

# UNIVERSITY COLLEGE MANGALORE

ವಿಶ್ವವಿದ್ಯಾನಿಲಯಕಾಲೇಜು ಮಂಗಳೂರು

A Constituent College of Mangalore University

(Reaccredited by NAAC with 'A' Grade and College with Potential for Excellence)

Office of the Principal,  
U.P. Malya Road, Hampanakatta  
Mangalore 575 001



ಪ್ರಾಂಶುಪಾಲಕಛೇರಿ,  
ಯು.ಪಿ. ಮಲ್ಯರಸ್ತೆ, ಹಂಪನಕಟ್ಟ  
ಮಂಗಳೂರು 575 001

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## Criterion VI- Governance, Leadership and Management

### Key Indicator- 6.3 Faculty Empowerment Strategies

**Metric 6.3.1 (Q<sub>n</sub>M):** The institution has effective welfare measures for teaching and non- teaching staff

#### List of supporting enclosures

Sl. No.	Particulars Of Samples
1.	Service Rules for the employees of University College Mangalore
2.	Documents of Welfare Measures as per Staff Welfare Policy of Karnataka Civil Service Rules(KCSR)

**IQAC Coordinator**  
IQAC Co - ordinator  
University College, Mangalore

**Principal**  
PRINCIPAL  
University College, Mangalore

# 1. List of Government Holidays

## ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

ಸಂ:ಮಂವಿವಿ/ಆಡಳಿತ/ಸಾರ/19/2020-21/24

ಕುಲಸಚಿವರ ಕಛೇರಿ  
ಮಂಗಳಗಂಗೋತ್ರಿ-574 199  
ದಿನಾಂಕ: 09.12.2020

3072

### ಅಧಿಸೂಚನೆ

ವಿಷಯ: ಸರ್ಕಾರದ ಆದೇಶದಂತೆ 2021ನೇ ಸಾಲಿನಲ್ಲಿ ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದಲ್ಲಿ ಘೋಷಿಸಲಾದ ಸಾರ್ವಜನಿಕ/ನಿರ್ಬಂಧಿತ ರಜೆಗಳ ಮಾಹಿತಿ ಪ್ರಕಟಿಸುವ ಬಗ್ಗೆ

ಉಲ್ಲೇಖ: ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ ಸಿಆರ್‌ಸಿ 12 ಪೆಬ್‌ಜೆಚ್‌ಎಲ್ 2020 ದಿನಾಂಕ 21.11.2020

ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ ಹಾಗೂ ಅಧೀನದಲ್ಲಿ ಬರುವ ಎಲ್ಲಾ ಕಛೇರಿಗಳು, ಘಟಕ ಕಾಲೇಜುಗಳು, ಅಂಗ ಸಂಸ್ಥೆಗಳು, ಸ್ನಾತಕೋತ್ತರ ವಿಭಾಗಗಳಿಗೆ 2021ನೇ ಸಾಲಿನಲ್ಲಿ ಉಲ್ಲೇಖಿತ ಸರ್ಕಾರದ ಪತ್ರದಲ್ಲಿ ಅಧಿಸೂಚಿಸಿದಂತೆ, ಕೆಳಗೆ ಪಟ್ಟಿ ಮಾಡಿರುವ ದಿನಗಳನ್ನು ಸಾರ್ವಜನಿಕ ರಜಾ ದಿನಗಳೆಂದು ಈ ಮೂಲಕ ಘೋಷಿಸಲಾಗಿದೆ.

ಎಲ್ಲಾ ಎರಡನೇ ಶನಿವಾರ, ನಾಲ್ಕನೇ ಶನಿವಾರ ಮತ್ತು ಭಾನುವಾರಗಳು ಹಾಗೂ ಈ ಕೆಳಕಂಡ ದಿನಗಳು:

ಕ್ರ.ಸಂ.	ದಿನಾಂಕ	ವಾರಗಳು	ಸಾರ್ವಜನಿಕ ರಜಾ ದಿನಗಳು
1.	14.01.2021	ಗುರುವಾರ	ಉತ್ತರಾಯಣ ಪುಣ್ಯಕಾಲ, ಮಕರ ಸಂಕ್ರಾಂತಿ ಹಬ್ಬ
2.	26.01.2021	ಮಂಗಳವಾರ	ಗಣರಾಜ್ಯೋತ್ಸವ
3.	11.03.2021	ಗುರುವಾರ	ಮಹಾಶಿವರಾತ್ರಿ
4.	02.04.2021	ಶುಕ್ರವಾರ	ಗುಡ್ ಫ್ರೈಡೆ
5.	13.04.2021	ಮಂಗಳವಾರ	ಯುಗಾದಿ ಹಬ್ಬ
6.	14.04.2021	ಬುಧವಾರ	ಡಾ. ಬಿ.ಆರ್. ಅಂಬೇಡ್ಕರ್ ಜಯಂತಿ
7.	01.05.2021	ಶನಿವಾರ	ಕಾರ್ಮಿಕ ದಿನಾಚರಣೆ
8.	14.05.2021	ಶುಕ್ರವಾರ	ಬಸವ ಜಯಂತಿ/ಅಕ್ಷಯ ತೃತೀಯೆ, ಮಿತುಬ್-ಎ-ರಂಜಾನ್
9.	21.07.2021	ಬುಧವಾರ	ಬಕ್ರೀದ್
10.	20.08.2021	ಶುಕ್ರವಾರ	ಮೊಹರಂ ಕಡೆ ದಿನ
11.	10.09.2021	ಶುಕ್ರವಾರ	ವರಸದ್ವಿ ವಿನಾಯಕ ವೃತ್ತ
12.	02.10.2021	ಶನಿವಾರ	ಗಾಂಧಿ ಜಯಂತಿ
13.	06.10.2021	ಬುಧವಾರ	ಮಹಾಲಯ ಅಮಾವಾಸ್ಯೆ
14.	14.10.2021	ಗುರುವಾರ	ಮಹಾನವಮಿ, ಆಯುಧ ಪೂಜಾ
15.	15.10.2021	ಶುಕ್ರವಾರ	ವಿಜಯವಶಮಿ
16.	20.10.2021	ಬುಧವಾರ	ಮಹರ್ಷಿ ವಾಲ್ಮೀಕಿ ಜಯಂತಿ, ಈಡ್ ಮಿಲಾಡ್
17.	01.11.2021	ಸೋಮವಾರ	ಕನ್ನಡ ರಾಜ್ಯೋತ್ಸವ
18.	03.11.2021	ಬುಧವಾರ	ನರಕ ಚತುರ್ದಶಿ
19.	05.11.2021	ಶುಕ್ರವಾರ	ಒಲಿವಾಡ್ಯಮಿ, ದೀಪಾವಳಿ
20.	22.11.2021	ಸೋಮವಾರ	ಕನಕದಾಸ ಜಯಂತಿ
21.	25.12.2021	ಶನಿವಾರ	ಕ್ರಿಸ್‌ಮಸ್ (ನಾಲ್ಕನೇ ಶನಿವಾರ)

*Amulya*

ಪ್ರಾಂಶುಪಾಲರು  
ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು, ಮಂಗಳೂರು

\* ಈ ಕಛೇರಿಯ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ ಮಂವಿವಿ/ಆಡಳಿತ/ಸಾರ/07/2019-20/24 ದಿನಾಂಕ 17.07.2019ರಲ್ಲಿ ತಿಳಿಸಿದಂತೆ, ಪ್ರತಿ ತಿಂಗಳ ನಾಲ್ಕನೇ ಶನಿವಾರದ ಸಾರ್ವಜನಿಕ ರಜಾ ದಿನವು ಅನ್ವಯವಾಗುತ್ತದೆ.

ಸೂಚನೆ:

1. ಈ ಪಟ್ಟಿಯಲ್ಲಿ ಭಾನುವಾರಗಳೆಂದು ಬರುವ ಮಹಾವೀರ ಜಯಂತಿ (25.04.2021) ಮತ್ತು ಸ್ವಾತಂತ್ರ್ಯ ದಿನಾಚರಣೆ (15.08.2021) ರಜಾ ದಿನಗಳನ್ನು ಒಳಗೊಂಡಿರುವುದಿಲ್ಲ.
2. ಸಾರ್ವಜನಿಕ ರಜಾ ದಿನಗಳಲ್ಲಿ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಕಛೇರಿಗಳು ಮುಚ್ಚಿರುತ್ತವೆ. ಕಛೇರಿಯ ಜರೂರು ಕೆಲಸವನ್ನು ವಿಲೇವಾರಿ ಮಾಡುವ ಬಗ್ಗೆ ಇಲಾಖಾ ಮುಖ್ಯಸ್ಥರುಗಳು ಸೂಕ್ತ ಪೈಪೋಟಿ ಮಾಡತಕ್ಕದ್ದು.

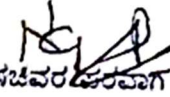
15/12/20  
S1  
15/12/20



3. ಈ ಪಟ್ಟಿಯಲ್ಲಿ ಸೇರಿಸಲಾಗಿರುವ ಮುಸಲ್ಮಾನ ಬಾಂಧವರ ಹಬ್ಬಗಳು ನಿಗದಿತ ದಿನಾಂಕಗಳನ್ನು ದೀವದಿದ್ಯರ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸೇವೆಯಲ್ಲಿರುವ ಮುಸಲ್ಮಾನ ಬಾಂಧವರಿಗೆ ನಿಗದಿತ ರಜೆಗೆ ಬದಲಾಗಿ ಹಬ್ಬದ ದಿವಸ ರಜಾ ಮಂಜೂರು ಮಾಡಬಹುದು.
4. ದಿನಾಂಕ 03.09.2021(ಶುಕ್ರವಾರ) ಕೈಲ್ ಮೊಹೂರ್ತ, ದಿನಾಂಕ 18.10.2021 (ಗೋಮವಾರ) ಶುಭಾ ಸಂಕ್ರಮಣ ಹಾಗೂ ದಿನಾಂಕ 20.11.2021 (ಶನಿವಾರ) ರಂದು ಹುತ್ತೂರಿ ಹಬ್ಬವನ್ನು ಆಚರಿಸಲು ಕೊಡಗು ಜಿಲ್ಲೆಗೆ ಮಾತ್ರ ಆನ್ವಯವಾಗುವಂತೆ ಸ್ಥಳೀಯ ಸಾರ್ವತ್ರಿಕ ರಜೆಯನ್ನು ಘೋಷಿಸಿದೆ.
5. ಸಾರ್ವತ್ರಿಕ ರಜಾ ದಿನಗಳ ಜೊತೆಗೆ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ನೌಕರರು ಎರಡು ದಿವಸಗಳಿಗೆ ಮೀರದಂತೆ 2021ನೇ ವರ್ಷದಲ್ಲಿ ಅಧಿಸೂಚನೆಯ ಅನುಬಂಧದಲ್ಲಿ ತಿಳಿಸಿರುವ ಪರಿಮಿತ ರಜೆಯನ್ನು ಪೂರ್ವಾಸುಮತಿ ಪಡೆದು ಉಪಯೋಗಿಸಿಕೊಳ್ಳಬಹುದು. ಸಾಂದರ್ಭಿಕ ರಜೆಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ಅಧಿಕಾರವುಳ್ಳ ಅಧಿಕಾರಿಗಳು ಪ್ರಸ್ತುತ ಅನುಮತಿಗೆ ಮಂಜೂರಾತಿ ನೀಡತಕ್ಕದ್ದು.
6. 2021ನೇ ವರ್ಷದಲ್ಲಿ ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ನೌಕರರಿಗೆ ಇರುವ ಪರಿಮಿತ ರಜಾ ದಿನಗಳ ಪಟ್ಟಿಯನ್ನು, ಅನುಬಂಧದಲ್ಲಿ ಕೊಡಲಾಗಿದೆ.

ಆದೇಶದ ಮೇರೆಗೆ,

(ಆದೇಶ ಕುಲಸಚಿವರಿಂದ ಅನುಮೋದನೆಗೊಂಡಿದೆ)

  
 ಕುಲಸಚಿವರ ಕಛೇರಿ  
 ✓

ರಿಗೆ,

1. ಕುಲಸಚಿವರು (ಪರೀಕ್ಷಾಂಗ)/ ಗ್ರಂಥಪಾಲಕರು/ ಹಣಕಾಸು ಅಧಿಕಾರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
2. ನಿರ್ದೇಶಕರು, ಯೋಜನೆ, ಮೇಲ್ವಿಚಾರಣೆ ಮತ್ತು ಮೌಲ್ಯಮಾಪನ ಮಂಡಳಿ/ವೈಹಿಕ ಶಿಕ್ಷಣ/ಕಾಲೇಜು ಅಧಿವೃದ್ಧಿ ಮಂಡಳಿ/ವಿದ್ಯಾರ್ಥಿ ಕ್ಷೇಮಪಾಲನೆ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
3. ಎಲ್ಲಾ ಸ್ನಾತಕೋತ್ತರ ವಿಭಾಗಗಳ ಅಧ್ಯಕ್ಷರು/ಸಂಯೋಜಕರುಗಳಿಗೆ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ/ ಜ್ಞಾನಕಾವೇರಿ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, ಬೆಳ್ಳೆ ಅಳುವಾರ, ಫೀಲ್ಡ್ ಮಾರ್ಷಲ್ ಕೆ.ಎಂ. ಕಾರ್ಯಪ್ಪ ಕಾಲೇಜು, ಮಡಿಕೇರಿ, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು, ಮಂಗಳೂರು, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಸಂಜೆ ಕಾಲೇಜು, ಮಂಗಳೂರು
4. ನಿರ್ದೇಶಕರು, ಜ್ಞಾನಕಾವೇರಿ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, ಬೆಳ್ಳೆ ಅಳುವಾರ.
5. ನಿರ್ದೇಶಕರು, ದೂರ ಶಿಕ್ಷಣ ಕೇಂದ್ರ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
6. ನಿರ್ದೇಶಕರು, ಗಣಕಯಂತ್ರ ಕೇಂದ್ರ/ಮಹಿಳಾ ಅಧ್ಯಯನ ಕೇಂದ್ರ/ಪ್ರಸಾರಾಂಗ/ವಿದೇಶ ವಿದ್ಯಾರ್ಥಿ ಕೇಂದ್ರ/ ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
7. ಮುಖ್ಯಸ್ಥರು, ವಿಜ್ಞಾನ ಉಪಕರಣ ಕೇಂದ್ರ/ಮೈಕ್ರೋಟ್ರೋನ್ ಕೇಂದ್ರ/ ಉದ್ಯೋಗ ಮಾಹಿತಿ ಮತ್ತು ಮಾರ್ಗದರ್ಶನ ಕೇಂದ್ರ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
8. ಕಾರ್ಯಕಾರಿ ಅಧಿಯಂತರರು, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ತಂತ್ರೀಕ ವಿಭಾಗ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ
9. ನಿರ್ದೇಶಕರು/ಸಂಯೋಜಕರು, IQAC/OAST Cell/OBC Cell/University Industry Interaction Centre/Research Consultancy Promotion cell (RCPC) /DUIMS/PURSE/CARER/CARRT/I.T
10. ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಎಲ್ಲಾ ಓಲೆಗಳ ನಿರ್ದೇಶಕರು/ಸಂಯೋಜಕರುಗಳಿಗೆ.
11. ವೈದ್ಯಾಧಿಕಾರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
12. ಆಧ್ಯಾಪಕ ಮೇಲ್ವಿಚಾರಕರು, ಪುರುಷರು/ಮಹಿಳಾ/ಉದ್ಯೋಗಕ್ಕೆ ಮಹಿಳೆಯರ ವಸತಿನಿಲಯ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
13. ಪ್ರಾಂಶುಪಾಲರು, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು, ಮಂಗಳೂರು/ಫೀಲ್ಡ್ ಮಾರ್ಷಲ್ ಕೆ.ಎಂ.ಕಾರ್ಯಪ್ಪ ಕಾಲೇಜು, ಮಡಿಕೇರಿ/ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಸಂಧ್ಯಾ ಕಾಲೇಜು, ಮಂಗಳೂರು/ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜು, ಮಂಗಳಗಂಗೋತ್ರಿ/ಸಂಯೋಜಕರು, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು, ನೆಲ್ಲೂಡಿ
14. ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ವ್ಯಾಪ್ತಿಗೊಳಪಟ್ಟಿರುವ ಎಲ್ಲಾ ಕಾಲೇಜುಗಳ ಪ್ರಾಂಶುಪಾಲರಿಗೆ.
15. ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಸಂಪರ್ಕಾಧಿಕಾರಿ, (Liaison Officer), ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
16. ವಿಶೇಷಾಧಿಕಾರಿ (ಕುಲಸಚಿವರ ಕಛೇರಿ)/SC/ST Cell/ಕುಲಸಚಿವರು (ಪರೀಕ್ಷಾಂಗ)/ಕುಲಸಚಿವರ ವಿಶೇಷಾಧಿಕಾರಿ/ ಉಪಕುಲಸಚಿವರು/ಎಸ್ಪೀಲ್ ಆಫೀಸರ್, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಆವರಣ/ಎಲ್ಲಾ ಸಹಾಯಕ ಕುಲಸಚಿವರು/ಸಾರ್ವಜನಿಕ ಸಂಪರ್ಕಾಧಿಕಾರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
17. ಸಂಯೋಜನಾಧಿಕಾರಿ, ರಾಷ್ಟ್ರೀಯ ಸೇವಾ ಯೋಜನೆ, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು ಆವರಣ, ಮಂಗಳೂರು.
18. ಮೇಲುಸ್ತುವಾರಿ ಪ್ರಾಧ್ಯಾಪಕರು, ಕಾವೇರಿ/ನೇತ್ರಾವತಿ ಆತಿಥೇಯ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
19. ಎಲ್ಲಾ ವಿಭಾಗಗಳ ಅಧೀಕ್ಷಕರು, ಕುಲಸಚಿವರ ಕಛೇರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ/ಕಾನೂನು ಘಟಕ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ
20. ಕುಲಸಚಿವರ ಆಪ್ತ ಸಹಾಯಕಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.



ಪ್ರಾಂಶುಪಾಲರು

ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು, ಮಂಗಳೂರು

ಪ್ರತಿ:

1. ರಾಜ್ಯಪಾಲರ ಕಾರ್ಯದರ್ಶಿಯವರಿಗೆ, ರಾಜಧಾನಿ, ಬೆಂಗಳೂರು - 560 001.
2. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಯವರು, ಶಿಕ್ಷಣ ಇಲಾಖೆ (ಉನ್ನತ ಶಿಕ್ಷಣ), ಬೆಂಗಳೂರು -560 001.
3. ಕರ್ನಾಟಕ ರಾಜ್ಯದ ಎಲ್ಲಾ ವಿಶ್ವವಿದ್ಯಾನಿಲಯಗಳ ಕುಲಸಚಿವರುಗಳಿಗೆ.
4. ಆಪರ ನಿರ್ದೇಶಕರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಲೆಕ್ಕ ಪರಿಶೋಧನೆ ಮತ್ತು ಲೆಕ್ಕ ಪತ್ರ ಇಲಾಖೆ, ಬ್ಯಾಂಕು ಕಛೇರಿ, ಮೈಸೂರು ವಿಭಾಗ ನವಾಬ್ ನಗರ

## 2. Maternity Leave for Women Employees

MKS  
UNIVERSITY COLLEGE MANGALORE  
12/09/21  
350

### ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

ಸಂ.MU/REG/EST(E8)/65/2021

ಕುಲಸಚಿವರ ಕಚೇರಿ,  
ಮಂಗಳಗಂಗೋತ್ರಿ-574199  
ದಿನಾಂಕ: 18.09.2021

#### ಸುತ್ತೋಲೆ

ವಿಷಯ:- ಸರ್ಕಾರಿ ಮಹಿಳಾ ನೌಕರರಿಗೆ ಶಿಶುಪಾಲನಾ ರಜೆ ಮಂಜೂರು ಮಾಡುವ ಕುರಿತು.

