

**``EMPLOYEES' PROVIDENT FUND ORGANISATION
MINUTES OF THE 223rd CBT MEETING
(DELHI, 04th DECEMBER, 2018 AT 03:00 PM)**

The 223rd meeting of the Central Board of Trustees, Employees' Provident Fund was held under the Chairmanship of Hon'ble Shri Santosh Kumar Gangwar, Chairman, Central Board of Trustees, Employees' Provident Fund and Minister of Labour and Employment (Independent Charge).

List of members who attended the meeting is placed at **Annexure A**. List of officers who attended the meeting is placed at **Annexure B**.

CPFC welcomed the Chairman, the Vice Chairman and all the members to the first meeting of the Board after its reconstitution.

The Chairman in his opening remarks welcomed all the members. He said that officers of EPFO should give hearing to the employees and their representatives and redress their grievances. He informed that the issue of grant of higher pension to employees of exempted establishments is under consideration of the Hon'ble Supreme Court. He further informed that a High Empowered Monitoring Committee (HEMC) has been constituted for complete evaluation and review of the Employees' Pension Scheme (EPS) 1995. The committee is expected to submit its report shortly. He gave an overview of the agenda for the meeting and asked CPFC to take up the agenda items for discussion.

Item No. 1: Confirmation of minutes of the 222nd meeting of the Central Board (EPF) held on 26.06.2018.

The Board confirmed the minutes of the 222nd meeting of CBT.

Item No. 2: Action Taken Statement in respect of decisions taken in the CBT meetings held upto 26.06.2018 (222nd CBT meeting).

Sr. no. 2 of ATR : Shri P.J. Banasure said that the issue of workers' bank should be decided as it is a very old issue. The Chairman informed that the issue is under consideration of Ministry of Finance.

Sh. A.K. Padmanabhan said that in respect of many recommendations made by the Board in its previous meetings, action has not been completed. He said that status regarding action taken should be presented to the Board. CPFC assured to look into the matter.

The Board noted the action taken status with these observations.

Item No. 3: Minutes of meetings of the Sub-Committees of the Board.

The Board took note of the information placed before it.

Item No. 4: Reconstitution of Executive Committee – Election of the representatives of employers’ and employees’ to the Executive Committee of the Central Board of Trustees.

Sh. Ram Kishore Tripathi said that at present three vacancies from the employees’ side as well as from the employers’ side need to be filled up.

The Board authorised the Chairman to nominate employers’ and employees’ representatives to the Executive Committee.

Item No. 5: Reconstitution of other non- statutory Committees of Central Board of Trustees, Employees’ Provident Fund.

The Board approved the proposal to constitute the following committees of the Board on the terms of reference as proposed in the agenda:-

- a) Finance, Investment and Audit Committee
- b) Pension & EDLI Implementation Committee
- c) Exempted Establishments Committee

The Board authorised the Chairman to constitute Committees.

Item No. 6: Appointment of Consultant for Selection of Portfolio Managers & Performance Review of Portfolio Managers.

Members said that the proposals need to be considered in detail before arriving at a decision. It was informed that FIAC has dealt in detail the matter and accordingly FIAC recommended the proposal.

The Board ratified the decision mentioned in sub-para (i) of para 14 of the agenda item and decided that the proposals given in sub-para (ii) to (iv) of para 14 of the agenda item should be considered in detail by the Finance, Investment and Audit Committee.

Item No. 7: Proposal for Recruitment to various cadres in the Employees’ Provident Fund Organisation on Direct Recruit basis through Institute of Banking Personnel Selection (IBPS).

Members expressed that utmost secrecy should be ensured in the process of conduct of examination. It was suggested that MoU should include provisions for stringent penalty

against the recruiting agency in case of question paper leak or other such wrong doing. The suggestion was accepted by the Board.

Sh. P.J. Banasure said that the matter should first be considered by the EC. CPFC informed that at present the proposal is only for entering into MoU with IBPS.

The Board approved the proposal as contained in the agenda.

Item No. 8: Investments in TRI-PARTY REPO launched by Clearing Corporation of India Limited (CCIL) in place of CBLO.

The Board approved the proposal as contained in the agenda.

Item No. 9: Selection of Portfolio Managers for managing Corpus of Central Board, EPF by Finance, Investment and Audit Committee.

The Board approved the proposal as contained in the agenda.

Item No. 10: Allocation of funds to Portfolio Managers consequent to closure of Portfolio Management Service activity by SBI.

It was agreed that the proposal contained in the Agenda should first be placed before the Finance, Investment and Audit Committee (FIAC) for consideration. Action can be taken on the basis of recommendation of FIAC with approval of Chairman CBT to be ratified in next meeting.

Item No. 11: Extension of tenure of current Portfolio Managers of EPFO up to 30th June, 2019 or till appointment of new Portfolio Managers whichever is earlier.

The proposal contained in the agenda item was approved with the modification that tenure of current Portfolio Managers except SBI be extended upto 31.03.2019 instead of upto 30.06.2019 and during the period the process to appoint successor should be completed.

