

सामान्य शाखा / रेलवे शाखा GENL. BRANCH/RCP/RAIL प्राप्त किया / RECD. ON 1/10/10 प्राप्त किया / LES/ 1/10/10	सरकार / GOVERNMENT OF INDIA मंत्रालय / MINISTRY OF RAILWAYS रेलवे बोर्ड / RAILWAY BOARD दि.: 4/10/10 समय : 9-20
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No. E (P&A)I-2009/CPC/LE-10

New Delhi, dated 30-09-2010.

The General Managers, R.C.F
All Indian Railways/Productions Units.

Sub: Introduction of Child Care Leave in respect of Railway Servants-Clarification regarding.

Certain points raised by one of the Zonal railway in regard to grant of Child Care Leave (CCL) to female railway employees have been considered in consultation with DOP&T. Point wise clarification is given as below :-

S. No.	Point	Clarification
1.	Limit of Maximum/Minimum leave upto which, Child Care Leave can be sanctioned in one spell.	<u>1 & 2</u> Maximum limit of CCL is 730 days and minimum limit is 15 days. CCL cannot be availed more than three times in a year.
2.	Whether there should be any minimum gap in between one spell to another spell.	
3.	whether any vacancy arising out of child care leave for a period of one year and more can be filled through promotion.	Same procedure may be followed as is followed in case of vacancy arising out of LAP.
4.	Is child care leave admissible in aspect of adopted minor children,	Since the instructions regarding grant of CCL do not differentiate between adoptee mother and biological mother, CCL may be sanctioned to adoptee mother also subject to fulfillment of the conditions stipulated for grant of this leave.

contd.....2/-

5.	How/When does LAP/LHAP gets credited to the leave account of the employees proceeding on CCL? Is it to be credited on 1 st Jan and 1 st July respectively as per extant practice?	LAP and LHAP may be credited as per the extant practice.
6.	As per extant rules leave of any kind can be availed to a maximum of 5 years at a stretch, Whether CCL also is to be included in the ambit of 5 years.	CCL is to be included in the ambit of 5 years.
7.	Is the female Rly. Servant proceeding on CCL eligible for HRA if so for what period?	In terms of the provisions contained in Rule 1707(i), (ii) & (iii) of IREC Vol. II, HRA would be admissible to female Railway servants proceeding on CCL.
8.	Whether Lady Officers proceeding on CCL retrain their bungalow peons an upto what period?	Since CCL is to be treated like LAP, rules applicable for retraining the facility of Bungalow Peon during LAP may also be followed in the case of an employee proceeding on CCL.
9.	Whether the female employees proceeding on CCL will receive the annual increment in normal course even in case the leave period exceeds more than a year as single spell.	The provisions contained in Rule 1320(b)(i) and (ii) IREC Volume II, may be applied in case of CCL also. If the Railway servant is on CCL on the day of increment, the increment will come into effect only on the date she reports for duty.

This disposes of Central Railway's letter No. AC/Admn Gaz/VI PC/Corres dated 26.5.2009

Dharam Pal
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