

GOVERNMENT OF HIMACHAL PRADESH
FINANCE (REGULATION) DEPARTMENT

No. Fin (C) A (3) -1/2008

Dated Shimla-2, the 7TH January, 2009.

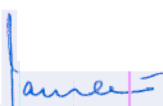
OFFICE MEMORANDUM

The undersigned is directed to invite references to this Department office memorandum No. Fin (C) A(3)-12/93, dated 15th November, 1999, 4th February, 2000 and 22nd March, 2001, Fin (C) A(3) -5/2000, dated 23-04-2002 regarding allowing of EOL to the employees of the State Government for securing of employment in private sector within India and abroad and finally withdrawal of admissibility of EOL vide office memorandum No. Fin (C)A(3)-2/2004, dated 5th August, 2006 and to say that the matter of restoration of EOL as per past was engaging the attention of the Government.

With a view to encourage the efforts of the Government in respect of economy measures, the proposal of restoration of EOL has been re-considered in Finance Department and it has been decided that **Extra ordinary Leave** will now be admissible to the employees of State Government for securing employment in private Sector within India and abroad with the **condition that the prior approval of the Hon'ble Chief Minister shall be obtained in individual cases through the respective Administrative Department on their departmental file.** The policy shall be applicable to the Government Departments only and not to the autonomous bodies /Universities. The autonomous bodies /Universities shall take a decision separately at competent level. All the terms and conditions for granting the EOL shall be the same as were notified earlier in this regard.

These orders will be effective from the date of issue of this OM.

Please see these instructions on WWW.himachal.gov.in/finance/


Special Secretary (Finance) to the
Govt. of Himachal Pradesh

To

**All the Administrative Secretaries to the
Government of Himachal Pradesh.**

No. Fin(C)A(3)-12/93 Dated Shimla-171002, 15th November, 1999

Office Memorandum

Subject: Grant of 5 years leave to serving personnel who secure employment abroad-- policy guidelines regarding.

The undersigned is directed to say that question of granting five years leave to serving personnel who secure employment outside the Government was under active consideration of the Government. After careful consideration of the matter the Governor, H.P. is pleased to decide that the serving personnel of the State Government who secure employment abroad through Foreign Employment and Manpower Bureau or at their own may be granted five years' Extra-ordinary leave without pay and allowances or for the period of contract whichever may be less so as to encourage/enable the serving personnel to explore avenues other than Government and also enhance their mental faculties w.r.t. their work performance etc.

The Governor, H.P. is further pleased to lay down following guidelines in the matter of providing this concession to serving personnel -

- a) The employees/serving personnel may be encouraged to avail of the concession of E.O.L. to take up assignments requiring technical and professional skills subject to the employee not having official dealings with the prospective employers.
- b) The E.O.L. may be granted upto a maximum of 5 years in a continuous spell.
- c) The E.O.L. granted for this purpose shall qualify for pensionary benefits and other service like annual increments etc. and no pension or leave

Contd....2..

contributions shall be taken on this account. This, however, will not entail forfeiture of past service. Pre EOL service will count as qualifying service alongwith any period of service rendered after rejoining after EOL, for purposes of pension.

d) The serving personnel securing any kind of employment shall be allowed to retain in toto whatever earnings are received by them during the period of E.O

b) The Department concerned will ensure that repayment of loans and advances during such period of foreign assignment is made as per GOT's decision below FR.115.

Sh. G. K. Singh
Joint Secretary (Finance-Reg.) to the
Government of Himachal Pradesh.

All the Administrative Departments
to the government of Himachal Pradesh

Endst.No.Fin(C)A(3)-12/93 Dated Shimla-2, 5th November, 1999

Copy for information and necessary action to

1. All Divisional Offices in Himachal Pradesh.
2. The Resident Commissioner, Himachal Pradesh, New Delhi.
3. The Secretary, Government of Himachal Pradesh.
4. All Heads of Departments in Himachal Pradesh.
5. All Public Sector Undertakings/Universities/Boards in H.P.
6. The Accountant General (Accounts), H.P. Shimla-171003.
7. The Sr. Dy Accountant General (A&F), H.P. Shimla-3.
8. The Labour Commissioner-Commissioner (Labour), H.P. Shimla.

Sh. G. K. Singh
Joint Secretary (Finance-Reg.) to the
Government of Himachal Pradesh

GOVERNMENT OF HIMACHAL PRADESH
FINANCE (REGULATIONS) DEPARTMENT.

IMMEDIATE

No. Fin(C)A(3)-12/93

Dated Shimla-171002

14th Feb., 2000

Office Memorandum

Subject: Grant of 5 years' leave to serving personnel who secure employment abroad - policy guidelines regarding.

The undersigned is directed to invite a reference to this Department O.M. of even number dated 15th Nov., 1999 on the subject cited above and to say that the posts falling vacant on account of selection of serving personnel for employment abroad will not be filled-up by any means of recruitment or appointment/promotion.

