St. Columba's School
1 Ashok Place, New Delhi – 110001
Website: www.stcolumbas.edu.in
Email: stcolumbas@stcolumbas.edu.in
Phone: 011 - 23363134 / 23363462
CBSE Affiliation No.: 2730144
School ID: 2026125

NOTICE

26th September 2026

Sub: Revision of EPF Contribution w.e.f. 17th September 2026

Dear Staff Members,

This is to inform all concerned that the Government of India has enhanced the statutory wage ceiling for mandatory coverage under the Employees' Provident Fund (EPF) from ₹15,000/- to ₹25,000/- per month with effect from 17th September 2026, vide Gazette Notification S.O. 5109(E). dated 17.09.2026, issued by the Ministry of Labour & Employment.

Accordingly, in compliance with the revised statutory provisions, the employee's EPF contribution will be calculated at 12% of the revised statutory ceiling of ₹25,000/-, i.e. ₹3,000/- per month, with effect from 17th September 2026, wherever the statutory ceiling is applicable.

- Revised EPF wage ceiling: ₹25,000/- per month
- Employee contribution @ 12%: ₹3,000/- per month
- Effective date: 17th September 2026

Since the revised ceiling has come into effect from 17th September 2026, i.e. in the middle of the salary month, the EPF deduction for September 2026 may differ from the full monthly contribution of ₹3,000/-. From October 2026 onwards, the employee EPF contribution will be reflected as ₹3,000/- per month, subject to the applicable statutory provisions.

The applicable employee contribution will be deducted from the salary and remitted to the Employees' Provident Fund Organisation (EPFO) along with the applicable employer contribution.

Staff members are requested to take note of the above revision. The revised deduction will be reflected in the salary statement/pay slip, as applicable.

This revision is being implemented in accordance with the Government of India notification and the applicable EPFO provisions.

With every good wish,

Br. Robert Fernandes

PRINCIPAL
ST. COLUMBA'S SCHOOL
NEW DELHI-110001

रजिस्ट्री सं. डी.एल.- 33004/99 REGD. No. D. L.-33004/99

भारत का राजपत्र
The Gazette of India

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EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)

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श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 17 सितम्बर, 2026

का.आ. 5109(अ).— केंद्रीय सरकार, सामाजिक सुरक्षा संहिता, 2020 (2020 का 36) की धारा 2 के खंड (89) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए और श्रम और रोजगार मंत्रालय, भारत सरकार की अधिसूचना संख्यांक का.आ. 2702(अ) तारीख 29 मई, 2026 को, उन बातों के सिवाय अधिक्रांत करते हुए जिन्हें ऐसे अधिक्रमण से पूर्व किया गया है या करने का लोप किया गया है, इस अधिसूचना के राजपत्र में प्रकाशन की तारीख से, उक्त संहिता के अध्याय 3 के प्रयोजनों के लिए पच्चीस हजार रुपए (25,000 रू.) प्रति मास को मजदूरी सीमा के रूप में अधिसूचित करती है।

[फा. सं. आर-12025/01/2026-एसएस-II]
तेजस्वी एस. नायक, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 17th September, 2026

S.O. 5109(E).— In exercise of the powers conferred by clause (89) of section 2 of the Code on Social Security, 2020 (36 of 2020) and in supersession of the notification of the Government of India in the Ministry of Labour and Employment, number S.O. 2702(E) dated 29th May 2026, except as respects things done or omitted to be done before such supersession, the Central Government hereby notifies rupees twenty-five thousand (₹25,000) per month as the wage ceiling for the purposes of Chapter III of the said Code, with effect from the date of publication of this notification in the Official Gazette.

[F. No. R-12025/01/2026-SS-II]

TEJASWI S. NAIK, Jt. Secy.

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BHABAJIT DEKA

ईपीएफओ ठाणे दक्षिण (घाटकोपर) EPFO THANE SOUTH (GHATKOPAR)
भविष्य निधि संगठन, श्रम एवं रोज़गार मंत्रालय, भारत सरकार
EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA

No. MH/THS-GKP/RC-I Sectt/ Date : 17.09.2026

PRESS RELEASE

Sub: Enhancement of EPF Statutory wage ceiling from ₹15000/- to ₹25000/- w.e.f. 17.09.2026-reg

Government of India, Ministry of Labour & Employment on the recommendation of Union Cabinet chaired by Hon'ble Prime Minister, approved enhancement of statutory wage ceiling for mandatory coverage under Employees' Provident Fund Organisation from existing ₹15000/- to ₹25000/- per month w.e.f. 17.09.2026. By this historic decision from the Government, following benefit will be available for employees and employers:

1. An employee will pay EPF contribution on higher salary thereby making them eligible to draw higher pension for themselves along with their family members.
2. The enhanced contribution by an employee will be available for credit in their EPF account for earning higher rate of interest @8.25% for current financial year. The worker can withdraw the contribution upto the extent of 75% immediately by submitting online claim as per their need. The claim amounts up to ₹500000/- is being auto settled within 03 days by adapting new technology under CITES.
3. The employer will have to pay higher EPF contribution on enhanced wage ceiling of ₹25000/- thereby employee will be benefitted.
4. The additional financial burden to employer can be recouped by availing incentive up to ₹3000/- per month under Central Government PMVBRY Scheme by providing Aadhaar no and other KYC details of its employees. The benefit is available up to 02 years for non-manufacturing sector and 04 years for manufacturing sectors for job creation.

