

4-10(27)/2021-HR-II

27.03.2024

Dated \_\_\_\_\_

From

संयुक्त सचिव (प्रशासन)  
The Joint Secretary (Admn.)

To

The Directors/Heads of all CSIR National Labs/Instts./Hqrs.

**Subject: Payment of Leave encashment dues on superannuation in respect of re-employed Govt. employees – Reg.**

Madam/Sir,

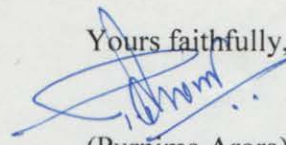
This office has been receiving requests from various Labs./ Instts. seeking clarification regarding applicability of DoPT OM No.14028/1/2017-Estt(L) dated 27.06.2017 regarding eligibility for leave encashment to re-employed Government employees after retirement from service. As per this OM a re-employed Government employee after retirement from service may be granted leave encashment upto a maximum of 300 days including the period for which encashment was allowed at the time of retirement.

In this regard reference is invited to DoPT FAQ (Leave) 2013. As per these FAQs encashment of EL allowed by the Govt. under the CCS (Leave) Rules, 1972 for service rendered in the Central Govt. prior to absorption in Central Autonomous body is not to be taken into account while calculating the number of days of EL encashment in an autonomous body/PSU. Further, in accordance with the DoPT FAQ (leave) dated 30.8.22, Encashment of EL allowed by the State Governments, Public Sector Undertakings/Autonomous Bodies for services rendered therein need not be taken into account for calculating the ceiling of 300 days of Earned leave to be encashed as per CCS (Leave) Rules.

The matter has been re-examined and a considered decision has been taken with the concurrence of FA / IFD, CSIR HQ that DoPT OM No.14028/1/2017-Estt(L) dated 27.06.2017 is for Central Government employees re-employed in Central Government and not for Central Government Employees re-employed in an Autonomous Body (CSIR). Therefore, any re-employed employee may be granted leave encashment at the time of superannuation up to 300 days in CSIR in addition to leave encashment already availed by him / her from previous service.

This issues with the concurrence of FA & approval of JS (Admin).

Yours faithfully,

  
(Purnima Arora)  
Deputy Secretary

**Copy to:** - 1) CSIR Website- with the request to upload on CSIR Portal.  
2) Office Copy