This decision will be applicable w.e.f. 15.11.1999 the date of issue of policy guidelines in this regard.

Asht
Under Secretary(Finance) to the
Government of Himachal Pradesh.

To All Administrative Departments
to the Govt. of Himachal Pradesh.

.....
No. Fin(C)A(3)-12/93 Dated Shimla-171002 *4/11* Feb. 2000
Copy for information and necessary action to:-

1. All Divisional Commissioners in Himachal Pradesh.
2. The Resident Commissioner, Himachal Bhawan, New Delhi.
3. The Secretary(Personnel) to the Govt. of Himachal Pradesh.
4. All Heads of Departments in Himachal Pradesh.
5. All Public Sector Undertakings/Universities/Boards in H.P.
6. The Accountant General(Audit) H.P. Shimla-171003.
7. The Sr. Deputy Accountant General(A&E), H.P. Shimla-3.
8. The Labour Commissioner-cum-Director(Labour), H.P. Shimla.

Asht
Under Secretary(Finance) to the
Government of Himachal Pradesh.

/OPS/

**GOVERNMENT OF HIMACHAL PRADESH
FINANCE (REGULATIONS) DEPARTMENT**

No. FIN(C)A(3)-12/93 DATED SHIMLA-2, THE 22/03/2001

OFFICE MEMORANDUM

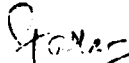
**SUBJECT: GRANT OF EXTRAORDINARY LEAVE TO THE
STATE GOVERNMENT EMPLOYEES TO
SERVE OUTSIDE GOVERNMENT.**

The undersigned is directed to say that the matter relating to allowing extraordinary leave to the state Government employees to serve outside the Government (within the country) was under consideration of the Government for sometime past. After careful consideration of the matter, the Governor, Himachal Pradesh is pleased to order that the State Government employees shall be allowed extraordinary leave subject to maximum of 5 years in case they seek employment outside the Government (within the country) on the following terms and conditions:-

- I. The serving employees may be allowed Extraordinary leave upto a maximum period of 5 years for securing employment in private sector or for any other purpose subject to the condition that the employee does not have any official dealings with any prospective employers.
- II. The extraordinary leave may be granted on year to year basis or in one spell subject to maximum limit specified at I above.

- III. The EOL granted for this purpose shall not qualify for pensionary benefits or any other service benefits like annual increments etc.. No leave/ pension contribution shall be taken on this account. In other words, the spell of EOL shall, not count as qualifying service for pension & other benefits. But this shall not entail forfeiture of past service. Pre EOL service will count as qualifying service alongwith any period of service rendered after availing EOL.
- IV. The serving personnel engaging in any kind of employment/ occupation shall be allowed to retain in toto whatever earnings are received by him/her from his/her private employer during the course of EOL.
- V. The concerned department will ensure that repayment of all loans & advances during the period of EOL is made by the concerned employee.
- VI. The posts falling vacant on account of such EOL will not be filled up by the respective Departments, by any means of recruitment or appointment / promotion.
- VII. Before allowing any employee to avail EOL as mentioned above, the concerned Administrative Secretary will take a view as to whether the department can spare services of concerned employee. In other words, such leave shall not be allowed in case the department feels that services of concerned employee can not be spared in exigencies of public service.

2. These orders and earlier orders issued vide O.M. of even number dated 15/11/1999 and 4/2/2000 which allow employment outside India on similar terms and condition shall be treated as decision of the Himachal Pradesh Government under Rule 32 of the CCS(Leave) Rules, 1972 in its application to the State Government employees of Himachal Pradesh.

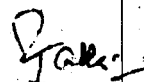

Additional Secretary(Finance)
to the Government of Himachal Pradesh.

All Administrative Departments of the
Government of Himachal Pradesh.

NO. FIN(C)A(3)-12/93 DATED SHIMLA-2, THE 27/03/2001

Copy forwarded information and necessary action to:

- 1) All Heads of Departments in H.P.
- 2) The Secretary (Personnel) to the Govt. of H.P., Shimla-2 with 5 copies.
- 3) The Secretary (GAD) to the Govt. of H.P., Shimla-2.
- 4) All Public Sector Undertakings/Boards/Corporations/Universities in H.P.
- 5) The Accountant General (Audit), H.P., Shimla-3
- 6) The Sr. Dy. A.G.(A&E), H.P., Shimla-3.
- 7) Guard File/ Sparc copies - 100.


Additional Secretary (Finance)
to the Government of H.P.

Bhardwaj.M.K.

GOVERNMENT OF HIMACHAL PRADESH
FINANCE (REGULATIONS) DEPARTMENT

Annexure-III

NO. FIN(C) A(3)-5/2000 DATED SHIMLA-2, FEB 23-4-2002.

