

**Pay revision of the Central Public Sector employees following CDA pattern in 69 Public Sector Enterprises - Revision of allowances like HRA, Transport allowance, etc.**

**CHAPTER IV**  
**WAGE POLICIES & RELATED MATTERS**

**(a) Wage Policy/Pay Revision/HPPC Recommendations**

**DPE/Guidelines/IV(a)/9**

**Pay revision of the Central Public Sector employees following CDA pattern in 69 Public Sector Enterprises—Revision of allowances like HRA, Transport allowance, etc.**

Reference is invited to Department of Public Enterprises OM of even number dated 24th October, 1997 vide which Government decision on pay revision of the public sector employees following CDA pattern along with Dearness Allowance and City Compensatory Allowance were communicated, consequent to the implementation of the recommendations of the Fifth Pay Commission for the Central government servants. It was mentioned therein that the Government orders on revision of other allowances will be issued separately.

2. Government have now decided to extend new/revised rates of other allowances i.e. HRA, Transport Allowance, Earned Leave and Leave Encashment, LTC, Maternity/Paternity Leave, etc., for the CDA pattern employees of PSEs as under.

(i) House Rent Allowance: The HRA at amended rates would be applicable from 1.8.97 to the CDA pattern public sector employees subject to a minimum of what they had drawn on pre-revised scales. The details are given in Annexure-I.

(ii) Transport Allowance: The new rates of Transport Allowance shall take effect from 1-8-97. The Transport Allowance will be on flat rates based on scale of pay, without making a distinction of the types of vehicles being used by the employees. Details are given in Annexure-II.

(iii) Earned Leave: The CDA pattern employees may also have the benefit of 300 days accumulated Earned Leave with 150 days (50%) encashable and 150 days (50%) non-encashable in line with the HPPC recommendations w.e.f. 1-7-97 (Annexure-III).

(iv) Leave Travel Concession: For travel under the Scheme of Leave Travel Concession, the orders shall take effect from 1st October, 1997. The entitlement to travel by the officers is given in Annexure-IV.

(v) Enhancement of quantum of maternity leave and to allow paternity leave: The existing ceiling of 90 days maternity leave provided in Rule 43(1) *ibid* shall be enhanced to 135 days. Male Employee (including an apprentice) with less than two surviving children may also be granted paternity leave for a period of 15 days during the confinement of his wife. This will take effect from the date of issue of this Order. For details please see Annexure-V.

3. All administrative Ministries/Departments of the Government of India are requested to bring the foregoing to the notice of public sector enterprises, under their administrative control, who are following CDA pattern for their information and necessary action.

**(DPE O.M. No. 2(42)/97-DPE(WC) dated 4th March, 1998)**

### **Annexure-1**

Copy of Ministry of Finance, Department of Expenditure's OM No.2(30)/97-E.11(B) dated 3.10.97

**Sub:** Recommendations of the Fifth Pay Commission—Decisions of Government relating to grant of House Rent Allowance to Central Government Employees.

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Fifth Pay Commission relating to the above mentioned allowances vide this Ministry's Resolution No.50(1)/IC/97 dated 30.9.1997, the President is pleased to decide that in modification of this Ministry's OM No. F. 2(37)-E.II(B)/64 dated 27.11.65 as amended from time to time, House Rent Allowance to Central Government employees shall be admissible at the following rates:-

#### **HOUSE RENT ALLOWANCE**

##### **Classification of cities/Towns Rates of House Rent Allowance**

A-1

30% of actual basic pay drawn

A

B-1

B-2

15% of actual basic pay drawn

C

7.5% of actual basic pay drawn

Unclassified

5% of actual basic pay drawn

2. The list of cities/towns classified as A-1, A, B-1, B-2 and C for the purpose of HRA is enclosed at Annexure 1 (A)

3. The cities/towns which have been placed in a lower classification in the above mentioned lists, as compared to their existing classification shall continue to retain the existing classification until further orders and the Central Government employees working therein will be entitled to draw the rates of HRA accordingly.

4. The special orders relating to grant of HRA in localities as listed in Paras 2 and 3 of this Ministry's OM No. 2(2)/93-E.II(B) dated 14.05.1993 shall continue to be applicable.