ಉಲ್ಲೇಖ: 1) ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆಇ 4(ಇ) ಸೇನಿಸೇ 2021 ಬೆಂಗಳೂರು,  
ದಿನಾಂಕ: 21.06.2021.

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ಮೇಲಿನ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಉಲ್ಲೇಖಿತ ಸರ್ಕಾರದ ಆದೇಶದಲ್ಲಿ ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸರ್ಕಾರಿ ಮಹಿಳಾ ನೌಕರರಿಗೆ ಕೆಲವೊಂದು ಷರತ್ತುಗಳ ಮೇರೆಗೆ ಇಡೀ ಸೇವಾವಧಿಯಲ್ಲಿ ಗರಿಷ್ಠ 180 ದಿನಗಳ "ಶಿಶುಪಾಲನಾ ರಜೆ" ಯನ್ನು ಮಂಜೂರು ಮಾಡಿ ಹೊರಡಿಸಲಾದ ಆದೇಶವನ್ನು ಎಲ್ಲಾ ಸಿಬ್ಬಂದಿಗಳ ಗಮನಕ್ಕೆ ತರಲು ಸೂಚಿಸಲಾಗಿದೆ.

21/9/21

ಕುಲಸಚಿವರು

ಅಡಕ: ಸರ್ಕಾರದ ಆದೇಶದ ಪ್ರತಿ

21/9/21

ರಿಗ.

1. ಕುಲಸಚಿವರು(ಪರಿಣಾಂಗ), ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
2. ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಗ್ರಂಥಪಾಲಕರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
3. ಹಣಕಾಸು ಅಧಿಕಾರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
4. ಅಧ್ಯಕ್ಷರು, ವಾಣಿಜ್ಯ/ಸಮಾಜಶಾಸ್ತ್ರ/ಜೀವವಿಜ್ಞಾನ/ವ್ಯವಹಾರ ಆಡಳಿತ/ಇಲೆಕ್ಟ್ರಾನಿಕ್ಸ್/ಗಣಕ ವಿಜ್ಞಾನ/ಸಾಗರ ಭೂ ವಿಜ್ಞಾನ/ಭೌತಶಾಸ್ತ್ರ/ಆರ್ಥಿಕಶಾಸ್ತ್ರ/ರಸಾಯನಶಾಸ್ತ್ರ/ಕೈಗಾರಿಕಾ ರಸಾಯನಶಾಸ್ತ್ರ/ವಸ್ತುವಿಜ್ಞಾನ/ಆಂಗ್ಲ/ ಅನ್ವಯಿಕ ಸಸ್ಯಶಾಸ್ತ್ರ/ಗಣಿತಶಾಸ್ತ್ರ/ರಾಜ್ಯಶಾಸ್ತ್ರ/ ಸಮೂಹ ಸಂವಹನ ಮತ್ತು ಪತ್ರಿಕೋದ್ಯಮ/ ಮಾನವ ಪ್ರಜ್ಞೆ ಮತ್ತು ಯೋಗವಿಜ್ಞಾನ/ ಸಂಖ್ಯಾಶಾಸ್ತ್ರ/ ಗ್ರಂಥಾಲಯ ಮತ್ತು ಮಾಹಿತಿ ವಿಜ್ಞಾನ/ ಸಮಾಜಕಾರ್ಯ ವಿಭಾಗ/ ಎಸ್.ವಿ.ಪಿ. ಕನ್ನಡ ಅಧ್ಯಯನ ಸಂಸ್ಥೆ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
5. ಸಂಯೋಜಕರು, ಬಯೋಟೆಕ್ನಾಲಜಿ ಕೋರ್ಸ್/ಟೂರಿಸಂ ಅಡ್ಮಿನಿಸ್ಟ್ರೇಷನ್/ಜೀವರಸಾಯನಶಾಸ್ತ್ರ/ ಜಿಯೋಗ್ರಫಿ/ಜಿಯೋಇನ್ಫಾರ್ಮೇಟಿಕ್ಸ್ / ಆಹಾರ ವಿಜ್ಞಾನ ಮತ್ತು ನ್ಯೂಟ್ರಿಷಿಯನ್/ಎಂ.ಎಸ್.ಸಿ. ಮೈಕ್ರೋಬಯೋಲಜಿ ಕೋರ್ಸ್ ಹಾಗೂ ಮಂಗಳ ಯೋಜನೆ/ IQAC/IBM/IT Cell, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
6. ನಿರ್ದೇಶಕರು, ದೂರ ಶಿಕ್ಷಣ ಕೇಂದ್ರ/ವಿದ್ಯಾರ್ಥಿ ಕ್ಷೇಮಪಾಲನಾ ನಿರ್ದೇಶನಾಲಯ/ಯೋಜನೆ ಮೇಲ್ವಿಚಾರಣೆ ಹಾಗೂ ಮೌಲ್ಯಮಾಪನ ಮಂಡಳಿ/ದೈಹಿಕ ಶಿಕ್ಷಣ ವಿಭಾಗ/ಕಾಲೇಜು ಅಭಿವೃದ್ಧಿ ಮಂಡಳಿ/ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ವಿಜ್ಞಾನ ಉಪಕರಣ ಕೇಂದ್ರ/ಗಣಕಯಂತ್ರ ಕೇಂದ್ರ/ಅಂತಾರಾಷ್ಟ್ರೀಯ ವಿದ್ಯಾರ್ಥಿ ಕೇಂದ್ರ/ಉದ್ಯೋಗ ಮಾಹಿತಿ ಹಾಗೂ ಮಾರ್ಗದರ್ಶನ ಕೇಂದ್ರ/ಪ್ರಸಾರಾಂಗ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
7. ಕಾರ್ಯಕಾರಿ ಅಭಿಯಂತರರು/ವೈದ್ಯಾಧಿಕಾರಿ, ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಆರೋಗ್ಯ ಕೇಂದ್ರ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
8. ಪ್ರಾಂಶುಪಾಲರು, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು, ಮಂಗಳೂರು/ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಸಂಧ್ಯಾ ಕಾಲೇಜು, ಮಂಗಳೂರು/ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜು, ಮಂಗಳಗಂಗೋತ್ರಿ/ಫೀಲ್ಡ್ ಮಾರ್ಷಲ್ ಕೆ.ಎಂ. ಕಾರ್ಯಪ್ಪ ಕಾಲೇಜು, ಮಡಿಕೇರಿ.
9. ಸೆಂಟರ್ ಇನ್ ಚಾರ್ಜ್/ CARRT/ಕೇರರ್ (CARRER), ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.

Drasanya

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10. ನಿರ್ದೇಶಕರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, ಜ್ಞಾನ ಕಾವೇರಿ, ಚಿಕ್ಕ ಅಳುವಾರ.
11. ಸಂಯೋಜಕರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ದೂರ ಶಿಕ್ಷಣ ಪ್ರಾದೇಶಿಕ ಕೇಂದ್ರ, ತೆಂಕನಿಡಿಯೂರು, ಉಡುಪಿ - 576101.
12. ಕಾನೂನು ಘಟಕ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.

ಪ್ರತಿ:

1. ಉಪಕುಲಸಚಿವರು/ವಿಶೇಷಾಧಿಕಾರಿ/ಸಹಾಯಕ ಕುಲಸಚಿವರು/ಅಧೀಕ್ಷಕರು, ಕುಲಸಚಿವರ ಕಚೇರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
2. ವಿಶೇಷಾಧಿಕಾರಿ, ಕುಲಪತಿಗಳ ಕಾರ್ಯಾಲಯ/ಕುಲಪತಿ/ಕುಲಸಚಿವರ ಆಪ್ತ ಸಹಾಯಕರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.

*D. Dasu*

Principal  
University College, Mangalore



**ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿಗಳು**

**ವಿಷಯ:** ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸರ್ಕಾರಿ ಮಹಿಳಾ ನೌಕರರಿಗೆ ಶಿಶುಪಾಲನಾ ರಜೆ ಮಂಜೂರು ಮಾಡುವ ಕುರಿತು.

**ಓದಲಾಗಿದೆ:** 1. ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಅಇ 1 ಸೇನಿಸೇ 2011, ದಿನಾಂಕ:29.06.2011.

**ಪ್ರಸ್ತಾವನೆ:**

ಮೇಲೆ ಓದಲಾದ(1)ರ ಆದೇಶದಲ್ಲಿ ಬುದ್ಧಿಮಾಂದ್ಯ/ಅಂಗವಿಕಲ ಮಕ್ಕಳನ್ನು ನೋಡಿಕೊಳ್ಳಲು ರಾಜ್ಯ ಸರ್ಕಾರಿ ಮಹಿಳಾ ನೌಕರರಿಗೆ ವೈದ್ಯಕೀಯ ಮಂಡಳಿಯ ಪ್ರಮಾಣ ಪತ್ರದ ಆಧಾರದ ಮೇಲೆ ಕೆಲವು ಷರತ್ತಿಗೊಳಪಟ್ಟು ಒಂದು ವರ್ಷದಲ್ಲಿ ಮೂರು ಕಂಪುಗಳಿಗೆ ಮೀರದಂತೆ ಹಾಗೂ 15 ದಿನಗಳಿಗೆ ಕಡಿಮೆ ಇಲ್ಲದಂತೆ ಇಡೀ ಸೇವಾವಧಿಯಲ್ಲಿ ಎರಡು ವರ್ಷಗಳ ಅವಧಿಗೆ ಅಂದರೆ 730 ದಿನಗಳ ಶಿಶುಪಾಲನಾ ರಜೆಯನ್ನು ಮಂಜೂರು ಮಾಡಲಾಗಿದೆ.

ಪ್ರಸಕ್ತ ಸರ್ಕಾರವು 2021-22ನೇ ಸಾಲಿನ ಆಯವ್ಯಯ ಭಾಷಣದ ಕಂಡಿಕೆ-37ರಲ್ಲಿ ರಾಜ್ಯ ಸರ್ಕಾರದ ಮಹಿಳಾ ನೌಕರರಿಗೆ ಚಾಲ್ತಿಯಲ್ಲಿರುವ ಪ್ರಸೂತಿ ರಜೆಯೊಂದಿಗೆ ಒಟ್ಟು ಸೇವಾವಧಿಯಲ್ಲಿ ಆರು ತಿಂಗಳವರೆಗೆ ಅಂದರೆ 180 ದಿನಗಳ ಶಿಶುಪಾಲನಾ ರಜೆಯನ್ನು ಘೋಷಿಸಿದ್ದು, ಈ ಕುರಿತಂತೆ ರಾಜ್ಯ ಸರ್ಕಾರವು ಪರಿಶೀಲಿಸಿ ಈ ಕೆಳಕಂಡಂತೆ ಆದೇಶಿಸಿದೆ.

**ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಅಇ 4(ಇ) ಸೇನಿಸೇ 2021 ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 21.06.2021**

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸರ್ಕಾರಿ ಮಹಿಳಾ ನೌಕರರಿಗೆ ಈ ಕೆಳಕಂಡ ಷರತ್ತುಗಳ ಮೇರೆಗೆ ಇಡೀ ಸೇವಾವಧಿಯಲ್ಲಿ ಗರಿಷ್ಠ ಆರು ತಿಂಗಳವರೆಗೆ ಅಂದರೆ 180 ದಿನಗಳ "ಶಿಶುಪಾಲನಾ ರಜೆ"ಯನ್ನು, ರಜೆಯನ್ನು ಮಂಜೂರು ಮಾಡುವ ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರವು ಮಂಜೂರು ಮಾಡತಕ್ಕದ್ದು.

- i) ಮಹಿಳಾ ಸರ್ಕಾರಿ ನೌಕರರು ಹೊಂದಿರುವ ಮಕ್ಕಳ ಸಂಖ್ಯೆಯನ್ನು ಪರಿಗಣಿಸದೆ, ಅತ್ಯಂತ ಕಿರಿಯ ಮಗುವು 18 ವರ್ಷ ತಲುಪುವವರೆಗಿನ ಅವಧಿಗೆ ಮಾತ್ರ ಈ ರಜೆಯ ಸೌಲಭ್ಯಕ್ಕೆ ಅರ್ಹರಾಗತಕ್ಕದ್ದು.
- ii) ಈ ರಜೆಯ ಅವಧಿಯಲ್ಲಿ ಅವಳು ರಜೆಯ ಮೇಲೆ ಹೋಗುವ ನಿಕಟ ಪೂರ್ವದಲ್ಲಿ ಪಡೆಯಲರ್ಹವಿರುವ ಸಂಪೂರ್ಣ ವೇತನಕ್ಕೆ ಸಮನಾದ ರಜೆ ಸಂಬಳಕ್ಕೆ ಅರ್ಹರಾಗತಕ್ಕದ್ದು.
- iii) ಪ್ರತಿ ಬಾರಿಯು ಈ ರಜೆ ಮಂಜೂರಾತಿಯು ಕನಿಷ್ಠ 15 ದಿನಗಳಿಗಿಂತ ಕಡಿಮೆ ಇರಬಾರದು.
- iv) ಮಹಿಳಾ ಸರ್ಕಾರಿ ನೌಕರರು ಈ ರಜೆಯನ್ನು ಸಾಂದರ್ಭಿಕ ರಜೆಯ ಹೊರತಾಗಿ, ನಿಯಮಾನುಸಾರ ಪಡೆಯಲರ್ಹವಿರುವ ಅಸಾಧಾರಣ ರಜೆಯೂ ಒಳಗೊಂಡಂತೆ ಇತರೆ ರಜೆಯೊಂದಿಗೆ ಸಂಯೋಜಿಸಿ ಪಡೆಯಬಹುದು.
- v) ಈ ರಜೆಯನ್ನು ಯಾವುದೇ ರಜೆ ಲೆಕ್ಕದಿಂದ ಕಳೆಯತಕ್ಕದ್ದಲ್ಲ. ಉಪಯೋಗಿಸಿಕೊಳ್ಳದ ಈ ಸೌಲಭ್ಯದ ಸಂಬಂಧದಲ್ಲಿನ ರಜೆಯನ್ನು ಗಳಿಕೆ ರಜೆ ಲೆಕ್ಕಕ್ಕೆ ಜಮೆಗೊಳಿಸಲು/ನಗದೀಕರಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.
- vi) ಬುದ್ಧಿಮಾಂದ್ಯ/ಅಂಗವಿಕಲ ಮಕ್ಕಳನ್ನು ಹೊಂದಿರುವ ಸರ್ಕಾರಿ ಮಹಿಳಾ ನೌಕರರಿಗೆ ಮಂಜೂರು ಮಾಡಿರುವ 730 ದಿನಗಳ ಶಿಶುಪಾಲನಾ ರಜೆ ಸೌಲಭ್ಯಕ್ಕೆ ಅರ್ಹರಾದ ಯಾವುದೇ ನೌಕರರು ಆ ಯೋಜನೆಯನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದು. ಅದರೊಂದಿಗೆ ಈ ಯೋಜನೆಯಡಿಯಲ್ಲಿನ ಸೌಲಭ್ಯಕ್ಕೂ ಅರ್ಹರಾಗತಕ್ಕದ್ದಲ್ಲ.
- vii) ಶಿಶುಪಾಲನಾ ರಜೆಯ ಮಂಜೂರಾತಿಗಾಗಿ ಯಾವುದೇ ಪೂರಕ ದಾಖಲೆಗಳನ್ನು ಪಡೆಯುವ ಅವಶ್ಯಕತೆಯಿರುವುದಿಲ್ಲ. ಸೇವಾ ಮಸ್ತಕದಲ್ಲಿ ನಮೂದಿಸಿರುವ ಮಕ್ಕಳ ವಿವರಗಳ ಆಧಾರದ ಮೇಲೆ ಮಂಜೂರು ಮಾಡತಕ್ಕದ್ದು.

...2/-

*Amasuya*

**Principal**

University College, Manaluru

\*29  
23/8/21

19/8/21

EST



viii) ಈ ಪೂರ್ವದಲ್ಲಿ ಮಂಜೂರಾಗಿರುವ ಯಾವುದೇ ಬಗೆಯ ರಜೆಯನ್ನು ಶಿಶುಪಾಲನಾ ರಜೆಯಾಗಿ ಪರಿವರ್ತಿಸತಕ್ಕದ್ದಲ್ಲ. ಈ ಆದೇಶದಡಿಯಲ್ಲಿನ ಸೌಲಭ್ಯವು ಆದೇಶವನ್ನು ಹೊರಡಿಸಿದ ದಿನಾಂಕದಿಂದ ಜಾರಿಗೊಳ್ಳತಕ್ಕದ್ದು.

ix) ಈ ರಜೆಯನ್ನು ಮಂಜೂರು ಮಾಡುವ ಸಕ್ಷಮವಾದ ಪ್ರಾಧಿಕಾರವು ಶಿಶುಪಾಲನಾ ರಜೆಯ ಮಂಜೂರಾತಿಯನ್ನು ಸೇವಾ ಪುಸ್ತಕದಲ್ಲಿ ದಾಖಲು ಮಾಡುವುದು ಮತ್ತು ನಿಗದಿತ ನಮೂನೆಯಲ್ಲಿ ಲೆಕ್ಕವಿಡಬೇಕು.(ವಿಶೇಷ ಮಕ್ಕಳ ಶಿಶುಪಾಲನಾ ರಜೆಯ ಲೆಕ್ಕವನ್ನಿಡುವ ಪ್ರಪತ್ತದ ಮಾದರಿಯಲ್ಲಿ)

ಈ ಬಗ್ಗೆ ಕರ್ನಾಟಕ ನಾಗರೀಕ ಸೇವಾ ನಿಯಮಾವಳಿಗಳಿಗೆ ಪ್ರತ್ಯೇಕವಾಗಿ ಸೂಕ್ತ ತಿದ್ದುಪಡಿ ತರಲಾಗುವುದು.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆದೇಶಾನುಸಾರ  
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ

SUNANDA B.S  
(ಬಿ.ಎಸ್.ಸುವರ್ಣ)

ಸರ್ಕಾರದ ಉಪ ಕಾರ್ಯದರ್ಶಿ,

ಅಧಿಕ ಇಲಾಖೆ (ಸೇವೆಗಳು-1).

ಸಂಕಲನಕಾರರು, ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ, ಬೆಂಗಳೂರು, ಮುಂದಿನ ರಾಜ್ಯಪತ್ರದಲ್ಲಿ ಪ್ರಕಟಿಸುವುದಕ್ಕಾಗಿ ಹಾಗೂ 50 ಪ್ರತಿಗಳನ್ನು ಅಧಿಕ ಇಲಾಖೆಗೆ ಸರಬರಾಜು ಮಾಡಲು ಕೋರಿ ಕಳುಹಿಸಿದೆ.

