



कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organisation
श्रम एवं रोजगार मंत्रालय, भारत सरकार

Ministry of Labour and Employment, Government of India

मुख्य कार्यालय/Head Office

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No. Conf./1(1)2025/237thCBT /2013

Date: 25 MAR 2025

To

All Members,
Central Board of Trustees (CBT), EPF.

Subject: Draft minutes of 237th meeting of the Central Board of Trustees (CBT), EPF held on 28.02.2025 at EPFO Head Office, New Delhi - reg

Madam/Sir,

I am directed to forward herewith the draft minutes of 237th meeting of the Central Board of Trustees (CBT), EPF held on 28.02.2025 at EPFO Head Office, New Delhi, duly approved by Chairman, CBT, with the request to forward your comments, if any, on the draft minutes to rc.conf@epfindia.gov.in within 10 days.

Encl: as above

Yours faithfully,

(Ashwini Kumar Gupta)
Regional PF Commissioner-I (Conference)

Copy to:

1. PS to Hon'ble Minister (Labour & Employment) for information.
2. PS to Hon'ble MoS (Labour & Employment) for information.
3. PPS to Secretary (Labour & Employment) for information.
4. PS to Central Provident Fund Commissioner, Head Office, New Delhi.
5. All Divisional Heads, EPFO HO and Director (PDNASS).
6. Under Secretary (SS-II), Ministry of Labour & Employment, New Delhi.
7. e-Office for circulation via Notice Board.
8. Guard File.

(Ashwini Kumar Gupta)
Regional PF Commissioner-I (Conference)
rc.conf@epfindia.gov.in

MINUTES OF 237th MEETING OF THE CENTRAL BOARD OF TRUSTEES (EPF) HELD ON 28th FEBRUARY, 2025 AT 10:00 AM

The 237th meeting of the Central Board of Trustees, EPF was held on 28.02.2025 and was chaired by Dr. Mansukh Mandaviya, Hon'ble Chairman, CBT, EPF. List of attending members is at **Annexure-A.**

2. CPFC welcomed Chairman, Vice-Chairperson and the members to the 237th meeting of the Central Board.

3. With the permission of the Chairman, the CPFC took up the Agenda Items for discussion.

Item No. 1: Confirmation of minutes of the 236th meeting of the Central Board (EPF) held on 30th November, 2024

CPFC introduced the item and informed the Board that an addendum is also being tabled comprising comments of Sh. Harbhajan Singh Sidhu on the minutes of 236th meeting of Central Board of Trustees. The matter was discussed. CPFC proposed that draft minutes as circulated may be taken as confirmed if there are no comments from other members of the Board.

Subsequently, Sh. Hitendra Mehta mentioned the Item no. 5 of draft minutes and suggested that the words “which are not RBI Banks” should be replaced with “which are not RBI agency Banks” and hence may be corrected. It was agreed to change the words. It was also suggested by the member that in the Item No. 15 (page no. 15), it has been mentioned that “the request for waiver of damages had been rejected by CPFC since these establishments are not covered under the BIFR.” May be corrected since BIFR was abolished in 2016 and all cases in BIFR shifted to IBC. CPFC clarified that this is the present legal position of the scheme and EPFO is only settling the cases as per the present scheme.

Sh. R. Karumalaiyan raised concerns about reputed academic institutions facing financial damages and suggested considering legal

amendments for their relaxation. CPFC informed that as desired by the Chairman, a Committee has been constituted to examine legal amendments in the Act & Scheme including such issues.

Sh. S.P. Tiwari inquired whether any circular has been issued regarding the distribution of interest surplus earned by exempted trusts among fund members. CPFC informed that the matter is being examined.

The Board confirmed the minutes of the 237th meeting of Central Board of Trustees (EPF) held on 30th November, 2024 with the modification suggested by Sh. Hitendra Mehta relating to “RBI agency Banks”.

Item No. 5: Enhancement of EDLI benefits on the basis of current actuarial valuation

The CPFC introduced the agenda, which proposed the following:

- i. A minimum assurance benefit of INR 50,000 for members who have not rendered continuous service for one year before the month of their death.
- ii. EDLI benefits for members who die in service within six months of their last contribution, provided they were still on the employer's rolls.
- iii. Recognition of service continuity in cases where there is a gap of no more than two months between employments in two covered establishments.

