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No. 14020/1/90-Estt. (L)  
Government of India  
Ministry of Personnel, Public Grievances, & Pensions  
(Department of Personnel & Training)

New Delhi, the 6th April, 1993

OFFICE MEMORANDUM

Subject:-Encashment of Half Pay Leave to the Central Government Employees on superannuation - Consideration and implementation of the Award of the Board of Arbitration.

The undersigned is directed to say that in pursuance of the Award given by the Board of Arbitration (JCM) in C.A. Reference No. 1 of 1986, the President is pleased to decide that w.e.f. 14th July 1982, the entire Half Pay Leave (HPL) at the credit of Government servants who retire on superannuation shall be allowed to be encashed, subject to the condition that pension and pension equivalent of other retirement benefits shall be deducted from the amount payable as cash equivalent, as provided in sub-rule (5) of Rule 39 of the Central Civil Services (Leave) Rules, 1972.

2. The encashment will be subject to the following conditions:-

- (i) The benefit will be admissible in respect of past cases on receipt of applications to that effect from the pensioners concerned by the administrative Ministry concerned;
- (ii) In respect of future retirees, the amount of encashment of HPL will be calculated and paid together with encashment of Earned Leave;
- (iii) Calculation of cash equivalent in respect of HPL at credit shall be made *mutatis mutandis* in the manner given in para 2 of Government of India's Decision No. 7 below Rule 39-C of the Central Civil Services (Leave) Rules, 1972, which is as under:-

Half Pay Leave salary  
plus Dearness Allowance  
if admissible minus  
pension, pension equi-  
valent of gratuity and  
relief on pension if  
Dearness Allowance is  
admissible on half pay  
leave

Number of days of  
H.P.L. due on the  
date of retirement  
on superannuation  
subject to the  
limits prescribed  
under the rule.

Cash payment in  
lieu of half  
pay leave  
component.

(iv) The amount so calculated shall be paid in one lump-sum as a one-time settlement.

3. These orders will take effect from 14-7-1982.
4. In their application to the officers of the IASAD, these orders issue in consultation with the Comptroller & Auditor General of India.
5. Hindi version will follow.

Sd/ -  
( B. GANGAR )

Under Secretary to the Govt. of India

All Ministries/Departments  
of Government of India  
(as per standard list).

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Copy also forwarded to:-

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2. Office of the Controller General of Accounts, Min. of Finance.
3. Secretaries to Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission.
4. All State Governments and Union Territories.
5. Governors of all States/Lt. Governors of all Union Territories.
6. Secretary, National Council of JCM (Staff Side), 15-C, Feroz Shah Road, New Delhi.
7. All Members of Staff Side of the National Council of JCM/Departmental Council.
8. All Officers/Sections of DOPT/Deptt. of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners' Welfare.
9. Ministry of Finance, Department of Expenditure (E-II(B) Branch).
10. Official Language Wing (Legislative Deptt.) Bhagwan Das Road, New Delhi.
11. Railway Board, New Delhi.
12. 500 spare copies.

Sd/ -  
( B. GANGAR )

Under Secretary to the Government of India