

No. 70-53/2008-PW (CPC)
ANDAMAN AND NICOBAR ADMINISTRATION
SECRETARIAT

Port Blair, dated the 18th September 2008.

ENDORSEMENT

Copies of the following communications received from Govt. of India, Ministry of Personal, Public Grievances and Pension, Department of Personal and Training, New Delhi are forwarded to All Heads of Department/Offices, A & N Administration and all Sections in the Secretariat for information and guidance: -

Sl. No.	Reference	Subject
1.	OM No 12011/03/2008-Estt.(Allowance) dated 02.09.08	Recommendations of the Sixth CPC – implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.
2.	2/22(A)/2008-Estt.(Pay II) Dated 3.9.08	Implementation of sixth central pay commission: Revision of the rates of Central Secretariat(Deputation on Tenure) Allowance and Special Pay applicable to Officers of Organized Group "A" Services on their appointment as Under Secretary, Deputy Secretary and Director in the Central Secretariat under the Central Staffing Scheme and their headquarters respectively
3.	OM No 12011/04/2008-Estt.(Allowance) dated 11.09.08	Recommendations of the Sixth CPC – implementation of decisions relating to Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Govt. employees.
4.	OM No. 2/22(8)/2008-Estt(Pay II) dated 03.09.08	Grant of Deputation (Duty) Allowance – Recommendation of the Sixth CPC.
5.	OM No. 14/3/2008-JCA dated 11.09.08	Grant of increased rate of Washing Allowance to common categories of Group "C" and "D" employees of various Ministries/Departments.
6.	OM No. 13018/2/2008-Estt.(L) dated 11.09.08	Recommendation of the Sixth Pay Commission relating to enhancement of the quantum of Maternity leave and introduction of Child Care Leave in respect of Central Government Employees.


(V. Hamza)

Assistant Secretary (PerI)

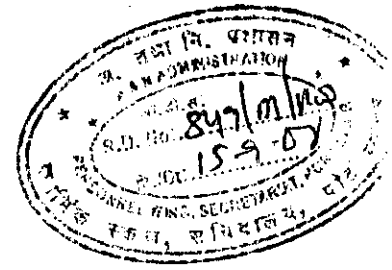

Assistant Secretary (PerI)

Copy to:

1. Cash Section, Secretariat.
2. Finance Section, Secretariat.

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Sd/- U.R.
12/9/08

Sl. no 14(R)



No.12011/03/2008-Estt. (Allowance)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

New Delhi, the 2nd September, 2008.

OFFICE MEMORANDUM

Subject :- Recommendations of the Sixth Central Pay Commission-implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of all earlier orders on the subject of Children Education Allowance and Reimbursement of Tuition Fee, the President is pleased to issue the following instructions:-

- (a) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately will be merged and will henceforth be known as 'Children Education Allowance Scheme'.
- (b) Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto to a maximum of 2 children.
- (c) Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e., for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education.
- (d) Henceforth, the reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.
- (e) Reimbursement for the following items can be claimed under this Scheme:

Tuition Fee, admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the

child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.

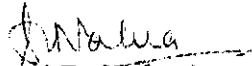
- (f) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000.
- (g) Under this scheme, reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3000, and in another quarter less than Rs.3000, subject to the annual ceiling of Rs.12000 per child being maintained.
- (h) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.
- (i) Hostel subsidy will be reimbursed upto the maximum limit of Rs.3000 per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance **cannot** be availed concurrently.
- (j) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2. In order to ensure that Government servants have no difficulty in claiming reimbursement, the procedure under this Scheme is being kept simple. Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.

3. **These orders shall be effective from 1st September, 2008.**

4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and auditor General of India.

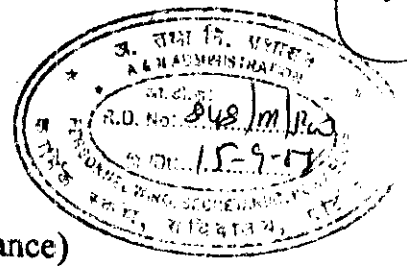
5. Hindi version will follow.


