



कर्मचारी भविष्य निधि संगठन  
EMPLOYEES' PROVIDENT FUND ORGANISATION

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(Ministry of Labour & Employment, Govt. of India)

आंचलिक कार्यालय / Zonal Office

पुणे कॅंटोनमेंट बोर्ड भवन, गोलीबार मैदान, पुणे - 411001

Pune Cantonment Board Building, Golibar Maidan, Pune - 411001

दूरभाष/Ph : 020-26454234, ई-मेल/E-Mail : [acc.pune@epfindia.gov.in](mailto:acc.pune@epfindia.gov.in)



No.MH/PF/Empanelment of Advocates/

Date: 10.01.2022

**NOTICE FOR INVITING APPLICATIONS FOR EXTENSION OF  
EXISTING PANEL OF ADVOCATES FOR PUNE, KOLHAPUR AND NASIK**

Employees' Provident Fund Organisation (EPFO), on behalf of the Central Board, Employees' Provident Funds, a statutory body of the Ministry of Labour & Employment, Government of India, proposes to engage additional panel counsel(s) to represent the Central Board, EPF before High Court (Mumbai), CAT(Mumbai), Central Government Industrial Tribunal (Mumbai) for Pune, Kolhapur and Nasik and also proposed to engage additional panel counsel(s) to represent the Central Board, EPF before DCDRF, District Court and other lower courts for Pune, Kolhapur and Nasik.

The practicing advocates who are registered with Bar Council of India/State Bar Council are eligible for empanelment. The qualification, experience, schedule of fees, other terms and conditions and the application format in which the application has to be made, have been prescribed.

**The Advocates who are already on the existing panel of EPFO, ZONAL Office , Pune for the calendar year 2022-2023 need not apply again.**

Eligible practicing advocates must submit applications in the format prescribed in Annexure "A" and "B" enclosed herewith, along with all supporting documents in a sealed envelope to:

**Office of the Additional Central Provident Fund Commissioner  
EMPLOYEES PROVIDENT FUND ORGANISATION  
Zonal office, 2<sup>nd</sup> Floor Pune Cantonment Board Building,  
Golibar Maidan, Pune - 411001**

The envelope should be superscripted as following:-

**Application for Empanelment of Advocate for High Courts(Mumbai), CAT(Nagpur), Central Government Industrial Tribunal (Mumbai), DCDRF and other lower courts, for Pune Cantt, Kolhapur and Nasik and for DCDRF, District Court and other lower courts for Pune, Kolhapur and Nasik.**

The last date of receiving Applications in the prescribed format along with supporting documents is **11.02.2022**

Application for empanelment at EPFO does not confer any right/ assurance whatsoever; to an applicant that he / she will be empanelled on the panel of EPFO. Letters to advocates confirming their empanelment will be issued by EPFO separately.

### **GUIDELINES FOR EMPANELMENT OF ADVOCATES**

Following guidelines are designed to provide and regulate the manner and procedure for empanelling the advocates to represent and assist EPFO before various courts and for regulating the referrals of the cases and payment of fee/remuneration. These guidelines shall supersede all existing instruction in this regard, if any, and is subject to change without assigning any reason.

#### **1. Eligibility of Empanelment**

Before filling the application form, the candidates are advised to carefully read and follow the eligibility criteria, instructions and terms & conditions for empanelment of Advocates in EPFO mentioned herein below:-

##### **● Qualification and experience for conducting cases :-**

- i. Be enrolled/registered as an advocate with the State Bar Council.
- ii. Have a minimum, relevant experience of **Ten years** of handling Civil, Criminal, Service,

Labour, Arbitration matters and other cases before a High Court with a fair knowledge

of Labour laws with special reference to Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (E.P.F. and M.P. Act, 1952).

#### **2. Tenure of Empanelment**

The initial empanelment will be for the period of two years from date which will be notified later. Performance of empanelled advocates shall be reviewed at regular interval for continuance in the panel of Advocate.