Shri R. Karumalaiyan acknowledged the proposal as beneficial and suggested increasing the benefit to Rs 60,000 or 70,000, subject to impact on the fund. Sh. Sunkari Malleshham highlighted concerns regarding beedi workers suffering from chronic illnesses who remain on payrolls without contributions due to their medical conditions. He highlighted that such conditions may persist for more than two years, potentially rendering these workers ineligible under the proposal outlined in Sr. (ii). CPFC clarified that as long as members remain on payrolls and their NCP days are recorded in the ECR, they are eligible for benefits.

Sh. Harbhajan Singh Sidhu pointed out that many employers mark employees as exited from payrolls when they become ill, preventing them from claiming EDLI benefits. As a result, these cases go unreported and remain ineligible for EDLI benefits. He further highlighted that contractual workers in the unorganized sector often face service breaks during a given project, which disqualifies them from benefits.

The CPFC mentioned that such cases where exit has been marked is not covered under this proposal.

The Chairman directed that all suggestion provided by the members be deliberated and considered in respective sub-committees.

After discussions, the Board approved the proposal as contained in the agenda.

Table Item: Revised Estimates for the year 2024-25 and Budget Estimates for the year 2025-26 for EPFO and Schemes administered by EPFO

The CPFC informed the Board that the previous agenda on this subject was withdrawn and replaced with a tabled item for consideration. The Finance and Audit Committee (F&AC) had held meetings on 20th and 26th February 2025, recommending the Revised Estimates (RE) 2024-25 and Budget Estimates (BE) 2025-26 for CBT approval.

Sh. Vineet Nahata welcomed that IT budget has been increased to strengthen IT. He added that there is a need to give wide publicity to the EPF Scheme so as to make people aware of its benefits.

Sh. Girish Chandra Arya opined that a narrative against EPFO is being systematically built. We need to work towards universal coverage and for increasing the wage ceiling to remain credible in the area of social security.

Sh. Sunkari Mallesham suggested that the Regional Offices of EPFO should operate from their own buildings with good infrastructure. In this regard, EPFO should consider acquiring lands/buildings that are being offered by PSUs such as BSNL/MTNL.

Sh. Atul Sobti suggested that to ensure timely completion of capital projects under the head 'buildings and structures' and full utilization of the funds, a committee may be considered to monitor the progress of capital projects.

Sh. Ashish Wig opined that EPFO schemes are not being well publicized in print, electronic and social media and suggested to work on it.

Hon'ble Chairman considered the views of the members of the Board and stated that in order to cater to EPFO's requirement of lands/buildings for its offices, efforts at the Secretary level should be made with the Department of Telecommunications for acquiring BSNL/MTNL lands/buildings in govt-to-govt mode.

Hon'ble Chairman remarked that the timely completion of capital projects is essential as it has been generally observed that it becomes very difficult to complete the projects which are delayed by more than 3 years due to cost overruns and price escalation. Therefore, it is necessary that timelines for the completion of capital projects are decided and the same are adhered to.

Chairman informed that suggestions given by the members are being looked into and soon we will come out with reforms to make EPFO a progressive and an efficient Organisation.

After deliberations, the Board approved the Revised Estimates for 2024-25 and Budget Estimates for 2025-26 of EPFO and Schemes administered by EPFO, along with new budget heads and sub-heads.

Item No.8: Proposal for Surrender Cancellation of Exemption under Section 17 (4) of EPF & MP Act, 1952(16 proposals)

Item No. 9: Status and Action Plan for pending Exemption Proposals

Item No.19: Proposal for Surrender Cancellation of Exemption under Section 17 (4) of Employees' Provident Fund & Miscellaneous Provisions Act, 1952 (13 Proposals)

CPFC informed that 16 proposals under agenda item No. 8 were considered in the 57th EEC earlier and subsequently 13 more proposals in

agenda item No. 19 were considered in the 58th EEC. He proposed to the CBT for approval of 15 surrender cases and 14 cancellation cases.

CPFC also informed the Board that agenda item No. 9 is a status update regarding the plan for processing all pending cases for surrender or cancellation. CPFC informed the Board that as per the roadmap efforts would be made to complete the cases pending in HO/ZO by August, 2025.

Sh. Girish C. Arya and Sh. R Karumalaiyan pointed out to process the surrender cases cautiously as there might be chances of inclusion of illegal migrants/ workers as the details of workers actually employed are not available in many cases.

