

तार : 'फूडकोर्प' Gram : 'FOODCORP' फ़ैक्स नं. : एचएफसीआई एनडी ००६१११२३४१३२४१ ००६१११२३४१३१६२ Fax No. : HFCI ND 00911123413241 00911123413162		मुख्यालय नई दिल्ली Headquarters New Delhi १६-२०, बाराखम्बा लेन, नई दिल्ली-११०००१, दूरभाष : ४३५२७६६७, ४३५२७६६८, 16-20, BARAKHAMBHA LANE, NEW DELHI-110001, PHONE : 43527697, 43527698
--	--	---

File no. FCI HQ-CPF016/9/2022-CPF/ Part(1)

Date:Approved Date

CPF Circular - 03/2023

Sub:- Approach to be followed for computation of differential wages (actual or accrual basis).

Ref:- 1. CPF Division circular FCI HQ-CPF016/9/2022-CPF dated 03/16.02.2023

2. CPF Division circular FCI HQ-CPF016/9/2022-CPF Part(1) dated 26.04.2023

3. Pension/SupremeCourtJudgement/PoHW/2022/812 dated 11.05.2023

References have been received by FCI Hqrs in connection with the approach to be followed for the computation of differential wages for approving joint option forms submitted by members on EPFO portal in accordance with EPFO instructions 3rd cited as accrual basis is leading to burden on members since the interest on the amount due will be calculated from the accrued date even though the CPF contribution is actually credited to the member's account on actual payment.

In this regard, a committee was constituted at FCI Hqrs. Level to review the procedure to be followed for computation of differential wages (Actual basis or Accrual basis) for higher pension and recommend a suitable approach. Accordingly, as per the recommendation of the Committee, the following instructions/clarifications are issued with the approval of the Competent Authority for taking necessary action to furnish month-wise wage Details.

Sr. No.	Query	Clarification
1	Whether Wages on Actual or Accrual basis to be followed for computing differential contribution amount	<p>1. For Officers & Staff For period upto 2013-14: Pay - Pay Drawn as per Service Book for the relevant month DA - DA as finally declared for the respective quarter, to be adopted from the 1st day of that quarter, irrespective of the</p>

		<p>actual date of declaration i.e On Due/accrual Basis which is being followed at present.</p> <p>2014-15 Onwards - Pay and DA - Actual as per FAP</p> <p>2. For Dept/DPS workers Actual wages paid in relevant month, including incentive, MGW etc on which PF benefits had been originally allowed. Pay revision arrears paid, if any, would also be considered as part of actual wages.</p>
2	Treatment of Wage Revision	<p>1. For Officers & Staff</p> <p>For the period upto 2013-14:</p> <ol style="list-style-type: none"> 1. Month next to the date of issue of Wage Revision Orders by FCI Hqrs. to be considered as the Month of payment of Wage Revision Arrears irrespective of the actual date of payment. 2. Thereafter revised Basic Pay and revised DA for concerned month to be considered till next Wage Revision. <p>From 2014-15 onwards: Actual As per FAP</p> <p>2. For Dept/DPS workers Wages are to be considered on actual basis including Incentive.</p>
3.	Pay details already uploaded online and approved on EPFO Website.	<p>At present EPFO website does not have provision for modification of data already approved. However, during the discussion with EPFO authorities, it was informed that the records will be verified before approval by EPFO. EPFO also will be intimated about the stance of FCI.</p>
4.	Format of Information to be submitted	<p>Month wise wage details are to be submitted in enclosed format Annex A. For this purpose, in case of Dept/DPS Workers, incentive etc as applicable would be included in "other components"</p>

Admin division of concern unit office to prepare information under Annex A and submit to concerned CPF Division post due verification by Local Accounts Division.

//This is issued with approval of Competent Authority//

(Dewkant Das)

DGM(CPF), FCI Hqrs

Annexure A

Name				
Date of Birth				
UAN No.				
CPF No.				
EPS no./Member ID (full)				
EPFO Website Option Form Number/Acknowledgement no.)				
PPO No. (if applicable)				
	date of joining		date of exit	
Current Post held and place of posting (for working employees/workers)				
Post held at the age of 58 years, if applicable				
last place of posting at the time of retirement (for retired employee/worker only)				
Contact Detail / Phone number of person who prepared this sheet for resolution of query if any.				

Wage Month (A)	Basic (B)	D.A. (C)	Other Component (D)	Actual wages (E=B+C+D)	NCP days (E)	Remark (F)
Nov-95						
Dec-95						
Jan-96						
Feb-96						
Mar-96						
Apr-96						

Annexure B

Example for computing Wage Revision Arrear:

Considering Wage Revision of 2007 circular is issued on 09/04/2010:

Annex A

Month	Basic	DA	Other Component (if any)	Actual Wages	NCP Days	Remarks
Jan-07	9170	68.80 % Rs. 6309	-	15,479	0	Pre-revised with DA applicable on 1 st Jan (pre-revised)
Feb-07	9170	68.80 % Rs. 6309	-	15,479	0	-do-
..
..
Apr-10	10040	127.50 % Rs. 12801	-	22,841	0	Pre-revised with DA applicable on 1 st Apr (pre-revised)
May-10	23230	34.80 % Rs. 8084	-	31,314 + 4,00,000 = 4,31,314	0	Revised Wages as applicable as on Jun-10 + Arrear of pay revision (Assumed 4 lacs for period Jan 2007 to Apr 2010)
Jun-10	23230	34.80 % Rs. 8084	-	31,314	0	Revised Wages as applicable as on Jun-10

In above example, arrear amount for period from Jan - 2007 to Apr - 2010 is assumed Rs. 4 lacs, however for each member such amount is to be computed and provided in Annex A

Note

- Wage Revision is taken effective from Next month of issuance of circular.
- Arrear is computed and added in the next wage month when circular was issued.
- Pre-revised DA to be considered upto month of wage revision circular.
- Revised DA to be considered from month next to Wage revision circular.
- DA rate for the quarter to be considered from 1st day of that respective quarter.