#### **3. Payment of Fee and Other Conditions**

- i. The fee payable to the Advocates shall be governed by the Schedule of fee annexed as Annexure "C with these guidelines as amended from time to time".
- ii. The Competent Authority shall have the right in exceptional cases to approve the payment of a higher fee than the fee mentioned in the schedule keeping in view the importance of the matter and the efforts put in by the advocate in a particular case.

- iii. No retainer fee shall be paid to any panel Advocate merely because such advocate has been empanelled.

**4. Procedure for Empanelment**

- a. The applicant advocate must apply on the format prescribed by the EPFO only. No other format will be entertained.
- b. An applicant advocate willing to be empanelled for more than one forum (i.e. for High Court Telangana , CAT) may apply separately for each forum in separate envelope superscripted as mentioned earlier.
- c. Any application received after the last date prescribed in the advertisement shall not be entertained.
- d. No applicant advocate shall be called for interview/interaction unless he/she satisfies the eligibility conditions and is shortlisted for the same.
- e. Depending upon the requirement and number of applications received, EPFO reserves the right to be shortlist the candidates to be called for interview/interaction and to be empanelled.
- f. Merely fulfilling the eligibility criteria will not confer any right on an applicant advocate to be called for interview/interaction and to be selected.
- g. The decision of the competent authority regarding short listing and selection of the candidates shall be final.
- h. Canvassing in any form shall be treated as a disqualification. The candidature of such applicants shall be cancelled forthwith.
- i. A list of shortlisted applicant advocates with the date, time and venue of interview will be uploaded on our website i.e. [www.epfindia.gov.in](http://www.epfindia.gov.in) HYPERLINK "<http://www.epfindia.gov.in/>".
- j. The applicant advocate shall bring original documents at the time of interview.
- k. The list of selected advocates will be made available on EPFO website [www.epfindia.gov.in](http://www.epfindia.gov.in)HYPERLINK "<http://www.epfindia.gov.in/>". Letter to applicant advocates confirming their empanelment will be issued by EPFO separately.

**5. Duties of the Empanelled Advocates:**

- 1.The Advocate shall not advise any party or accept any case against the EPFO in which he/she has appeared or is likely to be called upon to appear for or advise which is likely to affect or lead to litigation against the EPFO.
2. Timely appearance of the Counsel to contest the cases for EPFO in the court is a must. His/her absence in the Court, without any reasonable ground and notice in advance, will not be accepted.
3. EPFO sends the information to the panel advocates through email regarding entrustment of a case and after receiving the e-mail, it is duty of the panel Advocates to collect the brief/copy of petition along with assignment letter from the concerned office of EPFO at the earliest.
4. EPFO is free to engage any advocate of its own choice and an empanelled Advocate shall make no claim that he/she alone should be entrusted with EPFO's

legal matter(s).

5. Refusal by any advocate to accept any work without any reasonable cause (e.g. on grounds of conflict of interest) may entail removal of such advocate from the panel, forthwith without waiting for the empanelment period to expire.
6. The advocates shall accept the terms and conditions of the empanelment as determined by the EPFO from time to time.
7. In order to ensure that there is effective check on the cases being conducted, the Advocates on the panel must report the status of the cases after each date of hearing. Failure to submit status report will be a ground for removal of the name of the lawyer concerned from the panel.
8. In cases where on the request of the union of India Ministry of Labour & Employment have also to be represented; no extra fee shall be paid to the advocate to watch and safe guard the interests of union of India, Ministry of Labour & Employment.
9. If required render all assistance to special or senior Counsel engaged in a particular cases before the Supreme Court, High Court and other judicial bodies.
10. Keep EPFO informed and updated on all-important developments in the designated cases, dates of hearing, order of the court on the date of its pronouncement, supplying copy of orders/judgment etc.
11. Furnish monthly statement about the cases represented by him/her before the concerned courts or any other authority and their outcomes.
12. When any case attended by him/her is decided against the Organisation, the Advocate concerned must give considered opinion regarding the reasons for such adverse order and the advisability of filing an appeal from such a decision not later than 5 working days of the order (*kuchha* copy).
13. 30% of the fees payable to the counsel shall be deducted if the certified copy of the judgment is not handed over to the Legal cell of EPFO within three days (excluding the time taken by the court in preparation of the copy) from the date of judgment.

