

Circular No – 015/2024

Date:13.02.2024

To

All Members of the Association

PROCEDURE TO BE FOLLOWED IN CASES WHERE THE EMPLOYEE HAS MULTIPLE EPF ACCOUNT NUMBERS FOR CONCURRENT EMPLOYMENT

1. Some of the members of the provident fund may hold multiple account numbers for concurrent employment, simultaneously in two or more establishments. The Central Office of the Provident Fund Organization have laid down the procedure regarding regulating coverage and payment of pension in case of members who hold multiple account numbers vide their circular no. e-597452/4406 dated 29.01.2024.
2. The following procedure shall have to be followed in such cases with regard to compliance with pension scheme.
“2 Accordingly, whenever an EPS member possesses multiple account numbers for concurrent employment, simultaneously in two or more establishments the following shall be followed:
 - Pension from each establishment has to be worked out at the date of exit on actual basis.
 - Pension payable from all establishments shall be aggregated provided that aggregate of pensionable salaries at any point of time shall not exceed wage ceiling and as & when it exceeds

wage ceiling the contribution received on such excess salary shall be diverted to the PF account.

- The minimum pension criteria will be applied to aggregated pension i.e. only on the total pension amount.

3 Procedure to be followed on joining on becoming member of EPS

When a member becomes member of EPS on account of his wages on the date of joining being not more than the wage ceiling of Rs.15,000/-, upon his joining another establishment without exiting from the first establishment at a later date, the RO where the other establishment is covered shall be responsible to ensure that total contribution into EPS shall not exceed contribution payable on wage ceiling of Rs.15,000/-.

4 Procedure to be followed from 01.09.2014 onwards

It shall be ensured that with effect from 01.09.2014, if the wages in a single establishment exceeds Rs.15,000/- or aggregate of wages at the time of joining exceeds Rs.15,000/- in multiple establishments (concurrently & simultaneously), the full 24% PF contribution shall be retained in Provident Fund account only, as in such cases, the member shall not be eligible for membership of EPS, 1995.

6 Procedure for payment of pension

The pension shall be calculated and PPO shall be issued by the RO from where the member finally exits EPS, 1995. Similarly, if there



are two overlapping memberships, the RO where member has joined subsequently shall be responsible to comply with instructions as at para 3.”

3. Copy of the circular no.e-597452/4406 dated 29.01.2024 of EPFO Head Office New Delhi is enclosed.

For KARNATAKA EMPLOYERS' ASSOCIATION
Sd/
[B C Prabhakar]
President



कर्मचारी भविष्य निधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION
भ्रम एवम रोजगार मन्त्रालय, भारत सरकार
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA
मुख्य कार्यालय/Head Office
भविष्य निधि भवन, 14, भिकाजी कामा प्लेस, नई दिल्ली-110066
Bhavishya Nidhi Bhawan, 14, Bhikaiji Cama Place, New Delhi-110066
Website: www.epfindia.gov.in, www.epfindia.nic.in



No. e-597452/4406

Date: 29.01.2024

To,

All ACC (HQ)/ACC, Zonal Offices,
All RPF-C-I/RPF-C-II/APFC, In-charge of Field Offices

Subject: Regulating EPS entitlement of members having Multiple Account Numbers – reg.

Ma'am/Sir,

This is to reiterate the guidelines issued vide circular no. Pension/8/MP/Clarification/96 dated 30.11.1998 (copy attached for ready reference).

2. Accordingly, whenever an EPS member possesses multiple account numbers for concurrent employment, simultaneously in two or more establishments, the following shall be followed:

- a. Pension from each establishment has to be worked out at the date of exit on actual basis.
- b. Pension payable from all establishments shall be aggregated provided that aggregate of pensionable salaries at any point of time shall not exceed wage ceiling and as & when it exceeds wage ceiling the contribution received on such excess salary shall be diverted to the PF account.
- c. The minimum pension criteria will be applied to aggregated pension i.e., only on the total pension amount.

3. When a member becomes member of EPS on account of his wages on the date of joining being not more than the wage ceiling of Rs.15,000/-, upon his joining another establishment without exiting from the first establishment at a later date, the RO where the other establishment is covered shall be responsible to ensure that total contribution into EPS shall not exceed contribution payable on wage ceiling of Rs.15,000/-.

4. Further, it shall be ensured that w.e.f. 01.09.2014, if the wages in a single establishment exceeds Rs.15,000/- or aggregate of wages at the time of joining exceeds Rs. 15,000/- in multiple establishments (concurrently & simultaneously), the full 24% PF contribution shall be retained in Provident Fund account only, as in such cases, the member shall not be eligible for membership of EPS, 1995.

5. The above instructions shall be brought to the notice of all such establishments where such incidence of multiple memberships is more by the concerned ROs so that in the first instance itself the employers submit correct ECRs.

6. As in other cases, the pension shall be calculated and PPO shall be issued by the RO from where the member finally exits EPS, 1995. Similarly, if there are two overlapping memberships, the RO where member has joined subsequently shall be responsible to comply with instructions as at Para 3.

[This issues with the approval of competent authority]

Yours faithfully,

(Aprajita Jaggi)
Regional PF Commissioner – I

Copy to:

1. All CBT members for kind information please.
2. PS to CPFC.
3. FA & CAO, CVO, Director, PDNASS and all ZTIs.
4. All ACC (HQ)s and all ACCs in HO.
5. RPFC-I (IS) for uploading on website.
6. Rajbhasha section for providing version in Hindi.