



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

प्लेट ए, ग्राउंडफ्लोर, ब्लॉक-II, ईस्टकिदवईनगर, नईदिल्ली-110023

Plate A, Ground Floor, Block II, East Kidwai Nagar, New Delhi-110023

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



No.: HRM-X/3(2)/DEOPromotion(GrA,GrB,GrC) / 1070

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CIRCULAR

29 APR 2026

In pursuance of the decision taken in the 230th meeting of the Central Board of Trustees (CBT) to grant promotions within the DEO cadre as per the existing Recruitment Rules, and consequent instructions issued by Head Office in July, 2022 intimating the sanctioned strength of DEO Grade A, Grade B and Grade C, it has been observed that divergent practices may have been followed by some field offices while implementing the said decision.

2. In this regard, attention is invited to the Employees' Provident Fund Organisation (Data Entry Operator, Grade B / Grade C) Amendment Recruitment Rules, 2006, which provided for one-time initial fitment on a notional basis, with actual financial benefit payable prospectively, subject to the conditions specified therein. The said initial fitment was a one-time measure, distinct from regular promotion, and does not confer any entitlement to repeated or subsequent notional or retrospective benefits.

3. Attention is also invited to DoP&T OM No. 22011/5/86-Estt.(D) dated 10.04.1989, which, inter alia, stipulates that promotions shall have only prospective effect, even where vacancies pertain to earlier years, and that promotion becomes regular from the date of actual promotion or date of validity of the panel, whichever is later.

4. It has been observed that different field offices are adopting varying interpretations in this matter. For instance, ZO, Bangalore vide order dated 04.08.2022 promoted officials from DEO Grade A to Grade B with effect from the date of assumption of charge. However, ZO, Haryana has granted promotion in certain cases on a notional basis from a retrospective date.

5. In order to ensure uniformity across all field offices, it is hereby clarified that the benefit of "one-time initial fitment on a notional basis" shall be admissible only once. Accordingly, where an official has already been extended such benefit at any stage, no further notional or retrospective promotion shall be admissible. Any subsequent promotion (e.g., from Grade B to Grade C) shall take effect only from the date of assumption of charge, in accordance with the Recruitment Rules.

6. Accordingly, all Zonal Offices / Regional Offices / Field Offices are, therefore, directed to review promotion(s) made in DEO cadre and ensure that:

- Promotions within the DEO cadre (Grade A to B / Grade B to C / Grade A to C) shall be and shall continue to be regulated strictly in accordance with the Recruitment Rules, including the one-time initial fitment provisions contained in the DEO Amendment Recruitment Rules, 2006.
- Once the benefit of initial fitment has been availed, the same incumbent shall not be entitled to any further retrospective or notional promotion;

- Promotions shall be granted only against duly sanctioned and available vacancies; and
 - If any promotion within the DEO cadre, other than those covered under the initial fitment provisions, has already been granted with retrospective effect, the same shall be reviewed and necessary corrective action taken in accordance with rules, as clarified above, under intimation to Head Office.
7. These instructions shall be followed scrupulously to ensure uniformity and consistency in the matter of promotions within the DEO cadre across all field offices.
8. This issues with the approval of the Competent Authority.



(Kartikey Singh)
Regional P.F. Commissioner-I(HRM-I)

Copy to (Through EPFO Website):

1. PS to CPFC
2. PPS to FA & CAO/CVO/All ACC(HQ) in Head Office
3. PPS to Director (PDUNASS)
4. PS to All Additional CPFCs (Zones) & Head Office
5. PAs to all RPFCs-I including RPFC-I(ASD) and RPFC-I(NDC)
6. All officers in Head Office
7. All Dy. Director (Vigilance) / Zonal Audit Parties/ RPFCs, Zonal Training Institutes
8. Dir(OL): For Hindi Translation
9. Personal File of the officers concerned
10. APAR/GIS, Head Office
11. Office Order File / Guard File



(Kartikey Singh)
Regional P.F. Commissioner-I(HRM-I)