



F.No: BSNLCO-A/11(25)/3/2025-ESTAB

Dated: 13.08.2025

OFFICE MEMORANDUM

Subject: Regarding Amendment to Rule 44 of CCS (Leave) Rules, 1972 – provisions related to **Work Related Illness and Injury Leave (WRIL)**.

The undersigned is directed to refer to DoP&T OM No. 11020/01/2017-Estt.(L) dated 30.08.2019 (copy enclosed) and to convey the approval of competent authority for implementation of amended guidelines regarding sanction of Work Related Illness and Injury Leave (WRIL) as conveyed vide Para IV of DoP&T OM dated 30.08.2019 in respect of BSNL employees. However, it is to be ensured that the attendant conditions for grant of WRIL are fulfilled before the leave is granted by the concerned leave-sanctioning authority in the respective Circle/Unit.

2. The provisions related to Child Care Leave, as contained in Para III of DOPT OM dated 30.08.2019, stand already implemented in terms of extant guidelines on CCL issued vide Office Order No. 1-33/2012-PAT(BSNL)/ CCL dated 26.06.2018 (copy enclosed).

[Sanjeev Kumar]

Asstt. General Manager (Estt.I)

Tel. No. 23037477

To

All Heads of Telecom Circles &

All Heads of Other Administrative Units, Bharat Sanchar Nigam Limited.

Copy to:-

1. PPS to CMD, BSNL, New Delhi
2. PPS to All Directors, BSNL Board.
3. CVO, BSNL CO, Eastern Court Complex, Janpath, New Delhi.
4. PGM (Pers.) / PGM (Estt.) / PGM (EF) / CGM (BW) / CGM (Elec.) / CGM (Arch.), BSNL CO – For kind information.
5. CS & GM (Legal) / All PGMs / Sr. GMs / GMs in BSNL CO New Delhi.
6. BSNL Intranet.

Encl: As above

No. 11020/01/2017-Estt. (L)
Government of India
Ministry of Personnel PG & Pensions
Department of Personnel & Training

Old JNU Campus, New Delhi
Date: 30.08.2019

OFFICE MEMORANDUM

Sub: Amendment in the CCS (Leave) Rules, 1972 consequent upon the implementation of the recommendations of 7th CPC.

The undersigned is directed to say that the Government has accepted the recommendations of the 7th CPC and implemented the same vide Notification dated 11.12.2018. This Notification has been uploaded in the Department's website also at the address. However, despite issue of the notification in this regard, some employees have been seeking formal and informal clarifications with regard to the amendments carried through the above Notification. Keeping this in view, following clarifications specifying the amendments carried out in the CCS (Leave) Rules, 1972 vide the above said Notification are issued:

- I. The amendments made in the CCS (Leave) Rules, 1972 vide Notification dated 11.12.2018, have come into force w.e.f. 14.12.2018 when the Notification was published in the official gazette.
- II. Government servants serving in a Vacation Department have been allowed Earned Leave in place of Half Pay Leave by amending Rule 28 and Rule 29.
- III. With the amendment of Rule 43-C relating to Child Care Leave (CCL), following changes have been made:-
 - (a) CCL may be granted at 100% of the leave salary for the first 365 days and 80% of the leave salary for the next 365 days.
 - (b) CCL may be extended to single male parents who may include unmarried or widower or divorcee employees.
 - (c) For single female Government servants, the CCL may be granted for six spells in a calendar year. However, for other eligible Government servants, it will continue to be granted for a maximum of 3 spells in a calendar year.
- IV. "Special Disability Leave for injury intentionally inflicted" under Rule 44 has been substituted by a new Leave named "Work Related Illness and Injury Leave (WRIIL)" which may be granted to a Government servant (whether permanent or temporary), who suffers illness or injury that is attributable to or aggravated in the performance of her or his official duties or in consequence of her or his official position. With the introduction of WRIIL, "Special Disability Leave for accidental injury" (under Rule 45) and Hospital Leave (under Rule 46) have been deleted. WRIIL has following provisions:-
 - (a) Full pay and allowances will be granted to all employees during the entire period of hospitalization on account of WRIIL.

(b) Beyond hospitalization, WRIIL will be governed as follows:

- (i) Government servants (other than military officers) will be paid full pay and allowances for the 6 months immediately following hospitalization and Half Pay only for 12 months beyond that period. The Half Pay period may be commuted to full pay with corresponding number of days of HPL debited from the employee's leave account.
- (ii) For officers of the Central Armed Police Forces (CAPF), full pay and allowances will be paid for the 6 months immediately following hospitalization, and full pay only for the next 24 months.
- (iii) Personnel below the rank of officers of CAPF will be paid full pay and allowances, with no limit regarding the period of leave.
- (iv) In the case of persons to whom the Workmen's Compensation Act, 1923 applies, the amount of leave salary payable under WRIIL shall be reduced by the amount of compensation payable under the Act.
- (v) No EL or HPL will be credited during the period that employee is on WRIIL.



(Rajendra Prasad Tewari)

Under Secretary to the Government of India

Tele. No. 26164316

To,

All Ministries/Departments of the Central Government

✓ Copy to:- NIC, DoPT, for uploading on the website of this Department

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 OM's 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.