



Miniratna
Category-I

नॉर्थ ईस्टर्न इलेक्ट्रिक पावर कॉरपोरेशन लिमिटेड
भारत सरकार का उपक्रम



NORTH EASTERN ELECTRIC POWER CORPORATION LIMITED

(A Government of India Enterprise)

Brookland Compound, Lower New Colony, Shillong- 793003

C I R C U L A R

Dated the Shillong 23.03.2023

Subject: - Submission of Joint Option by Employees / former employees who were in service prior to 01.09.2014 & continued to be in service after 01.09.2014 w.r.t. Employees' Pension Scheme 1995, in pursuance of the Hon'ble Supreme Court's order dated 4th November 2022.

This has reference to the Hon'ble Supreme Court's Order dated 04.11.2022 regarding Employees' Pension Scheme-1995 (EPS'95), instructions issued by EPFO dated 20.02.2023 and NEEPCO Circular dated 02.03.2023 wherein it was informed all the Employees/Ex-employees to submit Joint Options for enhanced pension online at EPFO portal in accordance with EPFO Circular dated 20.02.2023.

In this regard, the following is hereby submitted to assist willing employees/ex-employees to submit joint option :

1. A help document is attached herewith to assist employees and ex-employees to apply joint option online at EPFO portal.
2. As per the joint option format at EPFO portal, employees/ex-employees are required to attach documentary proof of compliance under Para 26(6) of EPS 95 Scheme which states as follows :

"Notwithstanding anything contained in this paragraph (an officer not below the rank of an Assistant Provident Fund Commissioner) may, on the joint request in writing, of any employee of factory or other establishment to which this Scheme applies and his employer, enroll such employee as a member or allow him to contribute more than rupees (fifteen thousand rupees) of his pay per month if he is already a member of the Fund and thereupon such employee shall be entitled to the benefits and shall be subject to the conditions of Fund, provided that the employer gives an undertaking in writing that he shall pay the administrative charges payable and shall comply with all statutory provisions in respect of such employee."

Since NEEPCO has an exempted PF Trust and PF deduction is done on actual wages for all employees, hence, provision 26(6) of EPF & MP Act, 1952 is deemed to be complied with, for which we are providing a certification stating deemed compliance of Para 26(6) of the EPS Scheme. However, this certificate is subject to acceptance by EPFO and any clarification/guideline/circular issued by EPFO from time to time. The employees/ex-employees are requested to attach the certification for further processing by EPFO. Further, pay-slip of August, 2014 & September 2014 may also be attached additionally showing deduction of PF on actual wages.

3. In cases where PF balance is insufficient for payment of proposed arrears, which shall be decided by EPFO in due course of time, an employee/ex-employee is required to give an undertaking as per EPFO portal that they shall deposit the contributions along with interest due till date of payment through their last employer (this is applicable where PF account has no balance or insufficient balance). The undertaking is attached herewith. All willing employees/ex-employees, opting for joint option for enhance pension, shall submit the attached undertaking duly signed by them.
4. FAQs has also been prepared which may address major concerns of employees/ex-employees.
5. Employer has to verify and validate details in respect of each of the opting members and considering the quantum of work at NEEPCO and the anticipated work load at EPFO site, all are requested to submit online joint option **on or before 15.04.2023** so that the same may be verified at employer's end and submit online at EPFO portal well within the timeline on or before 03.05.2023.

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All employees/ex-employees may carefully read the instructions/declarations before submitting their joint option online at EPFO portal. They should also keep a track on any further circular/guidelines/clarifications being issued by EPFO in due course of time.

Further, it is to note that, submission of online Joint Option form does not confer any right on any member for enhanced pension, since the authority to sanction/disburse/revise the pension under EPS 95 is Employees' Provident Fund Organisation.

This issues with the approval of the Competent Authority.