(Simmi R. Nakra)
Director(P&A)

ASC (Post)
Smt. U.R.
13/9/08

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Sr. No 15 (12)



No.12011/04/2008-Estt. (Allowance)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

New Delhi, the 11th September, 2008.

OFFICE MEMORANDUM

Subject :- Recommendations of the Sixth Central Pay Commission-implementation of decisions relating to Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Govt. employees.


Consequent upon the decision taken by the Government on the recommendations made by the Sixth Central Pay Commission for providing extra benefits to women employees with disabilities especially when they have young children and children with disability, the President is pleased to issue the following instructions:-

- (i) Women with disabilities shall be paid Rs.1000/- per month as Special Allowance for Child care. The allowance shall be payable from the time of the child's birth till the child is two years old.
- (ii) It shall be payable for a maximum of two children.
- (iii) Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No.16-18/97-NI.I dated 1.6.2001. (Annexure)
- (iv) The above limit would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2.. Reimbursement of Education Allowance for disabled children of Government employees shall be payable at double the normal rates prescribed. The annual ceiling fixed for reimbursement of Children Education Allowance for disabled children of Government Employees is Rs. 24000. The rest of the conditions will be the same as stipulated vide OM No.12011/03/2008-Estt. (Allowance) dated 2nd September, 2008 on the subject.

OM No.12011/03/2008-Estt. (Allowance) dated 2nd September 2008 on the subject.

3. Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No.16-18/97-N.I.I dated 1.6.2001. (Annexure).
4. These orders shall be effective from 1st September, 2008.
5. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Audit General of India.
6. Hindi version will follow.


(Simmi R. Nakra)
Director (P&A)

To

All Ministries/Departments of the Government of India.

1. Office of the Comptroller & Auditor General of India/Controller General of Accounts, Ministry of Finance.
2. Secretaries to Union Public Service Commission/Supreme Court of India/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission/Central Information Commission.
3. All State Governments and Union Territories.
4. Governors of all States/ Lt. Governors of Union Territories.
5. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi.
6. All Members of the Staff Side of the National Council of JCM/Departmental Council.
7. All Officers/Sections of the Department of Personnel & Training/Department of Pension & Pensioners Welfare.
8. Ministry of Finance, Deptt. of Expenditure (E.II(B) Branch)
9. Official Language Wing (Legislative Deptt.), Bhagwan Das Road, New Delhi.
10. Railway Board, New Delhi.

Sl. No. 15 (R)

363

No. 2/22(A)/2008-Estt. (Pay II)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi, the 3rd September, 2008

OFFICE MEMORANDUM

Subject: Implementation of the recommendations of Sixth Central Pay Commission: Revision of the rates of Central Secretariat (Deputation on Tenure) Allowance and Special Pay applicable to officers of Organized Group 'A' Services on their appointment as Under Secretary, Deputy Secretary and Director in the Central Secretariat under the Central Staffing Scheme and their headquarters respectively

Consequent upon the acceptance of the Report of the Sixth Central Pay Commission by the Government, the President is pleased to decide that on their posting as Under Secretary/Deputy Secretary/Director in the Secretariat under the Central Staffing Scheme, the officers of the Organized Group 'A' Services will be entitled either to get their pay fixed in the applicable revised pay bands and grade pay attached to the post or to draw their basic pay plus CDTA on the following terms and conditions:-

- (a) The officers of the Organized Group 'A' Services posted in the Central Secretariat under the Central Staffing Scheme as Under Secretary/Deputy Secretary/Director will be treated as on deputation outside their cadre i.e. to ex-cadre post;
- (b) Their posting will be subject to a prescribed tenure on the expiry of which they will revert to their cadre post in their parent Departments;
- (c) During their tenure as Under Secretary/Deputy Secretary/Director, the officers will be paid Central (Deputation on Tenure) Allowance at the rate of 10% of their basic pay, subject to a ceiling of Rs. 4000;
- (d) The allowance will be paid to the officers for the period of deputation under the Central Staffing Scheme approved by the competent authority;
- (e) No allowance will be admissible to officers of these services posted as Joint Secretaries and above in the Central Secretariat;
- (f) No allowance will be admissible to officers of the Organized Group 'A' Services posted as Under Secretaries/Deputy Secretaries/Directors who are given extension or re-employment after superannuation; and
- (g) In case where the deputation is to a post with a lower grade pay, the officer going on deputation will draw the grade pay attached to the deputation post without any change in the band pay that was being drawn in the post being held before the deputation.

