



**GOVERNMENT OF TELANGANA  
ABSTRACT**

LEAVE RULES: - Recommendations of the Tenth Pay Revision 2015 - Encashment of Leave on Half Pay at the time of retirement of Government Employees including teaching, non-teaching staff of aided institutions and local bodies i.e., Aided Junior Colleges/Degree Colleges/Oriental Colleges and also for Non-teaching staff of Aided Schools and the employees of Panchayat Raj and Municipal Institutions- Orders – Issued.

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**FINANCE (HRM.III) DEPARTMENT**

**G.O.MS.No. 109**

**Dated: 29.7.2015  
Read the following:-**

1. G.O.Ms.No. 46, G.A. (Ser.Wel.) Department, dated 28.01.1994.
2. O.M.No.P.14025/11/82-Estt. (Leave), dated 25.08.1983of Department of Personnel and Training, Government of India.
3. O.M.No.14020/1/09-Estt. (L). dated 06.04.1993 of Department of Personnel and Training, Government of India.
4. G.O.Ms.No.342, Finance and Planning (FW: FR-I) Department, dt. 30.09.1994.
5. O.M.No.14028/3/2008- Estt. (L) dated: 25-09-08 of Department of Personnel & Training Ministry of P.PG & Pension, Government of India
6. G.O.Ms.No. 154 Finance (FR.I) Department, dated 4.5.2010.
7. G.O.Ms.No.95, GA (Spl.A) Department, dated 28.2.2013.

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**ORDER:-**

Orders were issued in the reference 4<sup>th</sup> read above based on the recommendations of High Power Committee constituted in the G.O.1<sup>st</sup> read above extending the benefit of encashment of Half Pay Leave to the State Government employees which is applicable to the Central Government Employees in terms of the instructions in the reference 2<sup>nd</sup> and 3<sup>rd</sup> read above.

2. In the reference 7<sup>th</sup> read above, Government constituted 10<sup>th</sup> PRC and appointed Sri. Pradeep Kumar Agarwal, IAS (Retd) as Pay Revision Commissioner duly laying down the terms of reference of the Commission.

3. The employees' associations have requested to adopt the same formula in the case of encashment of **Half Pay Leave** to the employees of Aided Junior Colleges/Degree Colleges/Oriental Colleges and also for Non-Teaching staff of Aided Schools at the time of their retirement.

4. The Government in Education Department had issued instructions in Memo.No. 7380/PE-Ser.I/2012 Education (PE) Dept., dated 10.12.2012 informing the Commissioner and Director of School Education that the orders issued in G.O.Ms.No.342 Fin &Plg.(FW.FR.I)Dept., dated 30.9.1994, G.O.Ms.No. 234, Finance & Planning Dept., dated 27.10.1999 and G.O.Ms.No.154 Finance (FR.I) Department, dated 4.5.2010 are applicable to Government employees only and not to the Panchayat Raj and Municipal Institutions, if the orders are not extended to them.

5. Aggrieved by the above orders, certain Teachers of Aided Schools and Jr.Lecturers of Aided Colleges have approached the APAT and High Court for encashment of Earned Leave and Half Pay Leave on retirement and the A.P.A.T., passed an interim Order ---- that *"Pending disposal of the O.A.there shall be interim suspension of the impugned Government Memo. No. 7380/PE-Ser.I/2012 Education dated 10.12.2012 and directed the respondents to allow the applicants to encash Half Pay in pursuance of G.O.Ms.No.154 Finance (FR.I) Dept., dated 4.5.2010."*

6. The employees of Panchayat Raj and Municipal Institutions had also made a representation before Pay Revision Commission for extending the orders issued in G.O.Ms.No. 154 Finance (FR.I) Department dated 4.5.2010 to them, pleading that they were allowed the above facility till 2012, but, Government in Education Department had issued orders that the order issued in G.O.Ms.No. 154 Finance (FR.I) Dept., dated 4.5.2010 is not applicable to them vide Memo.No. 7380/PE-Ser.I/2012, Education Dated 10.12.2012.

7. The Tenth Pay Revision Commission recommended to extend the facility of encashment of Earned Leave, including the Half Pay Leave up to a maximum of 300 days to all the employees, teaching as well as non-teaching staff of aided institutions and local bodies i.e., Aided Junior Colleges/Degree Colleges/Oriental Colleges and also for non-teaching staff of Aided Schools and the employees of Panchayat Raj and Municipal Institutions at the time of their retirement.

8. Government after careful consideration of the report, have decided to accept the recommendations of the Pay Revision Commissioner and hereby order to extend the orders in G.O.Ms.No. 154 Finance (FR.I) Dept., dated 4.5.2010 to all the employees, teaching as well as non-teaching staff of aided institutions and local bodies i.e, Aided Junior Colleges/Degree Colleges/Oriental Colleges and also for Non-teaching staff of Aided Schools and the employees of Panchayat Raj and Municipal Institutions.

9. These orders shall come into force with effect from the date of issue of

10. The G.O is available on Internet and can be accessed at the address <http://goir.telangana.gov.in> and <http://finance.telangana.gov.in>.

**(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)**

**N.SIVA SANKAR,  
SECRETARY TO GOVERNMENT**

To

The Education Department (SE/HE) Department with a request to communicate the orders to the concerned.

The Panchayat Raj Department with a request to communicate the orders to the concerned.

The Municipal Administration and Urban Development with a request to communicate the to the concerned.

All Departments of Secretariat

All Heads of Departments including District Collectors

The Principal Accountant General (Audit-I), Telangana, Hyderabad (20 copies)

The Principal Accountant General (Audit-II), Telangana, Hyderabad (20 copies)

The accountant General (A&E) , Telangana, Hyderabad (by name)

The Director of Treasuries & Accounts, Telangana, Hyderabad.

The Director of State Audit, Telangana, Hyderabad

The Director of Works Accounts, Telangana, Hyderabad.

The Spl.Chief Secretary to Governor of Telangana, Hyderabad.

The Principal Secretary to the Chief Minister and Private Secretaries to all Ministers

The Registrar General, High Court of Judicature at Hyderabad for the State of Telangana and State of Andhra Pradesh (with covering letter)

The Registrar, A.P.Administrative Tribunal, Hyderabad (with a covering letter)

The Secretary, Telangana Public Service Commission, Hyderabad (with a covering letter)

The Commissioner of College Education, Telangana, Hyderabad

The Commissioner of Intermediate Education

All the Recognised Service Associations

All the District Treasury Officers in the State

All the Chief Executive Officers of all ZillaParishads

All the District Educational Officers

The Director, Government Printing Press, A.P., Hyderabad for publication in the A.P. Gazette.

Copy to the General Administration (Cabinet) Department.

Copy to the General Administration (SW) Department.

Copy to SF/SCs.

**// FORWARDED BY ORDER //**

*E. Naga Madhavi*

**SECTION OFFICER**