ಪ್ರತಿ:

1. ಪ್ರಧಾನ ಮಹಾಲೇಖಪಾಲರು (ಬಿ & ಎಸ್/ಎಸ್/ಎ), ಕರ್ನಾಟಕ, ಹೊಸ ಕಟ್ಟಡ, "ಆಡಿಟ್ ಭವನ", ಪೋಸ್ಟ್‌ಬಾಕ್ಸ್ ಸಂಖ್ಯೆ-5398, ಬೆಂಗಳೂರು-560001
2. ಮಹಾಲೇಖಪಾಲರು (ಇ & ಆರ್/ಎಸ್/ಎ), ಕರ್ನಾಟಕ ಹೊಸ ಕಟ್ಟಡ, "ಆಡಿಟ್ ಭವನ", ಪೋಸ್ಟ್‌ಬಾಕ್ಸ್ ಸಂಖ್ಯೆ-5398, ಬೆಂಗಳೂರು-560001
3. ಮಹಾಲೇಖಪಾಲರು (ಎ & ಇ), ಕರ್ನಾಟಕ, ಪೋಸ್ಟ್‌ಬಾಕ್ಸ್ ಸಂಖ್ಯೆ-5329/5369, ಪಾರ್ಕ್ ಹೌಸ್ ಕೋಡ್, ಬೆಂಗಳೂರು.
4. ಸರ್ಕಾರದ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು/ಅಪರಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು.
5. ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು/ಕಾರ್ಯದರ್ಶಿಗಳು.
6. ಎಲ್ಲಾ ಇಲಾಖಾ ಮುಖ್ಯಸ್ಥರುಗಳಿಗೆ.
7. ಎಲ್ಲಾ ಜಿಲ್ಲಾಧಿಕಾರಿಗಳು.
8. ಪ್ರಾದೇಶಿಕ ಆಯುಕ್ತರು, ಬೆಂಗಳೂರು/ಮೈಸೂರು/ಬೆಳಗಾವಿ/ಗುಲ್ಬರ್ಗ.
9. ಜಿಲ್ಲಾ ಪಂಚಾಯತ್‌ಗಳ ಮುಖ್ಯ ಕಾರ್ಯನಿರ್ವಾಹಕ ಅಧಿಕಾರಿಗಳು.
10. ರಿಜಿಸ್ಟ್ರಾರ್ ಜನರಲ್, ಕರ್ನಾಟಕ ಉಚ್ಚನ್ಯಾಯಾಲಯ, ಬೆಂಗಳೂರು.
11. ರಿಜಿಸ್ಟ್ರಾರ್, ಕರ್ನಾಟಕ ಲೋಕಾಯುಕ್ತ, ಬಹುಮಹಡಿ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು.
12. ರಿಜಿಸ್ಟ್ರಾರ್, ಕರ್ನಾಟಕ ಆಡಳಿತ ನ್ಯಾಯಮಂಡಳಿ, ಕಂದಾಯ ಭವನ, ಬೆಂಗಳೂರು.
13. ಕಾರ್ಯದರ್ಶಿ, ಕರ್ನಾಟಕ ಲೋಕಸೇವಾ ಆಯೋಗ, ಬೆಂಗಳೂರು.
14. ಕಾರ್ಯದರ್ಶಿ, ಕರ್ನಾಟಕ ವಿಧಾನಸಭೆ/ವಿಧಾನ ಪರಿಷತ್ತು, ಬೆಂಗಳೂರು.
15. ಖಜಾನೆ ಅಧಿಕಾರಿ, ರಾಜ್ಯ ಹುಜೂರು ಖಜಾನೆ/ಜಿಲ್ಲಾ ಖಜಾನೆಗಳು.
16. ಯೋಜನಾ ನಿರ್ದೇಶಕರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಪತ್ರಗಾರ ಇಲಾಖೆ, ವಿಕಾಸಸೌಧ, ಬೆಂಗಳೂರು.
17. ಪ್ರಾಜೆಕ್ಟ್‌ಅಫೀಸರ್, ಹೆಚ್.ಆರ್.ಎಂ.ಎಸ್, ಕೊಠಡಿ ಸಂಖ್ಯೆ:145-ಎ, ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು.
18. ಕಾರ್ಯದರ್ಶಿ, ಕನ್ನಡ ಅಭಿವೃದ್ಧಿ ಪ್ರಾಧಿಕಾರ, ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು.
19. ಅಧ್ಯಕ್ಷರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಸಂಘ, ಕಬ್ಬನ್ ಉದ್ಯಾನವನ, ಬೆಂಗಳೂರು.
20. ಕರ್ನಾಟಕ ಸರ್ಕಾರ ಸಚಿವಾಲಯದ ಎಲ್ಲಾ ಶಾಖೆಗಳು.
21. ಕರ್ನಾಟಕ ಸರ್ಕಾರಿ ಸಚಿವಾಲಯದ ಗ್ರಂಥಾಲಯ; ವಿಧಾನ ಮಂಡಲದ ಗ್ರಂಥಾಲಯ.
22. ವಾರಪತ್ರ/ಶಾಖೆಯ ರಕ್ಷಾ ಕಡತ.

[ಕ್ರಮ ಸಂಖ್ಯೆ:1 ರಿಂದ 3 ಹಾಗೂ 10 ರಿಂದ 17 ರವರೆಗೆ ನಮೂದಿತವಾದ ಅಧಿಕಾರಿಗಳಿಗೆ ಪತ್ರದ ಮೂಲಕ].

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಅಧಿಕೃತ ಅಂತರ್ಜಾಲ ತಾಣ [www.finance.karnataka.gov.in](http://www.finance.karnataka.gov.in) ವೀಕ್ಷಿಸಿ.

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**PART III - LEAVE****CHAPTER XI - MAIN RULES  
SECTION 1 - GENERAL RULES**

105. This part shall apply in respect of all claims in respect of leave availed of on and after 1st October 1957 under the Mysore Leave Rules, 1957 as if they are claims made under this part:

Provided that every person allotted to serve in connection with the affairs of the State of Mysore under Section 115 and Section 116 of the State Reorganisation Act, 1956 (Central Act 37 of 1956), shall continue to be governed by the Rules applicable to him before the 1st day of November, 1956, as amended from time to time, unless such person exercises his; option to be governed by these Rules <sup>1</sup>[before the first day of August, 1962]

<sup>2</sup>[Provided further that a person referred to in the preceding proviso who has failed to exercise option to these rules before the first day of August, 1962, may be permitted to exercise option to be governed by these rules with effect from first day of August, 1972. Such option shall be exercised before the first day of August 1973.]

Note - The leave accounts of all the Government servants who opt to this part under this proviso will be closed at the end of 31st July 1972 and leave calculated according to the old rules (which are applicable to them prior to 1st August 1972 and found to be at credit at the end of July 1972 according to the old rules), will be carried forward for being availed of later, subject to the maximum limits prescribed in the old rules. Leave due from 1st August 1972 will be calculated according to the new rules and the total leave at credit (calculated according to the old rules upto 1st August 1972 and according to new rules thereafter) will be permitted to be availed of subject to the maximum limits prescribed under these rules (vide rule 120).]

<sup>3</sup>[Provided further that any person referred to in the preceding two provisos who failed to exercise option to these rules before 1st August 1972 and therefore continues to be governed by the rules applicable to him before 1st November 1956 may be permitted to exercise an option to be governed by these rules from 1st January 1978. Such option should have been exercised on or before

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1. Amended by No. FD 18 SRS 62 dated 15-3-62

2. Inserted by No. FD 128 SRS 72 dated 3-10-72.

3. Inserted by No. FD 91 SRS 78 dated 8-2-1980 (wef 28-2-1980)



31st December 1978. On exercise of such an option, he shall be eligible to entitlement of leave under rules contained in this part from 1st January 1978.

Note- The leave accounts of all the Government servants who opt to this part under this proviso will be closed at the end of December 1977 and leave calculated according to the old rules, (which were applicable to them prior to 31st December 1977 and found to be at credit at the end of December 1977 according to the old rules) will be carried forward for being availed of later subject to the maximum limits prescribed in the old rules. Leave due from 1st January 1978 will be calculated according to the new rules and the total leave at credit (calculated according to the old leave rules upto 31st December 1977 and according to new rules thereafter) will be permitted to be availed of subject to the maximum limits prescribed under these rules (vide rule 120).]

<sup>1</sup>[Provided further that any person referred to in the preceding three provisos who had failed to exercise option to these rules before 31st December 1978 and therefore continues to be governed by the rules applicable to him before 1st November 1956 may be permitted to exercise an option to be governed by these rules from 1st July 1985. Such option should be exercised on or before 31st December 1985. On exercise of such an option he shall be eligible to entitlement of leave under these rules contained in this part from 1st July 1985.

Note - The leave accounts of all the Government servants who opt to this part under this proviso will be closed at the end of 30th June 1985 and leave calculated according to the old rules (which were applicable to them prior to 30th June 1985 and the leave so found to be at their credit at the end of June 1985 according to the old rules) will be carried forward for being availed of later subject to the maximum limits prescribed in the old rules. Leave due from 1st July 1985 will be calculated according to the new rules and the total leave at credit (calculated according to the old leave rules upto 30th June 1985 and according to new rules thereafter) will be permitted to be availed of subject to the maximum limits prescribed under these rules (vide rule 120).]

<sup>2</sup>[Provided further that any person referred to in the preceding four provisos who had failed to exercise option to these rules before 31st December 1985 and therefore continues to be governed by the

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1. Inserted by No.FD 25 SRS 85 dated 15-7-85(wef 1-7-1985)

2. Inserted by No.FD 43 SRS 90 dated 1-4-1991 (w.e.f. 1-4-1991)

rules applicable to him before 1st November 1956 may be permitted to exercise an option to be governed by these rules from 1st April 1991. Such option should be exercised on or before 30th June 1991. On exercise of such an option, he shall be eligible to entitlement of leave under these rules contained in this part from 1st April 1991.

Note - The leave accounts of all the Government servants who opt to this part under this proviso will be closed at the end of 31st March 1991 and leave calculated according to the old rules (which were applicable to them prior to 31st March 1991 and the leave so found to be at their credit at the end of March 1991 according to the old rules) will be carried forward for being availed of later, subject to the maximum limits prescribed in the old rules. Leave due from 1st April 1991 will be calculated according to the new rules and the total leave at credit (Calculated according to the old leave rules upto 31st March 1991 and according to new rules thereafter) will be permitted to be availed of subject to the maximum limits prescribed under these rules (vide rule 120).]

Explanation:- The option under the proviso should be exercised by making a declaration in writing and should be communicated by the Government servant concerned the Head of his office if he is a non-gazetted Government servant and to the Accountant General, Karnataka, if he is a Gazetted Government servant. The declaration when received from a non- gazetted Government servant should be countersigned by the Head of the office and pasted in the Service Book of the Government servant concerned. It will be the responsibility of a Government servant opting to be governed by these rules to ensure that the receipt of his declaration is acknowledged by the Accountant General, Karnataka, or by the Head of his office, as the case may be.

Note:- The leave accounts of all the Government servants who opt to this part will be closed at the end of September 1957 and leave calculated according to the old Rules, which were hitherto applicable to them and found to be at credit at the end of September 1957 according to the old Rules will be carried forward to their credit, for being availed of later subject to the maximum limits prescribed in the old Rules. Leave due from 1st October, 1957 will be calculated according to the New Rules, and the total leave at credit (calculated according to the old Rules upto 1st October 1957 and according to the New Rules thereafter) will be permitted to be availed of subject to the maximum limits fixed under these Rules (vide Rule 120).



## 106. In these rules:-

(i) "Leave" includes Earned leave, Half pay leave, Commuted Leave, Leave not due and extraordinary leave.

(ii) "Earned Leave" means leave earned in respect of periods spent on duty.

(iii) "Half pay Leave" means leave earned in respect of completed years of service.

(iv) "Earned Leave Due" means the amount of earned leave and privilege leave on full pay to the credit of an officer on the 30th September, 1957 under the Old Rules in force on that day, plus the amount of earned leave calculated, as prescribed in Rule 112, Rule 113 or Rule 115 as the case may be, diminished by the amount of the earned leave taken after the 30th September 1957.

<sup>1</sup>[Provided that in respect of persons who elected to opt for the new rules with effect from 1st August 1962 "Earned Leave Due" means the amount of Earned Leave and privilege leave on full pay to the credit of an officer on the 31st July 1962 under the old rules, in force on that day, plus the amount of earned leave calculated, as prescribed in Rule 112, Rule 113 or Rule 114 as the case may be, diminished by the amount of the earned leave taken after the 31st July 1962:

Provided further in respect of persons who elected to opt for the new rules with effect from 1st September 1972 "Earned Leave Due" means the amount of earned leave and privilege leave on full pay to the credit of an officer on 31st August 1972 under the old rules in force on that day, plus the amount of earned leave calculated, as prescribed in Rule 112, Rule 113 or Rule 114 as the case may be, diminished by the amount of earned leave taken after 31st August 1972:

Provided also that in respect of persons who elected to opt for the new rules with effect from 1st January 1978 "Earned Leave Due" means the amount of earned leave and privilege leave on full pay to the credit of an officer on 31st December 1977 under the old rules in force on that day, plus the amount of earned leave calculated as prescribed in Rule 112, Rule 113 or Rule 114 as the case may be, diminished by the amount of the earned leave taken after 31st December 1977.]

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1. Inserted by No. FD 91 SRS 78 dated 8-2-80 (wef 28-2-80).

<sup>1</sup>[Provided further that in respect of persons who elected to opt for the new rules with effect from 1st July, 1985 “Earned Leave Due” means the amount of earned leave and privilege leave on full pay to the credit of a Government servant on 30th June 1985 under the old rules in force on that day, plus the amount of earned leave calculated as prescribed in Rules 112 or 113 as the case may be, diminished by the amount of the earned leave taken after 30th June 1985.

<sup>2</sup>[Provided further that in respect of persons who elected to opt for the new rules with effect from 1st April 1991 “Earned Leave Due” means the amount of Earned Leave and Privilege Leave on full pay to the credit of a Government Servant on 31st March 1991 under the old rules in force on that day, plus the amount of earned leave calculated as prescribed in Rule 112 or 113 as the case may be, diminished by the amount of the earned leave taken after 31st March 1991.]

(v) “Government” means the Government of Karnataka.

(vi) “Commutated Leave” means leave taken under sub-rule (c) of Rule 114.

(vii) “Half-Pay Leave Due” means the amount of leave on half-pay or half-average salary at credit on 30th September, 1957 under the Old Rules Plus the amount of half-pay leave calculated as prescribed in Rule 114 for the service after the 30th September, 1957, diminished by half-pay leave (both due and not due) taken after 30th September, 1957.

<sup>3</sup>[Provided that in respect of persons who elected to opt for the new leave rules with effect from 1st August 1962, “Half pay leave Due’ means the amount of leave on half average salary at credit on 31st July 1962 under the old rules plus the amount of half pay leave calculated as prescribed in Rule 114 for the service after 31st July 1962, diminished by the half pay leave (both due and not due) taken after 31st July 1962:

Provided further that in respect of persons who elected to opt for the new leave rules with effect from 1st September 1972, “Half-pay leave due” means the amount of leave on half average salary at credit on 31st August 1972 under the old rules plus the amount of

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1. Inserted by No. FD 25 SRS 85 dated 15-7-85 (wef 1-7-1985)

2. Inserted by No. FD 43 SRS 90 dated 1-4-1991 (wef 1-4-1991)

3. Inserted by No. FD 91 SRS 78 dated 8-2-1980 (wef 28-2-1980)

half pay leave calculated as prescribed in rule 114 for the service after 31st August 1972 diminished by the half pay leave (both due and not due) taken after 31st August 1972:

Provided also that in respect of persons who opt for the new leave rules with effect from 1st January 1978, "Half pay leave due" means the amount of leave on half average salary at credit on 31st December 1977 under the old rules plus the amount of half pay leave calculated as prescribed in rule 114 for the service after 31st December 1977 diminished by the half pay leave (both due and not due) taken after 31st December 1977.)

<sup>1</sup>[Provided further that in respect of persons who opt for the new rules with effect from 1st July 1985 "Half pay leave due' means the amount of leave on half average salary at credit on 30th June 1985 under the old rules plus the amount of half pay leave calculated as prescribed in rule 114 for the service after 30th June 1985 diminished by the half pay leave both due and not due) taken after 30th June 1985.]

<sup>2</sup>[Provided further that in respect of persons who opt for the new rules with effect from 1st April 1991 "Half pay leave due' means the amount of leave on half average salary at credit on 31st March 1991 under the old rules plus the amount of half pay leave calculated as prescribed in rule 114 for the service after 31st March 1991 diminished by the half pay leave (both due and not due) taken after 31st March 1991.]

(viii) "Completed years of service" and "One Year's Continuous Service" means continuous service of the specified duration and includes periods spent on duty as well as on leave including extraordinary leave.

(ix) "Old Rules' means the leave rules applicable to a Government servant immediately before 1st day of October, 1957.

<sup>3</sup>[(x) 'Vacation Department' means a department or a part of the department to which regular vacations are allowed.]

<sup>4</sup>[106-A:- <sup>5</sup>[A Government servant who absents himself from duty without leave will not be entitled to any salary for the days of

1. Inserted by No. FD 25 SRS 85 dated 15-7-1985 (wef 1.7.1985).

2. Inserted by No. FD 43 SRS 90 dated 1-4-1991 (wef 1.4.1991)

3. Inserted by No. FD 91 SRS 78 dated 8-2-1980 (wef 28-2-1980). 4.

Inserted by No. FD 178 SRS 59 dated 26-8-1959 (wef 3-9-1959).

5. Amended by No. FD 178 SRS 59, dated 13-11-1959 (wef 19-11-1959).



absence and the period of such absence shall be debited to his leave account as though it were half-pay leave to the extent such leave is due and as extra-ordinary leave to the extent the period of half pay leave falls short of the period of such absence unless leave is granted by a competent authority for the days of such absence.] Absence from duty of a Government servant without leave granted by a competent authority, will also render such Government servant liable to disciplinary action for misconduct except where the Government servant establishes to the satisfaction of the authority competent to sanction leave that he was unable to join duty for reasons beyond his control.]

<sup>1</sup>[Note 1- when a Government servant has attended office late after the expiry of the grace period of <sup>2</sup>[ten minutes] from the appointed time of commencement of office but before 2.00 p.m. he shall forfeit casual leave for half-a-day on each day of such late attendance. If however, the Government servant concerned has no casual leave at his credit, he shall forfeit a day's earned leave or any other kind of leave due and admissible to him for each day of such late attendance.]

<sup>3</sup>[Note 2- Where a day's duty of a Government servant is divided into two parts, unauthorised absence for any one part shall entail forfeiture of half a day's pay and allowance.]

<sup>4</sup>[106-B(1) No Government servant shall be entitled to any leave under these Rules in respect of absence from duty in pursuance of a strike.

(2) Absence from or cessation of duty by a Government servant on account of participation in a strike shall entail lapse of all kinds of leave at his credit.

Explanation:- For purposes of this rule. the expression "strike" shall have the same meaning as in the Karnataka State Civil Services (Prevention of Strikes) Act, 1966 and includes refusal or abstention from doing work though physically present at the place of duty by resort to pendown strike or stay-in-strike or other method].

107. Leave cannot be claimed as of right. Discretion is reserved to the authority empowered to grant leave to refuse or revoke leave at any time according to the exigencies of the Public Service.

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1. Substituted by No.FD 166 SRS 74 dated 18-3-1975 (wef 17-4-1975). 2.

Amended by No.FD 14 SRS 82 dated 1-5-1982 (wef 13-5-1982).

3. Inserted by No. FD 12 SRS 65 dated 5-8-65 (wef 28-1-64)

4. Inserted by No. FD 32 SRS 65 dated 18-1-67

<sup>1</sup>[108. Unless Government, in view of the special circumstances of the case, determines otherwise, an officer who remains absent from duty without leave <sup>2</sup>[for a period of four months or more] may be liable to be dismissed or removed from service <sup>3</sup>[after following the procedure laid down in the Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957.]

109. Any kind of leave under these rules may be granted in combination with or in continuation of any other kind of leave (except casual leave).

<sup>4</sup>[110 xxx]

111. Subject to the provisions of Rule 107 <sup>5</sup>[xxx]an officer may at any time be granted the whole or any part of the earned leave due to him.

<sup>6</sup>[112(1) A Government servant other than a person serving in an vacation Department shall be entitled to earned leave of thirty days in a calendar year.

(2) The leave account of every Government servant shall be credited with earned leave in advance in two instalments of fifteen days each on the 1st January and 1st July every year.

<sup>7</sup>[(3) The leave at credit of a Government servant at the close of the previous half year shall be carried forward to the next half year, subject to the condition that the leave so carried forward plus the credit for the half year does not exceed two hundred and forty days.]