#### **6. Removal from panel:**

EPFO reserves the right to terminate the empanelment of a Counsel with one month's notice in writing without assigning any reason. The counsel may also resign from the Organisation by serving one month's notice.

Empanelment shall be liable to be cancelled due to occurring of any of the following disablements on the part of the Advocate.

- i. Giving false information in the application for empanelment;
- ii. Failing to attend the hearing of the case without any sufficient reason and/are prior information;
- iii. Not acting as per EPFO's instructions or going again against specific instructions;
- iv. Threatening, intimidating or abusing any of the EPFO's employees, officers, or representatives;

- v. Passing on information relating to EPFO's case on to the opposite parties or their advocates or any third party which is likely to cost any damage to the EPFO's interests;
- vi. Giving false or misleading information to the EPFO relating to the proceedings of the case;
- vii. Seeking frequent adjournments or not objecting the adjournment moved by other party without sufficient reason; and
- viii. Frequent absence from the Court proceeding even if "passes over" or "proxy" is obtained by an advocate.

(MSKV Satyanarayana)  
Addl. Central P.F. Commissioner  
Zonal Office, Maharashtra(excluding Mumbai), Pune

**ANNEXURE-A**

APPLICATION NO..... (To be filled by EPFO)

**APPLICATION FORM FOR EMPANELMENT IN EPFO**  
(TO BE FIELD IN BY ALL APPLICANT ADVOCATES)

To,

**Office of the Additional Central P.F. Commissioner  
Employees Provident Fund Organization,  
,Zonal office, 2<sup>nd</sup> Floor Pune Cantonment Board Building**

**Golibar Maidan, Pune - .411001**

|   |
|---|
| <b>Name (in Block Letter)</b>                                     |
| <b>Father's name</b>  |
| <b>Court for which Applied</b>                                    |
| <b>Check List</b>   |
| <b>List of documents attached (please tick)</b>                   |
| <b>Copy of all certificates &amp; mark -sheets (Xth onwards )</b> |
| <b>Experience Certificate</b>                                     |
| <b>Duly filed Annexure-A&amp;B</b>                                |
| <b>Others (please specify):1</b>                                  |
| <b>2</b>  |

| PERSONAL DETAILS (In Block Letters) |   |
|-------------------------------------|---|
| 1                                   | Name in FULL  |
| 2                                   | Father's/Husband's Name   |
| 3                                   | Date of Birth   |
| 4                                   | Age on (last date of receipt of application)  |
| 5                                   | Nationality   |
| 6                                   | Marital status  |
| 7                                   | Address for correspondence with PIN and phone   |
| 8                                   | Permanent address with PIN and phone  |
| 9                                   | Address of office/chamber, if any, with PIN and phone   |
| 10                                  | Mobile Number(s)<br>Email ID:   |
| 11                                  | Are you related to any EPFO employee? If so, please give details (Viz, Name, Designation, place of work & relationship with the applicant): |

12.Details of Educational qualification (Commencing with the Matriculation or equivalent examination)

| Examination                      | Name of the      | Class or | % of  | Subjects | Year of |
|----------------------------------|------------------|----------|-------|----------|---------|
| Passed                           | Board/University | Division | Marks |          | passing |
| 10 <sup>th</sup> / Matriculation |                  |          |       |          |         |
| 12 <sup>th</sup> / Intermediate  |                  |          |       |          |         |
| Graduation                       |                  |          |       |          |         |
| LLB/ Law Graduate                |                  |          |       |          |         |
| Degree                           |                  |          |       |          |         |
| Post Graduation                  |                  |          |       |          |         |
| Other Professional               |                  |          |       |          |         |
| Qualifications                   |                  |          |       |          |         |

13. Whether the applicant is currently on the Panel of any other Government Department/PSU/Statutory Body/Autonomous Body etc., and if yes, the details below(Self- certified Copy of the Office Order/ letter of empanelment may be attached):-

| Name of the Department/PSU/Statutory Body/ Autonomous Body | From | To |
|--|------|----|
| 1.   |      |    |
| 2.   |      |    |