OFFICE MEMORANDUM

SUBJECT: GRANT OF EXTRACORDINARY LEAVE TO THE
STATE GOVERNMENT EMPLOYEES FOR SECURING
EMPLOYMENT ABROAD OR PRIVATE
EMPLOYMENT WITHIN INDIA.

The undersigned is directed to invite a reference to this Department's Office memoranda No. Fin(C)A(3)-12/93, dated 15th November, 1999, 4th February, 2000 and 22nd March, 2001 regarding allowing of EOL to the State Government employees for securing of employment abroad and Private employment within India and to say that clarifications are being sought by various departments regarding minimum qualifying service for allowing of EOL in terms of provisions of above orders.

Matter has been examined in the Finance Department and the undersigned is directed to say that provisions for allowing / regulating Extraordinary Leave are contained in the Rule-32 of the CCS(Leave) Rules, 1972. This rule provides that a Government servant should have put in some minimum qualifying service for being eligible to the EOL. For example, clause-2(b) of above rules provides for allowing of EOL upto six months to a servant who has put in one year's continuous service on medical grounds and clause -2(d) provides for allowing of EOL upto 18 months for undergoing treatment for some specific diseases specified therein. Similarly, twenty four months EOL can be allowed under clause-2(e) of above rule for prosecuting of higher studies subject to some conditions. Keeping in view above provisions of rules it has been decided to prescribe minimum service criteria for sanctioning of EOL under orders dated 15/11/1999 and 4th February, 2000 only for securing employment outside the Government. The undersigned is directed to say that earlier orders of the F.D. are clarified as below :-

- I. The EOL under the scheme referred to above will be admissible to the Government servants only after they have put in 5 years of regular service.
- II. That the EOL under above orders will be admissible only for the purpose of securing employment in private sector within India or abroad. The sanctioning authority shall ensure that while applying for the EOL under these orders, the employee has produced an appointment letter from his prospective employer. Henceforth, EOL will be admissible only for the purposes mentioned above. Earlier orders of this Department may be deemed to have been amended to this extent.
- III. It is, once again emphasized that in such cases where EOL is allowed to the Government servants in terms of above decision, the resultant vacancy will not be filled up under any circumstances.
- IV. The Administrative Departments / Heads of Departments will also ensure that other terms and conditions specified in orders dated 15th November, 1999, 4th February, 2000 and 22nd March, 2001 are also satisfied in all cases.

[Signature]
Additional Secretary (Finance)
to the Government of H.P.

To

All Administrative Departments of the
Government of Himachal Pradesh, Shimla-2.

NO. FEN(C) A(3)-5/2000 DATED SHIMLA-2, THE 23/4-2002

Copy forwarded for information and necessary action to :-

1. All Heads of Departments in H.P.
2. The Secretary(Personnel) to the Government of Himachal Pradesh.
3. The Secretary(GAD) to the Government of Himachal Pradesh.
4. All Public Sector Undertakings Boards Corporations Universities in H.P.
5. The Accountant General(A&E), H.P.Shimla-3.
6. The Sr.Dy. A.G.(A&E), H.P.Shimla-3.
7. Guard File Spare copies - 100.

[Signature]
Additional Secretary (Finance) to the
Government of Himachal Pradesh.

37/10/04-5-01
28

Fin (C) A (3)-2/2004
Government of Himachal Pradesh
Finance (Regulations) Department.

Dated Shimla-2 the,

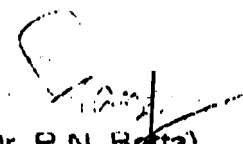
5th August, 2006.

OFFICE MEMORANDUM

Subject: Grant of extra ordinary leave to serving personnel upto 5 years for purpose of securing private employment within India and abroad- review of existing policy.

The undersigned is directed to say that in the year 1999, a decision was taken by the State Government vide Office Memorandum No. Fin(C) A (3)-12/93, dated 15th November, 1999 to allow Extra Ordinary Leave to regular state employees up to maximum limit of 5 years for purpose of securing private employment abroad. Later, in the year 2001, this policy was further liberalized and benefit of such Extra Ordinary Leave was also extended for securing private employment within India. Further, in the year 2002, the terms and conditions for allowing extra ordinary leave was further revised vide F.D's order number Fin(C) A(3)-5/2000 dated 23.4.2002.

Over a period of time new recruitments have been considerably reduced in Government and all administrative departments have been facing shortage in manpower. So keeping in view such shortages, the matter relating to review of above policy has been under consideration of the State Government for some time past and it has been decided that henceforth no Extra Ordinary Leave will be admissible to State Government Employees for purpose of securing employment in the private sector in India or abroad.


(Dr. R.N. Batta)

Additional Secretary (Fin. - Reg.) to the
Government of Himachal Pradesh.

To

All Administrative Secretaries to the
Government of Himachal Pradesh

PTO