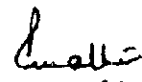
'Basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

2. The rates prescribed in these orders shall also be applicable in the case of Special Pay admissible to Organized Group 'A' Services officers on their posting in their headquarters.

3. These orders shall take effect from 1st September, 2008.

4. Insofar as application of these orders to the officers of the Indian Audit and Accounts Department is concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

5. Hindi version will follow.



(Rita Mathur)
Director

To

All Ministries/Department (As per standard list attached)

Annexure-**EXTRACTS OF THE NOTIFICATION****MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT****NOTIFICATION**New Delhi, the 1st June 2001

Subject:- Guidelines for evaluation of various disabilities and procedure for certification.

No. 16-18/97-NI.I In order to review the guidelines for evaluation of various disabilities and procedure for certification as given in the Ministry of Welfare's O.M.No.4-2/83-HW.III, dated the 6th August, 1986 and to recommend appropriate modifications/alterations keeping in view the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, Government of India in Ministry of Social Justice and Empowerment, vide Order No. 16-18/97-NI.I, dated 28.8.98, set up four committees under the Chairmanship of Director General of Health Services-one each in the area of mental retardation, Locomotor/Orthopaedic disability, Visual disability and Speech & Hearing disability. Subsequently, another Committee was also constituted on 21.7.1999 for evaluation, assessment of multiple disabilities and categorization and extent of disability and procedure for certification.

2. After having considered the reports of these committees the undersigned is directed to convey the approval of the President to notify the guidelines for evaluation of following disabilities and procedure for certification:-

Visual impairment
Locomotor / Orthopaedic disability
Speech & hearing disability
Mental retardation

Copy of the Report is enclosed herewith as **Annexure ***.

3. The minimum degree of disability should be 40% in order to be eligible for any concessions/benefits.

4. According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1996 notified by the Central Government in exercise of the powers conferred by sub-section (1) and (2) of section 73 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996), authorities to give disability Certificate will be a Medical Board duly constituted by the Central and the State Government. The State government may constitute a Medical Board consisting of at least three members out of which at least one shall be a specialist in the particular field for assessing locomotor/Visual including low vision/hearing and speech disability, mental retardation and leprosy cured, as the case may be.

5. Specified test as indicated in Annexure * should be conducted by the medical board and recorded before a certificate is given.

6. The certificate would be valid for a period of five years for those whose disability is temporary and are below the age 18 years. For those who acquire permanent disability, the validity can be shown as 'Permanent'.

7. The State Govts./UT Admn. may constitute the medical boards indicated in para 4 above immediately, if not done so far.

8. The Director General of Health Services, Ministry of Health and Family Welfare will be the final authority, should there arise any controversy/doubt regarding the interpretation of the definitions/classifications/evaluations tests etc.

(GAURI CHATTERJI)
Joint Secretary to the Government of India

NOTE

*The Annexure mentioned above may please be seen from the Ministry of Social Justice and Empowerment notification.

Sl. no 17(R)

207

No.2/22(B)/2008-Estt. (Pay II)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi, the 3rd September, 2008

OFFICE MEMORANDUM

Subject: Grant of Deputation (Duty) Allowance – Recommendations of the Sixth Central Pay Commission.

Consequent upon the acceptance of the Report of the Sixth Central Pay Commission by the Government, the President is pleased to decide the following regarding Deputation (Duty) Allowance:-

- (a) Deputation (Duty) Allowance will continued to be paid in case of appointments made in public interest outside the normal field of deployment
- (b) In case of deputation within the same station the allowance will be paid at the rate of 5% of basic pay subject to a maximum of Rs.2000 p.m; and
- (c) In other cases, Deputation (Duty) Allowance will be payable at the rate of 10% of basic pay subject to a maximum of Rs.4000 p.m.