5. Pay for the purpose of these orders, will be Pay drawn in the prescribed scale of pay, including stagnation increment(s) and non-practicing allowance, but shall not include any other type(s) of pay like special pay or personal pay, etc. In the case of those employees who opt to retain the existing scales of pay, it will include, in addition to pay in the pre-revised scale, dearness allowance and interim relief appropriate to that pay admissible under orders in existence on 1.1.1996.

6. All other conditions governing grant of HRA under existing orders shall continue to apply.

7. These orders shall be effective from 1.8.1997. For the period from 1.1.1996 to 31.7.1997, the above allowances will be drawn at the existing rates on the notional pay in the pre-revised scale.

8. These orders will apply to all civilian employees of the Central Government. The orders will also apply to the civilian employees paid from the Defence Services Estimates. In regard to Armed Forces Personnel and Railway employees separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

1. In so far as the persons serving in the Indian Audit & Accounts Department are concerned, this order issues in consultation with the Comptroller & Auditor-General of India.

2.

#### ANNEXURE-I(A)

### LIST OF CITIES WHERE HOUSE RENT ALLOWANCE IS ADMISSIBLE TO CENTRAL GOVERNMENT EMPLOYEES

A-1

A

B-1

B-2

C

1

2

3

4

5

#### ANDHRA PRADESH

Hyderabad  
(UA)

-

Visakha-patnam  
(UA),  
Vijayawada  
(UA)

Srikakulam, Vizianagram, Anakpalle, Kakinada (UA), Rajahmundry (UA), Narsapur, Palacole, Tadepalligudem, Tanuku, Eluru, Bimavaram, Gudivada, Machilipatnam, Bapatla, Chilakaluripet, Narsaraopet, Ponnuru, Tenali, Mangalagiri, Ongole (UA), Chirala (UA), Gudur, Kavali, Nellore, Madanapalle, Srikalashasti, Tirupati (UA), Chittoor, Cuddapah (UA), Proddatur, Dharmavaram, Kadiri, Tadipatri, Anantapur, Guntakal, Hindupur, Yemmiganur, Kurnool (UA), Adoni, Nandyal, Mahbubnagar, Sangareddy, Siddipet, Bodhan, Nizamabad, Adilabad, Bellampalle, Kagaznagar, Mancheriyal, Nirmal, Nagtial, Sircilla, Karimnagar, Ramagundam, Palwancha, Khammam (UA), Suryapet, Miryalaguda, Nalgonda, Kothagudem (UA), Guntur, Warangal (UA)

#### ANDAMAN & NICOBAR ISLANDS

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Port Blair

#### ASSAM

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-  
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Guwahati

City

Dhubri, Tezpur, Jorhat (UA), Nagaon, Dibrugarh (UA), Tinsukia, Silchar, Karimganj

#### BIHAR

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Ranchi (UA) Patna (UA)

Mokameh, Bihar, Buxar, Arrah, Dehri, Sasaram, Jehendabad, Nawada, Gaya (UA), Chhapra, Bettiah, Bagaha, Motihari (UA), Muzaffarpur, Siwan, Hajipur, Barauni, Begusarai (UA), Darbhanga, Madhubani, Saharsa, Purnia (UA), Katihar, Jamalpur, Lakhisarai, Munger, Bhagalpur (UA), Deoghar (UA), Dhanbad (UA), Giridih, Phusro (UA), Jhumritilaiya, Hazaribagh, Ramgarh (UA), Saunda, Daltonganj, Chaibasa, Adityapur, Kishanganj, Bokaro Steel City (UA), Jamshedpur (UA).

