

## **CHAPTER II** **PERSONNEL POLICIES**

### (c) Service Matters

10.

DPE/Guidelines/II(c)/10

**Carry forward of earned leave in the event of the movement of an employee from one public enterprise to another.**

The undersigned is directed to refer to the BPE's O.M. No. 2(28)/82-BPE(GM-I) dated 14.12.1982 wherein it has been explained that whenever transfer of an employee between one public enterprise to another is effected with the consent of the Managements concerned, the concerned employee could be allowed the benefit of transfer expenses, carry forward of leave, gratuity etc.

2. References have been received in the Bureau seeking clarification as to whether sick leave or half-pay leave could also be permitted to be carried forward in the event of movement of an employee from one public enterprise to another public enterprise. This matter has been examined in its all aspects. It is clarified that the instructions referred to in para 1 are only in respect of the carry forward of the earned leave or the leave on average pay, as the case may be, and do not cover sick leave or half-pay leave which might have been accumulated by an employee in his previous organization. The transferer organization should, however, liquidate its liability by making a lump sum payment to the borrowing organization in respect of the leave salary for earned leave or leave on average pay standing to the credit of the public sector employee on the date of his transfer from one enterprise to another.

3. Ministry of Industry, Ministry of petroleum etc. are requested to bring the foregoing to the notice of the public enterprises under their administrative control for necessary action.

(No. 2(2)/85-BPE(WC) dated 25th July, 1985.)