<sup>8</sup>[Provided that where the earned leave at the credit of a Government servant as on the last day of December or June, is 240 days or less but more than 225 days, the advance credit of 15 days earned leave on first day of January or July to be afforded in the manner indicated under sub-rule (2) shall instead of being credited in their account be kept separately and first adjusted against the earned leave that the Government servant avails during that half year and

1. Substituted by No.FD 57 SRS 65 dated 15.6.68(wef 11.7.68)

2. Amended by No.FD 57 SRS 65 dated 12-11-1968

3. Amended by No.FD 38 SRS 69 dated 21-5-1969

4. Deleted by No.FD 42 SRS 84 dated 30.11.1984 (wef 2.8.84)

5. Deleted by No.FD 42 SRS 84 dated 30.11.1984 (wef 2.8.84)

6. Substituted by No.FD 91 SRS 78 dated 8.2.80 (wef 28.2.80)

7. Substituted by No.FD 9 SRS 87 dated 15.5.87 (wef 21.5.87)

8. Inserted by No. FD 2 SRA 93 dated 22-2-1995 (wef 1-7-1995)

the balance, if any, shall be credited to the leave account at the close of the half year, subject to the condition that balance of said earned leave plus leave already at credit do not exceed the maximum of 240 days.]

(4) Earned leave shall be credited to the leave account of a Government servant at the rate of two and a half days for each completed calendar month of service in the half of the calendar year in which he is appointed.

(5)(i) The credit for the half year in which a Government servant is due to retire or resigns from service shall be afforded at the rate of two and a half days for each completed calendar month of service upto the date of retirement or resignation.

(ii) When a Government servant is removed or dismissed from service or dies while in service, the credit of earned leave shall be allowed at the rate of two and a half days for each completed calendar month of service upto the end of the calendar month preceding the calendar month in which he is removed or dismissed from service or dies while in service.

<sup>1</sup>[(6) If a Government servant has taken any Extraordinary Leave and/or some period of his absence like suspension has been treated as *dies non* or non-duty in a half year, the credit to be afforded to his earned leave account at the commencement of the next half year shall be reduced by 1/10th of the period of such Extraordinary Leave and/or dies-non or, non-duty, subject to a maximum of 15 days.

Explanation:- In the case of the Government servant who is placed under suspension, the credit to be afforded to his earned leave account at the commencement of the next half year shall be reduced by 1/10th of the period of suspension. If the period of suspension is subsequently treated as duty or leave other than extraordinary leave, the earned leave account shall be recast.]

(7) While affording credit of earned leave fractions of a day shall be rounded off to the nearest day.

(8) If a Government servant is on leave on the last day of any half year he shall be entitled to the credit of earned leave on the first day of the succeeding half year provided the authority competent to grant him leave has reason to believe that the Government servant will return to

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duty on its expiry.

1. Substituted by No.FD 12 SRS 85 dated 10.6.1985 (wef 11.7.1985)



(9) Subject to the provisions of rule 107 and rule 110 the maximum earned leave that may be granted at a time shall be-

(a) One hundred and twenty days to a Government servant employed in India, or

(b) One hundred and eighty days to a Gazetted Officer if the entire leave so granted or a portion thereof which is not less than sixty days is spent outside India.

<sup>1</sup>[(c) Two hundred and forty days leave preparatory to retirement.]

Note :- The provision of sub-rule (1) and sub-rule (2) shall apply to calculation of leave corresponding to earned leave under the old rules, applicable to a Government servant before 1st November 1956, in respect of those who continue to be governed by those rules.

<sup>1</sup>[(d) A Government servant may be permitted by the authority competent to grant leave to take leave preparatory to retirement to the extent of earned leave due, not exceeding two hundred and forty days.]

(10) Between the 1st July 1976 and 30th June 1978. the foregoing provisions of this rule shall be applicable with the following modifications, namely:-

(a) the credit of earned leave afforded shall be 30 days and 31 days in alternate calendar years. This shall be done in two instalments 15 days on the 1st January and 1st July every year except that on 1st July of an even year the credit shall be sixteen days.

(b) If a Government servant has during any half year taken leave other than earned leave, the credit to be, afforded to his earned leave account at the commencement of the next half year shall be reduced by one-eleventh of such leave.]

<sup>2</sup>[113. Earned Leave to Government servants serving in Vacation Department-(1)(a) The leave account of a Government servant serving in vacation department shall be credited in advance with earned leave in two instalments of 5 days each on the first day of January and July of every Calendar year.

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1. Substituted by No. FD 9 SRS 87 dated 15-5-1987 (wef 21-5-1987)

2. Inserted by No. FD 2 SRA 93 dated 22-2-1995.(wef 1.7.1995)

(b) If a Government servant serving in vacation department has availed of any extraordinary leave and/or some period of absence has been treated as dies-non during a half year the credit to be afforded to his leave account at the commencement of the next half year shall be reduced by 1/30th of the period of such leave and/or dies-non subject to a maximum of 5 days.

(c) The credit for the half year in which a Government servant serving in vacation department is appointed/ceases to be in service shall be allowed at the rate of 5/6th day for each completed month of service which he had rendered or is likely to render in the half year in which he is appointed/ceases to be in service.

(2) Subject to provisions of sub-rule (1), a Government servant serving in vacation department shall not be entitled to any earned leave in respect of duty performed in any year in which he avails himself of the full vacation.

(3)(a) In respect of any year in which a Government servant avails himself of a portion of vacation, he shall be entitled to earned leave in such proportion of 30 days as the number of days of vacation not taken bears to the full vacation:

Provided that no such leave shall be admissible to a Government servant not in permanent employ or quasi-permanent employ in respect of the first year of service.

(b) If, in any year a Government servant does not avail himself of any vacation, earned leave shall be admissible to him in respect of that year under rule 112.

*Explanation :-* For the purpose of this rule, the term 'year' shall be construed as a period of twelve months of actual duty in a vacation department.

*Note 1:-* A Government servant entitled to vacation shall be considered to have availed himself of a vacation or a portion of a vacation unless he has been required by general or special order of a higher authority to forego such vacation or portion of a vacation.

Provided that if he has been prevented by such order from enjoying more than fifteen days of the vacation, he shall be considered to have availed himself of no portion of the vacation.

*Note 2:-* When a Government servant serving in a vacation department proceeds on leave before completing a full year of duty, the earned leave admissible to him shall be calculated not with reference to the vacations which fall during the period of actual duty

rendered before proceeding on leave but with reference to the vacation that falls during the year commencing from the date on which he completes the previous year of duty.

*Note 3:-* In the case of a Government servant serving in vacation department the earned leave if any, admissible under sub-rule (3) will be in addition to the earned leave admissible under sub-rule (1).

(4) Vacation may be taken in combination with or in continuation of any kind of leave under these rules ;

Provided that the total duration of vacation and earned leave taken in conjunction, whether the earned leave is taken in combination with or in continuation of other leave or not, shall not exceed the amount of earned leave due and admissible to the Government servant at a time under rule 112.

(5) The earned leave under this rule at the credit of a Government servant at the close of the previous half year, shall be carried forward to the next half year subject to the condition that the leave so carried forward plus the credit for the half year does not exceed the maximum limit of 240 days.

(6)(a) A Government servant transferred from a vacation department to a non-vacation department shall be entitled to earned leave at the rate of 5/6th day for every completed month of service from the half calendar year preceding such transfer till the date of transfer, from the date of transfer, he shall be entitled to earned leave under the rules applicable to the employees of non-vacation department.

(b) The credit of half pay leave for the half year in which a Government servant is transferred from a vacation department to non-vacation department shall be at the rate of 5/3 days per completed calendar month upto the end of the calendar year. From the commencement of the next half calendar year, the half pay leave shall be credited in advance in two instalments of ten days each on the first day of January and July of every calendar year, as the case may be.

7(a) A Government servant transferred from a non-vacation department to a vacation department shall be entitled to earned leave under the rules as applicable to persons of non-vacation department till the date of such transfer. From the date of transfer till the end of half calendar year, he shall be entitled to earned leave at the rate of 5/6th day for every completed month of service.



(b) If a Government servant is transferred before rendering a completed year of service in the non-vacation department from the date of last anniversary till the date of transfer, he shall be entitled to half pay leave at the rate of 5/3 days for every completed month of service.]

<sup>1</sup>[114. <sup>2</sup>[(1) The half pay leave account of every Government servant (other than a government servant serving in a vacation department covered by rule 113 of the said rules) shall be credited with half pay leave in advance, in two instalments of ten days each on the first day of January and July of every calendar year.

(2)(a) The leave shall be credited to the said leave account at the rate of 5/3 days for each completed calendar month of service which he is likely to render in the half year of the calendar year in which he is appointed.

(b) The credit for the half year in which a Government servant is due to retire or resigns from the service shall be allowed at the rate of 5/3 days per completed calendar month upto the date of retirement or resignation.

(c) When a Government servant is removed or dismissed from service or dies while in service, credit of half pay leave shall be allowed at the rate of 5/3rd days per completed calendar month upto the end of the calendar month preceding the calendar month in which he is removed or dismissed from service or dies in service.

(d) The period of suspension treated as dies-non or non-duty shall not be reckoned as service for the purpose of these rules.

(3) The leave under this rule may be granted on medical certificate or on private affairs.

Provided that in the case of Government servant not in permanent employ or quasi-permanent employ, no half pay leave shall be granted unless the authority competent to grant leave has reasons to believe that the Government servant will return to duty on its expiry except in the case of a Government servant who has been declared completely and permanently incapacitated for further service by a medical authority.]

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1. Substituted by No.FD 91 SRS 78 dated 8-2-80 (wef 28-2-80)

2. Amended by No. FD 2 SRA 93 dated 22-2-95 (wef 1-7-95).

(4) Commuted leave not exceeding half the amount of half pay leave due may be granted on a medical certificate or on private affairs subject to the following conditions namely.-

(a) the authority competent to grant leave is satisfied that there is reasonable prospect of the Government servant returning to duty on its expiry;

(b) when, commuted leave is granted, twice the amount of such leave shall be debited against the half pay leave due;

(c) the maximum commuted leave on private affairs that may be granted at a time shall be 120 days. If commuted leave on private affairs is combined with earned leave, the total period should not exceed 180 days.

(5) Where a Government servant who has been granted commuted leave resigns from service or at his request permitted to retire voluntarily without returning to duty, the commuted leave shall be treated as half pay leave and the difference between the leave salary in respect of commuted leave and half pay leave shall be recovered:

Provided that no such recovery shall be made if the retirement is by reason of ill-health incapacitating the Government servant for further service, or in the event of his death.

(6) Save in the case of leave preparatory to retirement, leave not due may be granted to a Government servant in permanent employ subject to the following conditions, namely.-

(a) the authority competent to grant leave is satisfied that there is reasonable prospect of the Government servant returning to duty on its expiry;

(b) leave not due shall be limited to half pay leave he is likely to earn afterwards;

(c) leave not due during the entire service shall be limited to a maximum of 360 days out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate;

(d) leave not due shall be debited against the half pay leave the Government servant may earn subsequently:

Provided that in case of a temporary Government servant who is suffering from tuberculosis, leprosy, cancer or mental illness, leave not due may be granted for a period not exceeding 360 days

during his entire service subject to fulfilment of conditions in clauses (a), (b) and (d) of this rule and following further condition, namely.-  
 (i) the Government servant has put in a continuous service of not less than one year;

(ii) the post from which the Government servant proceeds on leave is likely to last till his return to duty; and

(iii) that the request for grant of such leave is supported by a medical certificate in the form prescribed in rule 182 issued by the Civil Surgeon of the District or the District Medical Officer or a Specialist in the concerned disease, not lower in rank than a Civil Surgeon/District Medical Officer and the certificate specifies that the Government servant has reasonable chances of recovery on the expiry of the leave recommended;

(7)(a) Where a Government servant who has been granted leave not due resigns from service or at his request is permitted to retire voluntarily from service without returning to duty the leave not due shall be cancelled, his resignation or retirement taking effect from the date on which such leave commenced and the leave salary already paid shall be recovered;

(b) Where a Government servant who having availed himself of leave not due returns to duty but resigns or retires from service before he has earned such leave he shall be liable to refund the leave salary to the extent the leave has not been earned subsequently:

Provided that no leave salary shall be recovered under the foregoing clauses of this sub-rule if the retirement is by reason of ill-health incapacitating the Government servant for further service or the Government servant is compulsorily retired under rule 285 or in the event of his death.

(8) For the purpose of this rule and rule 117, a Government servant who has rendered not less than five years of continuous service excluding the service as a local candidate and periods of suspension adjudged as penalty shall be considered as belonging to Permanent employ provided the Departmental Competent authority certifies that there is no prospect of his reversion or discharge.

<sup>1</sup>[115, 116 xxx]

117(a) Extra-ordinary leave may be granted to any officer in special circumstances-

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1. Deleted by No. FD 91 SRS 78 dated 8-2-80 (wef 28-2-80)

(i) when no other leave is by rule admissible; or

(ii) when other leave is admissible but the officer concerned applies in writing for the grant of extra-ordinary leave.

<sup>1</sup>[(b) unless Government in view of the exceptional circumstances of the case otherwise determines, no Government servant who is not in permanent employ or quasi-permanent employ shall be granted extra-ordinary leave on any one occasion in excess of the following limits:-

(i) three months without medical certificate;

(ii) six months for common ailment where the Government servant has completed a continuous service of not less than one year on the date of expiry of leave of the kind due and admissible under these rules, including extra-ordinary leave of three months under clause (1) above and his request for such leave is supported by a medical certificate as required by these rules;

(iii) eighteen months, where the Government servant, who has completed a continuous service of not less than one year, including extra-ordinary leave of three months under clause (i) is undergoing treatment for cancer/mental illness/ pulmonary tuberculosis /pleurisy of tubercular origin/tuberculosis of any part of the body /leprosy, in Government institution or at his residence through such institution and his request for such leave is supported by a medical certificate in the form prescribed in rule 182 issued by the Civil surgeon of the District or the District Medical Officer, or a Specialist in the concerned disease, not lower in rank than a Civil Surgeon/District Medical Officer and the certificate specifies that the Government servant has reasonable chances of recovery on the expiry of the leave recommended;

(iv) two years for under-graduate/graduate/post-graduate courses and three years for doctorate courses, where the Government servant has completed a continuous service of not less than three years on the date of expiry of leave of the kind due and admissible under the rules, including the extra-ordinary leave of three months under clause (i) and applies for the leave for prosecution of higher studies, having a close bearing on his sphere of duty, provided that prior approval of Government is taken before sanctioning the leave.]

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1. Substituted by No. FD 91 SRS 78 dated 18.2.1980 (w.e.f. 28.2.1980)



(c) Where a Government servant, who is not in permanent employ or quasi permanent employ, fails to resume duty on the expiry of the maximum period of extra-ordinary leave granted to him or where such a Government servant who is granted lesser amount of extraordinary leave than the maximum amount admissible remains absent from duty for any period, which together with the extra-ordinary leave granted exceeds three months. he shall, unless Government in view of the exceptional circumstances of the case otherwise determine, <sup>1</sup>[be liable to be dismissed or removed from service] <sup>2</sup>[after following the procedure laid down in the Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957.]

(d) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

<sup>3</sup>[118(1) A Government servant who proceeds on earned leave is entitled to leave salary equal to the pay drawn immediately before proceeding on such leave.

Note:- 'Pay' for this purpose means the pay as defined in sub-rule (32) of rule 8 of these rules and the rate at which it is admissible immediately before the date of commencement of leave.

(2) Notwithstanding anything contained in the foregoing subrule, a Government servant may surrender a portion of earned leave and receive a cash equivalent of the leave salary therefor in accordance with the rules made in Annexure 'C'.

(3) A Government servant on half pay leave or leave not due shall be entitled to leave salary equal to half the amount specified in sub-rule (1).

(4) A Government servant on commuted leave shall be entitled to leave salary equal to the amount specified in the sub-rule (1).

(5) A Government servant on extra-ordinary leave is not entitled to any leave salary.

<sup>4</sup>[118-A (1) (a) Where a Government servant retires on attaining the normal age of retirement under the terms and conditions governing his service, the authority competent to grant leave shall suo-moto issue an order granting cash equivalent of leave salary for earned leave, if any, at the credit

1. Substituted by No.FD 57 SRS 65 dated 15-6-68

2. Substituted by No.FD 38 SRS 69 dated 21-5-1969

3. Substituted by No. FD 91 SRS 78. dated 8-2-80 (wef 28.2.80)

4. Substituted by No. FD 9 SRS 87 dated 15-5-1987 (wef 21-5-1987)

of the Government servant, subject to a maximum of two hundred and forty days.

(b) The cash equivalent under clause (a) shall be calculated as follows and shall be payable in one lumpsum as a one-time settlement. No house rent allowance or city compensatory allowance shall be payable:

Basic pay admissible on the date of retirement+Dearness Allowance admissible thereon on that date	No. of days of unutilised earned leave at credit on the date of retirement, subject to a maximum of 240 days
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Cash equivalent =  $\frac{\text{-----}}{30} \times$

30

(2) The authority competent to grant leave may withhold whole or part of the cash equivalent of earned leave in the case of a Government servant who retires from service on attaining the age of retirement, while under suspension or while disciplinary or criminal proceedings are pending against him, if in the view of such authority there is a possibility of some money becoming recoverable from him on conclusion of the proceedings against him. On conclusion of the proceedings, he will become eligible to the amount so withheld after adjustment of Government dues. if any.

(3)(a) Where the service of a Government servant has been extended in the interest of public service beyond the date of his retirement, he may be granted-

(i) during the period of extension, any earned leave due in respect of the period of such extension plus the earned leave which was at his credit on the date of his retirement, subject to a maximum of 120 days/ 180 days as the case may be, as prescribed under clause (a) and (b) of sub-rule (9) of Rules 112.

(ii) after expiry of the period of extension, cash, equivalent in the manner provided in sub-rule (1) in respect of earned leave at his credit on the date of retirement, plus the earned leave earned during the period of extension, reduced by the earned leave availed of during such period, subject to a maximum of 240 days.

(b) The cash equivalent payable under sub-clause (ii) of clause (a) of this sub-rule shall be calculated in the manner indicated in clause (b) of sub-rule (1) above.

(4) A Government servant who retires by giving notice to Government or who is retired by Government by giving him notice or pay and allowances in lieu of such notice in accordance with the provisions of rule 285, may be granted, suo-motto by the authority competent to grant leave, cash equivalent of the leave salary in respect of earned leave at his credit, subject to a maximum of 240 days.

<sup>1</sup>[(4)(A) Where a Government servant is compulsorily retired as a measure of penalty under the provisions of Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957 and the disciplinary authority has not imposed any reduction in the amount of his pension (including gratuity) under rule 218 of the rules, the authority competent to grant leave shall suo motto issue an order granting cash equivalent of leave salary for earned leave, if any, at the credit of the Government servant, on the date of such retirement, subject to a maximum of two hundred and forty days.]

(5) In case a Government servant dies while in service, the cash equivalent of the leave salary in respect of earned leave at the credit of the deceased Government servant on the date of his death, subject to a maximum of 240 days shall be paid to his family.

(6) A Government servant who is declared by a medical authority to be completely and permanently incapacitated for further service may be granted suo-motto, by the authority competent to grant leave, cash equivalent of leave salary in respect of earned leave due and admissible on the date of his invalidation from service, subject to a maximum of 240 days.]

(7) The cash equivalent payable under sub-rule (4) <sup>1</sup>[(4) (a),] (5) and (6) shall be calculated in the manner indicated in clause (b) of sub-rule (1) above.

119. <sup>2</sup>[In respect of Government servants governed by these rules, leave account should be maintained in Form 1. The leave at credit on the date immediately preceding the date with effect from which a Government servant has elected to be governed by the rules in this part (hereinafter in this rule called the said date) should be

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1. Inserted by No. FD 39 SRS 88 dt. 18-3-89 (w.e.f. 6-4-89).

2. Substituted by FD 91 SRS 78 dt. 8-2-1980 (w.e.f. 28-2-1980)

noted on the top page of the page containing the leave accounts. Such leave and the leave availed of by the Government servant after the said date should be noted in it separately and not mixed up with the leave earned after the said date.

120. In respect of Government servants as who have, in pursuance of the option exercised under the provisions of rule 105 or the provisions thereunder, elected to be governed by the rules in this part with effect from the 1st day of August 1962 or the first day of October 1972 or the first day of January 1978, as the case may be, hereinafter in this rule called the 'said date' the following provisions shall be applicable.

I. In the case of Government servants allotted to the new State Of Mysore from the States of Bombay, Hyderabad, Coorg and Madras.