'Basic pay' in the revised pay structure means the pay dawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

- 2. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
- 3. These orders shall take effect from 1st September, 2008.
- 4. Hindi version will follow.


(Rita Mathur)
Director

To

All Ministries/Departments as per standard list

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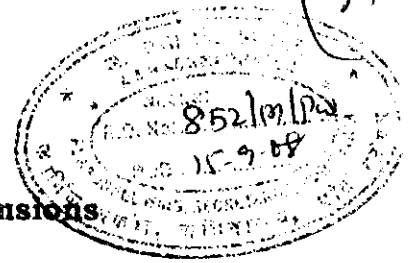
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F.NO.14/3/2008-JCA
Government of India

Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)



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Dated, the 11 September 2008

OFFICE MEMORANDUM

Subject:- Grant of increased rate of Washing Allowance to common categories of Group 'C' and 'D' employees of various Ministries/ Departments.

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of this Department's O.M. No.14/9/95-JCA dated 12.12.2000 on the subject of Washing Allowance, the President is pleased to order that the rate of Washing Allowance will be revised from the existing Rs.30/- per month to Rs.60/- per month for all common categories of Group 'C' and 'D' employees who have been supplied with uniforms. Moreover, the rate of washing allowance will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%.

2. These orders shall be effective from 1st September, 2008.
3. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
4. Hindi version will follow.

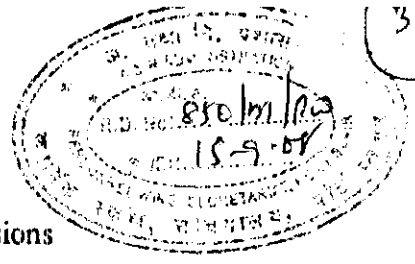
[Handwritten signature of Dinesh Kapila]
(Dinesh Kapila)

Deputy Secretary to the Govt. Of India

To

All Ministries/ Departments of the Government of India.

S.No 19(R)



ASC (Retd)
Smt V.R.
13/9/08

No.13018/2/2008-Estt.(L)
Government of India
Ministry of Personnel, Public Grievances & Pensions
[Department of Personnel & Training]

New Delhi, the 11th September, 2008.

OFFICE MEMORANDUM

Subject:- Recommendations of the Sixth Central Pay Commission relating to enhancement of the quantum of Maternity Leave and introduction of Child Care Leave in respect of Central Government employees.

Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Maternity Leave and Child Care Leave, the President is pleased to decide that the existing provisions of the Central Civil Services (Leave) Rules, 1972 will be treated as modified as follows in respect of civilian employees of the Central Government:-

- (a) The existing ceiling of 135 days Maternity Leave provided in Rule 43(1) of Central Civil Services (Leave) Rules, 1972 shall be enhanced to 180 days.
- (b) Leave of the kind due and admissible (including commuted leave for a period not exceeding 60 days and leave not due) that can be granted in continuation with Maternity Leave provided in Rule 43(4)(b) shall be increased to 2 years.
- (c) Women employees having minor children may be granted Child Care Leave by an authority competent to grant leave, for a maximum period of two years (i.e. 730 days) during their entire service for taking care of upto two children whether for rearing or to look after any of their needs like examination, sickness etc. Child Care Leave shall not be admissible if the child is eighteen years of age or older. During the period of such leave, the women employees shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. It may be availed of in more than one spell. Child Care Leave shall not be debited against the leave account. Child Care Leave may also be allowed for the third year as leave not due (without production of medical certificate). It may be combined with leave of the kind due and admissible.

- 2. These orders shall take effect from 1st September, 2008.
- 3. In view of paragraph 2 above, a women employee in whose case the period of 135 days of maternity leave has not expired on the said date shall also be entitled to the maternity leave of 180 days.
- 4. Formal amendments to the Central Civil Services (Leave) Rules, 1972 are being issued separately.
- 5. In so far as persons serving in the Indian Audit & Accounts Departments are concerned, these orders are issue in consultation with the Comptroller & Auditor General of India.
- 6. Hindi version will follow.

(Simmi R. Nakra)
Director(P&A)

To

All Ministries/Departments of the Govt. of India, etc.(As per standard mailing list).