Sh. Ashish Wig expressed concerns that cases older than 10 years are still getting processed for surrender/cancellation.

Sh. Madhu Damodaran expressed concerns over the process outlined in SOP and also about certain inefficiencies preventing many exempted trusts to come under the EPFO fold. Therefore, to expedite the surrender/cancellation process, the SOP and implementation must be improved.

Sh. S. P. Tiwari highlighted three key concerns: first, it has been found that exempted establishments sell securities at discounted prices to cover up POI deviations; second, malpractices have been observed in KYC verification concerning illegal migrants; and third, the SOP should be revised, and it should include provisions for fixing accountability in cases of fraudulent fund transfers.

CPFC informed that one of the prime reasons for delay is the cautious approach taken by RO, ZO and HO who try to ensure full availability of data and compliance from the establishment. However, in case of cancellation proposals, a violation of the exemption agreement had already been detected and therefore such cases should be expeditiously processed and approved to prevent continued violations.

The Chairman directed to constitute a committee to review the SOP and to give recommendations to be placed before EEC.

With above information, proposals were approved as contained in the agenda and information noted by the Board.

Table Item: Recommendation of Rate of Interest to be credited to EPF member's account for the Financial Year 2024-25

CPFC introduced and explained the agenda - Recommendation of the rate of interest to be credited to Employees' Provident Fund Members account for the financial year 2024-25 to the Government. The details were provided in the agenda which was tabled before the members.

CPFC also informed the Board that Investment Committee in its 6th committee has deliberated on the rate of interest to be credited to Employees' Provident Fund Members account for the FY 2024-25. The Investment committee has recommended to the Board that the rate of interest should not exceed 8.25% for FY 2024-25, under Para 60 (1) of the EPF Scheme, 1952.

CBT members suggested that interest rate should be recommended not below the current rate which should give a positive message to all the employees and other stakeholders.

The Chairman opined that keeping in view future investment returns in the present environment and the need to ensure a stable rate of interest to members, a rate of interest @8.25% be considered and recommended for FY2024-25.

With these discussions the Board passed the proposal for recommending to the Central Government the rate of Interest of 8.25% to be credited to the EPF members account for the financial year 2024-25.

The Chairman further informed the Board that due to certain exigency and for other important administrative engagements, he would be taking leave from the meeting, and the meeting would be chaired by Vice-Chairperson for remaining agenda items and deliberations.

Shri Harbhajan Singh Sidhu pointed out that transfer policies of Group 'A' 'B' and 'C' were earlier placed and discussed in the Board. However, as per the directions of the Hon'ble Chairman, CBT, agenda item for Group 'C' transfer

policy was not considered wherein it was mentioned that there should be no transfer for Group 'C' to other locations. Group 'C' can be rotated within the office after a certain period of assignment.

CPFC stated that all transfer policies have been revised to improve workplace comfort for officers and officials after considering various representations received over time. He further informed that Group 'C' officials would generally be transferred within the same office, except in cases of administrative exigencies, where transfers would be carried out as per the provisions of the Group C transfer policy.

The Chairman, CBT further directed to complete transfers before 31st March, 2025. He also opined that if any changes are further required in transfer policies, the same may also be proposed for consideration.

Item No. 2: Extension of probationary period in respect of Six Enforcement Officer Account Officer.

After discussion, the Board approved the proposal as contained in the agenda.

Item No. 16: Action Taken Statement in respect of decisions taken in the CBT meetings held upto 10th February, 2024 (235th CBT meeting)

Item No. 17: Action Taken Statement in respect of decisions taken in the 236th CBT meeting held on 30th November, 2024 (236th CBT meeting)

CPFC introduced the agenda items and invited comments.

Sh. Sunkari Malleshram referred to ATR at S.No. 39, page 434 of Item No. 16, highlighting that bidi workers become ineligible for pensions due to NCP (Non-Contributory Period) days, as they are not employed year-round due to the unavailability of tendu leaves. He reiterated the request to classify the bidi industry as a seasonal industry to reduce the eligibility criteria for pension benefits. However, he expressed concern that a standard response is given each time and urged for a re-examination of the issue, emphasizing that most bidi workers are women.

Ms. Manali Shah opposed the classification of the bidi industry as a seasonal industry, arguing that tendu leaf availability should not be the basis for such a classification.