14. Whether the applicant has worked as Legal Researcher (LR) attached to any Court/judge? If yes, the details and the supporting documents:-

| Name of Court/ judge | Period of Research | Supporting documents |
|----------------------|--------------------|----------------------|
| 1.                   |                    |                      |
| 2.                   |                    |                      |

15. If one or more advocates are associated as juniors of the applicant, their details be provided below:-

| Sl. No. | Name of the advocate | Enrolment no. with date |
|---------|----------------------|-------------------------|
|         |                      |                         |
|         |                      |                         |

16. Infrastructural facilities available with the applicant (Please tick if available) be provided below:

**File No.MH/PF/ZO/PUNE/2020-21/EMPANELMENT**

| Sl. No. | Office space | Office clerk | Steno/typist | Support staff |
|---------|--------------|--------------|--------------|---------------|
|         |              |              |              |               |

17.No.ofcasesrelatingtoEPFandMPAct'1952,ifhandled earlier:-

| Sl. No | Type of case (Documentary proof must be attached) |
|--------|---|
|        |   |

18.Whether the applicant has been engaged (through Vakalatnama) as counsel in any landmark or mother case? If yes, the particulars of the case with copy of the judgment wherein his/her name is recorded as advocate for one of the parties (Copy of order/judgment be attached asproof):-

| Name of the Court | Case title | Nature of Judgment |
|-------------------|------------|--------------------|
|                   |            |                    |
|                   |            |                    |

19.Whether Income Tax return filed for last five years? Yes/No (If yes, please attach the copies of theITRs.)

20.Details of Bank Account/ Aadhar Number be providedbelow:-

| Bank Account Details(Bank Account Number, Address of the branch and IFSC code) | PAN number | Aadhar Number |
|--|------------|---------------|
|  |            |               |

21.Whether any proceeding has ever been commenced or is continuing before the Disciplinary Committee of the Bar Council for alleged professionalmisconduct:-

| Sl. No. | Details of allegations and Proceedings | Finding made by the Disciplinary Committee |
|---------|--|--|
|         |  |  |
|         |  |  |

22.Whether any criminal complaint has ever been filed or FIR registered or any criminal proceeding has ever commenced against the applicantadvocate:-

| Sl. No. | Details of allegations and Proceedings | Finding made by the Court |
|---------|--|---------------------------|
|         |  |                           |
|         |  |                           |

23.Any additional professional qualification(s), which will further the candidature, including membership of professional societies, awards and honors etc. may be listed in the box below.(Documentary proofs may beattached):

|  |
|--|
|  |
|--|



**UNDERTAKING**

24.I hereby confirm and declare that the information furnished in the application and in the attached Certificate is true/correct and complete to the best of my knowledge and relief. I have not concealed any relevant information. I am fully aware that if any of the information furnished by me is found to be false/ incorrect, my candidature for the empanelment will be treated as cancelled and matter will be referred to the appropriate authority.

25.I also undertake to maintain absolute secrecy about the cases of the EPFO as required under the Act, Rules and Regulationsthereunder.

26.I also undertake to return all case files and records to the EPFO as and when required byEPFO.

27.I agree with the Fee Schedule notified byEPFO.

Signature of  
Advocate Enrolment  
Number Mobile  
Number

Place and Date:-

**ANNEXURE-B**

APPLICATION NO..... (To be filled byEPFO)

**ADDITIONAL INFORMATION SHEET**

(To be filled in by existing Panel advocates, applying for fresh empanelment):

1. Name of the Panel Advocate:
2. Empanelled for High Courts of Aurangabad/Nagpur , CAT(Nagpur), Central Government Industrial Tribunal(Nagpur), DCDRF & other lower courts for the State of Maharashtra(excluding Mumbai):
3. Duration in the Panel:
4. Total No.of cases allotted :

5. No.of cases Decided:

| In favour case title | against | Remanded back |
|----------------------|---------|---------------|
| 1                    |         |               |
| 2                    |         |               |

6. No.s of cases pending:

7. Details of oldest pending with the advocate:

8. Special achievements, if any:

9. Remarks of applicant advocate, if any:

**(Signature and name of the applicant)**

**Place:-**

**Date:-**

[-----]

