniority) Regulations, 1989 as amended from time to time or the General Orders issued by the Central Board from time to time.

12. Liability for transfer. –

Officers of the Commissioners' Cadre shall be liable for transfer anywhere in India.

13. Conditions of Service. –

The conditions of service of the officers in the Commissioners' Cadre in respect of matters for which no provision has been made under these rules shall be as per the Employees' Provident Fund (Officers and Employees' Conditions of Services) Regulations, 2008 as amended from time to time.

14. Disqualifications. –

No person-

- (a) who has entered into or contracted a marriage with a person having a spouse living, or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Service:

Provided that the Central Board may, if it is satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

15. Residuary matters. –

In regard to matters not specifically covered by these rules or orders made or issued thereunder or by special orders or matters not covered under Rule 13 above, the Officers of the Commissioners' Cadre shall be governed by the rules, regulations and orders applicable to the Officers of the Central government drawing corresponding scales of pay.

16. Power to issue certain orders. –

The Central Board may issue orders, not inconsistent with these rules, to provide for all matters, for which provision is necessary or expedient for the purpose of giving effect to these rules.

17. Power to Relax. –

Where the Central Board is of the opinion that it is necessary or expedient to do so, it may by an order, for reasons to be recorded in writing and in consultation with the Commission, where necessary, relax any of the provisions of these rules with respect to any class or category of persons or posts.

18. Interpretation. –

If any question arises as to the interpretation of these rules, it shall be referred to the Central Provident Fund Commissioner who shall decide the same.

19. Saving. –

Nothing in these rules shall affect reservations and other concessions required to be provided for the Scheduled Castes and the Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE I
(See Rule 4)
(Grade/Designation, Number of Posts and Level in Pay Matrix included in the Commissioners' Cadre)

Sl. No.	Grade/Designation	No. of Posts*	Pay Level in Pay Matrix
(1)	(2)	(3)	(4)
1.	Additional Central Provident Fund Commissioner (HQ)	11	Rs. 144200 -218200 Level-14
2.	Additional Central Provident Fund Commissioner	32	Rs.131100-216600 Level-13A
3.	Regional Provident Fund Commissioner, Grade-I	**30% of Senior Duty Posts (STS & above)	Rs.123100-215900 Level-13
4.	Regional Provident Fund Commissioner, Grade-I	240	Rs. 78800-209200 Level-12
5.	Regional Provident Fund Commissioner, Grade-II	302	Rs. 67700-208700 Level-11
6.	Assistant Provident Fund Commissioner	455	Rs. 65100-177500 Level-10

*Subject to variation depending on the workload.

** The number of posts in 'Non-Functional Selection Grade' in Level 13 in the Pay Matrix (Rs.123100-215900, shall be restricted to thirty percent of senior duty posts in the cadre, that is, post in Level 11 in the pay matrix Rs. 67700-208700, and above. There shall be no increase in the overall strength of the cadre and the number of posts to be operated in the 'non-functional selection grade' shall not exceed the number of posts available in Level-12 of Commissioners' Cadre.

**SCHEDULE II
(See Rule 5)**

Method of Recruitment; field of selection; minimum eligibility service; and minimum educational qualification, where applicable, in the next lower grade for appointment of officers on promotion, deputation and direct recruitment to posts included in various Grades of the Commissioners' Cadre (Refer Schedule-I).

Sl. No.	Name of the Post/Grade/Scale	Method of recruitment/appointment/promotion	Field of selection and the minimum qualifying service for promotion
(1)	(2)	(3)	(4)
1.	Assistant Provident Fund Commissioner (Rs. 65100-177500, Level-10)	Fifty percent by Direct Recruitment Fifty percent by Promotion	<p>Direct Recruitment:</p> <p>Fifty percent of the vacancies in Assistant Provident Fund Commissioner shall be filled by direct recruitment in accordance with Rule 5(2)(a) by examination conducted by the Commission,</p> <p>Minimum age and educational qualification- Bachelor's degree of a recognized University or equivalent.</p> <p>attained the age of 21 years but less than 32 years. The prescribed age limit may vary in accordance with the notification issued by the Commission for examinations from year to year. The upper age limit is also relaxable for the Scheduled Caste or Scheduled Tribe or Other Backward Classes and certain other categories as notified by the Commission for the examinations from time to time.</p> <p>and;</p> <p>Promotion: Fifty percent of the vacancies shall be filled by Departmental Promotion in accordance with</p>

			<p>Rule 5(2)(b) from amongst the following categories for Central Board Group 'B' Officers of the Central Board, who have completed five years of regular service in the grade in which they were appointed on regular basis and possessing a Bachelor's degree of a recognized University or equivalent:</p> <p>i. Enforcement Officers/Accounts Officers, Pay Level-8 in pay matrix Rs. 47600- 151100.</p> <p>ii. Section Officers, Pay Level-8. in pay matrix Rs. 47600- 151100,</p>
2.	<p>Regional Provident Fund Commissioner, Grade-II</p> <p>(Rs. 67700-208700, Level-11)</p>	By Promotion	<p>Promotion:</p> <p>By Assistant Provident Fund Commissioner in Level – 10 in Pay Matrix Rs. 65100-177500 with four years' regular service in the grade.</p>
3.	<p>Regional Provident Fund Commissioner, Grade-I</p> <p>(Rs. 78800-209200, Level-12)</p>	By Promotion	<p>Promotion:</p> <p>By Regional Provident Fund Commissioner, Grade-II in Level-11 in Pay Matrix Rs. 67700-208700 with five years' regular service in the grade.</p>
4.	<p>Regional Provident Fund Commissioner, Grade -I</p> <p>(Non-Functional Selection Grade-NFSG)</p> <p>(Rs.123100-215900, Level-13)</p>	<p>Appointment by placement in the scale on the basis of seniority based on suitability.</p>	<p>Officers in Regional Provident Fund Commissioner, Grade-I (Level-12) who have entered the fourteenth year of regular service in Central Board Group "A" as on 1st January of the year shall be placed in this grade on Non-Functional Basis subject to the condition that not more than 30% of Senior Duty Posts (Level-11 and above) shall be operated in the 'non-functional selection grade'; and the number of posts operated in NFSG shall not exceed the overall strength of Level-12 of the Commissioners'</p>