The CPFC informed that the issue had been thoroughly discussed, and a comprehensive data analysis was conducted, the findings of which were shared in the CBT meeting. No seasonality was observed in the industry, aligning with Ms. Manali Shah's position. Therefore, reconsidering the bidi industry as a seasonal industry would not be appropriate, and re-examination of the issue is not warranted.

Sh. R. Karumalaiyan supported the views of Sh. Sunkari Mallesham and urged reconsideration of the issue, emphasizing that bidi workers are among the most exploited.

The Vice-Chairperson recommended sharing the relevant data and suggested revisiting the matter to understand the specific reason of unavailability of raw material. This should be done through field visits and taking assistance from the State Labour Department.

Sh. Hiranmay Pandya emphasized the need for proactive efforts to ensure that bidi workers receive pension benefits.

Sh. Harbhajan Singh Sidhu referred to S. No. 2, page 414 of Item No. 16, noting that a committee has been constituted and should remain in the ATR until its report is submitted. Regarding S. No. 3 of Item No. 16, related to the wage ceiling, he emphasized the need to examine the issue and actively pursue it with the Ministry.

Sh. Madhu Damodaran queried about the completion time of EPFO 2.0 as mentioned in Sr. 9 of Item no. 16 due to its criticality to both the employees and employers.

CPFC replied that hardware procurement is complete and data migration will be completed in March, 2025 Software development for 4 out of 5 module has been done by CDAC and the UAT is underway for these 4 modules. However the development of the pension claim module has been delayed by CDAC for

which Secretary, L&E has talked to Secretary, MeitY for expediting the development of the module. EPFO is pursuing to get the pension claim module delivered by 2nd week of April, 2025 and for doing UAT. Meanwhile, security testing and vulnerability testing will be conducted in parallel.

With the above discussions, the Board took note of the Action Taken Statements of Item No. 16 and Item No. 17.

Item No. 15: Minutes of meetings of the Committees of the Board

Shri S.P. Tiwari and Shri R Karumalaiyan referred the minutes of 110th meeting of the Executive Committee w.r.t. Item no. 1 (page 381 & 382) and enquired whether any proposal has been sent to the M/o L&E and Ministry of Finance to increase the minimum pension. CPFC replied that the issue of minimum pension is under the knowledge of MoL&E.

Shri S P Tiwari further queried whether demographic and geographic proximities were re-examined for reorganisation of offices as mentioned in Item no. 5 (page 391). CPFC replied that in a few cases the re-examination is under process.

Shri S.P. Tiwari also raised concerns regarding the disbursement of arrears to pensioners pending due to the declaration of the annual interest rate and stated that the arrears were expected to be auto-settled. He also inquired about the development of a grievance redressal dashboard. CPFC informed the Board that interest credit during updation of Annual Accounts will be taken care of by CITES 2.01 after ratification by the Ministry of Finance. CPFC clarified that redressal of grievances raised by CBT members will also be monitored at the HO level.

Sh. Madhu Damodaran highlighted delays in addressing CBT members' grievances, due to sluggish and incomplete response by field offices and internal divisions. CPFC assured resolution and directed the Conference Division to ensure timely follow-ups with senior officers.

Sh. Harbhajan Singh Sidhu raised the issue of staff reorganisation after rationalization of offices. CPFC replied that a holistic view has been taken to

permit continuation of two or more separate ROs in a same building if separate infrastructure is not available. The Vice Chairperson directed to complete the task in a time-bound manner in 6 months.

Sh. Harbhajan Singh Sidhu also raised the issue of posting of newly recruited SSAs to field offices far away from their home state. He said that the new recruits were not joining at their place of posting due to the language barriers and regional differences from their home states. Additionally, the redeployment of already-joined SSAs to other states was significantly impacting the exchequer. Shri R. Karumalaiyan and Shri Sunkari Malleshham supported these concerns and suggested examining the feasibility of regional-level recruitment to address the issue

Sh. Girish Chand Arya raised concerns about the difficulties faced by members and employers in several Regional Offices. He stressed that while AGT is being conducted, experienced and competent officers should be posted at newly rationalised offices so that it can be made functional at the earliest and there should be no further delay in this regard.

CPFC stated that a request has been made to NTA for the next list of newly recruited SSAs to address the shortfall. He also clarified that even under regional-level recruitment candidates from one state could still participate in regional exams held in other states which is the same situation as under the national level recruitment where candidates had to give options for states.

