



कर्मचारी भविष्य निधि संगठन

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

Employees' Provident Fund Organisation

(Ministry of Labour & Employment, Govt. of India)

(क्षेत्रीय कार्यालय वाशी)

Regional Office, Vashi

टॉवर नं 6. पांचवी मंजील, वाशी रेल्वे स्टेशन कॉम्प्लेक्स, वाशी, नवी मुंबई- 400703

Tower No.6, 5th Floor, Vashi Rly-Station Complex, Vashi, New Mumbai -400 703

No. MH/PF/RO/Vashi/Co-ord/10

Date: 04/07/2017

To,

All Employers

Sub: Benefits of retention of membership with EPFO and Discouraging Employees from Premature Withdrawal/closure of Accounts –Reg.

Dear Employer,

With reference to above mentioned subject, the aspect of social security is compromised. Thus, before submission of the claim forms you are requested to go through the following points:

1. The basic purpose of PF accumulations for oldage or retirement benefits is lost, when the entire Bhavishya Nidhi is withdrawn on leaving/changing one's job much prior to retirement.
2. The benefits of retention of membership in EPFO is many fold *viz. eligibility under the Employees' Pension Scheme 1995 with 10 years contributing service; death insurance and security to immediate family/nominee, housing etc..*
3. As for requirement of funds for certain exigencies, the EPF scheme has various provisions under which the employee can apply for non-refundable advances(Partial withdrawals) to meet the financial exigencies such as;
 - i) For medical treatment under para 68J
 - ii) Education of children & marriage under para 68K (upto 3 times)
 - iii) During closure of Establishment under para 68H

- iv) For purchase of Plot/Flat/ from any recognized society, alteration/paying to housing agency/ under para 68B, 68BD, etc..
- v) Under the new housing Scheme launched, not only the PF accumulations are paid, but the monthly PF contributions receivable are adjusted against monthly EMI's payable to Housing agencies/banks, etc..

You may already aware that the withdrawal process has been simplified with a single page form (composite form) without any documents and in cases where Aadhar and Bank details seeded against UAN, one can submit Aadhar based form which does not require employer's attestation and avail online services.

- 4. For those resigning or changing jobs, it is requested to advise (your outgoing employees) for transfer of accumulations. It is intimated that the transfer process has been simplified viz. F/13 can be attested either by present/previous employer; automatic and online transfer online facility with UAN/Aadhar linkages, etc.
- 5. The Government is already incentivizing employers for 3 years under PMRPY & PMPY which may be availed in the scheme of employment generation and continuity.

Needless to mention that 'rejoining of same employees' in your establishment after submitting their PF withdrawal forms; or sending their claims after completing the formality of waiting for 2 months when the same employees are working else where in other companies are tracked through UAN/Aadhar /Mobile Nos. etc. and may lead for legal complications for the employer as well as employee. Thus, it is again advised to exercise due caution and discretion while attesting and forwarding form 19 & 10C for premature settlement of claims.

You are once again requested to note all the above observations and help us to provide better service to your establishment / employees.

Yours faithfully,

Sd/-
Assistant P.F. Commissioner,
R.O.Vashi