

No.12012/5/86-ESTT, (L)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions,  
(Department of Personnel and Training)

New Delhi, the 9th January, 1992

OFFICE MEMORANDUM

Subject:- Leave entitlement of Industrial Employees in Departments other than Railways. - removal of disparity in the entitlement of earned leave between industrial and non-industrial staff of the Government Establishments.

The undersigned is directed to refer to this Department O.M. No.P.12012/1/79/LU dated 22.7.1981 and to say that in pursuance of the Award given by the Board of Arbitration (JCM) in C.A. Reference No.2 of 1989, the President is pleased to decide that the leave entitlement of Industrial Employees in Central Government Departments other than Railways, shall be modified as follows:-

- i) The existing condition of 240 days service for grant of any leave with wages to the Industrial employees stands removed; provided that if in any year an employee is not in service for the whole year, his entitlement to leave with respect to that year shall be in proportion to the period of his service in that year.
- ii) The restriction on carrying forward leave at the credit of an Industrial employee beyond 30 days stands removed;
- iii) The limit of total accumulation of Earned Leave for the Industrial Employees shall be 120 (One hundred and twenty) days.
2. The orders will take effect from 1.1.1991.
3. Hindi version will follow.

*P. V. Valsala G. Kuttu*

(Smt. P. V. Valsala G. Kuttu)  
Under Secretary to the Govt. of India

To

All the Ministries/Departments of Govt. of India as per standard list.