The Vice-Chairperson suggested that, if possible, the transfers/postings may be carried out taking into account the local language/ regional language knowledge of the official. CPFC informed that inter-state temporary or permanent transfer, subject to certain restrictions/criteria, has been considered in the transfer policy.

With the above discussions, the Board took note of the minutes of Executive Committee and sub-committees of Central Board.

Item No. 4: Information to be placed before the Central Board in accordance with Para 23 of the EPF scheme

The members took note of the information placed before the Board.

Item No. 3: Informative Agenda on Transfer Policies of EPFO.

CPFC informed that transfer policies have already been circulated after approval of the Chairman, CBT and options have already been called for. The Chairman, CBT desired that the transfers should be implemented before 31st March, 2025.

Sh. Harbhajan Singh Sidhu and Sh. Karumalaiyan raised concerns about the transfer of Group 'C' employees to other locations. ACC(HQ), HR clarified that transfers are considered only upon request and that Group 'C' employees will not be transferred mandatorily, except in cases of administrative exigencies as outlined in the transfer policy.

After discussion, the information was noted by the Board.

Item No. 13: Status of Promotion, MACP/NFU, Compassionate Appointment and Direct Recruitment in Group A, B and C

Sh. Hiranmay Pandya pointed out that the actual vacancies in the EO/AO cadre might be higher, yet only 156 positions have been requisitioned to UPSC. He stressed the need for faster processing to fill all vacancies.

CPFC responded that as of 31.11.2024, 331 promotions had been made in the EO/AO cadre and 1,218 in the SS cadre, highlighting that EPFO is taking similar measures across all cadres. Additionally, requisitions to UPSC and SSC are being sent to expedite the recruitment process.

Sh. Sunkari Malleshram raised concerns about pending promotions in the APFC cadre due to sealed-cover cases related to disciplinary proceedings. He noted that the current manpower in Group 'A' is below the sanctioned strength

and, considering the workload, proposed that promotions be granted to the next eligible officers in such cases.

CPFC informed the Board that, with the approval of the Hon'ble Minister (L&E), the policy has been revised to allow ad-hoc promotions for the next eligible officer against sealed-cover cases and vacancies arising from deputations exceeding one year. If a sealed cover is later opened, the junior-most officer promoted on an ad-hoc basis is reverted to the feeder post.

Sh. Ashish Wig raised the issue of NFU and highlighted that despite being approved in 2012 it is still pending/ He noted that this adversely affects the motivation of officers and staff.

With the above discussions, the Board took note of the information as contained in the agenda.

Item No. 7: Status Note on Hon'ble Supreme Court Judgement dated 04.11.2022 regarding Pension on Higher Wages

ACC (Pension) gave a presentation on pensions based on higher wages and informed the Board that the processing of PoHW applications has increased to 70% following clarifications from the Central Government on policy matters, which is expected to reduce grievances. CPFC also informed that the target is to complete the task and further informed that out of 17.49 lakh applications, 2.24 lakh are still pending with employers. As discussed in the EC, EPFO is actively following up with these employers through emails and SMS.

Sh. R. Karumalaiyan stated that the two key issues before the CBT are minimum pension and pension on higher wages. He emphasized that the Supreme Court judgment does not distinguish between exempted and un-exempted funds.

Sh. Ashish Wig mentioned that increasing disposal speed may lead to more legal challenges. He stressed the need to address these challenges to ensure proper application disposal.

Sh. Sunkari Mallesham highlighted that numerous cases are being rejected over minor issues across various public sector industries, such as Manipal University, steel, oil, and engineering industries, as well as BHEL and GAIL. He pointed out that these rejections stem from the non-amendment of internal trust rules to align with updated regulations. He urged a reconsideration of such rejections to ensure employees are not deprived of higher pensions.

Sh. S.P. Tiwari noted that as the disposal of applications progresses, legal cases are also rising. He suggested forming a Task Force to examine these issues and counter negative narratives.

Sh. Girish Chandra Arya supported the need to review rejected cases and facilitate their resolution.

Sh. Hiranmay Pandya expressed concern over the high rejection rate and emphasized the need for further scrutiny.

The Vice-Chairperson inquired whether the rejected cases could be re-examined.

