

BSNL Corporate Office
PAT Section, 5th floor,
Bharat Sanchar Bhawan,
H.C. Mathur Lane, New Delhi-110001



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No.1-33/2012-PAT(BSNL)/CCL

Dated, the 26 -06-2018

OFFICE ORDER

Subject:- Grant of Child Care Leave to women employees of BSNL (absorbed/directly recruited/deputationists/deemed deputationists).

In continuation of this office order of even number dated 08.03.2013 on the subject cited, I am directed to say that all the clarifications on Child Care Leave issued by DOP&T from time to time, subsequent to its OM No. 13018/2/2018-Estt.(L) dated 11.09.2008, are mutatis mutandis applicable to women employees of BSNL. Accordingly, the following DOP&T OMs are also applicable to women employees of BSNL:-

	DOPT OM & date	SUBJECT IN BRIEF
1	No.21011/08/2013-Estt(AL)-FAQ ON CCL dated 25.03.2013	(i) If the child is studying abroad or the employee has to go abroad for taking care of the minor child she may do so, subject to other conditions laid down for this purpose. (ii) The restriction of the limit of 180 days at a stretch as applicable in the case of EL will not apply in case of CCL. The other conditions like CCL may not be granted for less than 15 days or in more than 3 spells etc, will apply.
2	No.13018/6/2013 -Estt(L) dated 05.06.2014	The requirement of minimum period of 15 days CCL has been removed. There is no change as regards other conditions of this leave.
3	No.13018/6/2013 -Estt(L) dated 03.04.2018	(i) An employee on CCL may be permitted to leave headquarters with the prior approval of appropriate competent authority. (ii) LTC may be availed while an employee is on CCL. (iii) An employee on CCL may proceed on foreign travel provided clearances from appropriate competent authorities are taken in advance.

[S.N. Tiwary]

Assistant General Manager (Estt. I)

Tel. No. 23037477

To
All Heads of Telecom. Circles/
All Heads of other Administrative Units
Bharat Sanchar Nigam Ltd.

Copy to:-

1. PS to CMD, BSNL.
2. PS to DIR (CFA)/ (ENT)/ (CM) (/HR)/ (F), BSNL Board.
3. All Sr. GMs/PGMs/GMs in BSNL C.O.
4. DGM(A)/(CA)/(EF)/(Pers)/(SEA)/(Civil)/(Arch)/(Elect)/(TF), BSNL C.O.
5. GM((R&P)/(EF)/(CSS)/(SEA)/(Pers.I)/(Pers.II)/(Pers.III)/(Pers.IV)/(Civil)/(A&E)/(TF), BSNL C.O.
6. Guard File.