

2(14)/2012/DPE(WC)GL-~~XXI~~ / 12

Government of India

Ministry of Heavy Industries & Public Enterprises

Department of Public Enterprises

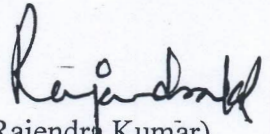
Public Enterprises Bhawan,  
Block No. 14, CGO Complex,  
Lodhi Road, New Delhi-110003

Dated: 17<sup>th</sup> December, 2012

**OFFICE MEMORANDUM**

**Subject: - Clarification sought by Audit on encashment of sick leave.**

The undersigned is directed to refer to Department of Defence Production O.M. No. 25/1/2012/D(BEL) dated 19<sup>th</sup> /26<sup>th</sup> November, 2012 and DPE letter of even no. dated 17.07.2012 on the subject mentioned above and to state that DPE has not issued any guidelines permitting CPSEs for encashment of sick leave in respect of their employees. Further, the guidelines have been issued for encashment of only Earned Leave (vide DPE O.Ms. dated 24.04.1987, 05.08.2005, 10.12.2008 and 26.10.2010). Therefore, encashment of sick leave by some of the CPSEs is not covered by Government guidelines and is void ab initio.

  
(Rajendra Kumār)  
Director

Department of Defence Production  
(Shri MD Mishra, Section Officer)  
Sena Bhawan, New Delhi

**Copy to:-**

1. Shri R. Sridhara, Deputy Director, Office of the Principal Director of Commercial Audit and Ex-Officio Member, Audit Board, Bangalore-560001.
2. NIC, DPE – to upload this O.M. on the DPE website. / guidelines / wage policies /