CPFC responded that the issue had been previously discussed, with legal opinions sought and consultations held with the Central Government. Based on the clarifications received, field offices are processing applications, either accepting or rejecting them accordingly.

Secretary (L&E) and the Co-Vice-Chairperson noted that despite the deadline of 31st January 2025, 2.24 lakh applications are still pending with employers. She suggested intensifying outreach efforts. Regarding the 7.35 lakh ineligible cases and the non-amendment of rules by exempted establishments and PSUs, she recommended seeking legal opinions from a panel of advocates or consulting the Attorney General, if necessary.

Additionally, the Secretary (L&E) proposed identifying 10-15 regional offices for focused processing and deploying extra manpower, such as legal firms, CAG-empanelled firms, and DEOs, as the existing workforce may be insufficient for the task. She also emphasized prioritizing un-exempted

establishments and PSUs where funds have already been received to expedite the process.

The Vice-Chairperson was informed that all applications should be processed by 31st March 2025 and based on payment of the amount as per the demand letter, pension for already retired members would be commenced accordingly.

With these discussions, the Board took note of the agenda information.

Item No. 6: Status Note on Centralized Pension Payments System (CPPS) for disbursing pension through any Bank, any Branch, anywhere in India

CPFC provided a status update, informing the Board that from January 2025 onward, all pensioners are receiving their pensions through CPPS. The only pending issue is migrating payments to Aadhaar-linked bank accounts and addressing failed transactions. To resolve this, the software is being updated to manage such cases effectively.

He further stated that efforts are ongoing for progressively migrating to the Aadhaar linked bank accounts, as committed to Cabinet Secretariat, within six months.

The Board took note of the information presented in the agenda.

Item No. 10: Contours of Amnesty scheme

CPFC explained that the Agenda for enrolment amnesty, aimed at allowing employers to onboard left-out members under PF scheme with token damages, as part of the overall strategy under the Employment Linked Incentive scheme, had already approved by CBT in its previous meeting and the draft scheme had already been sent to MoL&E for Notification. Sh. Hitendra Mehta requested a copy of the final draft of the Amnesty Scheme and FAQs. He was informed that the scheme copy would be provided to him.

Sh. Vineet Nahata emphasized the need to ensure that the proposal aligns with the provisions of the Act. CPFC clarified that this concern had been discussed earlier and reiterated that for prospective cases from the specified date onward, where investigations or proceedings are pending, the employee's share remains payable.

The Board took note of the information presented in the agenda.

Item No. 14: Procurement of Infra-as-a-Service (IaaS) for a period of 1 year from M/s RailTel Corporation of India Limited for implementation of the Centralised IT Enabled System (CITES) 2.01, the Employment Linked Incentive (ELI) Scheme and the Centralised Pension Payment Scheme (CPPS).

CPFC informed that after approval of Chairman, CBT, EPFO had procured hardware from M/s Railtel in the month of November, 2024. . He said that the details are included in the Agenda note which is being placed before CBT for information.

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

Item No. 11: Status Note on liquidation of Arrear Demand

Sh. Harbhajan Singh Sidhu inquired about the status of stay/litigation cases related to the Not Immediately Realizable amount of ₹17,029.65 crores, including the actions being taken and the aging of such cases.

CPFC informed that EPFO is gathering information from field offices and has prioritized the vacation of stay orders in the next financial year. He further stated that in the upcoming meeting, details on categorization, ageing, and actions taken will be presented to the Board.

Sh. Hitendra Mehta suggested forming a Task Force to address the arrear demand, comprising members with legal expertise, within a set timeframe.

With these discussions, the Board took note of the information presented in the agenda.

Item No. 18: List of ineligible cases for waiver of damages rejected by Central Provident Fund Commissioner.

The Board took note of the information contained in the agenda.

Item No. 20 (Tabled) : Information agenda regarding expeditious disposal of court cases w.r.t. EPFO

ACC (Recovery) presented a rationalization plan for damages, introducing an Alternative Dispute Resolution mechanism under the 'Vivad se Vishwas' theme.

CPFC explained that as a part of the Alternate Dispute Resolution plan it has been proposed that, for cases in which the damages was quantified (under litigation now) at higher rates prior to 01.04.2024 under 14B or where notices have been issued (potential litigation cases), the damages may be restricted to the rate notified as on 01.04.2024. This would have the impact of reduction in present and prospective litigation in courts. It was mentioned that the agenda note contains all the details.

