



GOVERNMENT OF KERALA

Abstract

Finance Department-Compassionate Employment Scheme-Granting of leave benefits to candidates appointed against supernumerary posts under compassionate employment-Orders issued.

FINANCE (RULES-B) DEPARTMENT

G.O. (P) No. 97/2022/Fin.

Dated, Thiruvananthapuram, 26/08/2022

Read: 1. G.O. (Ms) No. 22/2014/P&ARD dt. 21.07.2014.
2. G.O. (Ms) No. 13/2020/P&ARD dt. 16.11.2020.
3. G.O. (Ms) No. 1/2022/P&ARD dt. 18.01.2022.

ORDER

As per the Government orders read above, candidates appointed against supernumerary posts under Compassionate Employment Scheme (CES) are eligible only for Leave without Allowance, Casual Leave and Maternity Leave during their service in supernumerary posts.

Now several doubts have been raised regarding admissibility of benefits of leave under the Kerala Service Rules to these candidates as they come under the purview of the Kerala Service Rules only with effect from the date of their regularisation in Government service.

Government have examined the matter in detail and are pleased to issue the following orders for granting leave to those candidates appointed against supernumerary posts under Compassionate Employment Scheme during their service in the supernumerary posts:

1. Casual leave will be sanctioned for a maximum period of 20 days in a calendar year. Casual leave may be combined with sundays and other authorized holidays provided that the resulting period of absence from duty shall not exceed fifteen days at a stretch. Casual Leave cannot be combined with other kinds of leave admissible.
2. Earned leave on full pay calculated at 1/22nd of the period spent on duty will be granted subject to maximum 15 days in a year. Such leave may be accumulated upto a maximum period of 60 days. Surrender of earned leave will be admissible as per the general orders issued by Government from time to time. No earned leave will be admissible, if the officer serves in a vacation department.

3. Half pay leave will be admissible for a period of 20 days in respect of each completed year of service. No commutation of half pay leave will be allowed during supernumerary period.
4. Maternity leave on full pay for a period of 180 days from the date of its commencement will be admissible to female officers.
5. Leave on full pay will also be admissible to female officers in case of miscarriage including abortion subject to the condition that the leave does not exceed six weeks and the application for the leave is supported by medical certificate from the medical attendant.
6. Leave without allowance for a maximum period of three months will be admissible during supernumerary period. LWA otherwise than on Medical Certificate will not be reckoned for any benefit. LWA on Medical Certificate and LWA for a period of 60 days in continuation of Maternity Leave will be reckoned for increment.
7. The post vacated by a supernumerary officer on leave will be kept open without any officiating arrangement until the officer on leave rejoins duty.
8. In the event of regularisation in service, the balance of earned leave and half pay leave accrued during supernumerary period under these orders will be carried over to the leave account in regular service.
9. Earned leave and half pay leave at credit as on the date of this order earned otherwise than under these orders during the supernumerary period, if any, will be recalculated on the basis of these orders and excess availed / surrendered, if any will be adjusted in future accrual of leave.
10. Granting leave benefits under these orders will not confer upon them any preferential claim for regularization or seniority over those appointed in regular vacancies through the Kerala Public Service Commission; or any other service benefits like Time-Bound Higher Grade, Promotion etc.

(By order of the Governor)

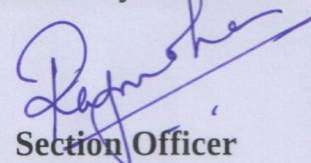
RAJESH KUMAR SINGH
ADDITIONAL CHIEF SECRETARY (FINANCE)

To

The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.
The Accountant General (Audit-II), Kerala, Thiruvananthapuram.
All Additional Chief Secretaries/Principal Secretaries/Secretaries/Special Secretaries/Additional Secretaries/Joint Secretaries/Deputy Secretaries/Under Secretaries to Government.

The Secretary to Governor, Raj Bhavan.
The Private Secretary to Hon'ble Chief Minister.
The Private Secretary to Hon'ble Minister for Finance.
The Private Secretary to Hon'ble Speaker/Deputy Speaker of the
Legislative Assembly.
The Private Secretaries to the Hon'ble Ministers.
The Private Secretary to the Hon'ble Leader of Opposition.
The Additional Secretary to the Chief Secretary.
All Heads of Departments / Offices.
All Departments and Sections of the Secretariat.
The Chief Project Manager, SPARK (PMU).
The Director of Treasuries, Thiruvananthapuram.
The Secretary, K.P.S.C., Thiruvananthapuram (with C.L.).
The Registrar, High Court of Kerala, Ernakulam (with C.L.).
The Registrar, University of Kerala/Kochi/Calicut/Mahatma Gandhi/ Kannur
(with C.L.).
The Registrar, Fisheries University (with C.L.).
The Registrar, Kerala Veterinary and Animal Sciences University (with C.L.).
The Registrar, Kerala University of Health & Allied Sciences (with C.L.).
The Registrar, National University of Advanced Legal Studies (with C.L.).
The Registrar, Central University of Kerala (with C.L.).
The Registrar, Thunchath Ezhuthachan Malayalam University (with C.L.).
The Registrar, Kerala Lok Ayukta, Thiruvananthapuram.
The Registrar, Kerala Agricultural University, Mannuthi.
The Registrar, Sree Sankara Sanskrit University, Kalady (with C.L.).
The Secretary, Ombudsman for Local Self Government, Thiruvananthapuram.
The Advocate General, Kerala, Ernakulam (with C.L.).
The Secretary, K.S.E.B., Thiruvananthapuram (with C.L.).
The General Manager, K.S.R.T.C., Thiruvananthapuram.
The Secretary, Human Rights Commission, Thiruvananthapuram.
The State Election Commissioner, Kerala, Thiruvananthapuram.
The State Chief Information Commissioner (with C.L.).
The P & AR (Advice-C) Department [Vide UO Note No Adv-C2/206/2021 dt.
24.11.2021).
The Nodal Officer, www.finance.kerala.gov.in.
The Web and New Media, Information & Public Relations Department.
The Stock File / Office Copy (E-1942957, RULES-B1/88/2021-FIN).

Forwarded / By Order


Section Officer