(A.A.P. Kujur)

General Manager (HR)

NEEPCO Ltd. Shillong

Memo No.Pers/20/23/307-18

Date: the Shillong, 23.03.2023

Copy to:

1. The P.S to CMD Secretariat, NEEPCO for kind information of CMD, NEEPCO.
2. The Sr. E.S to D(F) Secretariat, GM (E/M) to D(T) Secretariat, DGM (HR) to D(P) Secretariat, NEEPCO for kind information of D(F)/ D(T)/ D(P).
3. The ES to CVO NEEPCO for kind information of CVO.
4. All EDs, NEEPCO, Shillong & Guwahati for kind information and wide dissemination of this circular please.
5. All Heads of Plant/Project, NEEPCO, for kind information and wide dissemination of this circular amongst the employees of Plants/ Projects.
6. All Heads of Department, Shillong & Guwahati for kind information and wide dissemination of this circular please.
7. The Secretary, EPF Trust, Shillong for kind information and needful please.
8. The Head of Corporate Affairs, NEEPCO, New Delhi for kind information and wide dissemination of this circular to all the employees.
9. All Heads of HR/ Finance, Plant/Project/Offices/Establishment for information and wide dissemination of this circular amongst all employees of Plants/ Projects/ Offices/ Establishments.
10. The Coordinator, NEEPCO, Kolkata for kind information and wide dissemination of this circular to all employees.
11. The In-charge of TBS, Shillong for information and wide dissemination of this circular to all ex-employees of NEEPCO.
12. All Notice Boards

Certificate w.r.t. compliance of Para-26(6) of the Employees Provident Fund Scheme, 1952 for contribution to Provident Fund on salary above the statutory wage ceiling.

This is to certify that NEEPCO Limited, is a Central Public Sector Undertaking (CPSU) under the administrative control of the Ministry of Power, Government of India.

To extend the benefit of Provident Funds to its employee, NEEPCO Limited has set up a centralised Provident Fund Trust at Shillong by the name of NEEPCO Employees' Provident Fund Trust 01.04.1993. The Trust is also a recognised Provident Fund under the Income Tax Act, 1961. The Trust is managed by the Board of Trustees consisting representatives of Employer's and Employee's.

NEEPCO Limited is registered with Employee Provident Fund Organisation (EPFO) with establishment code no: NE/SHG/941 and is covered under the jurisdiction of Regional Provident Fund Commissioner (RPFC), Shillong.

NEEPCO Limited has been granted exemption u/s 17(1)(a) of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 by the Ministry of Labour & Employment, Government of India vide notification No: S-35015/7/2011-SS-II dated: 06/07/2010. The said exemption is with effect from 01.04.1993.

Provident Fund of all employees of NEEPCO are maintained at Shillong. Rules of the NEEPCO EPF Trust has been approved by the EPFO & GOI at the time of grant of exemption u/s 17(1)(a). As per the Rule- 11(a), 11(b) & 11 (c) of the NEEPCO EPF Trust Rules, **member's contribution to the Provident Fund is payable @12% of the member Salary i.e. Basic Pay and Dearness Allowance actually drawn and the Employer (NEEPCO Limited) also makes matching contribution @12% of member Salary.** However, contribution to Employees Pension Scheme, 1995(EPS-95) was remitted to the EPFO @8.33% of the salary limited to the statutory wage ceiling as prescribed from time to time.

All employees of NEEPCO Limited are mandatorily enrolled as Member of the Provident Fund irrespective of the Salary being drawn by them and there is no excluded employee in the NEEPCO Limited as defined in Para- 2(f)(ii) of the EPF Scheme, 1952. NEEPCO Limited is also remitting administrative/inspection charges to EPFO at prescribed rate on actual salary drawn by its employee and not on the statutory PF wages. This has also been verified by the EPFO officials during annual compliance audit and special audit as and when ordered by EPFO.

Accordingly, NEEPCO employees are fulfilling the requirement of para 5(i) of the EPFO Circular no:Pension/2022/56259/16541 dated 20.02.2023 i.e. contribution to Provident Fund on salary exceeding the prevailing wage ceiling and are eligible to exercise joint option under erstwhile para 11(3) & existing para 11(4) in line with the EPFO Circular No. Pension/2022/56259/16541 dated 20.02.2023 issued in compliance of the order contained in para 44(iii) & (iv) read with Para 44(v) of the Hon'ble Supreme Court judgement dated 04.11.2022 in the matter of SLP(C) No: 8658-8659 of 2019.

This certificate is being issued to enable employee to submit their option on the EPFO portal which will be forwarded by NEEPCO to the EPFO after verification.

Authorised Signatory



(A.A.P.Kujur)

General Manager (HR)

NEEPCO Ltd. Shillong
General Manager (HR)
NEEPCO Ltd.