(1) Bombay Leave Rules:

(i) Old Leave rules: Leave on average pay.

The maximum leave on average pay at a time will be limited to four months; It may be extended up to eight months, If the leave in excess of four months is spent out of India or the leave in excess of four months is supported by Medical Certificate but is not leave preparatory to retirement.

(ii) Revised Leave Rules:

(a) Earned Leave: Earned leave will be added to earned leave earned from the said date (upto the prescribed maximum limit).

(b) Half pay leave due: This will be added to half pay leave earned from the said date.

(2) The Madras Leave Rules, 1933:

The following method shall be adopted in calculating the unearned leave (i.e., leave on private affairs and leave on Medical Certificate) at the credit of the Government servant on the date immediately preceding the said date:

Calculate the ratio between the period of completed years of service put in by the Government servant to the date immediately preceding the said date and the total period of completed years of service he would put in if he would retire at the age of superannuation (55 years). Calculate the amount of unearned leave at the same ratio and deduct the leave availed of to the date immediately preceding the said date. The balance will be the amount of unearned leave



(half pay leave due) at the credit of the Government servant on the said date. If the leave already taken exceeds the amount that would thus be admissible, the excess should be shown in red ink, in the leave account and debited against half pay leave that would be earned for each completed year of service from the said date.

This principle is applicable also to other cases where leave is not based on a fixed fraction of the service rendered.

II. In the case of Government servants allotted to the New State of Mysore from the Old State of Mysore eligible for leave under the Mysore Services Regulations.

(a) Privilege leave:- This will be added to "Earned Leave" due from the said date (subject to the prescribed maximum limit).

During the period of privilege leave availed of on or after the said date (as earned leave) the leave salary should not be less than the "salary" as on the date immediately preceding the said date.

Note:- In the case of temporary Government Servants who had put in a service of one year as on the said date, the amount of privilege leave due up to the date immediately preceding the said date will be calculated at 1/11th of the period of duty as per the Leave Rules in Mysore Service Regulations and the amount of earned leave due will be calculated at 1/22nd of the period of duty as per the Leave Rules in this part from the said date, till the date of completion of a service of one year.

(b) Leave on half average Salary:- This will be added to "Half pay leave due".

Note 1. Temporary Government servants who have put in a service of less than 5 years as on the said date may be given credit furlough leave on half average pay calculated with reference to their service as on the date immediately preceding the said date, and carried forward for availment after the said date subject to the limit prescribed in the New Leave Rules.

Note 2. According to Article 207, Mysore Service Regulations (old), Average salary will be granted during Furlough due for a total Period not exceeding one year in the whole service, (six months at a time which can be extended upto eight months on Medical certificates) twice the period of Furlough leave on Average salary being debited to the leave account in terms of leave on half average salary.

The employees of the old Mysore State will be permitted to avail the Furlough Leave on average salary, which was at credit on the date immediately preceding the said date on or after the said date, subject to the prescribed maximum limits. The total of furlough on average salary (Old Rules) and of commuted leave (New Rules) should not exceed one year, during the whole service, if the Government servant had earned leave on average pay for at least 120 days on the date immediately preceding the said date.

If the leave earned is less, the maximum limit will stand correspondingly reduced.

Leave on half average salary during the whole service (other than privilege leave or earned leave) should not exceed three years.

Note 3- Government servants of the old Mysore State can be granted furlough leave on average salary which was at their credit on the date immediately preceding the said date, preparatory to retirement, subject to the prescribed limit.]

<sup>1</sup>[xxx]

### **SECTION III - EXAMINATION LEAVE**

130. The rules in this Section regulate the, grant of leave to enable Government servants to appear at examinations.

131. Examination leave may be affixed or prefixed to earned leave; except as herein provided, no kind of leave, except half pay leave on medical certificate, may be granted in continuation of Examination leave.

132. A Government servant while absent from his office or from his station to attend an obligatory Departmental Examination is, considered to be on duty.

133. Leave may not be given to a Government servant to prepare for examination or for recreation after examination. A reasonable time including the day or days of examination, should be allowed for the journey to and from the place of examination and nothing more.

134. A Government servant permitted to present himself at any examination which must be passed before he is eligible for higher

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1. Deleted by No.FD 163 SRS 58 dt. 4-12-58 (w.e.f. 1-1-1959).

appointment in any branch of the public service, may under the orders of his immediate departmental superior be allowed leave of absence for the number of days which is actually necessary to enable him to attend the examination, that is, the number of days required for travelling from his station to the place of examination and back, and the number of days which the examination itself will occupy. During this absence no deduction will be made from the allowances of the Government servant unless the Head of the Office finds such deduction necessary to enable him to make arrangements for carrying on the work. Such leave should not be allowed more than twice for each standard of examination.

<sup>1</sup>[*Exception:-* A Government Servant appearing for the examinations like Subordinate Accounts Service and Treasury Head Accountants, Examination held only at Bangalore Centre, may be allowed leave of absence for the number of days which is actually necessary to enable him to attend the examination and for the period required for travelling to Bangalore and back to his place of duty. for the first three attempts irrespective of whether he appears for the whole examination or a particular part or parts comprised therein.]

<sup>2</sup>[134-A. For purposes of the rules contained in this section as well as clause (d) of sub-rule (15) of rule 8 of these rules, an examination or test is deemed to be obligatory, if it is prescribed as a condition precedent for allowing increments or promotion, or for confirmation. Examination Leave is not leave in the normal sense. To get the benefit of duty to appear for an obligatory examination, the Government servant concerned shall obtain permission to be away from office. Such permission shall be given only twice in respect of each such obligatory test or departmental examination, subject to the provisions of the Exception below rule 134 of these rules. Where such absence cannot be treated as duty, the Government servant has to apply for such kind of leave as is due and admissible to him.]

#### **SECTION IV - MATERNITY LEAVE**

<sup>3</sup>[135:-(1) A female Government servant may be granted maternity leave by an authority competent to grant leave for a period

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1. Inserted by No. FD 97 SRS 68, dated 2-9-68.  
 2. Inserted by No. FD 55 SRS 79 dated 30-10-79 (wef 8-11-79)  
 3. Substituted by No. FD 9 SRS 86 dated 19-9-86 (wef 25-9-86).

of <sup>1</sup>[135 days] from the date of its commencement. During such period, she shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.

(2) Maternity leave may also be granted in case of miscarriage or abortion including abortion induced under the Medical Termination of Pregnancy Act 1971 (but not threatened abortion), subject to the conditions that:-

(a) the leave does not exceed six weeks; and

(b) the application for leave is supported by a medical certificate from a Registered Medical Practitioner.

(3) Maternity leave under sub-rule (1) or (2) above shall not be admissible to a female Government servant who has two or more living children.

(4)(a) Maternity leave may be combined with vacation or any other kind of leave. Such leave not exceeding sixty days may be granted without production of medical certificate.

(b) Leave in further continuation of leave granted under clause (a) of sub-rule (4) may be granted in the case of illness of the female Government servant subject to production of a medical certificate from the Authorised Medical Attendant. Such leave may also be granted in case of illness of a newly born baby, subject to production of a medical certificate from the Authorised Medical Attendant to the effect that the condition of ailing baby warrants personal attention and that her presence by the baby's side is absolutely necessary.

(5) the maternity leave shall not be debited against the leave account]

<sup>2</sup>[135A. Leave to female Government servant on adoption of a child :- A female Government servant on her adopting a child, may be granted leave of the kind due and admissible (including commuted leave without production of Medical Certificate for a period not exceeding 60 days and leave not due) upto one year or till the adopted child attains the age of one year whichever is less subject to the condition that such female Government servant should not have two living children at the time of adoption.]

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1. Substituted by No. FD 4 SRA 99 dated 2.6.2000 (wef 1.1.1999)

2. Inserted by No. FD 2 SRA 93 dt. 22-2-95 (wef 1-7-95)



### **<sup>1</sup>[SECTION IV-A - PATERNITY LEAVE**

135B.(1) A male Government servant may be granted paternity leave during the confinement of his wife by an authority competent to grant leave for a period of fifteen days from the date of its commencement.

(2) During such leave period, he shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.

(3) It shall not be admissible to a male Government servant who has two or more living children.

(4) It shall not be debited to the leave account; it may be combined with any other kind of leave except casual leave.

(5) It cannot be encashed or merged with earned leave.

(6) It may not be normally refused.]

### **SECTION V - SPECIAL DISABILITY LEAVE**

136(1) Subject to the conditions hereinafter specified, Government may grant special disability leave to a Government servant. <sup>1</sup>[whether permanent or temporary] who is disabled by injury intentionally inflicted or caused in, or in consequence of the due performance of his official duties or in consequence of his official position.

(2) Such leave shall not be granted unless the disability manifests itself within three months of the occurrence to which it is attributed and the person disabled acted with due promptitude in bringing it to notice. But the Government if they are satisfied as to the cause of the disability may permit leave to be granted in cases where the disability manifested itself more than three months after the occurrence of its cause.

<sup>2</sup>[(3) The period of leave granted shall be such as is certified by the Authorised Medical Attendant of the Government servant concerned to be necessary. It shall not be extended except with the certificate of that authority and shall in no case exceed 24 months.]

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1. Inserted by No. FD 4 SRA 99 dated 2-6-2000 (wef 1.1.1999)

2. Amended by No. FD 18 SRS 61 dated 6-5-61 (wef 18-5-61)

(4) Such leave may be combined with leave of any other kind.

(5) Such leave may be granted more than once if the disability is aggravated or reproduced in similar circumstances at a later date but not more than twenty-four months of such leave shall be granted in consequence of any one disability.

(6) Special disability leave will count as duty in calculating service for pension but it will not count as service for leave. It will not be regarded as interrupting service for leave under the ordinary rules, nor as diminishing the amount of such leave at the Government servant's credit nor as part of the maximum leave admissible to him except that commuted leave taken under Rule 114 (c) will be reckoned as half-pay leave.

<sup>1</sup>[(7) Leave salary during such leave shall-

(a) for the first 120 days of any period of such leave, including a period of such leave granted under sub-rule(5), be equal to leave salary while on earned leave; and

(b) for the remaining period of such leave, be equal to the leave salary during half pay leave:

Provided that a Government servant may, at his option be allowed leave salary as in clause (a) for a period not exceeding another 120 days, and in that event the period of such leave shall be debited to his half pay leave account.]

(8) In the case of a person to whom the Workmen's Compensation Act applies, the amount of leave allowance payable under this Rule shall be reduced by the amount of compensation payable under that Act.

137. Government may extend the application of the provisions of Rule 136 to a Government servant <sup>1</sup>[whether permanent or temporary] who is disabled by injury accidentally incurred in or in consequence of the due performance of his official duties or in consequence of his official position or by illness incurred in the performance of any particular duty which has the effect of increasing his liability to illness or injury beyond the ordinary risk attaching to

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1. Substituted by No. FD 65 SRS 80 dated 18-11-1980 (wef 27-11-1980)

the civil post which he holds. The grant of this concession is subject to the following further conditions:-

(a) that the disability, if due to disease must be certified by <sup>1</sup>[the Authorised Medical Attendant of the Government servant concerned] to be directly due to the performance of the particular duty, and

<sup>1</sup>[(b) that if the Government servant has contracted such disability during service otherwise than with a Military force, it must be in the opinion of Government so exceptional in character <sup>1</sup>[xxx ] and

<sup>2</sup>[(c) that the period of absence recommended by an Authorised Medical Attendant may be covered in part by leave under this rule and in part by any other kind of leave, and that the amount of special disability leave granted on leave salary equal to that admissible on earned leave shall not exceed 120 days.]

138. Temporary employees of the Livestock Farms of the Veterinary Department who are incapacitated for work from injuries received in the execution of their legitimate duties (provided the injuries are not due to any negligence on their part) may be granted leave with allowance upto 30 days by the Director of Animal Husbandry in Karnataka on the strength of a medical certificate granted by a District Medical Officer.

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1. Inserted by No. FD 18 SRS 61 dated 6-5-61 (wef 18.5.61)

2. Substituted by No. FD 65 SRS 80 dated 18-11-1980 (wef 27-11-80)



## ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

ಸಂ. MU/REG/EST(E8)/64/2021

ಕುಲಸಚಿವರ ಕಛೇರಿ,

ಮಂಗಳಗಂಗೋತ್ರಿ-574199

ದಿನಾಂಕ: 18.09.2021

### ಸುತ್ತೋಲೆ

ವಿಷಯ: ಕ್ಯಾನ್ಸರ್ ಕಾಯಿಲೆಯಿಂದ ಬಳಲುತ್ತಿರುವ ಸರ್ಕಾರಿ ನೌಕರರು ವೈದ್ಯರ ಸಲಹೆಯ ಮೇರೆಗೆ ಒಳವಡುವ ಕಿಮೋ/ರೇಡಿಯೋ ಥರಪಿ ಚಿಕಿತ್ಸೆಯ ಪ್ರಕರಣಗಳಲ್ಲಿ ವಿಶೇಷ ಸಾಂದರ್ಭಿಕ ರಜೆಯ ಮಂಜೂರಾತಿ ಬಗ್ಗೆ.

ಉಲ್ಲೇಖ: 1) ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆಇ 8(ಇ) ಸೇನಿಸೇ 2020 ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 22.06.2021.

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ಮೇಲಿನ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಉಲ್ಲೇಖಿತ ಸರ್ಕಾರದ ಆದೇಶದಲ್ಲಿ ಕರ್ನಾಟಕ ನಾಗರೀಕ ಸೇವಾ ನಿಯಮಾವಳಿಗಳ ಅನುಬಂಧ-ಬಿ ರಲ್ಲಿನ ನಿಯಮ 11(ಐ)ರ ನಂತರದಲ್ಲಿ, ಈ ಆದೇಶವನ್ನು ಹೊರಡಿಸಿದ ದಿನಾಂಕದಿಂದ ಜಾರಿಗೊಳ್ಳುವಂತೆ ನಿಯಮ 11(ಜೆ) ಎಂಬ ಹೊಸ ನಿಯಮವನ್ನು ಸೇರ್ಪಡೆಗೊಳಿಸಿದೆ.

"ಜೆ) ಕ್ಯಾನ್ಸರ್ ಕಾಯಿಲೆಯಿಂದ ಬಳಲುತ್ತಿದ್ದು ಚಿಕಿತ್ಸಾ ತಜ್ಞರು ರೂಪಿಸುವ ಯೋಜನೆಯನುಸಾರ ಪಡೆಯುವ ಕಿಮೋ/ರೇಡಿಯೋ ಥರಪಿ ಚಿಕಿತ್ಸೆ ಮತ್ತು ಸಂಬಂಧದಲ್ಲಿ ಅಗತ್ಯವಾಗುವ ವಿಶ್ರಾಂತಿಯ ಅವಧಿಯ ದಿನಗಳಿಗೆ, ಸಕ್ಷಮ ವೈದ್ಯಕೀಯ ಪ್ರಾಧಿಕಾರದಿಂದ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಪಡೆದು ಒದಗಿಸುವ ಷರತ್ತಿಗೊಳಪಟ್ಟು, ಈ ಚಿಕಿತ್ಸೆಯ ಅವಧಿಯಲ್ಲಿ ಮಾತ್ರ ಗರಿಷ್ಠ ಆರು ತಿಂಗಳುಗಳ ಮಿತಿಗೊಳಪಟ್ಟು ವಿಶೇಷ ಸಾಂದರ್ಭಿಕ ರಜೆಯನ್ನು ಅನುಮತಿಸತಕ್ಕದ್ದು" ಎಂದು ಹೊರಡಿಸಲಾದ ಆದೇಶವನ್ನು ಎಲ್ಲಾ ಸಿಬ್ಬಂದಿಗಳ ಗಮನಕ್ಕೆ ತರಲು ಸೂಚಿಸಲಾಗಿದೆ.

  
ಕುಲಸಚಿವರು

ಅಡಕ: ಸರ್ಕಾರದ ಆದೇಶದ ಪ್ರತಿ

ರಿಗೆ,

1. ಕುಲಸಚಿವರು(ಪರೀಕ್ಷಾಂಗ), ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
2. ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಗ್ರಂಥಪಾಲಕರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
3. ಹಣಕಾಸು ಅಧಿಕಾರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
4. ಅಧ್ಯಕ್ಷರು, ವಾಣಿಜ್ಯ/ಸಮಾಜಶಾಸ್ತ್ರ/ಜೀವವಿಜ್ಞಾನ/ವ್ಯವಹಾರ ಆಡಳಿತ/ಇಲೆಕ್ಟ್ರಾನಿಕ್ಸ್/ಗಣಕ ವಿಜ್ಞಾನ/ಸಾಗರ ಭೂ ವಿಜ್ಞಾನ/ಭೌತಶಾಸ್ತ್ರ/ಅರ್ಥಶಾಸ್ತ್ರ/ರಸಾಯನಶಾಸ್ತ್ರ/ಕೈಗಾರಿಕಾ ರಸಾಯನಶಾಸ್ತ್ರ/ವಸ್ತುವಿಜ್ಞಾನ/ಆಂಗ್ಲ/ ಅನ್ವಯಿಕ ಸಸ್ಯಶಾಸ್ತ್ರ/ಗಣಿತಶಾಸ್ತ್ರ/ರಾಜ್ಯಶಾಸ್ತ್ರ/ ಸಮೂಹ ಸಂವಹನ ಮತ್ತು ಪತ್ರಿಕೋದ್ಯಮ/ ಮಾನವ ಪ್ರಜ್ಞೆ ಮತ್ತು ಯೋಗವಿಜ್ಞಾನ/ ಸಂಖ್ಯಾಶಾಸ್ತ್ರ/ ಗ್ರಂಥಾಲಯ ಮತ್ತು ಮಾಹಿತಿ ವಿಜ್ಞಾನ/ ಸಮಾಜಕಾರ್ಯ ವಿಭಾಗ/ ಎಸ್.ವಿ.ಪಿ. ಕನ್ನಡ ಅಧ್ಯಯನ ಸಂಸ್ಥೆ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.



Principal  
University College, Mangalore

1/9/21





UNIVERSITY GRANTS COMMISSION  
BAHADUR SHAH ZAFAR MARG, NEW DELHI - 110002

### REVISED GUIDELINES FOR GRANT OF STUDY LEAVE

The scheme of Study Leave provides an opportunity to avail of scholarships / fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (*by whatever nomenclature used*) for pursuing further studies leading to Ph. D / Post doctoral qualification or for undertaking research project in a higher education institution abroad, the amount of the scholarship/ fellowship shall not be linked to the recipient's pay / salary paid to her / him by his / her parent institution. The awardee shall be paid salary for the entire duration of fellowship/ scholarship, provided of course s/he does not take up any other remunerative jobs like teaching, in the host country.

2. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. S/he may however be allowed to accept a fellowship or a research scholarship or an *ad hoc* teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution either in India or abroad, *provided* that the Executive Council / Syndicate of his / her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in lieu of teaching etc., which may be determined by his / her employer.

3. Study leave may be granted to entry-level appointees as Assistant Professor / Assistant Librarian/Assistant Director of Physical Education and Sports/College DPE&S (other than an Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his / her work in the University/College/Institution or to make a special study of the various aspects of university organization and methods of education giving full plan of work.

4. Study Leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in very exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.

5. Study leave shall not be granted to a teacher who is due to retire within five years of the date on which s/he is expected to return to duty after the expiry of study leave.

6. Study leave may be granted not more than twice during one's career. However, under no circumstances, shall the maximum period of study leave admissible during the entire service exceed five years.