#### CHANDIGARH

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Chandigarh (UA)

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#### DELHI

Delhi

(UA)

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GOA

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Margao (UA), Marmugao (UA)

GUJARAT

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Ahmedabad (UA)

Surat (UA) Vado-dara (UA)

Rajkot (UA)

Jamnagar(UA), Upleta, Gondal (UA), Dhoraji (UA), Jetpur (UA), Morvi (UA),  
Dhrangadhra, Surendrangar, Botad, Mahuva (UA), Amreli (UA), Veraval, Keshod,  
Junagadh (UA), Anjar, Porbandar (UA), Gandhidham, Bhuj (UA), Deesa, Palanpur (UA),  
Himatnagar, Unjha, Sidhpur (UA), Visnagar (UA), Kalol (UA), Mahesana (UA),  
Viramgam, Khambhat (UA), Nadiad (UA), Anand (UA), Dohad (UA), Godhra (UA),  
Dabhoi, Anklesvar (UA), Bharuch (UA), Navsari (UA), Valsad (UA), Gandhinagar,  
Patan (UA), (Under Distt. Mahesana), Petlad, Bhavnagar (UA), Savarkundla (UA)

HARYANA

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Faridabad Complex

Panchkula Urban Estate, Ambala, Ambala (UA), Yamunagar (UA), Thanesar, Kaithal,  
Karnal (UA), Panipat, Sonipat, Bahadurgah (UA), Rohtak, Palwal, Gurgaon (UA),  
Rewari, Narnaul, Bhiwani, Jind, Hansi, Hisar (UA), Sirsa

HIMACHAL PRADESH

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Shimla (UA)

KARNATAKA

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Bangalore (UA)

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Hubli Dharwad

Channapatna, Dodaballapur, Ramanagaram, Gokak, Nipani, Belgaum (UA), Bellary,  
Bidar (UA), Bagalkot, Rabkavi, Banhatti, Bijapur (UA), Chikmagalur, Chitradurga (UA),  
Davangere (UA), Mangalore (UA), Ranibennur, Gadag Batigeri, Gulbarga (UA), Hassan  
(UA), Chintamani, Kolar Gold Fields (UA), Kolar Mandya, Gangawati (UA), Raichur

(UA), Bhadravati (UA), Shimoga (UA), Tumkur (UA), Dandeli, Karwar, Hospet, (UA), Harihar, Mysore (UA).

KERALA

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Thiruvananthapuram (UA),  
Kochi (UA)

Kasargod, Kanhangad (UA), Payyannur, Vadakara (UA), Ponnani, Manjeri, Palakkad (UA), Thrissur (UA), Changanassery, Kottayam (UA), Alappuzha (UA), Thiruvalla, Kollam (UA), Taliparamba, Kannur (UA), Kayamkulam, Kozhikode (UA)

MADHYA PRADESH

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Indore (UA), Bhopal

Gwalior (UA), Jabalpur (UA)

Morena, Bhind, Datia, Tikamgarh, Chhatarpur (UA), Sagar (UA), Damoh

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(UA), Satna (UA), Guna, Mandsaur, Nagda, Ratlam (UA), Ujjain (UA), Dewas, Dhar, Khandwa, Barhanpur, Vidisha, Sehore (UA), Sarni, Betul (UA), Hoshangabad, Itarsi (UA), Murwara (Katni), Chhindwara (UA), Seoni, Balaghat (UA), Ambikapur (UA), Shivpuri, Dhamtari, Jagdalpur (UA), Mhow (UA), Khargone, Durg, Raigarh (UA), Jaora (UA), Rajanandgaon, Neemuch (UA), Rajharajharan Dalli, Raipur (UA).

MAHARASHTRA

Brihan

Mumbai (UA)

-

Pune

(UA),

Nagpur(UA)

Nashik (UA), Solapur (UA), Aurangabad (UA)

Virar, Nalasopara, Bhiwandi (UA), Panvel, Ratnagiri, Manmad, Malegaon, Nandurbar, Dhule, Chalisgaon, Amalner, Bhusawal (UA), Jalgaon, Shrirampur (UA), Ahmednagar (UA), Satara, Karad, Sangli (UA), Barshi, Pandharpur, Ichalkaranji (UA), Jalna, Hingoli, Parbhani, Parli, Ambejogai, Bid, Nanded (UA), Osmanabad, Udgir, Latur, Buldana, Malkapur, Khamgaon, Akot, Akola, Achalpur, Pusad, Yavatmal (UA), Hinganghat, Wardha, Bhandara, Kamptee (UA), Gondiya, Ballarpur (UA), Chandrapur, Kolhapur (UA), Amravati

MANIPUR

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Imphal (UA)