गणेश कुमार/ Ganesh Kumar
क्षेत्रीय भ.नि.आयुक्त -I
Regional P F Commissioner-I
क्षेत्रीय कार्यालय घाटकोपर
Regional Office Ghatkopar

अजय के. मेहरा
अपर केन्द्रीय भविष्य निधि आयुक्त
Ajay K. Mehra
Addl. Central P. F. Commissioner

सत्यमेव जयते

आंचलिक कार्यालय
(दिल्ली, उत्तराखण्ड, जम्मू, कश्मीर एवं लद्दाख)
कर्मचारी भविष्य निधि संगठन
श्रम एवं रोजगार मंत्रालय, भारत सरकार

Zonal Office
(Delhi, Uttarakhand, Jammu, Kashmir & Ladakh
Employees' Provident Fund Organisation
(Ministry of Labour & Employment, Government of India)

D.O. No. ACC/DL&UT/J&K and Ladakh/PPS/2026/1416 Dated: 18.09.2026

Dear Employers,

I am writing to you regarding certain important recent initiatives concerning social security coverage of employees and the ease of compliance by establishments. These measures have a direct bearing on the social security of workers and provide an opportunity for employers to further strengthen their compliance framework.

1. Enhancement of Statutory Wage Ceiling to ₹25,000/-

The Government of India, Ministry of Labour & Employment, vide Gazette Notification S.O. 5109I dated 17.09.2026, has enhanced the statutory wage ceiling for mandatory coverage under Chapter III of the Code on Social Security, 2020 from the existing ₹15,000/- to ₹25,000/- per month, with effect from the date of publication of the notification, i.e., 17.09.2026. This landmark decision, taken on the recommendation of the Union Cabinet, is expected to bring over 51 lakh additional employees across the country within the ambit of mandatory Employees Provident Fund (EPF), Employees Pension Scheme (EPS) and Employees Deposit Linked Insurance Scheme (EDLI) coverage.

As this enhancement is a statutory requirement with immediate effect, I would request you to kindly ensure the following without delay:

- Identify all employees drawing wages up to the revised ceiling of ₹25,000/- per month who are not presently covered, and enrol them under the Scheme forthwith.
- Suitably update your payroll and HR systems to reflect the revised wage ceiling for the purpose of PF, Pension and EDLI contributions.
- Compute and remit contributions at the revised ceiling from the effective date, and sensitise your accounts, HR and payroll teams (including outsourced payroll agencies, if any) accordingly.

The Zonal Office and the Regional Offices under its jurisdiction will also be organising employer meetings, webinars and awareness programmes to facilitate smooth implementation of the revised provisions. You and your representatives are most welcome to participate in these programmes and seek any clarification that may be required.

2. VISHWAS, 2026 – An Opportunity for Amicable Settlement

As you are aware, VISHWAS, 2026 continues to offer amicable, reduced-rate settlement of pending 14B [Section 128 of the Code on Social Security] damages disputes at every stage – litigation, unpaid orders, or pending notices – online, for six months from 29.06.2026. If your establishment has any such dispute, I would encourage you to avail this window before it closes.

3. Employees' Enrolment Campaign, 2026

I would also reiterate the continuing benefit under the Employees' Enrolment Campaign, 2026 (open till 31.10.2026), which allows enrolment of left-out employees (joined 01.04.2009–31.03.2026) at nominal damages of ₹100/-, with the employees' share waived where not earlier deducted – available even to establishments under inquiry. Please make full use of this window.

4. PM Viksit Bharat Rozgar Yojana (PMVBRY)

Your continued participation in the PM Viksit Bharat Rozgar Yojana, towards employment generation and formal enrolment of new employees, is also solicited.

Compliance with these provisions is not merely a statutory obligation but a shared commitment to the welfare and dignity of your workforce. My Zonal Office, along with all Regional Offices under it, remains fully committed to assisting you. Let us continue to work together, in a spirit of partnership and cooperation, towards a robust, transparent and worker-friendly social security framework.

With regards

Yours sincerely,

(Ajay K Mehra)