*Satish Kumar*  
Principal  
11/11/2013

*Dinasuya*  
Principal Page 1 of 3  
University College, Mangalore



7. Study leave may be granted more than once provided that not less than five years have elapsed after the teacher returned to duty on completion of earlier spell of Study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.
8. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate. In the event of the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the Course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.
9. Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay-leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during study leave, shall be placed in that position and shall get the higher scale only after joining the post.
10. The period of study leave shall count as service for the purposes of retirement benefits (pension / contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve for the period for which the Bond has been executed.
11. Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction, provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.
12. A teacher availing herself / himself of study leave, shall undertake that s/he shall serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.
13. A teacher-
- who is unable to complete his / her studies within the period of study leave granted to him / her, or
  - who fails to rejoin the service of the University on the expiry of his / her study leave, or
  - who rejoins the service of the University but leaves the service without completing the prescribed period of service after rejoining the service, or
  - who within the said period is dismissed or removed from the service by the University

Satish Jany  
7/6/2013

Principat  
Page 2 of 3  
University College, Manalor



## 6. Leave for cancer patients

shall be liable to refund to the University/College/Institution, the amount of leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

### EXPLANATION:

If a teacher asks for extension of study leave and is not granted the extension but does not rejoin duty on the expiry of the leave originally sanctioned, s/he shall be deemed to have failed to rejoin the service on the expiry of her/his leave for the purpose of recovery of dues under these guidelines.

Notwithstanding the above, the Executive Council/Syndicate may order that nothing in these guidelines shall apply to a teacher who, within three years of return to duty from study leave is permitted to retire from service on medical grounds, provided further that the Executive Council/Syndicate may, in any other exceptional case, waive or reduce, for reasons to be recorded, the amount refundable by a teacher under these guidelines.

14. After the leave has been sanctioned, the teacher shall, before availing himself / herself of the leave, execute a bond in favour of the University/College/Institution, binding himself/ herself for the due fulfilment of the conditions laid down in para 11 above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institution in accordance with para 11 above.

15. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/ her studies from his / her supervisor or the Head of the institution. This report shall reach the Registrar/Principal within one month of the expiry of every six months of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.

16. The teacher on study leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/ monograph/academic paper produced during the period of study leave shall be put in the public domain, preferably on the website of the University/College/Institution.

17. With a view to enhancing knowledge and skills of faculty members, especially junior faculty, at the rank of Assistant Professor, the Heads of Universities/Colleges/Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting academic standards of Universities/Colleges/Institutions in the long run.

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*Satish Kumar*  
7/6/2023

*D. Vasudeva*  
Principal  
University College, Marathwada  
Page 3 of 3

09

MANGALORE UNIVERSITY

Leave under special circumstances: Leave Application for OOD  
(Pertaining to Mangalore University, other institutions, or other universities)

- 1. Name of the Applicant :
- 2. Name of the Department :
- 3. Nature of employment :  
(Whether regular or Ad hoc)
- 4. Reason for applying for leave :
- 5. Name of the Institution to be visited :  
Date :  
Time :
- 6. Purpose of Visit :  
(copy of the invite to be affixed)
- 7. Dates on which the OOD is required ( including the day of travel- days from and to) :
- 8. Details of prior leave :  
( Orders to be affixed)

Date:

Applicant's Sign:

**Principal's Recommendation**

NO: UCM; EST:OOD:SCL:S5:20

Date:

Forwarded to the Registrar, Mangalore University, Mangalagangothri, for approval. I, hereby, certify that the above application is verified by me and found to be correct. I, hereby, recommend that the applicant be granted special leave for \_\_\_\_\_ days as he/she is appointed for special duty by the college. Adequate arrangements have been made to ensure his/her absence doesn't disturb the routine at the college.

Date:

The Principal

Instructions:

1. Special leaves must be applied at least 10 days in advance.
2. Special Leave is granted only for examination duties in other universities within the state. Such leave cannot exceed 30 days in a calendar year.
3. Special leave cannot exceed 15 days in an academic year.

Strictly for office use

1. Special Duties' Leave:

No of special leaves applied :

2. No. of prior special leave obtained :

3. Recommendation of the Principal/HOD :

4. Replacement arranged in his/her absence:

Case Worker

Superintendent

Chancellor

Sanctioned

Denied

Registrar

Vice Chancellor



ಪ್ರವೃತ್ತ - 1 ಎ

(ಕೆ.ಸೆ.ವೆ.ನಿ.ಯಮ 175 ನೋಡಿ)

ರಜಾ ಅರ್ಜಿ ಪತ್ರ

ಜನವರಿ 10ರಂದು 9ರ ವರೆಗಿನ ಬಾಬುಗಳನ್ನು ಎಲ್ಲಾ ಅರ್ಜಿದಾರರೂ ಗಜೆಟ್ ಆಗಿರಲಿ, ನಾನು ಗಜೆಟ್ ಆಗಿರಲಿ ಶುಂಬ ತಕ್ಕ  
12ನೆಯ ಬಾಬು ಗಜೆಟ್ ಅಧಿಕಾರಿಗಳ ಸಂದರ್ಭದಲ್ಲಿ ಮಾತ್ರ ಅನ್ವಯಿಸುತ್ತದೆ.  
13ನೆಯ ಮತ್ತು 14ನೆಯ ಬಾಬುಗಳು ನಾನು -ಗಜೆಟ್ ಅಧಿಕಾರಿಗಳ ಸಂದರ್ಭದಲ್ಲಿ ಮಾತ್ರ ಅನ್ವಯಿಸುತ್ತದೆ.

1. ಅರ್ಜಿದಾರನ ಹೆಸರು
2. ಅನ್ವಯಿಸುವವರಿಗುವ ರಜಾ ನಿಯಮಗಳು ಅಂದರೆ ಎಂ.ಎಸ್. ನಿಯಮಾವಳಿ ಚಿ.ಸಿ.ಎಸ್.ನಿಯಮಾವಳಿ;ಮದ್ದಾಸು ಕೆ.ಸಿ.ಎಸ್.ನಿಯಮಾವಳಿ
3. ಧಾರಣೆ ಮಾಡಿದ ಹುದ್ದೆ
4. ಇಲಾಖೆ ಇಲ್ಲವೇ ಕಛೇರಿ
5. ವೇತನ
6. ಈ ಹುದ್ದೆಯಲ್ಲಿ ಪಡೆಯುವ ಮನೆ ಬಾಡಿಗೆ ಭತ್ಯೆ; ವಾಹನ ಭತ್ಯೆ; ಅಥವಾ ಇತರ ಪರಿಹಾರ ಭತ್ಯೆಗಳು
7. ಅರ್ಜಿ ಹಾಕಿದ ರಜೆಯ ಪ್ರಭಾವ ಮತ್ತು ಅವಧಿ ಮತ್ತು ಯಾವ ದಿನಾಂಕದಿಂದ ಜಾರಿಯಾಗಿದೆ
8. ರಜೆಗೆ ಅರ್ಜಿ ಹಾಕಿದಕ್ಕೆ ಕಾರಣಗಳು
9. ಕಳೆದ ರಜೆಯಿಂದ ಹಿಂತಿರುಗಿ ಬಂದ ದಿನಾಂಕ ಮತ್ತು ರಜೆಯ ಪ್ರಭಾವ ಮತ್ತು ಅವಧಿ

(ಎ) ರಜಾ ಅವಧಿಯಲ್ಲಿ ವಿಳಾಸ  
10. ಎ) ರಜೆಯ ಮುಕ್ತಾಯದ ಹೊತ್ತಿಗೆ ಇಲ್ಲವೆ ರಜೆಯ ಸಲ್ಲುತ್ತಿರುವವರೆಗೆ ನಾನು ನಿವೃತ್ತನಾದ ಸಂದರ್ಭದಲ್ಲಿ ಪರಿವರ್ತಿತ ರಜಾ ಅವಧಿಯಲ್ಲಿ ಪಡೆದ ರಜಾ ಸಂಬಳ ಮತ್ತು ಅರ್ಧ ವೇತನ ರಜಾ ಅವಧಿಯಲ್ಲಿ ಅನುಮತಿಸುವ ರಜಾ ಸಂಬಳ ಇವುಗಳ ನಡುವಣ ಅಂತರವನ್ನು ಮರುಪಾವತಿ ಮಾಡಲು ಒಪ್ಪಿಕೊಳ್ಳುತ್ತೇನೆ.

ಬಿ) ನಾನು ಉಪಯೋಗಿಸಿಕೊಂಡ ಬಾಕಿಯಿಲ್ಲದ ರಜೆಯ ಮೊತ್ತಕ್ಕೆ ಕಡ್ಡಿಮೆಯಿಲ್ಲದಷ್ಟು ಅರ್ಧ ವೇತನ ರಜೆಯನ್ನು ಗಳಿಸುವುದರೊಳಗಾಗಿ ನನ್ನ ನಿವೃತ್ತಿಯಾದ ಇಲ್ಲವೆ: ನಾನು ರಾಜೀನಾಮೆ ಇತ್ತ ಸಂದರ್ಭದಲ್ಲಿ "ಬಾಕಿಯಿಲ್ಲದ ರಜಾ" ಅವಧಿಯಲ್ಲಿ ಅನುಮತಿಸಲು ಬಾರದಂತೆ, ನಾನು ಪಡೆದ ರಜಾ ಸಂಬಳವನ್ನು ಮರುಪಾವತಿ ಮಾಡಲು ಒಪ್ಪಿಕೊಳ್ಳುತ್ತೇನೆ.

ದಿನಾಂಕ:

ಅರ್ಜಿದಾರನ ಸಹಿ:

12. ಪರಿಶೋಧನಾ ಅಧಿಕಾರಿಯ ವರದಿ

ಸಹಿ:

ದಿನಾಂಕ:

ಪದನಾಮ:

13. ಈ ಅರ್ಜಿಗೆ ಮುಂದೆ ಅರ್ಜಿದಾರನಿಗೆ ಮಂಜೂರಾದ ರಜೆಯ

ನಿವರಣೆ

ಚಾಲ್ತಿ ವರ್ಷ

ಕಳೆದ ವರ್ಷ

ರಜೆಯ ಸ್ವರೂಪ

ನಿರೀಷ ಹಕ್ಕಿನ ರಜೆ : ಅರ್ಜಿ ರಜೆ

ಸಹಾಯಕಿ ವೇತನದ ಮೇಲೆ ಪರ್ಯಾಯ ರಜೆ

ವೈಯಕ್ತಿಕ ಪ್ರಮಾಣ ಪತ್ರದ ರಜೆ

ಮೇಲೆ ಸಹಾಯಕಿ ವೇತನದ ರಜೆ: ಪರಿವರ್ತಿತ ರಜೆ

ಅರ್ಜಿ ಸಹಾಯಕಿ ವೇತನದ ರಜೆ : ಅರ್ಧ ವೇತನ ರಜೆ

ಪ್ರಾಥಮಿಕ ರಜೆ

ಅನುಭವ ರಜೆ

ಒಟ್ಟು

14. ಈ ನಿಯಮಾವಳಿ ಮೇರೆಗೆ

200

ರಂದ \_\_\_\_\_ 200 ರ ವರೆಗೆ

ತಿಂಗಳು

ದಿನಗಳ

ನಿರೀಷ ಹಕ್ಕಿನ ರಜೆ : ಅರ್ಜಿ ರಜೆ ಅನುಮತಿಸಬಹುದಾಗಿದೆಯೆಂದು ಈ ಮೂಲಕ ಪ್ರಾಮಾಣೀಕರಿಸಲಾಗಿದೆ.

ದಿನಾಂಕ:

ಪದನಾಮ:

15. ಮಂಜೂರು ಮಾಡುವ ಅಧಿಕಾರಿಯ ಆದೇಶ :

ದಿನಾಂಕ:

ಸಹಿ:

ಪದನಾಮ:

ಇವು

ಅಗತ್ಯವಿದ್ದು ಘಟನೆ ಹೊಂದಿರುವ ಇನ್ನೂ ಹುದ್ದೆಗೆ ಅರ್ಜಿ ಸಲ್ಲಿಸುವ ಸ್ವಾಭಾವಿಕವಾಗಿದೆ.

ಅಧಿಕಾರಿಗಳಿಗೆ ಅವರು ಅದೇ ಹುದ್ದೆಗೆ

**FORM 1 A**

(Refer KCS rule 175)

**Leave Application**

Instruction: Sections 1 to 9 must be compulsorily filled irrespective of gazetted and non gazetted applicants whereas section 12 is applicable only for the gazetted applicants.

Section 13 & 14 apply only in case of non gazetted applicants.

- 1. Name of the Applicant :
- 2. Leave applied under rule :  
(Ex: MS, TCS, KCS-whichever is applicable)
- 3. Applicant's post :
- 4. Department :
- 5. Salary :
- 6. HRA, TA, or other allowances provided with this position :
- 7. Tenure, and date from which the leave is applied :
- 8. Reason for applying :
- 9. Details of the last leave :  
(Tenure, date and date of return)

A) Address of stay during the leave :

10. A) I undertake to refund the leave salary drawn during leave been admissible in the event of my retirement or resignation from service at any time until I earn half pay leave not less availed by me:

B) I undertake to refund the difference between the leave salary during half pay leave in the event of my retirement from service at the end of during the currency of the leave :

Date:



Applicant's Signature:



*Leave* is a provision to stay away from work for genuine reasons with prior approval of the authorities. It may be granted for a casual purpose or a planned activity, on medical grounds or in extra-ordinary conditions.

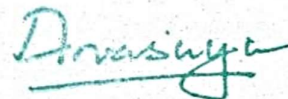
Leave cannot be claimed as a matter of right. Accordingly, leave rules and norms have been categorized under various heads. Vacation and leave are governed by a set of rules and norms as laid down by the Government of India. The following leave rules and norms give details about the different types of leave and how they can be availed of. Certain rules are common to both faculty and non-faculty of the Institute. Certain rules and norms have been stipulated specifically with reference to faculty of the Institute. These rules should be used for the better understanding and utilization of the leave rules and norms and are only complementary and explanatory in nature and in no way meant to supercede the leave provisions of the Government of India.

#### **Applicability**

These leave rules shall be applicable to all the permanent employees of this Institute with retrospective effect from 1.1.2004 , as far as Earned Leave (EL) and Half Pay Leave (HPL) are concerned. Other kinds of leave will be effective from the date as approved by the Board.

#### **Guidelines for carrying over the Earlier Leave Accounts**

- i. The EL account of a staff member as on 31.12.2003 shall be carried forward and credited to his/her EL account in the Institute subject to the prescribed limit of accumulation of leave. The maximum limit at that time was 240 days for EL. Then an advance credit of 15 days on 1<sup>st</sup> January and 15 days on 1<sup>st</sup> July will be made. If a staff member is having 133 days EL at credit as on 31.12.2003 and if he/she has not availed of any EL or vacation during the period 1.1.2004 to 30.6.2004, then on 1.7.2004 his/her EL account will have  $133 + 15 + 15 = 163$  days at credit. Other details regarding EL are available in section 7.1.7.



Principal  
University College, Mangalore

- ii. There is no provision for unearned leave on medical certificate, usually called medical leave in Government of India. Only HPL/Commuted Leave is available which can be availed of on medical grounds.

Since the HPL is calculated at the rate of 20 days for each completed year of service and credited in advance at the rate of 10 days on 1<sup>st</sup> January and 10 days on 1<sup>st</sup> July, HPL in credit of an employee is calculated as follows:

If the number of years of service put in by the employee is 'n' as on 31.12.2003 and the number of days of Medical leave availed up to 31.12.2003 is 'm', then, the number of days of half pay leave at the credit on 31.12.2003 is '20n - 2m'. If this number becomes negative, it is made as zero. From 1.1.2004, onwards, the half pay leave is credited at the rate of 10 days on 1<sup>st</sup> January and 1<sup>st</sup> July every year. Other details regarding HPL are available in section 7.1.9.

*Illustration: 1*

If an employee has put in a service of 8 years and 7 months on 31.12.2003, and he/she has availed Medical Leave for 34 days upto 31.12.2003, then the number of days of HPL at credit as on 31.12.2003 is  $160 + 12 - 68 = 104$ . On 1.1.2004 HPL at credit is 114

For 8 years : 160 days of HPL *plus* for 7 Months : 12 days of HPL [(7/12) x 20 = 12] (rounded off to the nearest integer) *minus* for Medical Leave of 34 days : 68 days of HPL = 104 days of HPL

*Illustration: 2*

If an employee has put in a service of 34 years and 1 month on 31.12.2003, and he/she has availed Medical Leave for 427 days upto 31.12.2003, then the number of days of HPL at credit as on 31.12.2003 is zero (since  $682 - 854$  is negative)

- iii. The EL accumulation at the Institute, including the leave accumulated prior to 1.1.2004 (under State Government service), shall be eligible for encashment at the time of retirement subject to limits prescribed in these rules. The leave encashment availed prior to 1.1.2004 shall not be taken



into account for the purpose of the ceiling of number of days for which encashment is admissible at the time of retirement from this Institute. For example, if a staff has encashed 40 days of EL before 1.1.2004, and if he/she has accumulated 300 days EL as on the date of his/her retirement on or after 1.1.2004, he/she will be entitled to encashment of 300 days of EL at the time of his/her retirement from the Institute, provided no encashment of EL has been done for the purpose of LTC on or after 1.1.2004.

- iv. As on date, the maximum limit for accumulation of EL is 300 days and there is no limit for accumulation of HPL.

The Administrative Section under the control of Registrar shall maintain leave account for each staff. Staff of NITT can refer his/her leave account in the month of January every year with prior intimation. Administrative section should send the leave accounts of staff to individual member once in a year.

## **7.1.2 General Principles Regarding Grant Of Leave**

### **Applicability**

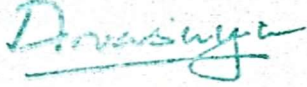
The provisions contained in these rules shall apply to all employees of the National Institute of Technology, Tiruchirappalli.

### **Right to leave**

- i. Leave cannot be claimed as a matter of right and the leave sanctioning authority may refuse or revoke leave of any kind.
- ii. Leave sanctioning authority cannot alter the kind of leave due and applied for.
- iii. Leave will not be granted to staff under suspension.

### **Authority empowered to sanction Leave**

- i. Applications for leave shall be addressed to the Board by the Director and to the Director/Registrar by the other members of staff. (Refer Appendix :7.1.1)

  
Principal  
University College, Mangalore

- ii. Leave may be sanctioned by the Director or by a member of staff to whom the power has been delegated by the Director. Normally, the Registrar will regulate the leave accounts of the staff members (Faculty and Non-faculty).
- iii. The Board may sanction leave other than Casual Leave to the Director. The Director can avail himself of Casual Leave on his own authority.

#### **Commencement and termination of leave**

- i. Leave ordinarily begins from the date on which leave as such is actually availed of and ends on the day preceding the date on which duty is resumed.
- ii. Saturdays, Sundays, Restricted Holidays and other Holidays or the vacation may be prefixed as well as suffixed to any leave, subject to any limit of absence on leave prescribed under each category of leave.

#### **Combination of leave**

Except as otherwise provided any kind of leave under these provisions may be granted in combination with or in continuation of any other kind of leave, subject to any limits prescribed in such cases.

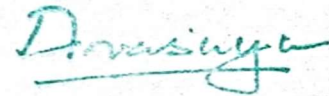
#### **Grant of leave beyond the date of retirement and in the event of resignation**

- i. No leave shall be granted beyond the date on which a member of the staff must compulsorily retire.
- ii. If any employee of the Institute resigns, he/she shall not be granted either prior or subsequent to his resignation, any leave due to his/her credit. Provided that the Director may, in any case, grant leave to an employee prior to his/her resignation if, in the opinion of the Director, the circumstances of the case justify such grant of leave.

#### **Conversion of one kind of leave into another kind**

Leave of any kind taken earlier can be converted into leave of any other kind at a later date on an application within 30 days of joining duty after leave by the employee, and at the discretion of the leave sanctioning authority subject to adjustment of leave salary.

4



**Principal**  
University College, Mangalore



### **Special provision for conversion**

*The staff who have applied for Medical Leave on or after 1.1.2004 but were sanctioned only EL can apply for conversion of EL to HPL/Commuted leave within 30 days after the notification by the Registrar for this effect.*

### **Rejoining duty on return from Leave on medical grounds**

- i. An employee who has been granted leave on medical certificate is required to produce a medical certificate of fitness before resuming duty.
- ii. Leave sanctioning authority may secure second medical opinion, if considered necessary.

