

**Government of India**

**Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training**

\*\*\*\*

New Delhi, the 21<sup>st</sup> February, 2011.

To

The Chief Secretaries  
All the States/ Union Territories

**Subject:-** Acceptance of Recommendation of the Sixth Central Pay Commission relating to introduction of Child Care Leave.

Sir/ Madam,

In continuation of this Department's letter of even number dated 24<sup>th</sup> September, 2010 on the subject mentioned above, I am directed to send herewith copy of the latest clarifications regarding Child Care Leave in respect of Central Government employees and state that the clarifications contained in this Department's O.M. No. 13018/1/2010-Estt. (L) dated 30<sup>th</sup> December, 2010 are also applicable to members of the All India Services

Yours faithfully,

  
(Navneet Misra)

Under Secretary to the Government of India

**Copy to :-**

1. All Ministries/Departments of the Government of India
2. The Ministry of Home Affairs (Attn: Shri Dipti Vilasa, Joint Secretary (Police)), North Block, New Delhi.
3. The Ministry of Environment and Forests (Attn: Shri H.K. Pande, Joint Secretary, (Forests)), Paryavaran Bhawan, CGO Complex, Lodhi Road, New Delhi.
4. Accountant General of all State Governments.
5. All officers/Sections/Desks in the Department of Personnel and Training.
6. Website of the Ministry of Personnel, Public Grievances and Pensions. ([www.persmin.nic.in](http://www.persmin.nic.in) >circulares>service> Leave/Study Leave).



No. 13018/1/2010-Fst. (Leave)  
Government of India  
Ministry of Personnel, P.G. and Pension  
(Department of Personnel & Training)

New Delhi, the 30<sup>th</sup> December, 2010

Office Memorandum

**Sub: Child Care Leave to Central Government employees - regarding**

The undersigned is directed to say that subsequent to issue of this Department OM of even number dated 07-09-2010, this Department has been receiving references from various Departments, seeking clarifications. The doubts raised are clarified as under

1. Whether Earned Leave availed for any purpose can be converted into Child Care Leave? How should applications where the purpose of availing leave has been indicated as 'Urgent Work' but the applicant claims to have utilized the leave for taking care of the needs of the child, be treated?

Child Care Leave is sanctioned to women employees having minor children, for rearing or for looking after their needs like examination, sickness etc. Hence Earned Leave availed specifically for this purpose only should be converted

2. Whether all Earned Leave availed irrespective of number of days (i.e. less than 15 days, and number of spells can be converted? In cases where the CCL spills over to the next year (for example 30 days CCL from 27th December), whether the Leave should be treated as one spell or two spells?

No. As the instructions contained in the OM dated 7.9.2010 has been given retrospective effect, all the conditions specified in the OM would have to be fulfilled for conversion of the Earned Leave into Child Care Leave. In cases where the leave spills over to the next year, it may be treated as one spell against the year in which the leave commences.

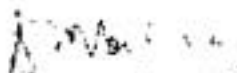
3. Whether those who have availed Child Care Leave for more than 3 spells with less than 15 days can avail further Child Care Leave for the remaining period of the current year?

No. As per the OM of even number dated 29.2.2010, Child Care Leave may not be granted in more than 3 spells. Hence CCL may not be allowed more than 3 times irrespective of the number of days or times Child Care Leave has been availed earlier. Past cases may not be reopened.

4. Whether LTC can be availed during Child Care Leave?

LTC cannot be availed during Child Care Leave as Child Care Leave is granted for the specific purpose of taking care of a minor child for rearing or for looking after any other needs of the child during examination, sickness etc.

Hindi version will follow.

  
(Simmi R. Naktani)  
Director

10  
All Ministries/Departments of the Govt. of India, etc  
(As per standard mailing list)