MEGHALAYA

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Shillong (UA)

MIZORAM

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Aizawl

NAGALAND

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Kohima, Dimapur

ORISSA

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Bargarh, Brajarajnar, Jharsuguda, Sambhalpur (UA), Bhadrak, Baleshwar (UA),  
Balangir, Bhawanipatna, Jeypur, Sunabeda, Brahampur, Puri, Cuttack (UA),  
Bhubaneshwar

PUNJAB

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Ludhi-ana

Amritsar, Jalandhar

Gurdaspur, Pathankot (UA), Batala (UA), Firozpur Cantt., Fazilka, Abohar, Khanna,  
Kapurthala, Phagwara (UA), Hoshiarpur, SAS Nagar (Mohali), Rajpura, Nabha, Patiala  
(UA), Maler Kotla, Sangrur, Firozpur, Barnala, Mansa, Bhatinda, Faridkot (UA),  
Kotkapura, Muktsar, Malout, Moga (UA)

PONDICHERRY

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Pondicherry (UA), Karaikal, Oulgaret, Yanam (UA)

RAJASTHAN

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Jaipur

(UA)

Jodhpur, Kota

Hanumangarh, Ganga Nagar, Sardar Shahar, Ratangarh, Sujangarh, Bundi, Jhunjhunun, Nawalgarh, Alwar (UA), Bharatpur (UA), Dhaulpur, Hindaun, Gangapur City (UA), Sawai Madhopur (UA), Fatehpur, Sikar, Kishangarh, Beawar (UA), Nagaur, Makrana (UA), Pali, Barmer, Bhilwara, Udaipur, Chittorgarh, Tonk (UA), Baran, Banswara (UA), Churu (UA), Bikaner, Ajmer.

#### TAMIL NADU

Chennai (UA)

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Coimbatore (UA), Madurai (UA), Salem, Tiruchira-palli (UA)  
Chengalpattu, Kanchipuram (UA), Arakkonam, Ambur, Tiruppattur, Gudiyattam (UA), Vanyambadi (UA), Attur, Vellor (UA), Krishnagiri, Dharampuri, Arani, Tiruvannamalai, Tindivanam, Villupuram, Panruti, Vriddhachalam, Chidambaram (UA), Kuddalore, Neyveli (UA), Tiruchengudu, Kumarapalayara, Erode (UA), Udhagamandalam, Mettupalaiyam, Udumalaipettai, Tiruppur (UA), Pollachi (UA), Palani (UA), Dindigul, Karur (UA), Mayiladuthurai, Mannargudi, Pattukkottai, Nagappattinam (UA), Kumbakonam (UA), Thanjavur, Pudukkottai, Karaikkudi (UA), Bodinayakanur, Kambam, Teni Allinagaram, Srivilliputtur, Virudungar, Aruppukkottai, Rajapalaiaam, Sivakasi (UA), Paramakkudi, Ramanathapuram, Kovilpatti, Tuticorin (UA), Puliyangudi, Kadaiyanallur, Tenkasi, Tirunelveli (UA), Nagercoil, Mettur, Valparai

#### TRIPURA

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Agartala

#### UTTAR PRADESH

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Lucknow (UA), Kanpur (UA)

Meerut (UA),

Bareilly (UA),

Allahabad (UA),

Varanasi (UA),

Agra (UA), Gorakhpur

Dehradun (UA), Kashipur, Rudrapur, Haldwani-cum-Kathgodam, Najibabad, Nagina, Chandpur, Bijnore (UA), Chandausi, Sambal, Noida, Amroha, Rampur, Deoband, Saharanpur, Roorkee (UA), Hardwar (UA) Shamli, Kairana, Muzaffarnagar (UA) Baraut, Mawana, Pilkhua, Hapur, Modinagar (UA), Khurja, Sikandrabad, Bulandshahr, Hatras, Mathura, Shikohabad, Firozabad (UA), Kasganj, Etah, Manipuri, Sahaswan, Badaun, Pilibhit, Unnao, Shahjahanpur (UA), Lakhimpur, Sitapur, Hardoi, Shahbad, Gangaghat (Distt. Unnao), Raebareli, Kannauj, Orai, Furrukhabad-cum-Fatehgarh (UA), Auraiya, Etawha, Jhansi (UA), Lalitpur, Mahoba, Banda, Fatehpur, Bela Pratapgarh, Behraich,

