



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.HRDI/1/2024/EPFRegulations,2024/1520

Date:

03 MAR 2024

To,

All Addl. Central P.F. Commissioner (HQ),  
Director (PDNASS),  
All Addl. Central P.F. Commissioner,  
All Regional P.F. Commissioner-I

**Subject: Clarification regarding Disciplinary Proceedings already initiated under EPF Staff (CCA) Rules, 1971 and prior to the notification of the EPF (Staff and Conditions of Service) Regulations, 2025.**

Madam/Sir,

It has been decided by the competent authority to issue the following guidelines regarding Disciplinary Proceedings already initiated under EPF Staff (CCA) Rules, 1971 and prior to the notification of the EPF (Staff and Conditions of Service) Regulations, 2025:

1. As a general principle, all the "live" cases under EPF CCA Rules, 1971 shall be dealt with under the EPF (Staff and Conditions of Service) Regulations, 2025.
2. In case of APFCs and EO/AO in EPFO, where the Competent Authority (Disciplinary Authority/Appellate Authority/Revising Authority) is either subordinate or of same level, the following Authorities shall be adopted:
  - a. When the mismatch is w.r.t. **Disciplinary Authority** as per EPF Regulations, 2025 vis-à-vis EPF CCA Rules, 1971, then the **Appellate Authority** would be as per table mentioned below:

Post	Disciplinary Authority (as per the EPF Staff (CCA) Rules, 1971)	Appellate Authority which shall decide the case
EO/AO	CPFC (RPFC as per EPF Regulations, 2025)	Chairperson, EC instead of CPFC
APFC	CPFC (Chairperson, CBT as per EPF Regulations, 2025)	Central Government i.e. HLEM instead of Chairperson, CBT

- b. When mismatch is w.r.t. **Appellate Authority** as per Regulations, 2025 vis-à-vis EPF CCA Rules, 1971:

Post	Appellate Authority (as per the EPF Staff (CCA) Rules, 1971)	Appellate Authority
EO/AO	Chairperson, EC	Chairperson, EC instead of CPFC (as indicated in EPF Regulations, 2025)

(This issues with the approval of the Competent Authority)

Yours faithfully,

*Dr*  
*3/3/26*  
(Saurabh Tripathi)

Regional P.F. Commissioner-I (HRD-I)