



**EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVT. OF INDIA
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July 10th, 2025

To,

**Shri Chandramauli Chakrabarti, ACC(HQ)
EPF Headquarters, New Delhi**

Subject: - Preliminary submission of EPF Officers' Association on the long-delayed Cadre restructuring 2025

Reference: - EPFHQ letter number CR2025/1/1379/1383 dated 1st July 2025

Sir,

I invite your kind attention to the subject cited above and submit following preliminary submissions for consideration. The proposal is based on the following principles: -

1. With automation, 75% - 80% claims will be auto-processed.
2. **Member Services:** Currently, there are 7.76 crore contributing members. Assuming average annual growth of 5%, the membership is likely to be around 10 crores in five years from now. It is expected that an additional two crore members may be enrolled due to ELI and likely addition of one crore Gig & Platform workers. Thus, contributing members are assumed to be 13 crores for the purpose of projections.
3. To assign one SSA/SSSA for every 7,500 contributing members to manage all member services, viz. Member on-boarding, updation and correction in member profile and member accounts (Appendix E adjustments, VDR, Joint Declaration, 20%-25% claims to be manually processed, grievances, pension matters, cash, annual accounts, RTI and other special tasks as may be assigned from time to time.)
4. **Establishment services** - Currently, there are 7.96 lakh contributing establishments, with an expected annual growth of 5%. Approximately 50,000 new establishments may join EPFO, after ELI. Accordingly, the number is likely to be 11 lakhs by 2030. It is assumed that there will be an average establishment size of 50 contributing members. Compliance is managed through administration, assessment, and recovery.

- a. Officer strength for establishment services is estimated based on these projections.
 - i. For Compliance (Administration) one RPFC-II/APFC for every 1200 establishments.
 - ii. For Compliance (Assessments) one RPFC-II/APFC for every 2400 establishments.
 - iii. For Recovery one RPFC-II/APFC for every 3600 establishments.
- b. Enforcement Officers' strength for establishment services is projected to be on the norm of one EO/700 establishment.
- c. SSA/SSSA strength for establishment services is projected to be on the norm of one every 350 establishments.

5. The supervisory norm is proposed to be at one SS for every 4 SSA/SSSA: one AO for every two SS and one RPFC-II/APFC for every four AO (member services).

6. Average contributing members in an ideal RO is assumed to have 4.25 lakh contributing members. On the above norm there are likely to be around 253 Regional Offices. Further, it is assumed that the total number of District Offices will go up from the present 117 to about 200.

7. For every 4 such ROs, one Zonal Office is proposed. Every state shall have a State Office to supervise Zonal, Regional & District Offices in the State.

8. The likely requirement of officers & staff on the above norms may be around 55,000. The extant norms of Government of India state that Group A should be about 15% of the total staff complement. It indicates that the EPF Commissioners' cadre should be around 6,600.

9. EPFOA is, however, estimating the Commissioners' cadre at 3924. We've undertaken threshold analysis of 15 Central Services and following average distribution of the above posts (3924) is indicated:

JTS (APFC)	25%	981
STS (RPFC-II)	29%	1138
JAG (RPFC-I)	28%	1099
SAG & ABOVE (ACC)	18%	706
TOTAL	100%	3924

10. We, after considering specific requirements of the organization and the aspirations of the Commissioners cadre officers propose the following distribution of the Commissioners' cadre for consideration and approval: -

JTS (APFC)	45%	1766
STS (RPFC-II)	33%	1295
JAG (RPFC-I)	17%	667
SAG & ABOVE (ACC)	5%	196
TOTAL	100%	3924

11. We also submit that the extant RRs of Commissioners' cadre may reflect the service and eligibility requirements as specified for Central Services Group A. Further, no appointments may be made on deputation to cadre posts of EPF Commissioners' cadre as is the position in RRs of all Central Services Group A.

Yours sincerely,



[Saurabh Swami]
Secretary-General