

COMMON QUESTIONS ON EPF FOR AIDED COLLEGES IN ODISHA

	Question	Answer
1	An aided college has been implementing the EPF coverage even before the Odisha Non-Government Aided Colleges EPR Rules, 2016. Can the teaching and non-teaching staff of that college get the benefit of the 2016 Rules ?	Yes. Whichever college fulfills the conditions specified in Rule 4 is eligible to get the benefits.
2	Is the 15 % financial support given by the Government towards the employee's share or towards the employer's share ?	The aided college employees are not Government servants. Therefore, the employer's share has to be contributed by the respective Governing Body, who is the employer. The support in terms of 15 % of the Block Grant amount admissible as on 1.5.2016 is given for the employee of the aided college towards coverage under EPF and Miscellaneous Provisions Act, 1952.
3	My college Governing Body is so poor that they cannot afford to pay the employer's share. What can be done in this regard ?	Coverage of employees under EPF is not only a desired social objective, but also a statutory responsibility. Proceedings can start against the employers by the EPF authorities in case of violations. Nothing prevents the Governing Bodies in this regard from adopting appropriate resolutions modifying their present fee structure or otherwise increase their internal mobilisation of resources, in order to meet the statutory commitments. It must be noted that the financial support to the extent of 15 % of block grant admissible on 1.5.2016 will be available, only when the GB covers all the employees under the scheme. The benefits will accrue from the date all eligible employees of that college are covered. The Government desires that 100 % aided colleges must come forward and cover their employees under EPF.
4	The actual contribution is not 15 %, but it is less. What will happen to the rest of the money paid by	The financial support given by the Government is 15 % of the block grant as on 1.5.2016. If the employee is required to pay less amount towards his or her contribution towards the EPF, still the block grant support from the Government accrues without any difficulty and the employee can take such balance money home. As an example, if Rs 10,000 was the block grant on 1.5.2016, the Government pays an additional amount of Rs 1500 to the

	the State Government?	employee towards social security and Rs 2500 as block grant hike effective from 1.6.2016. Thus the pay of such employee working under the aided college becomes Rs 14,000. The contribution of the employee is decided, as a percentage of this Rs 14,000. Similarly, the employer's share corresponding to this Rs 14,000 will be payable by the Governing Body. The contribution rate structure can be seen at : http://www.epfindia.com/site_docs/PDFs/MiscPDFs/ContributionRate.pdf
5	Will the block grant employees as per GIA Order, 2014 will be eligible for the 15% support?	No. The benefits of the 2016 Rules are not applicable to such employees. However, nothing prevents the Governing Bodies from taking a decision to do so with their own resources if the employees are willing.
6	What is the procedure for registration?	The procedure to be followed by the employer i.e. GB of the college for obtaining to the PF code number can be seen at https://unifiedportal.epfindia.gov.in/OLRE.php
7	My college has less than 20 employees. Can it be covered under EPF?	Yes. The enabling notification under the EPF Act, 1952 has been made by the Central Government.
8	My college has some employees who draw more than Rs 15,000 per month. Can they be covered under EPF?	Yes. However, the employer's contribution will remain as it would be for Rs 15,000
9	What are the benefits of the EPF coverage?	EPF coverage implies benefits under three schemes, i.e. EPF Scheme, 1952, Pension Scheme, 1995 and insurance scheme ELDI, 1976. Details of these schemes can be seen at : http://www.epfindia.com/site_docs/PDFs/Downloads_PDFs/EPFScheme.pdf http://www.epfindia.com/site_docs/PDFs/Downloads_PDFs/EPS95_update102008.pdf http://www.epfindia.com/site_docs/PDFs/Downloads_PDFs/EDLI_1976.pdf