



सत्यमेव जयते

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. HRM-IV/VIPReferences/2025/1219494/520

Dated: 12 DEC 2025

To,

All ACC (HQ)/ACC Zones,

Subject: Violation of Rule 20 of the CCS (Conduct) Rules, 1964 – Canvassing of Political or Outside Influence in Service Matters -Regarding.

Sir/Madam,

A number of VIP references/recommendations have recently been received in the Head Office in connection with transfer requests of staff posted across various Zones. These communications originate from Hon'ble Members of Parliament and other dignitaries seeking consideration of specific transfer requests.

2. It is noted that such references continue to be received despite the existence of well-established and transparent systems for handling transfer-related matters. EPFO has a clearly laid-down Transfer Policy, and a robust grievance redressal mechanism under which all requests and grievances are examined with due sympathy and fairness. In addition, officials may place their requests again during the subsequent Annual General Transfers, where their cases are considered on merit.

3. For context, the previous year's transfer cycle reflects the substantial work already undertaken across cadres to address staff requests and grievances wherein last year, For Group 'C' cadres 269 Permanent Interstate transfers, 78 temporary mutual Interstate transfers, 70 permanent mutual Interstate transfers were carried out and further grievances of 117 officials were resolved. These figures indicate that the Organization has been responsive to staff needs and that the existing systems have been effective in providing relief.

4. In light of the above, it is reiterated that the established mechanisms for considering transfer requests are adequate, transparent, and fair. Staff may be reassured that their cases are given due consideration within the prescribed framework, and therefore external references are neither necessary nor required for processing such matters.

5. Further in this regard, attention is invited to Rule 20 of the CCS (Conduct) Rules, 1964, which clearly stipulates as under:

“20. Canvassing of non-official or other outside influence —

No Government servant shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the Government.”

6. In this regard, attention is also invited to the Government of India’s consolidated instructions (OMs of 1963, 1985, 1990, 1995, 1997 and 1999), which emphasize that Government servants should not approach MPs, political persons, or outside authorities for individual service matters such as transfers or postings. Ministries/Departments have also been directed to ignore representations made through relatives or outside persons and to take strict action against such misconduct.

7. In view of the above, all ACC Zones are requested to take appropriate action to sensitize the officials under their Zone and they may be specifically informed and advised that such acts are prohibited under Rule 20 of the CCS (Conduct) Rules, and any violation of the said rule amounts to misconduct.

8. It may also directed that in future, if any similar instances are noticed or any references are received in violation of Rule 20 of the CCS (Conduct) Rules, appropriate disciplinary action shall be initiated against the concerned officials.

(This issues with the approval of Competent Authority)

Yours faithfully,



(Aditya Sah)
RPFC-I (HRM)