



F.No: BSNLCO-A/11(25)/1/2022-ESTAB

Dated: 26<sup>th</sup> April, 2022

OFFICE MEMORANDUM

Sub: Child Care Leave - amendment of rules reg.

In continuation of this office instructions issued on Child Care Leave vide Office Order No.1-33/2012-PAT(BSNL)/CCL dated 08.03.2013 and 26.06.2018 the undersigned is directed to convey the approval of competent authority for extension of Child Care Leave to single male parents, including unmarried or widower or divorcee BSNL employees in terms of the amendment to Rule 43-C of the CCS(Leave) Rules, 1972 circulated vide Para III(b) of DOP&T OM No. 11020/01/2017-Estt(L) dated 30.08.2019 (copy enclosed).

2. It is further reiterated that there is no requirement to endorse each and every Office Memorandum of DOP&T on Child Care Leave in accordance with this office letter 1-33/2012-PAT(BSNL)/CCL dated 08.03.2013 which stipulates that instructions issued by DoP&T on Child Care Leave from time to time are *mutatis mutandis* applicable to employees of BSNL. Accordingly, the amendments in CCL conveyed vide Para III(a) and III (c) of DoP&T OM 11020/01/2017-Estt(L) dated 30.08.2019 will also be applicable to BSNL employee.

26/04/2022

[Sanjeev Kumar]  
Asstt. General Manager (Estt.I)  
Tel. No. 23037477

To,  
All Heads of Telecom Circles &  
All Heads of Other Administrative Units,  
Bharat Sanchar Nigam Limited

Copy to:

1. PPS to CMD, BSNL, New Delhi.
2. PPS to All Directors, BSNL Board.
3. CVO, BSNL CO, Eastern Court Complex, Janpath, New Delhi.
4. CS & GM (Legal) / All PGMs / Sr. GMs / GMs in BSNL CO New Delhi
5. BSNL Intranet.

No. 11020/01/2017-Estt. (L)  
Government of India  
Ministry of Personnel PG & Pensions  
Department of Personnel & Training

Old JNU Campus, New Delhi  
Date: 30.08.2019

OFFICE MEMORANDUM

Sub: Amendment in the CCS (Leave) Rules, 1972 consequent upon the implementation of the recommendations of 7<sup>th</sup> CPC.

The undersigned is directed to say that the Government has accepted the recommendations of the 7<sup>th</sup> CPC and implemented the same vide Notification dated 11.12.2018. This Notification has been uploaded in the Department's website also at the address. However, despite issue of the notification in this regard, some employees have been seeking formal and informal clarifications with regard to the amendments carried through the above Notification. Keeping this in view, following clarifications specifying the amendments carried out in the CCS (Leave) Rules, 1972 vide the above said Notification are issued:

- I. The amendments made in the CCS (Leave) Rules, 1972 vide Notification dated 11.12.2018, have come into force w.e.f. 14.12.2018 when the Notification was published in the official gazette.
- II. Government servants serving in a Vacation Department have been allowed Earned Leave in place of Half Pay Leave by amending Rule 28 and Rule 29.
- III. With the amendment of Rule 43-C relating to Child Care Leave (CCL), following changes have been made:-
  - (a) CCL may be granted at 100% of the leave salary for the first 365 days and 80% of the leave salary for the next 365 days.
  - (b) CCL may be extended to single male parents who may include unmarried or widower or divorcee employees.
  - (c) For single female Government servants, the CCL may be granted for six spells in a calendar year. However, for other eligible Government servants, it will continue to be granted for a maximum of 3 spells in a calendar year.
- IV. "Special Disability Leave for injury intentionally inflicted" under Rule 44 has been substituted by a new Leave named "Work Related Illness and Injury Leave (WRIL)" which may be granted to a Government servant (whether permanent or temporary), who suffers illness or injury that is attributable to or aggravated in the performance of her or his official duties or in consequence of her or his official position. With the introduction of WRIL, "Special Disability Leave for accidental injury" (under Rule 45) and Hospital Leave (under Rule 46) have been deleted. WRIL has following provisions:-
  - (a) Full pay and allowances will be granted to all employees during the entire period of hospitalization on account of WRIL.

(b) Beyond hospitalization, WRIL will be governed as follows:

- (i) Government servants (other than military officers) will be paid full pay and allowances for the 6 months immediately following hospitalization and Half Pay only for 12 months beyond that period. The Half Pay period may be commuted to full pay with corresponding number of days of HPL debited from the employee's leave account.
- (ii) For officers of the Central Armed Police Forces (CAPF), full pay and allowances will be paid for the 6 months immediately following hospitalization, and full pay only for the next 24 months.
- (iii) Personnel below the rank of officers of CAPF will be paid full pay and allowances, with no limit regarding the period of leave.
- (iv) In the case of persons to whom the Workmen's Compensation Act, 1923 applies, the amount of leave salary payable under WRIL shall be reduced by the amount of compensation payable under the Act.
- (v) No EL or HPL will be credited during the period that employee is on WRIL.



(Rajendra Prasad Tewari)

Under Secretary to the Government of India

Tele. No. 26164316

To,  
All Ministries/Departments of the Central Government

✓ Copy to:- NIC, DoPT, for uploading on the website of this Department