Item No. 12: Extension of tenure of M/s. CRISIL Ltd as Consultant for six month i.e. 30.06.2019 or till appointment of new Portfolio Managers, whichever is earlier.

The proposal contained in the agenda item was approved with the modification that tenure of M/s CRISIL be extended upto 31.03.2019 instead of upto 30.06.2019 and during the period the process to appoint successor should be completed.

Item No. 13: Information to be placed before the Central Board in accordance with para 23 of the EPF Scheme.

The Board took note of the information as contained in the Agenda.

Item No. 14: Procedure to be observed by the Departmental Promotion Committee – Revised crucial date of eligibility for the vacancy year and relevant years up to which APARs are to be considered for conducting Departmental Promotion Committees.

The Board approved the proposal as contained in the agenda.

Item No. 15: Relaxation in the period of eligibility service for promotion to the post of Addl. CPFC in Level 13 A of the pay matrix in relaxation of the Recruitment Rules.

Sh. A. K. Padmanabhan said that he is not against granting relaxation for promotion of officers but promotion related issues of staff members should also be addressed.

Sh. Sunkari Malleshm said that all post are very important and therefore one time relaxation should be granted in respect of all cadres.

Sh. P.J. Banasure said that the proposal can be approved only after proposals for relaxation for grant of promotion in respect of all cadres are brought before the Board.

Sh. Virjesh Upadhyay said that irrespective of cadre, from the lowest to the highest post, relaxation to be granted for filling up the next higher post, should be granted.

The Chairman opined that one time relaxation should be given to all cadres in a time bound manner and the entire exercise of promotion be completed within 2 months.

The Chairman was authorised to grant relaxation for all the cadres.

Item No. 16: Relaxation in the period of eligibility service for promotion to the post of Regional PF Commissioner Gr. II in Level 11 of the pay matrix in relaxation of the Recruitment Rules.

The agenda item was decided as per the observations as recorded under item number 15.

Item No. 17: Inter Regional (State) Transfer Policy for the cadre of Social Security Assistant (SSA).

Sh. Virjesh Upadhyay said that there should be fairness in providing the benefit of the transfer policy to all eligible employees.

Sh. Michael Dias said that it should be ensured that the functioning of the office does not suffer on account of transfer of the employees of the office.

The Board took note of the observations and approved the proposal as contained in the agenda.

The working of the policy may be reviewed after two years.

Item No. 18: Appointment of C-DAC as a Consultant to carry out the study of EPFO's existing IT system.

Sh. Michael Dias suggested that a high-powered committee should be constituted to look into the matter professionally. Sh. Ram Kishore Tripathi said that EPFO's management of Information Technology system has been much better than of ESIC and Coal Mines PF Organisation. The Vice Chairman informed that the proposal is with a view to making the existing system more robust.

CPFC said that a high level advisory committee consisting of technical experts will be constituted to oversee the activity. There was general consensus on engaging C-DAC for the work. However, considering the technical nature of the proposal, it was decided to put up the recast proposal in the Executive Committee for approval.

Item No. 19: Enhancement of Roles and Functions of District Offices.

Sh. Michael Dias said that it should be ensured that the new system does not result in inspector raj. Sh. Ram Kishore Tripathi, Sh. P.J. Banasure and Sh. Dilip Bhattacharya said that the proposal is in the interest of the employees.

The proposal contained in the agenda was approved.

Item No. 20: Relaxation in the period of eligibility service for promotion to the post of Regional P.F. Commissioner, Gr. I in Level 12 of the pay matrix in relaxation of the Recruitment Rules.

The agenda item was decided as per the observations as recorded under item number 15.

Other issues

Sh. Dilip Bhattacharya said that for many employees, the names and dates of birth in EPFO's records are incorrect. CPFC informed that procedure is in place for addressing such grievances. Sh. Dilip Bhattacharya also raised the concern that many workers are not being covered due to lack of inspection. He said that minimum pension should also be increased.

Sh. A. K. Padmanabhan said that the Board should be informed about the status of the issue of grant of higher pension to employees of exempted establishments. He said that hard copy of the agenda should be made available at least 2-3 days in advance.

The Vice Chairman briefed the Board about the developments regarding the issue of grant of higher pension to employees of exempted establishments. He informed that report of actuary is expected next week and a decision will soon be taken in this matter.

Sh. A. K. Padmanabhan said that medical facility should be provided to pensioners. The Vice Chairman informed that this facility to be provided by ESIC to EPF pensioners in metro cities subject to payment of Rs. 200/- per pensioner per month is under consideration.

Shri Sunkari Mallesham expressed concern that most of the employers are being employed under NEEM scheme and not being covered under EPF or ESI Act and, thus, their social security is jeopardised. Concerns were noted.

Sh. P.J. Banasure expressed concern about the delay in finalization of annual accounts. CPFC informed that CAG has prescribed a new common format and the same is under process and efforts are being made to expedite action in this matter.

