



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



(MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA)

मुख्य कार्यालय/Head Office

प्लेट ए, ग्राउंडफ्लोर, ब्लॉक-II, ईस्ट किडवाई नगर, नई दिल्ली-110023  
Plate A, Ground Floor, Block II, East Kidwai Nagar, New Delhi-110023  
Website: [www.epfindia.gov.in](http://www.epfindia.gov.in), [www.epfindia.nic.in](http://www.epfindia.nic.in)

No. A-45012/8/2022-HRM-VIII / 1302

Date: 7/8/25

To,

All ACC (HQs) / Director (PDNASS)/ ACCs,  
Head Office & Zonal Offices,

07 MAR 2025

**Sub: Ban on engaging in labour/EPF consultancy work by officials/officers of EPFO directly or indirectly through family members Issue of suitable guidelines - Reg.**

Madam/Sir,

It has been observed that certain officials, either directly or indirectly through family members, are engaged in labour/EPF consultancy work. Such activities create a conflict of interest, compromise the integrity of the organisation and erode public trust in the EPFO.

To uphold the highest standards of professionalism, transparency, and impartiality, it is essential to impose a strict ban on these activities. The following directives are hereby reiterated:

1. No official of the EPFO is permitted to engage, directly or indirectly, in any labour/EPF consultancy work.
2. Officials are also prohibited from facilitating such consultancy activities through family members, relatives, or any other connected individuals.
3. Any involvement in such practices will result in **severe disciplinary action** against the official involved.

Zonal ACC (HQs)/ ACCs are requested to sensitize the officials to adhere to these guidelines without any exception.

Yours faithfully,

*Choradia*  
(Bhaskar Choradia)

Addl. Central P.F. Commissioner (HQ) (HR)

Copy to:

1. CPFC: for information please.
2. CVO: for information.