			Cadre.
5.	Additional Central Provident Fund Commissioner (Rs.131100-216600, Level-13A)	By Promotion	<p>Promotion: -</p> <p>(i) By Regional Provident Fund Commissioner, Grade-I in level 13 in pay matrix Rs.123100-215900 with two years' regular service in the grade; failing which</p> <p>By Regional Provident Fund Commissioner, Grade-I with six years' combined regular service in level 13 in pay matrix Rs.123100-215900 and Level-12 in pay matrix Rs. 78800-209200.</p>
6.	Additional Central Provident Fund Commissioner (HQ) (Rs. 144200 -218200, Level-14)	(i) 09 posts to be filled by promotion (on selection basis) (ii) 02 posts to be filled by deputation	<p>Promotion:</p> <p>(i) Additional Central Provident Fund Commissioner in Level 13A in Pay Matrix (Rs.131100-216600), with two years of regular service in the grade;</p> <p>Deputation:</p> <p>From Officers holding analogous posts on regular basis (a) under the Central Government; or (b) a State Government/Union Territory Administration/ Statutory body/ Public Sector Undertaking in consultation with the Commission.</p> <p>Note 1.- The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 2.-The maximum age limit for appointment by deputation shall be 'not exceeding 58 years'</p>

			as on the last date of receipt of application
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Note 1: Completion of mandatory training program for promotion to various post in the Commissioners' Cadre as prescribed by the Central Board from time to time. Provided that those persons who have not completed mandatory training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to the condition that such persons shall complete the required training within one year of the date of meeting of Departmental Promotion Committee.

Note 2: Those persons who are due to retire within two years shall be exempted from completion of such training for promotion.

Note 3: In case where juniors who have completed their qualifying and/or eligible service have been or are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility services or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher Grade along with their Juniors who have already completed such qualifying or eligible service.

**SCHEDULE III
(See Rule 10)**

Central Board Group A Departmental Promotion Committee/ Screening Committee for considering the cases of promotion, or confirmation, or placement on Non-Functional basis in Central Board Group 'A' posts in the Commissioners' Cadre.

(1) Post/Confirmation		(2) DPC
1.	Confirmation of Direct Recruits/Promotees: Departmental Confirmation Committee	i. Central Provident Fund Commissioner. - Chairperson. ii. Additional CPFC HQ (HR) – Member iii. Additional Commissioner (ESIC)- Member
2.	Promotion of Section Officers and Enforcement/Accounts Officer to Assistant Provident Fund Commissioner	i. Central Provident Fund Commissioner. - Chairperson. ii. Additional CPFC HQ (HR) – Member iii. Additional Commissioner (ESIC)- Member
3.	Promotion from Assistant Provident Fund Commissioner to Regional Provident Fund Commissioner, Grade -II	i. Central Provident Fund Commissioner – Chairman. ii. Joint Secretary or Equivalent to the Government of India, Ministry of Labour and Employment – Member iii. Additional Central Provident Fund Commissioner (Hqrs)– Member.
4.	Promotion from Regional Provident Fund Commissioner, Grade-II to Regional Provident Fund Commissioner, Grade-I	i. Secretary to the Government of India, Ministry of Labour and Employment- Chairman ii. Additional Secretary or Equivalent to the Government of India, Ministry of Labour and Employment- Member. iii. Central Provident Fund Commissioner – Member.
5.	Placement in the Non-Functional Selection Grade: Screening Committee	i. Secretary to the Government of India, Ministry of Labour and Employment- Chairman ii. Additional Secretary or Equivalent to the Government of India, Ministry of Labour and Employment- Member. iii. Central Provident Fund Commissioner – Member.

6.	Promotion from Regional Provident Fund Commissioner, Grade-I to Additional Central Provident Fund Commissioner	<ul style="list-style-type: none"> i. Secretary, Ministry of Labour & Employment - Chairperson ii. Additional Secretary or Equivalent, Ministry of Labour & Employment –Member iii. Central Provident Fund Commissioner – Member
7.	Promotion from Additional Central Provident Fund Commissioner to Additional Central Provident Fund Commissioner (HQ)	<ul style="list-style-type: none"> i. Secretary, Ministry of Labour & Employment - Chairperson ii. Additional Secretary or Equivalent, Ministry of Labour & Employment –Member iii. Central Provident Fund Commissioner – Member

Note: The absence of a member, other than the chairperson, shall not invalidate the proceedings of the committee, if more than half of the members of the Departmental Confirmation Committee, or Departmental Promotion Committee, or Departmental Screening Committee for considering Non Functional Upgradation had attended its meeting.

(Ramesh Krishnamurthi)

**Central Provident Fund Commissioner,
Central Board, Employees' Provident Fund
[No.....]**