Balrampur, Gonda, Nawabganj, Tanda, Faizabad (UA) Sultanpur, Basti, Deoria, Maunath, Bhanjan, Azamgarh, Jaunpur, Ballia, Ghazipur, Bhadohi, Mugalsari (UA), Mirzapur-cum-Vindhyachal, Morabadad (UA), Ghaziabad (UA), Aligarh

WEST BENGAL

Calcutta (UA)

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Raiganj (UA), Jalpaigudi, Alipurduar (UA), Darjeeling, Siliguri, Valurghat (UA), Habra (UA), English Bazar (UA), Jangipur, Bharampur (UA), Chakdaha, Krishnanagar, Nabadwip (UA), Santipur, Ranaghat (UA), Bangaon, Basirhat, Rajpur (UA), Contai, Medinipur, Haldia, Kharagpur (UA), Bishnupur. Bankura, Puruliya, Katwa, Asansol (UA), Raniganj (UA), Barddhaman, Suri, Bolpur, Koch-Bihar (UA), Chittaranjan, Debgam, Durgapur

**ANNEXURE-II**

*Copy of Ministry of Finance, Department of Expenditure's Office Memorandum No.2(1)/97/E.II(B) dated 3rd October, 1997*

**Sub:** Grant of Transport Allowance of Central Government employees.

The undersigned is directed to say that the 5th Central Pay Commission, vide paras 107.11 to 107.13 of Volume III of their Report, have recommended the grant of Transport Allowance to Central Government Employees to suitably compensate them for the cost incurred on account of commuting between the place of residence and the place of duty.

2. The matter has been considered and the Government have accepted the recommendation of the Commission, as announced vide this Ministry's Resolution No.50(1)/IC/97 dated 30.9.1997, the President is, accordingly, pleased to decide that the Central Government employees shall be entitled to Transport Allowance at the following rates:-

<b>Pay Scale of the Employee</b>	
<b>Rate of Transport Allowance per month (in Rupees)</b>	
	<b>"A-1"/ "A" Class City</b>
	<b>Other Places</b>
	1
Employees drawing pay in the scale of pay of Rs.8000-13500 or above	800
	400
	2
Employees drawing pay in the scale of Rs.6500-6900 or above but below the scale of Rs.8000-13500	400
	200
	3
Employees drawing pay below the scale of Rs.6500-6900	

3. The grant of transport allowance under these orders shall be regulated according to and will be subject to the following conditions:

(i) The cities referred to as “A” and “A-1” in these orders shall be the same as those classified as such for the purpose of Compensatory (City) Allowance (CCA) in terms of the orders issued separately regulating grant of CCA to the Central Government employees;

(ii) The allowance shall not be admissible to those employees who are provided with Government accommodation within a distance of one kilometer or within a campus housing the places of work and residence.

*Note: The grant of the allowance under these orders would be subject to furnishing of a certificate by the employee that the Government accommodation is not located within one kilometer from the place of work of the concerned employee or within a campus housing the places of work and residence.*

(iii) The allowance shall not be admissible to those employees who have been provided with the facility of Government transport.

(iv) In case of employees who have opted to draw pay in the pre-revised scales of pay, the transport allowance shall be regulated in accordance with the revised scales of pay to which such employees would have been entitled to, had they opted to come over to revised scales.

(v) In case of officers of the level of Joint Secretary and above, who have been provided with the facility of staff car for commuting between office and residence on prescribed payment basis under this Ministry's OM No.20(5)-E.II(A)/93 dated 28.1.94 an option may be given to them either to avail themselves of the existing facility or to switch over to the payment of Transport Allowance, as admissible under these orders. In case they opt for the latter, they may be paid the Allowance at rates applicable to them, subject to the condition that the existing facility of staff car shall be withdrawn from the date they opt for the allowance. In case they opt for the former, the allowance shall not be admissible to them and they would not be required to make any payment for the facility of staff car between residence and office.

