



कर्मचारी भविष्य निधि संगठन
Employees Provident Fund Organisation

श्रम एवं रोज़गार मंत्रालय, भारत सरकार

MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA

मुख्यकार्यालय/ HEAD OFFICE

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HRD-I/15/2025/CadreRestructuring/1464

Date: 25 NOV 2025

OFFICE ORDER

Subject: Constitution of a Committee for suggesting Organisational and Cadre Restructuring in EPFO - reg.

A Committee for suggesting Organisational and Cadre Restructuring in EPFO is hereby constituted with the following members:

Sl No.	Name and Designation	Role
1	Shri B. P. Sharma , Retired Secretary, Department of Personnel & Training / Ministry of Health & Family Welfare	Chairperson
2	Shri Alok Saxena , Retired Additional Secretary, Government of India	Member
3	Shri Alok Kumar , Retired Principal Chief Personnel Officer, Indian Railways	Member
4	Shri Chandramouli Chakraborty , Additional Central Provident Fund Commissioner(HQ), EPFO, Head Office	Member-Convenor

2. The Committee shall:

i. Undertake a comprehensive review of the existing workload, functional responsibilities, and manpower deployment across all offices under the Central Board to assess their adequacy vis-à-vis current and emerging organisational needs.

ii. Identify imbalances, overlaps, and inefficiencies in the present workforce structure and utilisation, and evaluate the requirement for rationalisation, optimisation, or augmentation of human resources in line with functional necessities.

iii. Examine the organisational framework in the context of technological advancements, evolving operational processes, and transformations envisaged under the EPFO 3.0 Project, ensuring alignment between technology adoption and human resource capacity.

iv. Benchmark the cadre structure of officers and employees of the Central Board with reference to applicable Government norms,

instructions, and comparable institutions of similar size and mandate.

v. Recommend appropriate restructuring measures to enhance efficiency, service delivery, and institutional effectiveness, while ensuring that manpower deployment remains commensurate with the functional workload and that due consideration is given to legitimate promotional avenues of officers and employees of the Central Board.

vi. Examine and recommend appropriate mechanism, to the extent feasible, for ensuring career progression and parity in pay of the officers and employees of the Central Board with comparable cadres and services specially in situation where promotional avenues remain limited or delayed due to structural constraints.

vii. Examine and recommend a suitable framework for induction of officers on deputation from the Central Government and other comparable public institutions for bringing in talent, best practices, administrative innovations, and cross-sectoral expertise to EPFO.

viii. Review and recommend a framework for EPFO officers and staff to go on deputation or exchange programmes to other organizations, including Government departments, social security institutions, and international bodies, to facilitate exposure to new ideas, professional development, and adoption of innovative practices.

3. The Committee may consult the stakeholders including officers and employees of the Central Board as required.

4. The Committee shall submit its report by 31st March, 2026.

5. This has the approval of Competent Authority.

Yours faithfully,

(Saurabh Tripathi)
Regional P.F Commissioner-I(HRD-I)

To:

All Members of the Committee

Copy to:

1. PS to Hon'ble Minister(L&E)/Chairman CBT
2. PS to Hon'ble Minister of State(L&E)/Vice-Chairman CBT
3. PS to Secretary (L&E)/ Chairman EC
4. PS to CPFC
5. ACC(HQ), HR