MOST URGENT
For Immediate Attention

Employees’ Provident Fund Organisation
श्रम एवं रोजगार मंत्रालय, भारत सरकार
Ministry of Labour & Employment, Government of India
भविष्य निधि मंडन / Bhavishya Nidhi Bhawan
14, भीमकाजी कामा पत्तन नई दिल्ली 110066
Bhikaiji Cama Place, New Delhi 110066
www.epfindia.gov.in

No. HRM-XII/IR/11(1)/2016/AIEPF/Meeting/  
Dated: 27/08/2019

To

All ACCs (HQ)/ACCs (Zonal Office)
RPFC-I (ASD)

Subject: Notice for Token one-day strike by the All India Employees’ Provident Fund Staff Federation (AIEPFSF) and its affiliated Unions in the Regional Offices on 28/08/2019-Reg.

Sir/Madam,

All India Employees’ Provident Fund Staff Federation (AIEPFSF) and its affiliated Unions in the Regional Offices have given a call for one-day token strike on 28/08/2019. In view of the aforesaid, following instructions are issued for strict compliance as there should not be any room for complacency on the part of administration and all necessary stringent steps must be taken to ensure discipline and smooth functioning of EPFO:

1. All the EPF employees under your control should be advised about the following consequences of participating in a strike:

   (a) EPF employees are bound by conditions of service as laid down in Fundamental Rules of which Rule 11 stipulates that whole time of a Government Servant is at the disposal of the Government which pays him. Therefore, if any EPF employee willingly flouts this condition of service, then his services are liable to be terminated after following the due procedure.

   (b) After adoption of CCS (Recognition of Service Association) Rules, 1993 by the Central Board in EPFO w.e.f. 11/10/1999, holding of strike by the AIEPFSF would be treated as illegal under relevant sections of the Industrial Disputes Act, 1947 and therefore, they would face all adverse consequences of participating in an illegal strike including dismissal from service.

   (c) Their attention should also be drawn to Rule 3(1) (ii), (iii) and Rule 3A of Central Civil Services (Conduct) Rules, 1964. Any violation of these stipulations would be treated to be misconduct making them liable to strict disciplinary action such as dismissal etc. under the EPF Staff (CCA) Rules, 1971.
(d) Attention of EPF employees holding Supervisory post should be drawn to Rule 3(2)(i) of CCS (Conduct) Rules, 1964, whereby it is incumbent on them to take all possible steps to ensure devotion to duty of all EPF employees under their control and authority. Hence any failure, in this regard, on the part of the Section Supervisors or Accounts Officers/Enforcement Officers would attract strict disciplinary action under the EPF Staff (CCA) Rules, 1971.

(e) Attention of EPF employees should also be drawn to Rule 7 of CCS (Conduct) Rules, 1964 whereby it is incumbent upon them not to engage themselves or participate in any demonstration which is prejudicial to public order or which involves incitement of any offence. Moreover, the principle of “No work no Pay” would not be circumvented in any way for the period of absence due to participation in a strike.

(f) EPF employees’ attention should also be drawn to the fact that once they take part or participate in illegal strike, apart from application of the principle of “No Work No Pay” it would also lead to ‘break in service’, effectively meaning that for pensionary and other benefits their past services would not be counted in accordance with instructions.

(g) Their attention should also be drawn to Rule 9 of the CCS (Conduct) Rules, 1964 whereby it is incumbent on them that they should not indulge in adverse criticism of any current or recent policy or action by the Central Government etc.

(h) Suitable instructions may be issued not to sanction Casual Leave or other kind of leave to employees if applied for, during the period of the proposed strike.

(i) It should be ensured that the willing employees are allowed hindrance free entry into the office premises. For this purpose, RPFC of the Regional Office may be advised to coordinate with the appropriate law-enforcing agencies and authorities including the police and security personnel. Suitable contingency plan may also be worked out to carry out the various functions of the Department.

(j) Despite all the efforts, should the Unions and the Federation decide to continue with its proposed strike, it is advised that all its actions are video-graphed including the CCTV coverage within and without office premises and the same are preserved for future references.

(k) In case the employees go on strike, a report indicating the number of employees who took part in the proposed strike may be conveyed to Head office on the evening of the day in the proforma enclosed.

2. Please acknowledge receipt and apprise Head Office about the actions taken in this regard.

Yours faithfully,

Encl: As above

(Udita Chowdhary)
ACC (HRM)
CC:

1) PPS to CPFC
2) PS to FA&CAO/CVO
3) All ACC (HQ)/ACC, Head Office
4) All ACC (Zones)
5) All RPFCs of Regional Office
6) All Officers in Head Office
7) The General Secretary, AlEPFSF/CPFSU/SC-ST Federation etc.
8) Hindi Cell

(Dr Shiv Kumar)
RPFC-I (HRM)
**PROFORMA**

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<tr>
<th>Name of the Regional Office</th>
<th>No of persons working</th>
<th>No of Persons present at 10:00 AM on...</th>
<th>Details of Absentees (Name and Designation)</th>
<th>Remark (Any special reason for absenting)</th>
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