

GOVERNMENT OF TELANGANA
HEALTH MEDICAL AND FAMILY WELFARE (A1) DEPARTMENT

Memo No.10865/A1/2018-1.

Superintendent	
B.M.O.	67
Assistant Director	
Dated: 17/07-2019	

Sub:- HM&FW Dept. - DME - Encashment of surrender leave to teaching faculty under the administrative control of DME, TS, Hyderabad Encashment of surrender Leave - Certain clarification - Issued - Reg.

Ref:- From the DME, TS, Hyderabad Letter No.45224/D-4/2018, Dt:5-12-2018.

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The attention of the Director of Medical Education, Telangana, Hyderabad is invited to the reference cited and he is informed that the contention of the teaching staff is that except for the pay scales, HRA and DA which are extended as per the UGC or Central Government pattern, they are governed by the other rules and facilities that are applicable to State Government employees, including surrender leave encashment.

2. Reliance is placed in this regard on a clarification vide Appendix-I to G.O.Ms.No.14, Dt:20-02-2010 of Higher Education Department, that in respect of all allowances except DA & HRA, State Government rules may be adopted. In addition, it is contended by the teaching staff of medical colleges that they are governed by M.C.I. Rules and theirs is a non-vacation department.

3. However, it is rightly objected and pointed out by the office of the Principal Accountant General (Audit), Telangana, in his letter dated 29-01-2018, that the Government clarified vide Appendix-I to G.O.Ms.No.14 dated 20-02-2010, Higher Education (UE.II) Department (Under the Column Allowances) that in respect of all allowances, except DA&HRA, State rules may be adopted. In case of DA&HRA, the rates prescribed for the scales of the Central Government Employees, from time to time, shall be implemented. Under the column 'Leave Rules', Earned Leave Note.3, it is specified that Encashment of earned leave shall be allowed to non-vacation members of the teaching staff as applicable to the employees of Central / State Government. In this context, it is brought to notice that teaching staff drawing UGC scales working either in Central Government or State Government are eligible for Earned Leave encashment at the time of retirement or superannuation only.

4. The Principal Accountant General has further pointed out that the university teaching staff is quoting the above rule, viz. 'Encashment of earned leave shall be allowed to non-vacation members of the teaching staff as applicable to the employees of Central/ State Government', but they are actually drawing surrender leave encashment (as per State Government scales) in the name of Encashment of leave, which is not in order. In Prof. Jayashankar Agricultural University, instances have come to the notice of audit that teaching staff comprising University and College Teachers, Librarians, Directors of Physical Education (eg. Assistant Professors, Associate Professors, Professors, Deans, Heads of Departments, Vice Chancellor) are drawing Surrender Leave Encashment every year by quoting the above rule. Further, there is no authority from the State Government to draw surrender leave by the teaching staff drawing UGS scales.

5. The above position is common to the teaching staff in all departments who are on UGC scales.

6. Further, there are no M.C.I. Rules, as regards to the pay scales, allowances and other conditions of service of the teaching staff in medical colleges. They are governed by UGC pay scales of 2006 or 2016, as the case may be, which are to be revised from time to time.

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7. The contention that the teaching staff of medical colleges do not have vacation or sabbatical leave on par with the teaching staff in Universities, is not relevant to the issue under consideration, as it has only a bearing on the allowance and accumulation of earned leave.

8. It may also be mentioned here that the facility of surrender leave encashment was withdrawn to the All India Service officers who are also on Central Scales, in view of the objections raised by the Principal Accountant General. The underlying principle is that, in so far as the monetary benefits are concerned, the staff who have opted for UGC or central scales, are to be governed by relevant Central / UGC rules, as per which, surrender leave encashment is available only for a period of 10 days at the time of availing LTC and not otherwise.

9. Hence, in supersession of the earlier clarifications or rules if any notified by the Finance Department or the concerned administrative departments, including G.O.Ms.No.27 Higher Education (TE.I) Department dated 08-05-2012, it is hereby clarified that the teaching staff drawing UGC/ AICTE scales working in the State Universities, Colleges and Medical Colleges or Polytechnics, are not eligible to draw surrender leave encashment as applicable to the employees governed by State Government pay scales.

10. The Director of Medical Education, Telangana, Hyderabad shall take necessary action in the matter accordingly.

11. This Memo issues with the concurrence of Finance (HRM.III) Department, vide their U.O. No. 12258/34/A1/HRM.III/2019, Dt:01-06-2019.

A. SANTHI KUMARI
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Director of Medical Education, Telangana, Hyderabad.

Copy to:

All Principals in Teaching Institutions of HM&FW Dept. in Telangana State.

The Director, RIMS Adilabad/ Siddipet/ Mahabubnagar.

The Superintendent, Gandhi General Hospital, Secunderabad/ OGH,
Hyderabad/ Nilfer Hospital, Hyderabad / MGM, Warangal / Govt.
General Hospital, Nizamabad, Suryapet, Nalgonda, Siddipet, RIMS,
Adilabad,

The Accountant General, Telangana State, Hyderabad.

The Pay and Accounts Officer, Telangana State, Hyderabad.

The Higher Education (CE) Department.

Sf/Sc.

//FORWARDED :: BY ORDER //

R. H. Palatha
SECTION OFFICER

