

F. No. 12/23/2015-JCA-2
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
Establishment (JCA - 2) Section

North Block, New Delhi,
Date January 22, 2016
25

Shri Shiv Gopal Mishra
Secretary
National Council (Staff Side)
Joint Consultative Machinery for Central
Government Employees
13-C, Ferozshah Road, New Delhi 110 001

Subject: Recommendations of the Seventh Pay Commission - Comments -
regarding

Sir

Please find attached the extracts of para-9.2.19 on the above Report on 'Gazetted and Restricted Holidays. The Commission has expressed opinion that the present system is working well and has recommended status-quo.

2. It is requested that your comments in this matter may please be provided to this Department, preferably by 05.02.2016, so that a view can be taken.

Yours faithfully

Encl: As above

G. Srinivasan

(G. Srinivasan)
Deputy Secretary to Government of India
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*Necessary
Pl send to all Members
Committee members for their
Comments before 2nd Feb 2016
25/1/16*

Furlough Leave

9.2.18 This leave is admissible only to defence officers for up to 60 days. It can be availed at half pay, once in a cycle of three calendar years. No demands have been received regarding this leave. However, the Commission is of the view that Furlough Leave is a legacy of the pre-Independence era. Since defence officers are already entitled to double the Earned Leave and more than double the Casual Leave available to civilian employees, there is no justification for continuation of Furlough Leave. Hence, **it is recommended that Furlough Leave be abolished.**

Gazetted and Restricted Holidays

9.2.19 Besides the three National Holidays, employees are presently entitled to 14 Gazetted and 2 Restricted holidays every year. Out of the 14 Gazetted holidays, 11 are observed throughout India, while 3 are decided locally. For Restricted holidays, a list is drawn up at the local level taking local factors into consideration; employee is entitled to choose anytwo in a year out of that list. There are demands to include May Day and 14th April as compulsory holidays throughout India. Suggestions have also been received to increase the number of locally decided Gazetted Holidays from 3 to 6.

Analysis and Recommendations

9.2.20 The Commission is of the view that the present system is working well. Accordingly, **status quo is recommended.**

Half Pay Leave (HPL) or Leave on Half Average Pay (LHAP)

9.2.21 Presently, government employees are entitled to 20 days of Half Pay Leave for each completed year of service, credited @10 days on the 1st of January and 1st of July every year. There are representations that encashment of HPL should be allowed at the time of superannuation.

Analysis and Recommendations

9.2.22 The demands lack merit. Elsewhere in the report it has been recommended that 20 days HPL granted to "Vacational" staff be converted into 10 days EL. Hence, HPL will henceforth not be available to them. No change other than this is recommended.

Hospital Leave

9.2.23 This leave is granted to Group 'C' Railway employees if they are suffering from illness or injuries directly due to risks incurred in the course of official duties, on production of medical certificate. Full pay is admissible for first 120 days and half pay thereafter. The leave may be combined with any other kind of leave due and admissible, provided total period of leave does not exceed 28 months. Demands have been received to increase this leave to an unlimited period of time as applicable to PBORs of defence forces.