### **Rejoining duty before the expiry of leave**

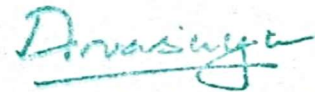
Except with the permission of the authority, who granted leave, no member of the staff on leave may return to duty before the expiry of the period of leave granted to him.

### **Maximum period of absence from duty**

- i. No member of the Service shall be granted leave of any kind for a continuous period exceeding five years.
- ii. A member of the service who remains absent from duty for a continuous period exceeding five years other than on foreign service, whether with or without leave, shall be deemed to have resigned from the service.

### **General**

- i. Leave should always be applied for and sanctioned before it is taken, except in cases of emergency and for satisfactory reasons.
- ii. Absence from duty after expiry of leave entails disciplinary action.
- iii. Absence without leave will constitute an interruption in service
- iv. A staff on leave should not take up any service or employment elsewhere without obtaining prior sanction of the competent authority.



**Principal**

5

University College, Mangalore

### 7.1.3 Kind ve:

The following kinds of leave shall be admissible to the members of the staff of this Institute.

- i. Casual Leave. (CL)
- ii. Special Casual Leave.(SCL)
- iii. Special Leave
- iv. Earned Leave (EL)
- v. Vacation (Only for academic staff)
- vi. Half Pay Leave (HPL)
- vii. Commuted Leave
- viii. Leave Not Due (LND)
- ix. Extra-ordinary Leave (EOL)
- x. Maternity Leave
- xi. Adoption Leave
- xii. Paternity Leave
- xiii. Hospital Leave
- xiv. Sabbatical Leave
- xv. Study Leave

### 7.1.4 Casua e (CL)

- i. Casual Leave is not earned by duty. A staff on CL is not treated as absent from duty. CL cannot be claimed as of right and is subject to a maximum of 8 days in a calendar year. In addition each employee will also be allowed to avail himself/herself of any two holidays from the list of Restricted holidays declared by the Government of India.
- ii. CL can be combined with Special Casual Leave/Vacation/Restricted Holidays but not with any other kind of leave.

*D. Vasu*  
Principal  
University College, Mangalore



- iii. Saturdays, Sundays, restricted holiday and holidays, whether intervening, prefixed or suffixed, shall not be counted as Casual Leave.
- iv. CL should not be granted for more than 5 days at any time, except under special circumstances.
- v. CL can be taken for half a day also.
- vi. LTC can also be availed during CL.
- vii. CL cannot be combined with joining time.
- viii. Officials joining during the middle of a year may avail of CL proportionately or to the full extent at the discretion of the competent authority.
- ix. Half-day's CL should be debited to the CL account for each late attendance. However, late attendance upto one hour for not more than two occasions in a month can be condoned by the competent authority, if convinced that it is due to unavoidable reasons.
- x. Employees who have got only half day's leave at credit when applying for half-day CL for the afternoon of a day should ensure that they attend office the next day since CL can not be combined with EL. However, if due to sickness other compelling grounds he/she is not able to attend the next day joining with EL can be permitted as an exception.

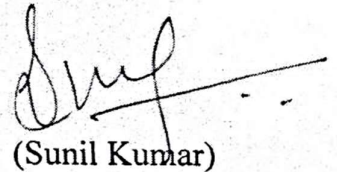
#### 7.1.5. Special Casual Leave (SCL)

- i Special Casual Leave, not counting towards ordinary Casual Leave, may be granted to a member of the staff when he/she is:
  - a) Summoned to serve as Juror or Assessor or to give evidence before a court of law as a witness in a civil or a criminal case in which his/her private interests are not at issue.

*D. Vasu* 7  
Principal  
Sri City College, Mangalore

	whether dependent or not, living with him are COVID positive.	Government Servant may be granted leave of any kind due and admissible beyond 15 days of SCL till their discharge from hospital. After discharge from the hospital of dependent family member/parents, if the Government servant wishes to avail further leave, he shall be considered for the leave due and admissible as per the CCS (Leave) Rules, 1972, subject to functional requirements and sanction of leave by the Competent Authority. The Competent Authority is advised to take a liberal view in such cases and its decision in the matter shall be final.
(4)	When the Government Servant comes into direct contact with a COVID-positive person and remains in Home Quarantine.	He shall be treated as on duty/Work from Home for a period of seven days. For any period beyond that, his attendance shall be regulated as per the instructions given by the Ministry/Department/Office concerned, where he is working.
(5)	The period of Quarantine spent by Government servant, as a precautionary measure, residing in the Containment Zone.	He shall be treated as on duty/Work from Home till the Containment Zone is de-notified.

2. These orders shall be applicable w.e.f. 25.03.2020 and shall continue until further orders. The past cases, wherever settled, shall be re-opened if the same is beneficial to the Government servant, and where he makes a request in writing for review.

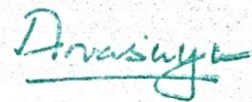


(Sunil Kumar)

Under Secretary to the Government of India

To

1. All the Ministries/Departments of Government of India
2. PMO/Cabinet Secretariat
3. PS to MoS(PP)
4. PSO to Secretary (Personnel)
5. Sr. Technical Director, NIC, DoPT – with a request for uploading on the website of this Department.



Principal

University College, Mangalore



# Letter translated from Kannada

## GOVERNMENT OF KARNATAKA

### 9. Sub: Medical Allowance – Revised as per the order on State Allowances, Leave & Revision of Rates.

- Ref: 1. Govt order no: FD 5 SRP 96, dated 28.12.1996  
2. Govt order no : FD 31 SRP 2007 (VI) dated 14.08.2008

As per the aforesaid, order( ref 1 dated 28.12.1996) the group C and D employees of the state govt. had been granted a **medical allowance of Rs. 25/month with effect from 01.01.1997.**

As per the aforesaid, order( ref 2 dated 14.08.2008) the same medical allowance granted to the group C and D employees of the state govt. has been **raised to Rs. 50/month from Rs. 25.**

\*\*\*\*

The Govt. of Karnataka, in agreement with the recommendation of the esteemed Pay Commission – 2011, has ordered to revise the medical allowance granted to the group C and D employees of the state govt. as specified below –

By order of the GOVT. OF KARNATAKA ; NO: FD 12 SRP 2012 (VI), DATE : 14<sup>th</sup> JUNE 2012

The Govt. of Karnataka is glad to recommend a raise in the current medical allowance of group C and D employees of the state govt. from the current Rs. 50/month to Rs. 100/month with effect from the 1<sup>st</sup> of April, 2012.

#### Note:

1. This isn't applicable to the group C and D employees of the various courts of justice functioning under the Department of Justice, Govt. of Karnataka.
2. There shall not be any change in the other rules pertaining to the execution of this revision in allowance.

*Anasuya*  
Principal  
University College, Mangalore

The Director of Treasuries is designated as the State nodal officer responsible for the over all implementation of the NPS.

New Pension System Cell (NPS Cell) headed by Deputy Director NPS is created under Treasury Department and over all control of the Director of Treasuries.

Director of Treasury shall register with NSDL which is the central record keeping agency (CRS) for NPS. District Treasury Officer (DTO) and ATO shall also register themselves with NSDL.

All drawing and disbursing officers (DDO) and eligible AIS officers would be registered provisionary with CRS by the NPS cell based on information available with HRMS and DPAR.

NSDL will allot unique registration number to DDO's and Permanent Retirement Account Number (PRAN) to AIS officers (Subscribers to NPS). The unique NPS registration numbers and PRAN's shall be updated in the HRMS by the DDO's. These unique NPS registration nos. and PRAN's should be mentioned in every NPS schedule, submitted to the treasury or the NPS cell.

The nodal officer of Treasury shall upload details of monthly contribution and matching of State Govt. contribution to the CRA and transfer the contributions of the officers and the Govt. to the Trustee Bank. (Bank of India)

#### **Role and Duties of DDO's :**

DDO's have to plan a primary role in the NPS they shall effect deductions as prescribed and backlog contribution.

3. Register with CRA vide application N3 through concerned treasury officer.
4. Provide in duplicate, partly filled Registration Forms S1 from the HRMS to the officers obtain back file and certify in section B of the form and update in the HRMS. Attest the hard copy of the form and forward it to concerned treasury officer. Another attested copy placed in the service register of the office.
5. Distribute PRAN kits received from CRA to the respective officers.
6. Generate NPS schedule I for current contribution, NPS schedule II for back log contribution NPS schedule III for lump sum backlog contribution paid directly outside the salary by the officer.



7. Forward DD and Schedule III to the Treasury Officer for the officers opting payment of backlog in one lump sum outside the salary.
8. Verify the Govt. backlog contribution schedule IV for each officers and consolidate in schedule V for all officers.
9. Certify the schedules IV & V and submit them in the HRMS system.
10. Send signed and certified print copies of these schedules to the NPS cell, Dept of Treasures Bangalore for payment.
11. Enter Changes in the pay in the HRMS promptly
12. Following Records to be Maintained.
  - Statement of Officers/ Subscribers transactions
  - Officers / Subscribers retirement details
  - Indicate in the LPC, month up to which his contributions have been recovered during transfer.

Govt. Servants under this scheme exit at the age of superannuation for Tier – I of the pension system. At exit the Govt. Servant shall be mandatorily required to invest 40% of pension wealth to purchase an annuity. The annuity shall provide for pension for the life time of the employee and his dependent parents, spouse at the time of retirement, 60% of remaining pension wealth will be given to Govt. Servant.

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**Table**

SI.No.	Scale of Pay (in Rs.)	Amount of minimum monthly premium (in Rs.)
1	9600-14550	750
2	10400-16400	840
3	11000-19000	940
4	11600-21000	1020
5	12500-24000	1140
6	13600-26000	1240
7	14550-26700	1290
8	16000-29600	1430
9	17650-32000	1550
10	19000-34500	1670
11	20000-36300	1760
12	21600-40050	1930
13	22800-43200	2060
14	24000-45300	2170
15	26000-47700	2300
16	28100-50100	2440
17	30400-51300	2550
18	32800-52500	2670
19	36300-53850	2820
20	38100-55200	2920
21	40050-56550	3020
22	44250-60600	3280
23	48900-63600	3520
24	52500-73000	3920
25	56550-79800	4260

(2) A Government servant may, at his option propose insurance on a premium higher than the minimum prescribed for the scale of pay of the post held by him.

(3) Where a Government servant is promoted or appointed to a post carrying a scale of pay higher than that held by him and there is no likelihood of his reversion to his original post, he shall so effect further insurance as will make the total premium equal to an amount which shall not be less than the minimum amount of monthly premium prescribed for the scale of pay applicable to the post to which he is promoted or appointed.

Provided that the Government Servant shall not be allowed to increase the rate of his monthly premium unless the appointing authority certifies that the Government Servant is not likely to be reverted.



## Group Insurance :

Group Insurance is introduced for State Govt. Employees w.e.f 1.4.1982. Those who are in service on 1.1.1982 treated as "members" for the Group Insurance. Those who joined after 1.1.1982 are treated as "Employee". They become member only from next January i.e 1.1.1983. Similarly those who join service on First of January of any year are treated as members, those who joined service after January of any year will became member w.e.f first of next January.

Pay Scale	Group	Subscription	Savings Fund	Insurance Fund	Insurance Compensation
28100 - 50100 & above	A	240.00	168.00	72.00	2,40,000.00
21600-40050 & above	B	180.00	126.00	54.00	1,80,000.00
Above the scale of 9600-14550	C	120.00	84.00	36.00	1,20,000.00
9600 -14550 & posts specified in Schedule IV of CCA Rules	D	60.00	42.00	18.00	60,000.00

### Deduction of Subscription to GIS is as follows :

**Eg.1** : If a Govt. Servant (Group A) joins service on 01.01.2011, subscription of 240 to be collected along with duty report . It covers risk for the month of Jan 2011. Also Rs. 240 to be deducted in Jan 2011 pay bill. This amount covers risk for the month of Feb. 2011 and so on. Since subscription paid on the date of joining service, subscription paid on the date of joining service, subscription shall not be deducted during the last month of service. (Retirement / Death).

**Eg. 2** : Suppose If a Govt. Servant (GPA) joins service on 10.4.2011, only insurance fund i.e Rs. 72 to be collected on the date of joining service. Rs. 72



to be deducted in April 2011 pay bill. So that risk will be covered. In Dec. 2011 pay bill Rs. 240 to be deducted. On 1.1.2012 the Govt. Servant becomes member of the scheme.

**Eg. 3 :** A Group "B" officer Joins service on 12.9.2007, he was promoted on 10.4.2011 as Group "A" officer. How do you deduct Group Insurance Amount?

**Ans :** Since the Group "B" officer Joins service other than 1<sup>st</sup> of the Year he is treated as "employee" for the scheme. On the date of Duty report (12.09.2007) Insurance fund of Rs. 54 to be collected. In the September 2007 fund of Rs. 54 to be collected. In the Sept. 2007 pay bill again Rs. 54 to be deducted. During Dec. 2007 pay bill Rs. 180 (subscription for Group "B") to be deducted and so on.

Since the officer promoted on 10.4.2011 the rate of subscription remain the same. Only during the month of Dec. 2011 pay bill Rs. 240 subscription to be deducted and he becomes member for Group "A" only from 1.1.2012. Upto 31.12.2011 he is eligible for Group "B" Insurance cover any though he is promoted and reported as Group "A" officer to eligible for Group "A" Insurance cover, he has to wait until next January.

Suppose if the officer dies on 10.11.2011, he is eligible for 1,80,000 and not 2,40,000

#### **Benefits after Retirement**

Savings Fund + Interest

#### **Benefits Due to Death while in Service**

Savings Fund + Interest + Insurance coverage.

#### **Procedure for Drawal During Retirement**

1. Bill form Annexure "C" of GI Rules
2. Sanction order Annexure I

#### **Procedure for Drawal During Death**

1. Bill form Annexure C
2. Sanction order Annexure II
3. Death Certificate

### **Sanctioning Authority**

Group "A" and "B" Officer ⇨ Immediate Superior Officer

Group "C" and "D" ⇨ Head of the Office.

- |        |   |
|--------|---|
| Form 1 | - Enrolment to Group Insurance as member              |
| Form 2 | - Change of Group due to promotion / Appointment      |
| Form 3 | - Claim application after Retirement                  |
| Form 4 | - Intimation letter to Nominee by DDO in death cases. |
| Form 5 | - Application for claim by Nominee.                   |
| Form 6 | - Nomination before Marriage.                         |
| Form 7 | - Nomination after Marriage                           |
| Form 8 | - Group Insurance Register.                           |

### **Settlement of GPF During Retirement :**

A Govt. Servant can withdraw 90% of GPF amount without assigning any reason during, within one year from retirement. Sanction order of Head of the Department along with the application of Govt. Servant ( Prescribed form) shall be forwarded to AG. Authorisation will be issued by AG for payment.

Subscription to GPF shall be stopped compulsorily 6 months prior to retirement, as per Go. No. FD, 54 GPF 2006, Bangalore. If any deduction is continued interest will not be paid and for the said amount and it will not be considered for 80C of Income Tax Act.

### **Procedure for settlement :**

*The following is required to be sent to AG 2 months prior to Retirement*

1. Application form Gazetted 6A ( In trip late) (During Retirement ) Non Gazetted 6B (In trip late)
2. Application form Gaz / Non Gaz. 6C ( In Trip late)
3. Specimen Signature (Attested ) 3 copies
4. Identification Mark (attested ) 3 copies
5. Permanent Address after retirement. 3 copies
6. GPF Account slip issued by AG ( Recent)
7. Statement of GPF Account after AG Slip up to the date of stoppage of subscription.
8. Annexure 2 of GPF

AG will issue Authorisation for final settlement.

*Arasaya*



## PART IV - ORDINARY PENSION CHAPTER XV

### GENERAL RULES

The rules in this part supersede the Karnataka Pension Rules 1957 and the Karnataka Commutation of Pension Rules 1957, which came into force from 1st September 1957, and all claims under the above said Rules pending on the date of coming into force of this Part, will be dealt with in accordance with the corresponding provisions of this Part.

207(a). The option under sub-clause (iii) or (iv) of clause (c) of sub-rule (1) of Rule 2 shall be exercised <sup>1</sup>[before the first day of July 1959] and in the case of any Government servant retiring from service <sup>2</sup>[xxx] at any time before the date of his retirement from service.

<sup>2</sup>[Note 1:- In the case of Government servants in service on 31st December 1959, time for exercising the said option is extended up to <sup>3</sup>[30th June 1961]

<sup>4</sup>[Note 2:- In the case of Government servants in service on the 30th June, 1961, time for exercising the said option is extended up to 30th September, 1962.]

<sup>5</sup>[Note 3:- In the case of Government servants in service on the 30th September 1962, time for exercising the said option is extended up to the 30th September, 1963.]

<sup>6</sup>[Note 4:- In the case of Government servants in service on the 30th September, 1963, time for exercising the said option is extended upto the 31st March 1964.]

rules in this part shall apply unless the Government servant has exercised option to be governed by the Pension Rules applicable to him before 31st August 1969.]

The option should be exercised by making a declaration in writing and should be communicated by the Government servant to the Head of his office if he is a non-gazetted Government servant and to the Accountant General, Karnataka if he is a gazetted Government servant. The declaration of a non-gazetted Government servant should be attested and countersigned by the Head of the Office and pasted in the Service Book of the Government servant concerned. An entry should also be made in the Service Book that the Government servant is governed by the Rules in this (Part IV) by virtue of the declaration made by him. It will be responsibility of a Government servant opting to be governed by these rules, to ensure that the receipt of the declaration is acknowledged by the Accountant General, Karnataka, or by the Head of the Office, as the case may be; provided that no person ordered to be retired from service under the rules applicable to him at the time when such order was made, shall be entitled to exercise such option.

(b) Notwithstanding the date of commencement of these rules the Government shall have power by order to extend the benefit of these rules to Government servants or their families in cases of retirement or death on or after 1st November 1956.

211. A Government servant transferred to foreign service shall not be permitted, while he remains in the foreign service to receive a pension on voluntary retirement from Government service. For the purpose of this Rule retirement shall be considered to be voluntary if the Government servant is not required to retire but retires on retiring pension before he is compelled to retire under the rules relating to compulsory retirement.

<sup>1</sup>[212 xxx]

<sup>2</sup>[213(1). Future good conduct shall be an implied condition of every grant of pension. The pension sanctioning authority may, by order in writing withhold or withdraw a pension or part thereof whether permanently or for a specified period, if the pensioner is convicted of a serious crime or is found guilty of grave misconduct:

Provided that no order shall be passed under this clause by an authority subordinate to the authority competent to make an appointment to the post held by the pensioner immediately before his retirement from service.

(2) Where a pensioner is convicted of a serious crime by a court of law, action under clause (1) shall be taken in the light of the judgement of the court relating to such conviction.

(3) In a case not falling under clause (2), if the competent authority under clause (1) considers that the pensioner is prima facie guilty of grave misconduct, it shall, before passing an order under clause (1).

(a) Serve upon the pensioner a notice specifying the action proposed to be taken against him and the ground on which it is proposed to be taken and calling upon him to submit within fifteen days of receipt of the notice or such further time not exceeding fifteen days as may be allowed by the said authority, such representation as he may wish to make against the proposals; and

(4) An appeal against an order under clause (1) passed by any authority other than the Governor, shall lie to the Governor and the Governor shall, in consultation with the Public Service Commission, pass such orders on the appeal as he deems fit.

Explanation :- In this rule, the expression "serious crime" includes a crime involving an offence under the Official Secrets Act, 1923 (Central Act 19 of 1923) and the expression "grave misconduct" includes the communication or disclosure of any secret official code or password or any sketch, plan, model, article, note, document or information such as is mentioned in Section 5 of the said Act (which was obtained while holding office under the Government) so as to prejudicially affect the interests of the general public or the security of the State.]

<sup>1</sup>[214 <sup>2</sup>[(1)(a) Withholding or withdrawing pension for misconduct or negligence.-

The Government reserve to themselves the right of either withholding or withdrawing a pension or part thereof, whether permanently or for a specified period, if in any departmental or judicial proceedings, the pensioner is found guilty of grave misconduct or negligence during the period of his service including the service under a foreign employer and the service rendered upon re-employment after retirement.

