

EASTERN RAILWAY

No. E. 637/0/ Pt.IV

Kolkata, dated 13.02.2011.

ALL CONCERNED

Sub:- Child Care Leave to female railway employees - Clarification regarding.

The following copy of Railway Board's letter No. E (P&A)I-2008/CPC/LE-8 dated 08.02.2011(RBE No.21/2011) is forwarded herewith for information, guidance and necessary action. Board's earlier letter dated 04.10.2010 mentioned therein was circulated under this office serial circular No. 133/2010.

G. Bandyopadhyay
18/2/11
(G. Bandyopadhyay)
for Chief Personnel Officer

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Copy of Railway Board's letter No. E (P&A)I-2008/CPC/LE-8 dated 08.02.2011 (RBNo.21/2011) addressed to GMs, All Indian railways & others.

Sub:- Child Care Leave to female railway employees - Clarification regarding

Ref:- This office letter of even No. dated 04.10.2010.

Subsequent to issue of the instructions contained in Board's above referred letter regarding Child Care Leave (CCL), the following clarifications are issued in pursuance of the clarifications issued by the Department of Personnel & Training vide their OM No. 13018/1/2010-Estt.(Leave) dated 30.12.2010:-

| S. No. | Point | Clarification |
|--------|--|---|
| 1. | Whether Leave on Average Pay availed for any purpose can be converted in to Child Care Leave? How should applications where the purpose of availing Leave has been indicated as 'Urgent Work' but the applicant claims to have utilized the leave for taking care of the needs of the child, be treated? | Child Care Leave is sanctioned to women employees having minor children, for rearing or for looking after their needs like examination, sickness etc. Hence, leave on average pay availed specifically for this purpose only should be converted. |

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|--------|--|---|
| 2. | Whether all Leave on Average Pay availed irrespective of number of days i.e. less than 15 days, and number of spells can be converted? In cases where the CCL spills over to the next year (For example 30 days CCL from 27 th December), whether the leave should be treated as one spell or two spells? | No. As the instructions contained in this office letter dated 04.10.2010 itid have been given retrospective effect, all the conditions specified therein would have to be fulfilled for conversion of the Leave on Average Pay in to Child Care Leave. In cases where the leave spills over to the next year, it may be treated as one spell against the year in which the leave commences. |
| 3. | Whether those who have availed Child Care Leave for more than three spells with less than 15 days can avail further Child Care Leave for the remaining period of current year? | No. As per the instructions contained in this office letter dated 04.10.2010 ibid, Child Care Leave may not be granted in more than three spells. Hence CCL may not be allowed for more than three times irrespective of the number of days or times Child Care Leave has been availed earlier. Past cases need not be reopened. |
| 4. | Whether Encashment of leave admissible in terms of Rule 540-A, Indian Railway Establishment Code Vol-I ,1985 edition can be availed during Child Care Leave? | The benefit of encashment of Leave on Average Pay admissible in terms of Rule 540-A, Indian Railway Establishment Code Vol-I ,1985 edition cannot be avail during Child Care Leave as the same is granted for the specific purpose for taking care of a minor child for rearing or for looking after any other needs of the child during examination, sickness etc. |

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

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