The Chairman thanked all the members. The meeting ended with vote of thanks to the Chair.

ANNEXURE A**List of members who attended the 223rd meeting of Central Board (EPF) on 04-12-2018**

1.	Shri Heera Lal Samariya, Secretary, Ministry of Labour & Employment	VICE CHAIRMAN
2.	Ms. Anuradha Prasad, Additional Secretary, Ministry of Labour & Employment	CENTRAL GOVERNMENT REPRESENTATIVE
3.	Ms. Sibani Swain, Additional Secretary & Financial Advisor, Ministry of Labour & Employment	
4.	Shri R. K. Gupta, Joint Secretary, Ministry of Labour & Employment	
5.	Shri Arun Chawla	EMPLOYERS' REPRESENTATIVES
6.	Shri Michael Dias	
7.	Shri M.L. Maurya	
8.	Shri Sougata Roy Choudhury	
9.	Shri Ashish Wig	
10.	Shri K.E. Raghunathan	
11.	Shri Govind Lele	
12.	Shri Anupam Mailk	
13.	Shri Sanjay Bhatia	EMPLOYEES' REPRESENTATIVES
14.	Shri Virjesh Upadhyay	
15.	Shri Prabhakar J. Banasure	
16.	Shri Sunkari Mallesham	
17.	Shri A.K. Padmanabhan	
18.	Sh. Ram Kishore Tripathi (substitute of Shri Harbhajan Singh Sidhu)	
19.	Shri Dilip Bhattacharya	
20.	Sh. K. R. Verma, Addl. Labour Commissioner, Delhi	STATE GOVERNMENT REPRESENTATIVES
21.	Shri Anurag Gahlawat, Jt. Director, Labour Department, Haryana	
22.	Shri Sunil Barthwal, Central PF Commissioner	MEMBER SECRETARY

Following members could not attend and were granted leave of absence:-

1.	Joint Secretary and Director General Labour Welfare, Ministry of Labour & Employment.	CENTRAL GOVERNMENT REPRESENTATIVES
2.	Joint Secretary (Pension Reforms) Deptt. of Financial Services, Ministry of Finance.	
3.	Shri Ramendra Kumar	EMPLOYEES'

		REPRESENTATIVE
4.	Secretary to the Govt. of Andhra Pradesh, Labour Department, Hyderabad.	STATE GOVERNMENT REPRESENTATIVES
5.	Secretary to the Govt. of Chandigarh Administration, Labour Department, Chandigarh.	
6.	Secretary to the Govt. of Gujarat, Labour and Employment Department, Gandhinagar.	
7.	Secretary to the Govt. of Karnataka, Department of Labour, Bangalore.	
8.	Secretary to the Govt. of Kerala, Labour Department, Thiruvananthapuram.	
9.	Secretary to the Govt. of Madhya Pradesh, Department of Labour, Bhopal.	
10.	Secretary to the Govt. of Maharashtra, Department of Labour, Mumbai.	
11.	Secretary to the Govt. of Punjab, Department of Labour, Chandigarh.	
12.	Secretary to the Govt. of Rajasthan, Department of Labour, Jaipur.	
13.	Secretary to the Govt. of Tamil Nadu, Labour Department, Chennai.	
14.	Secretary to the Govt. of Telangana, Department of Labour, Hyderabad.	
15.	Secretary to the Govt. of Uttar Pradesh, Labour Department, Lucknow.	
16.	Secretary to the Govt. of West Bengal, Department of Labour, Kolkata.	

List of officers who attended the 223rd meeting of Central Board (EPF) on 04-12-2018

Sl No.	Name	Designation
1.	Sh. S. K. Lohani	ACC (HQ)
2.	Shri Rajesh Bansal	ACC (HQ)
3.	Ms. Neelam Sanghi	ACC (HQ)
4.	Sh. Hemant Jain	FA & CAO
5.	Sh. Jag Mohan	ACC (HQ)
6.	Sh. K.L. Goyal	ACC (HQ)
7.	Sh. Chandramauli Chakraborty	ACC
8.	Ms. Udita Choudhary	ACC
9.	Sh. R. M. Verma	ACC
10.	Ms. Uma Mandal	ACC
11.	Sh. Samarendra Kumar	RPFC-I
12.	Sh. Saurabh Jagati	RPFC-I
13.	Sh. Rupeshor Singh	RPFC-I
14.	Sh. Vineet Gupta	RPFC-I
15.	Sh. Nilendu Mishra	RPFC-I
16.	Sh. Amiya Kant	RPFC-I
17.	Sh. Rajeshwar Rajesh	RPFC-II
18.	Sh. Lalit Kumar	APFC
19.	Sh. Alok Kumar	APFC
20.	Sh. Raunak Jain	APFC
21.	Sh. Kewal Kishan	Section Officer
22.	Sh. Sanjeev Sikri	Section Officer
23.	Sh. Narender Singh Rawat	Section Officer
24.	Sh. Pawan Kumar	Section Officer