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Pension Fund Regulatory and Development Authority
(Employees' Service) (Second Amendment)
Regulations, 2025

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Authority

Ministry of Labour and Employment / Pension Fund Regulatory and Development Authority

Circular Date

Oct 13, 2025

Circular Number

No.
PFRDA/05/1/0025/2017-HR

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MINISTRY OF LABOUR AND EMPLOYMENT - PENSION FUND REGULATORY AND DEVELOPMENT AUTHORITY (EMPLOYEES' SERVICE) (SECOND AMENDMENT) REGULATIONS, 2025

Applicability : All officials and employees serving under the Pension Fund Regulatory and Development Authority (PFRDA)

Introduction

On October 13, 2025, the Ministry of Labour and Employment published the *Pension Fund Regulatory and Development Authority (Employees' Service) (Second Amendment) Regulations, 2025*. Issued under Section 11(2) read with Section 52(2)(b) of the *PFRDA Act, 2013*, these amendments update and refine the 2015 Employee Service Regulations to align with evolving administrative and human resource needs within the PFRDA.

Key Amendments and Highlights

1. Applicability & Scope:

- Extends coverage to all officers and employees appointed under Section 11 of the *PFRDA Act, 2013* and to those of the interim authority prior to notification.
- Excludes individuals engaged purely on temporary or contractual terms unless specifically provided.

2. New Definitions Introduced:

- *"Deputation"* — temporary assignment of an employee to another organization, with salary and benefits paid by the borrowing entity.
- *"External Coordination"* — temporary deputation including staff exchange, tour of duty, or secondment, with remuneration managed by the Authority either fully or partly.

3. Inclusivity Clause:

- Gender references in the Regulations now include women and transgender persons wherever applicable.

4. Probation & Promotion:

- Direct recruits to serve a **two-year probation**, and promoted employees to undergo **one-year probation**.
- Promotions and upgradations to be based on policies determined by the competent authority.



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5. Special Leave Provisions:

- Introduction of “**Special Hardship Leave**” for employees with over five years of service (or earlier in exceptional cases) for family or health-related reasons.
- Enhanced **disability leave** entitlements—up to **20 days per year** for training, seminars, or workshops related to disability inclusion.
- New provisions for **maternity leave** for *commissioning and adoptive mothers* (up to **180 days**), and **paternity leave** (up to **15 days**) in surrogacy cases.

6. Ethics, Media & Disclosure:

- Employees must obtain prior approval before contributing to print, digital, or electronic media.
- Any permitted publication must carry a disclaimer clarifying that views are personal and not of the Authority.
- Mandatory disclosure of **assets and liabilities** as per the *Lokpal and Lokayuktas Act, 2013*.

7. Governance & Conduct:

- Strengthens provisions related to **disciplinary proceedings**, allowing continuation or initiation of inquiries even after retirement, resignation, or contract completion in cases involving misconduct or corruption.
- **Gratuity** may be withheld wholly or partly if disciplinary action is pending.
- Establishes a **Complaints Committee** under the *POSH Act, 2013*, ensuring that at least half its members are women.

8. Deputation and External Assignments:

- Employees may be sent on deputation or external coordination assignments only with prior approval of the Authority.
- No employee can be sent on deputation against their will.

9. Recruitment and Eligibility Updates:

- Revised qualification and age limits for Grades A to F across multiple streams—Legal, Actuarial, Finance & Accounts, IT, and Engineering.
- Updated structure of selection committees and inclusion of external experts for open or deputation-based recruitments.



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Importance and Benefits

- **Enhanced Employee Welfare:** Introduction of new leave benefits, inclusivity measures, and flexible deputation opportunities.
- **Administrative Modernisation:** Updates align HR and governance policies with current public-sector best practices.
- **Transparency and Accountability:** Strengthened integrity and disclosure norms promote ethical conduct.
- **Inclusivity and Diversity:** Recognises rights of women, transgender, and differently-abled employees.

Conclusion

The *PFRDA (Employees' Service) (Second Amendment) Regulations, 2025* modernise the employee service framework by balancing organisational efficiency with employee welfare and inclusivity. These comprehensive amendments reflect PFRDA's commitment to transparent governance, ethical standards, and progressive human resource management practices.

SOURCE: [Click here for more details](#)



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