UNDERTAKING CUM INDEMNITY

Name: _____, Employee No: _____

Date of Birth(DD/MM/YYYY): _____ Date of joining NEEPCO (DD/MM/YYYY): _____

UAN: _____, PF Account No: NE/SHG/941 EPS A/c no: _____

I certify that above mentioned particulars are true and correct to the best of my knowledge and information.

I am an employee/ex-employee of NEEPCO Limited and I am exercising option under erstwhile para 11(3) & existing para 11(4) of the EPS-95 as per the Hon'ble Supreme Court judgement dt. 04.11.2022 in the matter of SLP (C) No: 8658-8659 of 2019 about Employees' Pension Scheme, 1995(EPS-95) and EPFO Circular No. Pension/2022/56259/16541 dated 20.02.2023.

I hereby submit that I have withdrawn my Provident Fund from NEEPCO Limited Employees Provident Fund Trust (NEEPCO EPF Trust) or balance in my provident fund may be insufficient to pay due arrears of contribution on my actual salary from the date of joining EPS-95 with applicable interest into the Pension Fund with EPFO.

I hereby undertake to pay due amount of arrears of contribution and interest at applicable rate upto the last date of the month in which payment is made in a single tranche within the timeline prescribed by the NEEPCO in this regard, for remittance to EPFO, in time.

I understand that if I fail to deposit the full amount payable by me with NEEPCO Limited my last employer within such period as may be directed by NEEPCO in line with the EPFO guidelines in this regard, my joint option shall be liable to be treated as Null and Void.

I understand that based on my undertaking, my joint option shall be forwarded by my employer along with undertaking of the Trustees of NEEPCO EPF Trust and I hereby undertake to indemnify NEEPCO Limited and Trustees of NEEPCO EPF Trust in case any liabilities arises on or any loss is suffered by NEEPCO Limited and /or Trustees of NEEPCO EPF Trust due to my failure to deposit due amount of contribution with applicable interest with NEEPCO for remittance to EPFO within the time line as may be prescribed by EPFO in this regard.

I am aware that in case of false declaration and wilful misrepresentation, appropriate action as considered and deemed appropriate may be taken against me by NEEPCO Limited/and or EPFO.

Date:

Signature

Place:

Name:

LIST OF NODAL OFFICERS

Sl. No.	Projects/ Plants	Name	HR mail	Mobile No.
1	Pare Hydro Power Station	Oni Apum	oniapum@rediffmail.com	9436223797
2	Kopili Hydro Power Station	Basant Kumar Tigga	basant_tigga2016@rediffmail.com	8837000819 8787462783
3	Kameng Hydro Power Station	Elbin Deepika Doley	elbinddoley@gmail.com	9954530065 9435339715
		Anupam Buragohain	anupamburagohain@gmail.com	8876044154 7630812534
5	Ranganadi Hydro Power Station	Saugat Das	das74saugat@yahoo.co.in	9436254352
6	Guwahati NEEPCO Office including S&I/Pipeline projects	Kabita Das	kabitadas@neepco.co.in	9435732179 8638935644
		Sampriti Madhukulya	sampriti28mdklya@gmail.com	6002250559 6900373267
8	Assam Gas Based Power Station	Sanjana Medhi Goswami	sanjana_medhi@rediffmail.com	8011792083 9435007192
9	Doyang Hydro Power Station	Yaimaba Laishram	yaimalaishkhuman@hotmail.com	9508672078 8987765784
11	New Delhi NEEPCO Office	Santanu Bezbaruah	sbezbaruah71@gmail.com	9868895593
12	Tripura Gas Based Power Station	Vijay Kumar	vjkumar.neepco@gmail.com	9436581367 7005043984
13	Tuirial Hydro Power Station	Ajay Kumar	ajay7in@yahoo.com	8638847308 9402584663
14	Agartala Gas Turbine Power Station	Prantik Bordoloi	prantikbordoloi_2007@rediffmail.com	7002376809
15	Kolkata NEEPCO Office	Tushar Kt. Roy	roytushar2006@gmail.com	7001395942
16	Shillong NEEPCO Office	Bijoy Kr. Roy	bijoykumar64@gmail.com	9436255605 8777401747

Suggested FAQs on higher pension of EPS-95 on Actual Salary

- 1. For whom is the current joint option for higher pension applicable?**

Joint option is applicable for NEEPCO employees whose date of birth is 02.09.1956 or those who superannuated from NEEPCO w.e.f. Sept. 2016.

