



कर्मचारी भविष्य निधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION
भ्रम एवं रोजगार मंत्रालय, भारत सरकार
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Dated: 14 MAY 2024

To

All Addl. Central P.F Commissioner (HQ)(Zones)
All Addl. Central P.F Commissioner (Zones)
All Regional P.F Commissioner-I (In Charge of Regions)

Subject: Grant of Non-functional upgradation in Level-9 on completion of four years of regular service in Level-8 in respect of officials belonging to the cadre of Enforcement Officer/Accounts Officer- regarding.

Sir,

With reference to subject cited above, it is informed that several references were being received from Zonal offices for deciding the cases of the officials who were not granted the benefit the NFU due to having below benchmark APAR grading in one or more years.

2. In this connection, it is informed that the matter has been examined and following clarification is being issued in respect of below benchmark cases: -

"Reckoning period of APARs is continuous and there are no. general guidelines/provisions for ignoring any of the APAR, having below benchmark grading during the reckoning period. Therefore, if any of the grading of APARs is below benchmark, the officer concerned would have to earn 5 continuous APARs with 'Very Good' grading subsequent to the APAR having below benchmark grading. Accordingly, grant of NFU would also be deferred."

3. In view of the above, all Zonal Offices are requested to conduct the DSC and send the Screening Committee report considering the above APAR criterion for below benchmark APAR grading cases.

Yours faithfully,

(Shahid Iqbal)

Regional PF Commissioner-I (HRM)