



**EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION**  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
**MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA**  
**Regional Office, Sham Nagar, Near General Bus Stand, Ludhiana – 141001 (Punjab)**

(Regn. No. 33/2015)

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Smt. Ritu Kanojia  
Assistant PF  
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**August 23<sup>rd</sup>, 2023**

**To,**

**Hon'ble Chairman,  
Central Board of Trustees,  
Employees' Provident Fund /  
Hon'ble Minister for Labour & Employment,  
Government of India,  
NEW DELHI 110001**

**Subject: Mid-term transfer of Shri Abhijeet, RPFC-II from  
RO Barrackpore to RO Tumkur vide EPFO HO Order dated  
23.08.2023 - regarding**

**Respected Sir,**

It is submitted that Shri Abhijeet, RPFC-II has been transferred from Regional Office, Barrackpore to Regional Office, Tumkur vide EPFO Head Office order no. HRM-II/T-1(4)/2023/3649 dated 23.08.2023.

2. The said officer's six-years-old child is suffering from autism spectrum disorder (ASD) and is 70% disabled. The child is currently receiving therapy at Kolkata. The officer's wife is also working at Kolkata. Therefore, this sudden and mid-term transfer shall uproot the officer's family and has serious potential to play havoc in their personal life.

3. It is humbly submitted that the DOP&T vide OM F.No.42011/3/2014-Estt.(Res) dated 08.10.2018 has in fact exempted such Government Officers who serve as main care

giver of persons with disabilities from routine exercise of transfer/rotational transfer.  
(copy enclosed)

4. Furthermore, such sudden and mid-term transfer while performing official duties shall demoralise EPF officers and the long-term consequences of such drastic administrative actions are not good for the organisation and all our stake holders.

5. Therefore, it is sincerely requested that the appeal of the said officer against above cited transfer orders may kindly be considered favourably and the officer may be allowed to care for his family at Kolkata while performing his official duties to the best of his abilities.

Thanking you.

Yours sincerely,



**[Saurabh Swami]**  
**Secretary-General**

Copy to:

- |                                     |   |                        |
|-------------------------------------|---|------------------------|
| 1. Secretary (L&E), Govt. of India. | } | for kind consideration |
| 2. Central PF Commissioner, EPFO.   |   |                        |

F. No. 42011/3/2014-Estt.(Res)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel and Training

North Block, New Delhi  
dated the 08<sup>th</sup> October, 2018

**OFFICE MEMORANDUM**

**Subject: Exemption from the routine exercise of transfer/ rotational transfer.**

Considering that transfer of a Government employee who serves as the main care giver of persons with disability would have a bearing on the systematic rehabilitation of persons with disabilities, the Government issued OM of even number dated June 6, 2014 to exempt such employee from routine exercise of transfer/rotational transfer, subject to administrative constraints.

2. The scope of disability initially had covered (i) blindness or low vision (ii) hearing impairment (iii) locomotor disability or cerebral Palsy (iv) leprosy cured (v) mental retardation (vi) mental illness and (vii) multiple disabilities, which subsequently, vide OMs of even number dated November 17, 2014 and January 5, 2016, was further extended to include 'Autism', 'Thalassemia' and 'Haemophilia'.

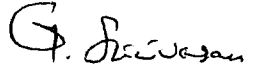
3. With the enactment of the Rights of Persons with Disabilities Act, 2016 on April 17, 2017, the following instructions are issued in supersession of the above-mentioned OMs of even number dated June 6, 2014, November 17, 2014 and January 5, 2016 with regard to the eligibility for seeking exemption from routine exercise of transfer/rotational transfer:

- (i) A Government employee who is a care-giver of dependent daughter/son/parents/spouse/brother/sister with Specified Disability, as certified by the certifying authority as a Person with Benchmark Disability as defined under Section 2(r) of the Rights of Persons with Disabilities Act, 2016 may be exempted from the routine exercise of transfer/rotational transfer subject to the administrative constraints.
- (ii) The term "Specified Disability" as defined in the Schedule to the Rights of Persons with Disabilities Act, 2016, covers (i) Locomotor disability including leprosy cured person, cerebral palsy, dwarfism, muscular dystrophy and Acid attack victims (ii) Blindness (iii) Low-vision (iv) Deaf (v) Hard of hearing (vi) Speech and language disabilities (vii) Intellectual disability including specific learning disabilities and autism spectrum disorder (viii) Mental illness (ix) Disability caused due to: (a) Neurological conditions such as Multiple sclerosis and Parkinson's disease (b) Blood disorder- Haemophilia, Thalassemia and Sickle cell-disease and (x) Multiple disabilities (more than one of the above specified disabilities) including deaf blindness and any other category of disabilities as may be notified by the Central Government.

Contd.... 2/-

- (iii) The term 'Specified Disability' as defined herein is applicable as grounds only for the purpose of seeking exemption from routine transfer/rotational transfer by a Government employee, who is a care-giver of dependent daughter/son/parents/spouse/brother/sister as stated in Para 3(i) above.

4. All the Ministries/Departments are requested to bring these instructions to the notice of all concerned under their control.

  
(G. Srinivasan)  
Director (Res)  
Tel.: 2309 3074

To

- (i) All Ministries/Departments of the Government of India
- (ii) Department of Financial Services, Ministry of Finance, New Delhi in respect of Public Sector Banks/Public Sector Insurance Companies
- (iii) Department of Public Enterprises, CGO Complex, New Delhi in respect of Central Public Sector Enterprises
- (iv) Railway Board/Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Prime Minister's Office/NITI Aayog/Comptroller & Auditor General of India
- (v) Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi
- (vi) Office of the Chief Commissioner for Persons with Disabilities, Sarojini House, New Delhi

Copy to:

The Director, NIC, DOPT, with a request to upload on the website of this Department