- 2. Which fields have mandated checks as per EPFO records?**

UAN of the employee, employee adhaar number, employee name and Date of Birth should be as available in EPFO records. Further, employee should have a valid adhaar linked mobile number for validating the application.

- 3. While applying for joint option online, the error, "NO DETAILS FOUND AGAINST UAN" is appearing and system is not allowing to apply online?**

Only in those cases where adhaar is linked to UAN, can the employee/ex-employee apply online. In case of error message as above, send mail at neepcoepf@gmail.com with details as- Name, Emp. No. & copy of adhaar card. In case of name mismatch in UAN and adhaar, a Joint declaration form with copy of adhaar card, pan card, school certificate, passport copy, etc is required to be sent to above mail for onward submission to PF office.

- 4. When will my UAN gets linked to adhaar so that I may be able to apply joint option online?**

In all those cases where Joint declaration form along with requisite documents are being submitted to PF office, employees/ex-employees will be able to apply online on correction of details-name, father's name, gender, etc by PF office which usually takes time.

- 5. Whether exercising the joint option for higher pension for employees exited from EPS-95 membership on or after 01.09.2014 is UAN or PPO based?**

Application for Joint option is UAN based and not PPO based.

- 6. In service details, what needs to be filled in?**

Fill in the details w.e.f. date of becoming member of EPS-95 till the age of attaining 58 years. Add rows for each EPS code and fill in date of entry and exit from that code.

- 7. Whom to contact in projects to get EPS no., date of joining and date of exit?**

Nodal Officers have been nominated from each project/offices whose list is attached herewith.

- 8. What, if, an employee/ex-employee was posted in other organization prior to joining NEEPCO?**

As mentioned in above reply, all the data, right from the date of becoming member of EPS 95 till the age of 58 years need to be filled in online. Hence, in such cases, employee needs to fill in FPF/EPS code of the previous organization and subsequent date of joining and exit. In all such cases, employee need to send from previous organisation, the following details:

Name of Member / Employee (FPF-71 code if available)	
EPS- 95 code	
Date of Entry	
Date of Exit	

The above details need to be sent to GM (HR), NEEPCO Limited, Shillong and submit the document in hard copy on Company's letter head. Salary details will also be required, though, at a later stage.

9. What certification needs to be attached under the para 26(6) for contribution on actual wages under point 1 & 2 of the attachments?

It is available in ESS and ex-employee portal. Besides the available certification, employees/ex-employees may also attach payslip for the month of Aug.2014 & Sept. 2014. Certification and payslip must be merged into one document of size > 250kb for uploading the same at EPFO portal.

10. Where I will get the PF passbook for uploading under 3rd attachment?

Regular employees can download the PF Passbook from HRMS and ex-employees may contact the Nodal Officer of their nearest Projects/Plants/Offices as per attached list of Nodal Officers.

11. Whether 1.16% along with interest is payable?

Amount to be payable by the employees who have opted for higher pension will be advised by EPFO and their decision in this regards is final.

14. In case I apply with wrong details for joint option online at EPFO portal, can I re-apply on rejection by employer?

No, once rejected by employer, you cannot re-apply in the EPFO website. Hence, all are requested to kindly fill the online format carefully.

IMMEDIATE ACTION REQUIRED FOR APPLYING JOINT OPTION ONLINE AT EPFO PORTAL

1. All employees/ex-employees must login at EPFO portal/URL at

<https://unifiedportal-mem.epfindia.gov.in/memberInterfacePohw/>

and check whether system is allowing online form to be submitted in respective cases. In case system is throwing error as, "no details found against UAN" or any other error, the employee/ ex-employee may immediately send Joint declaration form along with copy of adhaar card, pan card, school certificate, passport copy, etc at e-mail address- neepcoepf@gmail.com.

2. In case the employee/ex-employee was posted in other organization prior to joining NEEPCO, they should immediately contact their previous organization for sending details as mentioned in FAQs through official mail or submit details through hard copy of Company letter head.