



**Department of Personnel
Government of Goa**
Secretariat, Porvorim-Goa, 403 521

No. 2/38/75-PER(Vol-IV) / 3762

Dated: 08/11/2022

OFFICE MEMORANDUM

Subject:- Calculation of Salary for Child Care Leave exceeding 365 days.

As per Rule 43-C (1) of Central Civil Services (Leave) Rules, 1972, a woman Government servant may be granted child care leave by an authority competent to grant leave for a maximum period of 730 days during her entire service for taking care of her two eldest surviving children. In view of Rule 43-C (4) during the period of child care leave, the women Government servant shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.

Government of Goa adopted the Central Civil Services (Leave) (Fourth Amendment) Rules, 2018 vide O.M. No. 7/1/2019-Fin(Exp.), Dated: 12.02.2019 issued by Ministry of Personnel, Public Grievances and Pension, Department of Personnel and Training, New Delhi vide Notification No. 11020/01/2017-Estt (L), Dt. 11.12.2018

As per the amendments in rule 43-C sub rule (4), the sub-rule is substituted as “during the period of child care leave, a female Government servant and a single male Government servant shall be paid one hundred percent of the salary for the first three hundred and sixty five days and at eighty percent of the salary for the next three hundred and sixty five days”.

It has been observed during recent times that many departments have been calculating the 80% salary drawn during Child Care Leave inconsistently. Therefore, it is felt necessary to lay down a clear mechanism to calculate 80% salary drawn during C.C.L.

P.T.O.

In this regard, an illustration showing the salary calculations of Ms. XYZ drawing pay in Level-6, Cell 1 is shown below.

Particulars	C.C.L.< 365 days	C.C.L. > 365 days @ 80%
Basic Pay = ₹35,400/-		
Pay drawn	35400	28320
D.A. @ 34%	12036	9629
HRA @ 18%	6372	5098
*TA	NIL	NIL
NPS(Employee) Cont. @ 10% (Pay Drawn + DA) *10%	4744	3795

* No transport allowance is paid as official is on C.C.L. for complete calendar month.

This issues with the approval of Finance Department vide U.O. No. 1400087139 dated 19/09/2022.



(Eshant V. Sawant)
Under Secretary (Personnel - I)

To,

1. All Secretaries to the Government
2. All Heads of Department/Offices
3. All Departments in Secretariat
4. The Director, Directorate of Accounts
5. The Accountant General (Audit), Audit Bhavan, Porvorim
6. The Joint Director of Accounts, South Branch, Margao
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