



दक्षिण रेलवे/SOUTHERN RAILWAY

सं./No.P(R)420/VI PC/Encashment

प्रधान कार्यालय/ Headquarters Office
कार्मिक शाखा/ Personnel Branch
चेन्नै/Chennai - 600 003
दि./ Dated: 30-12-2016

पी बी सी सं/ PBC No: 185 / 2016

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,
etc.,

(As per mailing list –'A')

विषय/Sub:Payment of encashment arrears consequent on the grant
of MACP from earlier date.

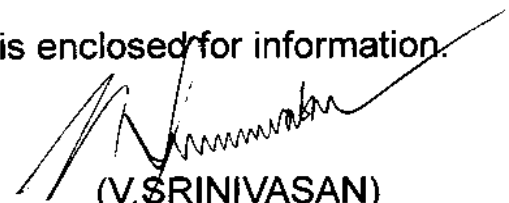
In terms of Rule 540 – A of IREC-Vol.I, Railway Servants are eligible for
encashment of Earned Leave (LAP) upto to 10 days along with Railway
Passes for a maximum of 60 days in the entire career.

The Pay and Dearness Allowance are revised retrospectively in some
cases of employees due to implementation of MACP, Pay Commission,
Fixation etc. Doubt has been raised by units / division whether arrears on
encashment of earned leave can be claimed in such cases retrospectively.

Based on a reference made by this Railway, Board have advised that
employees who have availed leave encashment while availing Pass / PTO can
claim arrears on the leave so encashed if their Pay & Dearness Allowance has
been revised retrospectively.

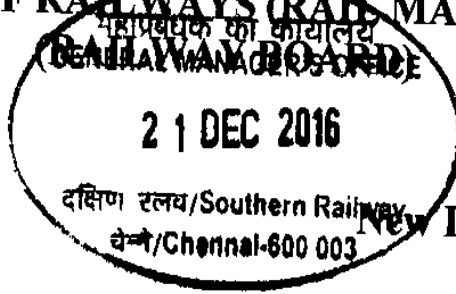
A copy of Board's letter dated 16-12-2016 is enclosed for information.

संलग्न/Encl: as above


(V.SRINIVASAN)
वरिष्ठ कार्मिक अधिकारी/नियम
Senior Personnel Officer/Rules
कृते मुख्य कार्मिक अधिकारी
For Chief Personnel Officer

प्रतिलिपि/Copy to : The Genl Secy / SRMU
The Genl Secy / AISCSTREA
The Genl Secy / AIOBCREA
The Genl Secy / NFIR

GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)



No. F(E)III/2008/LE-1/1

New Delhi, dated: 16.12.2016.

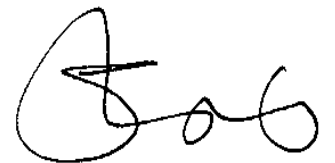
The General Manager (P),
Southern Railway,
Chennai.

Sub: Payment of encashment arrears consequent on the grant of MACP from earlier date- reg.

Please refer to your Railway's letter No.P(R)420/VI/PC/Encashment dated 24.10.2016 on the above subject.

2. In this regard it is stated that Department of Personnel & Training (DOP&T) vide FAQ (Frequently Asked Question) on Leave encashment with LTC has clarified that in terms of Rule 38-A of Central Civil Services (Leave) Rules, which corresponds to Rule 540-A of Indian Railways Establishment Code (IREC) Vol. I, encashment of Earned Leave (EL) is to be calculated on pay admissible on the date of availing LTC and DA admissible on that date. It has been further clarified that if pay or DA admissible has been revised with retrospective effect, going by the rule the Government servant would be entitled to encashment of Leave on the revised rates.

3. In view of the above clarification of DOP&T, the nodal department of the Government on CCS (Leave) Rules, it is obvious that the employees who have availed leave encashment while availing Pass/PTO can claim arrears on the leave so encashed, if their pay & Dearness Allowance has been revised retrospectively.



(Sanjay Prashar)
Deputy Director, Finance (Estt.)III,
Railway Board.