



EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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(Regn. No. 33/2015)

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November 29th, 2024

To,

**Hon'ble Member,
Central Board, EPF**

**Subject: Request to consider certain important issues
pertaining to EPFO employees – regarding**

Respected Sir,

This is to bring to your kind attention certain important issues pertaining to EPFO employees, both officers & staff, that you may kindly consider in view of CBT meeting being held on 30.11.2024.

A. Cadre Restructuring

Last Cadre Restructuring exercise was conducted in EPFO in December 2016. The process of Cadre Restructuring was initiated by CBT much earlier in 2015 by constituting a Sub Committee to study the issue and give recommendations. Now, the workload of EPFO has increased manifold since then as illustrated below:

S.No.	Metric	2016-17	Today	% Change
1.	Registered Establishments (in lakhs)	10.24	25.61	150%
2.	Contributing Establishments (in lakhs)	4.95	8.02	62%
3	Members (in crores)	19.35	31.5	63%
4.	Contributing members (in crores)	4.95	7.54	52%
5.	Pensioners (in lakhs)	50	70	40%
6.	Sanctioned workforce in EPFO	24,740	24,073	-3%
7.	In-position workforce in EPFO	16,830	15,940	-5%

As may be noted from above, much lesser manpower is saddled with much more work today. Therefore, there is an urgent need to re-assess and create additional manpower as per requirement. This will not only relieve the overworked EPFO employees, but most importantly, provide better service delivery for all our stakeholders.

It is furthermore submitted that although EPFO has engaged IIT, Delhi to conduct a study on organisational functioning, the scope of the study is not cadre restructuring but rather technical in nature such as defining each unique role in EPFO organogram & identify their deliverables, suggest technical & business process changes, etc. Therefore, it is for the CBT to form a Sub Committee for recommendation of Cadre Restructuring on lines of similar exercises in other departments & organisations as per DOP&T guidelines.

B. Employees' Provident Fund (Officers and Employees' Conditions of Services) Regulations

It is submitted that draft copy of above regulations were placed before CBT in the 235th meeting held on 10.02.2024, however, the regulations suffer from serious factual error, are not in consonance with EPF Act or the SS Code, thus, require revision. The EPF Officers' Association had requested Hon'ble Members vide letter dated 18.03.2024 to re-consider above regulations and direct management to consult with all stakeholders, viz. EPFO officers & staff before notifications of these regulations. Now, since these regulations have not yet been notified, there is still time that consultations can take place with all stakeholders. It is therefore, again requested that EPFO management may accordingly be directed.

It is submitted that as the highest decision-making body of EPFO, it is for the CBT to deliberate & ensure that the world's largest social security organisation has the resources & wherewithal to deliver best possible services to the nation. Therefore, it is sincerely requested that above issues may kindly be considered and discussed in the forthcoming meeting.

Thanking you.

Yours sincerely,



**[Saurabh Swami]
Secretary-General**