



टीएचडीसी इंडिया लिमिटेड THDC INDIA LIMITED

(उत्तुसुपी-क' ढिनी रल पीरलतु)

(Schedule - A Mini Ratna PSU)

CIN : U45203UR1988GO1009822



भारत 2023 INDIA

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Annexure –"A"

Permission Certificate in lieu 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 THDC India Limited, a Central Public Sector Undertaking (CPSU) under the administrative control of the Ministry of Power, Government of India.

THDC India Limited is registered with Employee Provident Fund Organization (EPFO) with establishment Code No: UK/32503 w.e.f 12.07.1991 and is covered under the jurisdiction of Regional Provident Fund Commissioner-I(RPFC-I), Dehradun, Uttarakhand.

This certificate is being issued to the employees with the requirement mandated vide EPFO Circular No: Pension/2022/58259/16541 dated 20.02.2023 for online submission of joint option form provided in EPFO website. As per clause 6(vii) of this circular, employees are required to submit the proof of remittance of employer's share in provident Fund on higher wages exceeding the prevalent wage ceiling of Rs. 5000/- and proof of joint option under Para 26(6) of EPF Scheme duly verified by the employer.

THDC India Limited has been granted exemption u/s 17(2) of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 read with Para 27A of the Employees' Provident Scheme, 1952 vide EPFO RO order No: EPF/RO/UK/DDN/PF EXEMPTION/51256 dated 14.12.2011 issued by Regional Provident Fund Commissioner-I, Uttarakhand bearing PF code No: UK/32503 relax to M/S THDCIL w.e.f 12/07/1991 pending the disposal of application for exemption under the provision of EPS Scheme, 1952.

And

Subsequently Exemption also given under Para 27A of the EPF & MP Act, 1952 issued by Ministry of Labour & Employment, Govt. of India File No. S-35015/51/2014-SS.II dated 22nd July 2014 to M/S THDC India Limited under Code No: UK/32503.

The following information vide section 17(1) (a) of the Act and conditions no 10, 11 of Appendix "A" to Para 27 A of the EPF scheme is furnished as stated below:

- An establishment to which the EPF & MP Act applies is granted exemption from the EPF scheme of the Act by the Appropriate Government if, the opinion of the Appropriate Government, the rules of its provident fund with respect to the rates or contribution are not less favorable than those specified in section 6 and the Employees are also in employment of other Provident Fund benefits which on the whole are not less favorable to the Employees than the benefits provided under this Act or any scheme
- Even though the employees of the exempted establishment continue to be governed by the Rules of the Exempted Trust, any amendments to the EPF scheme, which is more beneficial to the employees than their existing Rules, shall be made applicable to them automatically pending formal amendment of the Rules of the Trust and no amendment in the Rules shall be made by the employer without the prior approval of the Regional PF Commissioner.

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प्रधान कार्यालय : गंगा भवन, प्रगतिपुरम, बाईपास रोड, ऋषिकेश - 249201

Corporate Office : GANGA BHAWAN, PRAGATIPURAM, BYPASS ROAD, RISHIKESH - 249201

पंजीकृत कार्यालय : भागीरथी भवन (टॉप टेरिस), भागीरथीपुरम, टिहरी गढ़वाल-249124

Regd. Office : Bhagirathi Bhawan, (Top Terrace), Bhagirathipuram, Tehri Garhwal-249 124

टेलीफोन - 0135-2439463, Telefax: 0135-2439463, Website Address : www.thdc.co.in

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To extend the benefit of Provident Funds to its employee, THDC India Limited Employees Provident Fund w.e.f 12.07.1991. The Fund is also a recognized Provident Fund w.e.f 14.02.1990 under Rule 3(1) of the part "A" of the fourth schedule of the Income Tax Act, 1961 vide File No: CIT.VII/318/PF/90-91/689 dated 25.06.1990. The Fund is managed by the Board of Trustees consisting representatives of Employer's and Employee's.

According to the above information THDCIL is exempted for obtaining permission proof of joint option under Para 26(6) of EPF scheme.

Pursuant to the Rules of Provident Fund (PF of THDCIL"-Trust), we would like to submit that Rule 10 and 11 deals with Employer Contribution and Members Contribution.

Under Rule 10(a) Members Contribution: Every member shall subscribe to the Fund every month sum equal to 12% of his monthly Basic Pay, Dearness Allowance and Retaining Allowance, if any and matching amount contributed by the employer.

Under Rule 11(a) Employer's Contribution: The Employer shall not later than 15 days of succeeding month in respect of each of the Members of the Fund pay to the Trustee as Employees contribution to the Fund a sum equal to the total of the members compulsory contribution under Rule 10(a) mentioned here in above.

According to the above THDCIL is complying with Rule 26(6) of the Provident Fund Scheme, 1952. As per said Provident Fund Rule 10 & 11 of the Trust, the permission has already been granted through the Provident Fund Rules of the Trust for contributing on actual wages/salary. It is also evident that our Establishment (Employer) is also contributing on full wages/salary and required administrative (or) inspection charges have been depositing with EPFO Authority, since then and the trust accounts were being audited by the EPFO from time to time. Under these circumstances, the provisions of Para 26(6) of the EPF Scheme, 1952 have been complied with by the establishment.

Accordingly, THDCIL 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 of Rs. 5000/- and are eligible to exercise joint option under erstwhile Para 11(3) & existing Para 11(4) in line with the EPFO Circular No. Pension/2022/58259/16541 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 judgment dated 04.11.2022 in the matter of SLP -No:8658-8656 of 2019.

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

Authorized Signatory

On Behalf of THDC India Limited

अपर महाप्रबंधक (मा.सं.सं. प्रशा.)
Addl. General Manager (H.R.&Admn.)
टीएचडीसी इंडिया लिमिटेड, राशिकेश
THDC INDIA LTD., RISHIKESH

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