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OFFICIAL GAZETTE GOVERNMENT OF GOA

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EXTRAORDINARY

No. 2

GOVERNMENT OF GOA

Department of Personnel

Notification

1/1/2017-Addl. Secy. (PER)/3451

Date : 13-Nov-2025

Sub.:- Applicability of Employees Provident Fund for Contract Employees engaged by the State Government Departments/Corporations/Autonomous Bodies/PSUs---- Instructions- Reg.

1. It is brought to notice that the provisions of Employees Provident Funds and Miscellaneous Provisions Act are not strictly followed in the Government Departments/Corporations/Autonomous Bodies/PSUs and there is need to ensure that all contract employees are covered under the provisions of EPF and Miscellaneous Provisions Act, 1952 and extended other social security benefits.

2. In this regard, the issue was under consideration of the Government and the Government has examined the same in totality to consider the various modalities as regards extending the benefits of EPF to contractual Government employees.

3. The Ministry of Labour and Employment, Government of India vide Notification No. Z-25025/03/2024-SS-II dated 10-10-2025 (copy enclosed) has notified the Employees' Provident Funds (Amendment) Scheme, 2025 which came into effect on 1st day of November, 2025 and shall cease to operate on 30th day of April, 2026. This scheme is a special initiative of the Government of India to promote voluntary compliance and extend social security coverage to all employees who have joined establishment after 2017. Further aims to encourage transparency, ensure universal EPF inclusion, and simplify the process of past regularization.

4. It has been decided that all the Heads of Departments, Corporations/Autonomous Bodies/PSUs shall apply for EPF Coverage of the contractual employees working in their respective Department/Organization who have joined after 1st July, 2017 and are continued on contract basis in the respective organizations as on 01-11-2025 as per the guidelines of the Scheme. The contribution towards the Provident Fund (PF) i.e. Employer and Employee shall be as per the provisions of the Employees Provident Funds and Miscellaneous Provisions Act, 1952.

5. For employees who have joined establishment prior to July, 2017, Government is in process of extending PF benefits to them also in a phase-wise manner in co-ordination with EPFO. Instructions in this regards will be issued shortly.

6. Therefore, it is enjoined upon all the Heads of Departments, Corporations/Autonomous Bodies/PSUs to enroll their contract employees who have joined the Organization on 1st July, 2017 in order to avail benefit for one time Amnesty Scheme under EPF Amendment Scheme, 2025. No employees share shall be paid as it was not deducted previously, and the Employers share shall be limited to the wage ceiling of Rs. 15,000/- i.e. contribution of Rs. 1,950/- only per month (including administrative and other charges on wage limit).

7. Contract Workers below 40 years of age shall compulsorily enroll themselves under Atal Pension Yojana and start contribution from the remuneration payable to them for their better future prospects. Further, all the contractual employees shall be mandatorily enrolled under Pradhan Mantri Jeevan Jyoti Bima Yojana and Pradhan Mantri Suraksha Bima Yojana as per eligibility of these schemes.

8. Further, the Departments, Corporations/Autonomous Bodies/PSUs may contact following officers for any issues in this regard:

1. Shri Prasad Pednekar, Dy. Labour Commissioner, O/o Commissioner of Labour, Panaji-Goa (Mobile 9923305282).

2. Shri Alister BL, Accounts Officer, O/o Employees Provident Fund Organisation (EPFO), Panaji-Goa (Contact No.: 0832-2438901).

3. Shri Mahavir Kumar Ray, DPA, O/o Employees Provident Fund Organisation (EPFO), Panaji-Goa (Contact No.: 0832-2438901).

9. This is issued with the approval of the Finance (Budget) Department vide their U.O 1400073412 dated 11-11-2025 and Council of Ministers in the LXXXVIIth Cabinet Meeting held on 12-11-2025.

Durga Kinlekar, Under Secretary (Personnel-II).

Porvrim.

Notification

2/2/2016-PER/3455

Date : 13-Nov-2025

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Goa hereby frames the following rules so as to further amend the Goa State Civil Services (Retirement) Rules, 2000, as follows, namely:—

1. *Short title, application and commencement.*— (1) These rules may be called the Goa State Civil Services (Retirement) (Sixth Amendment) Rules, 2025.

(2) They shall come into force with effect from the date of their publication in the Official Gazette.

2. *Amendment of rule 3.*— In sub-rule (1) of rule 3 of the Goa State Civil Services (Retirement) Rules, 2000, after existing provisos, the following proviso shall be inserted:

“Provided that in Public Works Department, Department of Drinking Water, Water Resources Department and Electricity Department Officials working on the post of Chief Engineer and above, shall retire at the age of sixty-two years, in case no candidate is eligible for promotion to such post and once candidate becomes eligible and promoted to such posts the official holding the post beyond sixty years shall retire immediately on promotion of such candidate.”

By order and in the name of the Governor of Goa.

Durga Kinlekar, Under Secretary (Personnel-II).

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