(vi) In terms of this Ministry's orders vide OM 19029/1/78.E.IV(B) dated 31.8.78, as amended from time to time, conveyance allowance is admissible to such of the Central Government employees borne on regular establishment (including work-charged staff) as are blind or are orthopaedically handicapped with disability of lower extremities. Consequent upon coming into force of these orders, such conveyance allowance shall be abolished and instead all such employees may now be paid transport allowance at double the normal rates prescribed under these orders. In case, however, such handicapped employees have been provided with Government accommodation within a distance of one kilometer from the place of work or within a campus housing the places of work and residence, the allowance shall be admissible at normal rates as applicable under these orders. The allowance shall not be admissible in case such employees have been provided with the facility of Government transport.

(vii) This allowance will not be admissible during absence from duty exceeding 30 days due to leave, training, tour, etc.

2. These orders shall take effect from 1.8.97.

3. In their application to the employees serving in the Indian Audit and Accounts Department, these orders issue in consultation with the Comptroller & Auditor General of India.

4. These orders shall also apply to the civilian employees paid from the Defence Services Estimates and expenditure will be chargeable to the relevant Head of the Defence Services Estimates. In regard to Armed Forces Personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, separately.

#### ANNEXRE-III

*Copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training's Office Memorandum No.14028/7/97-Estt.(I) dated 7th October, 1997.*

Sub.: Recommendations of the Fifth Central Pay Commission – Decisions relating to Enhancement of the ceiling on accumulation and encashment of Earned Leave in respect of Central Government employees.

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Fifth Central Pay Commission relating to leave, the President is pleased to decide that the existing provisions of the Central Civil Services (Leave) Rules, 1972 may be modified as follows in respect of civilian employees of the Central Government:-

(a) The existing ceiling of 240 days on accumulation of earned leave provided in Rules 26 & 28*ibid* shall be enhanced to 300 days.

(b) The existing ceiling of 240 days for availing of the benefit of encashment of unutilised earned leave shall be increased to 300 days in respect of the following categories:-

i. retirement on attaining the age of superannuation [Rule 39(2)];

ii. cases where the service of a Government servant has been extended, in the interest of public service, beyond the date of retirement on superannuation [Rule 39(4)];

iii. Voluntary/pre-mature retirement [Rule 39 (5)];

iv. Where the services of a Government servant are terminated by notice or by payment of pay & allowances in lieu of notice, or otherwise in accordance with the terms and conditions of his appointment [Rule 39(6)(a)(1)];

v. In the case of termination of re-employment after retirement [Rule 39(6)(a)(iii)];

vi. In the case of death of a Government servant while in service to the family of the deceased [Rule 39A];

vii. In the case of leave preparatory to retirement [sub-rule (1) of Rule 38]

viii. In the case of transfer of a Government servant to an industrial establishment [Rule 6]: and

ix. On absorption of a Government servant in the Central Public Sector Undertaking/autonomous body wholly or substantially owned or controlled by the Central/State Government [Rule 39-D]

(c) A Government servant who resigns or quits service shall be entitled to cash equivalent in respect of earned leave at credit on the date of cessation of service, to the extent of half of such leave at his credit, subject to a maximum of 150 days [Rule 39(6)(a)(ii)]

2. The above orders shall take effect from 1st July, 1997.

3. The Fifth Pay Commission has also recommended that all employees may be permitted to encash 10 days earned leave at the time of availing of Leave Travel Concession, subject to the conditions that:-

(a) the total leave so encashed during the entire career does not exceed 60 days in the aggregate;

(b) earned leave of at least an equivalent duration is also availed of simultaneously by the employee;

(c) a balance of at least 30 days of earned leave is still available to the credit of the employee after taking into account the period of encashment as well as leave; and

(d) the period of leave encashed shall be deducted from the quantum of leave that can be normally encashed by him at the time of superannuation.

This recommendation has also been accepted by the Govt. and, accordingly, encashment of earned leave may be allowed by the Ministries/Departments subject to the prescribed conditions. The total encashment of Earned Leave allowed to a Government servant alongwith LTC while in service and as per the provisions of the Central Civil Services (Leave) Rules, 1972 should not exceed the maximum limit/ceiling of 300 days or 150 days, as the case may be.

