

भारत सरकार
रेल मंत्रालय
(रेलवे बोर्ड)

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD**

PC-VI No. 58/2008
RBE No. 195/2008

No.E(P&A)I-2008/CPC/LE-8

New Delhi, dt. 12-12-2008

**The General Managers/CAOs
All Indian Railways and Production Units.**

Sub: Child Care Leave (CCL) in respect of Railway Servants as a result of Sixth Central Pay Commission - clarification regarding.

Please refer to Board's letter of even number dated 23.10.2008 wherein Child Care Leave for a period of two years was introduced for female Railway servants. As regards procedure for grant of Child Care Leave (CCL), the following clarifications are issued:-

- i) CCL cannot be demanded as a matter of right. Under no circumstances can any employee proceed on CCL without prior proper approval of the leave by the leave sanctioning authority.
- ii) The leave is to be treated like the Earned Leave and sanctioned as such.
- iii) Consequently, Saturdays, Sundays, Gazetted holidays etc. falling during the period of leave would also count for CCL, as in the case of Earned Leave.
- iv) CCL can be availed only if the employee concerned has no Earned Leave at her credit.
- v) CCL sanctioned prior to 18.11.08 shall be treated as CCL and shall be deducted from the Child Care Leave account of the Railway employee concerned. No adjustment against any other kind of leave shall be made in this regard. The Child Care Leave sanctioned for the period beyond 18.11.08 shall be regulated as in terms of para (iv) above.

2. Please acknowledge receipt.

3. Hindi version will follow.


(Chander Parkash)
Joint Director Estt.(P&A),
Railway Board

Contd.....2/-