CPFC highlighted that the previous penalty rates of 37% and 25% have been reduced to 1% per month from 01.04.2024. This revision aims to reduce litigation, enhance recovery, and resolve around 6,000 cases.

Sh. Girish Chandra Arya reiterated the earlier suggestion to establish a First Appellate Authority within EPFO to facilitate internal resolutions.

Sh. R. Karumalaiyan cautioned that while lowering penalties, a deterrent Sh. Sunkari Mallesham raised concerns regarding promotions for physically challenged persons as per government guidelines. CPFC requested him to forward the representation to ACC (HQ) HR for further examination.

The Vice-Chairperson noted that this was for the Board's information, with decisions to be taken in the next meeting. She directed that the proposal be shared with CBT members for their reference.

CPFC also informed that, as per the Vice-Chairperson's direction, all suggestions will be discussed in the next Board meeting.

The meeting ended with vote of thanks to the Chair.

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ANNEXURE-A**List of members who attended 237th Meeting of Central Board of Trustees, EPF held on 28.02.2025 at 10:00 AM in EPFO, Headquarters**

1.	Dr. Mansukh Mandaviya, Hon'ble Minister for Labour & Employment	Chairman
2.	Ms. Sushri Shobha Karandlaje, Minister of State for Labour & Employment	Vice-Chairman
3.	Ms. Sumita Dawra, Secretary, Ministry of Labour & Employment	Co-Vice-Chairman
4.	Sh. Alok Chandra, SLEA & DGLW, Ministry of Labour & Employment	Central Government's Representatives
5.	Sh. Alok Mishra, Joint Secretary, Ministry of Labour & Employment	
6.	Sh. Rajesh Panwar, Joint Director, Dept Of Economic Affairs, Ministry of Finance	
7.	Sh. Prem Sagar, Assistant Labour Commissioner, UT Chandigarh	State Governments' Representatives
8.	Sh. K. M.Singh, Jt. Labour Commissioner, Government of NCT of Delhi	
9.	Sh. Mani Ram Sharma, Labour Commissioner, Haryana	
10.	Ms. Safna Nazarudeen, Labour Commissioner, Kerala	
11.	Sh. Laxman Bhujbal, Dy. Commissioner of Labour, Maharashtra	
12.	Sh. Surendra Prasad Singh, Director ESIC, Uttar Pradesh	Employers' Representatives
13.	Sh. Atul Sobti	
14.	Sh. Ashish Wig	
15.	Sh. Baldevbhai G. Prajapati	
16.	Dr. Sachin B. Sabnis	
17.	Sh. Hitender Mehta	
18.	Sh. Sanjay Bhatia	
19.	Sh. Vineet Nahata	
20.	Sh. Madhu Damodaran	Employees' Representatives
21.	Sh. Hiranmay J. Pandya	
22.	Sh. Girish Chandra Arya	

23.	Sh. Sunkari Malleshham	
24.	Sh. Harbhajan Singh Sidhu	
25.	Sh. R. Karumalaiyan	
26.	Sh. Sheo Prasad Tiwari	
27.	Ms. Manali Shah	
28.	Sh. Ramesh Krishnamurthi, Central PF Commissioner	Member Secretary

2. Following members could not attend the meeting:-

1.	Additional Secretary, Ministry of Labour & Employment	Central Government's Representatives
2.	Joint Secretary & Financial Advisor, Ministry of Labour & Employment	
3.	Secretary to the Government of Andhra Pradesh, Labour Department, Amaravati	State Governments' Representatives
4.	Secretary to the Government of Gujarat, Department of Labour, Gandhinagar	
5.	Secretary to the Government of Karnataka, Department of Labour, Bangalore	
6.	Secretary to the Government of Madhya Pradesh, Department of Labour, Bhopal	
7.	Secretary to the Government of Punjab, Department of Labour, Chandigarh	
8.	Secretary to the Government of Rajasthan, Department of Labour, Jaipur	
9.	Secretary to the Government of Telangana, Department of Labour, Hyderabad	
10.	Secretary to the Government of Tamil Nadu, Department of Labour, Chennai	
11.	Secretary to the Government of West Bengal, Department of Labour, Kolkata	
12.	Ms. Kanika Shriram	Employers' Representative
13.	Sh. Sougata Roy Choudhury	
14.	Dr. Deepak Kumar Jaiswal	Employees' Representative