4. The orders in paragraph 3 above shall take effect from the date of issue.

5. The orders as per paragraphs 1 to 4 above shall also apply to Government servants serving in Vacation Departments.

6. Formal amendments to the Central Civil Services (Leave) Rules, 1972, are being issued separately.

7. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.

ANNEXURE-IV

**Copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training's Notification No.31011/7/97-Estt.(A) dated 20th October, 1997.**

G.S.R. 602 (E) – In exercise of the powers conferred by the proviso to Article 309 and Clause (5) of Article 148 of the Constitution and in consultation with the Comptroller & Auditor General of India in regard to persons serving the Indian Audit and Accounts Department, the President hereby makes the following rules, namely:-

(1) These rules may be called the Central Civil Services (Leave Travel Concession) First Amendment Rules, 1997.

(2) They shall come into force from 1st October, 1997.

(3) In Rule 4 at (d) the following shall be substituted as the definition of "Family":-

“(d) "Family" means a Government Servant's wife or husband, as the case may be, residing with the Government servant and two surviving children or step children residing with and wholly dependent upon the Government servant whose income from all sources does not exceed Rs.1500/- p.m. It includes in addition, parents, step mother, unmarried sisters, brothers and married daughters who have been divorced, abandoned or separated from their husbands, if residing with and wholly dependent upon the Government servant. Widowed sisters are also included, if residing with wholly dependent upon the Government servant (provided their father is either not alive or is himself dependent on the Government servant).

*Note:-* 1. The restriction of two surviving children as indicated above shall not apply in respect of existing children of a Government servant and a child born within one year of the restrictions coming into force and also in case of multiple births after one child.

*Note:-* 2. Not more than one wife is included in the term 'family' for the purpose of these rules.”

(4) In Rule 12 for existing sub-rule 1, the following shall be substituted:-

“(a) For travel under the Scheme of Leave Travel Concession, the entitlement shall be as under:-

**Officers in the pay scales the Minimum of which is as under  
Entitlements**

Rs.18400/- and above

Air Economy (Y) Class by National Carrier or AC-1 Class by train at their option

Rs.12000/- and above but less than Rs.18400/-

AC-I Class by train

Rs.6500/- and above but less than Rs.12000/-

Ac-II Tier Sleeper

Rs.3050/- and above but less than Rs.6500/-

First Class/AC-III Tier

Below Rs.3050/-

Sleeper Class

**ANNEXURE-V**

*Copy of Ministry of Personnel, P.G. & Pensions, Department of Personnel & Training's Office Memorandum dated 7th October, 1997*

Sub.: Recommendations of the Fifth Central Pay Commission relating to Enhancement of Quantum of Maternity Leave and to allow Paternity Leave in respect of Central Govt. Employees.

The undersigned is directed to say that consequent upon the decisions taken by the Govt. on the recommendations of the Fifth Central Pay Commission relating to Maternity Leave and Paternity Leave, the President is pleased to decide that the existing provisions of the Central Civil Services (Leave) Rules, 1972, may be treated as modified as follows in respect of civilian employees of the Central Govt.:-

a) The existing ceiling of 90 days maternity leave provided in Rule 43(1) *ibid* shall be enhanced to 135 days.

b) A male Govt. servant (including an apprentice) with less than two surviving children may be granted Paternity leave for a period of 15 days during the confinement of his wife. During the period of such leave, he shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. Paternity leave shall not be debited against the leave account and may be combined with any other kind of leave (as in the case of Maternity Leave). It may not normally be refused under any circumstances.

2. These orders take effect from the date of issue.

3. In the light of paragraph 2 above, a female Govt. servant in whose case the period of 90- days of Maternity Leave has not expired on the said date shall also be entitled to the Maternity Leave of 135 days. Similarly, Paternity Leave to a male Govt. employee may be allowed in case his wife had given birth to the child on a date not prior to 135 days from the date of issue of this order.

4. Formal amendments to the Central Civil Services (Leave) Rules, 1972, are being issued separately.

5. In so far as persons serving in the Indian Audit & Accounts Department are concerned, these Orders issue in consultation with the Comptroller & Auditor General of India.