(b) Recovery of pecuniary loss from pension:

The Government reserve to themselves the right of ordering recovery from a pension, the whole or part of any pecuniary loss caused to the Government or to a foreign employer under whom the Government servant has worked on deputation or otherwise. If in any departmental or judicial proceedings,



the pensioner is found guilty of grave negligence during the period of his service, including the service rendered upon re-employment after retirement:

Provided that the Public Service Commission shall be consulted before any final orders are passed:

Provided further that where a part of pension is withheld or withdrawn, the amount of pension shall not be reduced below the amount of minimum pension prescribed under the rules.]

(2)(a) The departmental proceedings referred to in sub-rule (1), if

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instituted while the Government servant was in service whether

1. Substituted by No. FD 100 SRS 83 dated 3-1-1985 (w.e.f. 10-1-1985)

2. Substituted by No. FD 36 SRS 90 dated 10-10-1990 (w.e.f. 18-10-90)

before his retirement or during his re-employment, shall, after the final retirement of the Government servant, be deemed to be proceedings under this rule and shall be continued and concluded by the authority by which they were commenced in the same manner as if the Government servant had continued in service:

Provided that where the departmental proceedings are instituted by an authority other than Government, that authority shall submit a report recording its findings to the Government.

(b) The departmental proceedings, if not instituted while the Government servant was in service, whether before his retirement or during his re-employment.

(i) shall not be instituted save with the sanction of the Government.

(ii) shall not be in respect of any event which took place more than four years before such institution, and

(iii) shall be conducted by such authority and in such place as the Government may direct and in accordance with the procedure applicable to departmental proceedings in which an order of dismissal from service could be made in relation to the Government servant during his service.

(3) No judicial proceedings, if not instituted while the Government servant was in service, whether before his retirement or during his re-employment, shall be instituted in respect of a cause of action which arose or in respect of an event which took place, more than four years before such institution.

(4) In the case of a Government servant who has retired on attaining the age of superannuation or otherwise and against whom any departmental or judicial proceedings are instituted or where departmental proceedings are continued under sub-rule (2), a provisional pension as provided in Rule 214A shall be sanctioned.

(5) Where the Government decided not to withhold or withdraw

(a) departmental proceedings shall be deemed to be instituted on the date on which the statement of charges is issued to the Government servant or pensioner, or if the Government servant has been placed under suspension from an earlier date, on such date: and

(b) judicial proceedings shall be deemed to be instituted-

(i) in the case of criminal proceedings, on the date on which the complaint or report of a police officer, of which the Magistrate takes cognisance is made; and

(ii) in the case of civil proceedings, on the date the plaint is presented in the court.]

<sup>1</sup>[214A(1) Where any departmental or judicial proceedings is instituted under rule 214, or where a departmental proceedings is continued under clause (a) of the proviso thereto against an officer who has retired on attaining the age of compulsory retirement or otherwise, he shall be paid during the period commencing from the date of his retirement to the date on which, upon conclusion of such proceeding, final orders are passed, a provisional pension not exceeding the maximum pension which would have been admissible on the basis of his qualifying service up to the date of retirement, or if he was under suspension on the date of retirement up to the date immediately preceding the date on which he was placed under suspension; but no gratuity or death-cum-retirement gratuity shall be paid to him until the conclusion of such proceeding and the issue of final orders thereon.

(2) Payment of provisional pension made under clause (1) shall be adjusted against the final retirement benefits sanctioned to such officer upon conclusion of the aforesaid proceeding but no recovery shall be made where the pension finally sanctioned is less than

(1) A claim may become known and the question of recovery may arise:-

(A) When the calculation of pension is being made and before the pension is actually sanctioned: or

(B) after the pension has been sanctioned.

(2) The claim and the recovery may be one or other of the following:-

(a) Recovery as a punitive measure in order to make good the loss caused to Government as a result of negligence or fraud on the part of the person concerned while he was in service.

(b) Recovery of other Government dues such as over issues of pay, allowances, or leave salary or admitted and obvious dues such as house rent, life insurance premia, outstanding motor car, house building, travelling and other advances.

(c) Recovery of non-Government dues.

(3) In cases falling under clause (1)(A) above, none of the recoveries mentioned in clause (2) (a) to (c) above may be effected by a reduction of the pension about to be sanctioned except in the following circumstances:-

(a) When the service of a Government servant can be held to have been not thoroughly satisfactory, a reduction in the amount of pension may be made <sup>1</sup>[xxx] by a competent authority although no direct penal recovery from pension is permissible.

(b) When the pensioner by request made or consent given has agreed that the recovery may be made <sup>2</sup>[provided such recovery is restricted to the amount of pension which has already become payable on the date of the agreement or consent.] If such request is not made or consent is not given by the pensioner, even sums admittedly due to Government such as house rent, outstanding advances, etc., may not be recovered from pension.

In such cases, however, the executive authorities concerned would have to consider whether they should not try to effect the recovery otherwise

than from pension, for example, by going to a Court of Law, if necessary.

(4) In cases falling under clause (1)(B) above, none of the recoveries mentioned in clause (2) (a) to (c) above may be effected by deduction from the pension already sanctioned except at the request or with the express consent of the pensioner: <sup>1</sup>[provided such recovery is restricted to the amount of pension which has already become payable on the date of such agreement or consent.] In cases where the pensioner does not agree to recovery being made even of sums admittedly due to Government, action as indicated in the last sentence of clause (3) may be taken.

<sup>2</sup>[215-A. <sup>3</sup>[Notwithstanding the pension rules applicable to a Government servant,] it is permissible to make recovery of Government dues <sup>4</sup>[and any pecuniary loss found to have been caused to Government in any departmental or judicial proceedings instituted against such Government servant under rule 214] from the Death-cum-Retirement Gratuity or any other gratuity payable to a Government servant without obtaining his consent and when the Government servant is dead without obtaining the consent of the members of his family.]

<sup>5</sup>[Note :- Where Government dues or the amount of any pecuniary loss assessed against a retired Government servant under rule 214, is recoverable under the above rule from the death-cum-retirement gratuity or any other gratuity payable to him, the pension sanctioning authority may order and draw the death-cum-retirement gratuity to the extent of Government dues pending recovery and remit the amount so drawn to the proper head of account by debit to the Head of account under which death-cum-retirement gratuity would have been debited in the normal course, even though the retired Government servant or in the event of his death, the person eligible to claim to death—cum-retirement gratuity or any other gratuity does not

(a) When a person is employed temporarily on monthly wages without specified limit of time or duty; but a month's notice of discharge should be given to such a person, and his wages must be paid for any period by which such notice falls short of a month;

(b) When a person's whole time is not retained for the Public Service but he is merely paid for work done for the State.

Note :- This clause applies, among others, to the following Government servants, viz., Advocate-General, Administrator General, Official Trustee, Government Pleaders and Public Prosecutors not debarred from private practice.

(c) When a Government servant holds some other pensionable office he earns no pension in respect of an office of the kind mentioned in clause (c) or in respect of duties paid for by a local allowance:

(d) When a Government servant serves under a covenant which contains no stipulation regarding pension.

217. No pension may be granted to a Government servant dismissed or removed for misconduct, insolvency, or inefficiency, but in cases in which the Government servants so dismissed or removed are deserving of special consideration, compassionate allowances may be granted provided that the allowance granted to any Government servant shall not exceed two-thirds of the pension which would have been admissible to him if he had been retired on medical certificate.

Note 1:- Compassionate Grant may be made on the basis of the maximum of 2/3 of the invalid pension and Death-cum-Retirement Gratuity admissible under the rules, and it need not be limited to 2/3 of invalid pension only. The Compassionate Grant would automatically cease when a

### Government servant dies and

218. A Government servant compulsorily retired from service as a penalty may be granted by the authority competent to impose such penalty, pension at a rate not less than two-thirds of the invalid pension and not more than full invalid pension admissible to him on the date of his compulsory retirement.

<sup>1</sup>[Note]:- The intention, is that persons on whom the penalty of compulsory retirement is imposed should ordinarily be granted the full invalid pension and Death-cum-Retirement Gratuity, if any, admissible on the date of compulsory retirement. Where, however, the circumstances of a particular case so warrant, the authority, competent to impose the penalty of compulsory retirement, may subject to the orders of the appellate or revising authority, make such reductions in the pensionary benefits within the limits prescribed, as it may think appropriate. A reduction may be made either in the Death-cum-Retirement Gratuity or in the Pension or in both. <sup>2</sup>[The reduction to be made in the pension shall be in whole rupees only.]

[Note 2:- Provisional pension may be authorised immediately after Government servants are compulsorily retired under this rule, withholding, however, the D.C.R.G. till the final pension order is issued.]

219(a) A Government servant cannot earn two pensions in the same office at the same time, or by the same continuous service.

(b) Two Government servant may not simultaneously count service in respect of the same office, except as provided for in <sup>3</sup>[Note 2 to Rule 226.]

<sup>4</sup>[219-A (a) Service rendered by an employee belonging to one of the classes mentioned in Note 2 below, after attaining the age of 18 years, which is pensionable under the Military Rules but which terminates before a pension has been earned in respect of it, may at the discretion of Government, be allowed to count, when followed by service qualifying for pension under these rules as part of such service, provided that any bonus or gratuity received in lieu of pension on, or since, discharge from Military Service, shall be, refunded in such number of monthly instalments not normally exceeding 36 and beginning from such date, as in each case the Government may

1. Amended by No. FD 72 SRS 71, dated 23-9-1972

2. Inserted by No. FD 85 SRS 67, dated 19-10-1967.

3. Substituted by No. FD 227 SRS 58 dated 4-10-1958 (w.e.f 1-4-1958).

4. Substituted by No. FD 60 SRS 63 dated 5-12-1963.



decide. Service so allowed to count shall, however, be restricted to service, within or outside the employees unit or department, in India, or elsewhere, which has been paid for from Indian Revenues or for which a pensionary contribution has been received by the Indian Revenues.

(b) Service pensionable under Military Rules which does not terminate before a pension has been earned in respect of it shall not be allowed to count for pension under these rules without the sanction of Government.

Note 1:- An officer, ex-soldier or ex-airman will not be brought under the operation of this Rule as a matter of course. Each case will be decided on its merits, e.g., there may be cases in which it may be open to a claimant for pension to add military service during the Great War to former non-pensionable service in the Army in order to claim the benefit of a Military pension. In such cases it may be to the advantage of the claimant that he should not be brought under the operation of this Rule. The bearing of paragraph 574 of the Pay and Allowance Regulations of the Army in, India, Part II, on the position of soldiers of the Indian Army who re-entered during the Great War deserves consideration in this connection.

Note 2 :- This Rule applies to Indian Commissioned Officers, Non-commissioned Officers and Men of the Indian Army and of the Frontier Constabulary and Militias and to non-combatant departmental and Regimental employees and followers of the supplemental services. It also applies to Warrant and Non-commissioned officers and Men of the British Service and to Warrant Officers and departmental officers of Commissary and Assistant Surgeon classes.

Note 3:- To be eligible for concession in this Rule, the individual concerned should take his discharge from the Army or *Royal* Air Force within 12 months from the date of his confirmation in the appointment pensionable under these rules. This limit may in special cases, be relaxed by the Government.

Note 4:- Employees in the Military Police have the option of counting service under any other rules which would give them a similar or more liberal concession.

Note 5:- Employees who were in service in an appointment pensionable under Civil Rules on 22nd February, 1921, are eligible to count service under the rules which were in force before that date, where these rules are more advantageous, to them.]

<sup>1</sup>[Note 6:- The pensionary liability in respect of Military Service (other than War-Service) devolves on the Defence Authorities. Any bonus or gratuity refunded under sub-rule (a) shall, therefore, be credited to the Defence Estimates.]

<sup>2</sup>[219-B:- Persons who, prior to their appointment against reserved or unreserved vacancies under Government, had rendered satisfactory paid whole time enlisted or commissioned 'war service' between the periods <sup>3</sup>[3rd September, 1939 and 31st March 1946,] in the Armed forces of India or similar Forces of a Commonwealth Country <sup>4</sup>[which did not earn a service pension and /or service gratuity] under the Military, Naval or Air Force Rules shall be allowed to count such "war service" for the purpose of civil pension subject to the following conditions:

(1) Completed years of the said 'War Service' shall be allowed to count up to a maximum of 5 years.

(2) In the case of Services / Posts in which a minimum age is fixed for recruitment no 'war service' rendered below that age shall be allowed to count for pension, and in the case of Services / posts in which no

minimum age is fixed, no portion of "war service" rendered before attaining the age of 18 shall be allowed to count for pension.

(3) The addition of 'war service' shall not be included in total service under Rule 245 for the purpose of counting leave as service for pension.

(4) No refund of bonus or gratuity paid to the employees in respect of such 'War service' shall be demanded from the employee.

<sup>5</sup>[Note 1 :- The following types of services shall be treated as "War Service" for purposes of this rule.-

(a) Service of any kind in a unit of formation for service overseas or in any operational areas.

(b) Service in India under Military munitions or stores authorities with a liability to serve overseas or in any operational area.

(c) A period of training with a military unit or formation involving liability to serve overseas or in any operational area.

(d) Service in any Civil Defence Organisation specified in this behalf by the Central or the State Government.

(f)(i) Any service connected with the prosecution of the war which a person is required to undertake by a competent authority under provisions of any law for the time being in force, and

(ii) Such other service as may hereafter be declared as war service.

Only whole time service of any of the kinds specified above will be recognised as War Service.]

Note 2 :-The maximum limit of 5 years mentioned in this Rule shall not apply to the war service followed by Civil service without break which is allowed to be counted in full towards civil pension in the case of persons who retire or die on or after 5th December, 1963.]

<sup>1</sup>[Note 3 :- The pensionary liability in respect of war service devolves on the State Government. Any service gratuity received from the Defence authority in respect of War service shall be refunded and the same shall be credited to the Consolidated Fund of the State.]

## **CHAPTER XVI CONDITIONS OF QUALIFYING**

### **SERVICE**

#### **SECTION 1 - DEFINITIONS OF QUALIFYING SERVICE**

220. A Government servant's service does not qualify till he has completed eighteen years of age.

221. In cases other than those referred to in Rule 220, unless it be otherwise provided by special rule or contract, the service of every Government servant begins when he takes charge of the office to which he is first appointed.

222. The service of a Government servant does not qualify for pension unless it conforms to the following three conditions,-

First - The service must be under Government.

Second - The employment must be substantive and permanent.

Third - The service must be paid for by Government.

These three conditions are fully explained in the following sections.

<sup>1</sup>[Note:- Service of Government Servants deputed to work under the Tungabhadra Board is deemed to be service qualifying for pension under this rule.]

#### **SECTION II - FIRST CONDITION**

223. The service of a Government servant does not qualify unless he is appointed and his duties and pay are regulated by the Government, or under conditions determined by the Governor. The following are examples of persons excluded from pension by this rule:-

<sup>1</sup>[Note 1 :- In the case of a Government servant retiring from service after 31st December, 1959, temporary and / or officiating service under the Government followed without interruption by confirmation in the same or another post, shall count in full as qualifying service provided he held a substantive appointment on a permanent establishment on the date of his retirement except in respect of

- (i) Periods of temporary or officiating service in non-personable establishments;
- (ii) Periods of service in work-charged establishments;
- (iii) Periods of service paid from contingencies.

The proviso that temporary and / or officiating service, should be followed by confirmation may be relaxed by Government in special cases where for valid reasons a Government servant is not confirmed before his retirement or death while in service.]

<sup>2</sup>[Note 2 :- In respect of cases of retirement or death while in service of Government servants during the period from 1st January 1960 to 31st August 1968, Heads of Departments are authorised to sanction pension where admissible to temporary non-gazetted servants counting the continuous temporary service rendered in regular establishments under Government as qualifying service.]

<sup>3</sup>[224-A. In respect of retirement or death while in service of Government Servants on or after 1st September 1968, all service under Government whether temporary or permanent shall count.]

225. An establishment, the duties of which are not continuous, but

are limited to certain fixed periods in each year, is not a temporary establishment. Service in such an establishment including the period during which the establishment is not employed, qualifies; but the concession of counting as service the period during which the establishment is not employed, does not apply to a Government servant who was not on actual duty when the establishment was discharged, after completion of its work, or to a Government servant who was not on actual duty on the first day on which the establishment was again re-employed.

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1. Inserted by No. FD 41 SRS 60 dated 6.7.1960
  2. Inserted by No. FD 70 SRS 69 dated 27-5-1970
  3. Inserted by No. FD 69 SRS 66 dated 10-10-1968

226. A Government servant transferred from a temporary to a permanent appointment can count his service in full in the temporary office, if, though at first created experimentally or temporarily, it eventually becomes permanent.

Half the period of continuous temporary service will count for pension, provided such service is followed by a substantive appointment. If, however, the continuous temporary service prior to confirmation extends to five years or more, the full period will count for pension.

<sup>1</sup>[Explanation :- Where the continuous temporary service prior to confirmation is less than five years and a portion of it qualifies for pension under Rule 227, the remaining portion of that temporary service cannot be counted under this Rule. If, however counting of half the full temporary service under this Rule is more advantageous, that benefit may be given in lieu of what is admissible under Rule 227.]

Note 1 :- If any temporary service is interrupted, the interruption should not be condoned under Rule 256 with a view to confer on the officer, a larger benefit than is contemplated under this Rule.

Note 2 :- "Temporary Service" in the rule shall include "Officiating Service" rendered either in a temporary post or a permanent post provided such service is followed by confirmation in a permanent post.

The proviso in the Rule and Note 2 thereunder to the effect that the temporary office should eventually become permanent and temporary service should be followed by substantive appointment to count service for pension, may be relaxed by Government in special cases where for valid reasons a Government servant is not confirmed before his retirement or death while in service.

<sup>2</sup>[xxx]

Note 4 :- In regard to counting of temporary service under the above Rule the benefit can be given only by taking into consideration the period of duty and leave with allowances. The period spent on leave without allowance has to be omitted for purposes of assessing the benefit accruing under the above Rule.

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1. Inserted by No.FD 85 SRS 60 dated 12-7-1960 (w.e.f. 1-4-1958)
  2. Deleted by No.FD 72 SRS 63 dated 19-3-1964.



<sup>1</sup>[Note 5 :- The provisions of this Rule shall not apply to Government servants retiring from service after 31st December 1959.]

227. A Government servant without a substantive appointment officiating in an office which is vacant, or the permanent incumbent of which does not draw any part of the pay or count service, may, if he is confirmed without interruption in his service count his officiating service.

Note 1 :- The confirmation of the Government servant need not necessarily be in the same appointment in which officiating service is rendered by him.

<sup>1</sup>[Note 2 :- The provisions of this Rule shall not apply to Government servants retiring from service after 31st December 1959.]

<sup>2</sup>[228 xxx]

229. If a Government servant on a permanent establishment is detached on temporary duty, on the understanding that, when the temporary duty ceases, he will return to the permanent establishment, he counts his detached service.

230. The preceding Rule permits the temporary suspension of the second condition of qualifying service which forms the subject of this Section; it does not authorise any relaxation of the first condition (which is the subject of Section II), or the third condition (which is the subject of Section IV) and in particular, must not be understood to countenance any modification of the rules applicable to a Government servant on Foreign Service.

231. A Government servant whose lien on his permanent appointment is suspended counts service in the quasi-permanent appointment he holds at that time for pension and his locum tenens counts service in the provisionally permanent appointment that he holds. The case of a Government servant on Foreign service is governed by rules relating to Foreign Service.

232. If the substantive office of a Government servant is employment in continuation of permanent employment, in a temporary appointment which happens at the time to be vacant, does not qualify.

233. A Section-writer or a press servant, who is paid on piece-work, is treated as having held a substantive office, if

(i) he is employed not casually, but as a member of a fixed establishment; and

(ii) during the last seventy-two months of his actual employment he has been attached to one office uninterruptedly for twenty-four months, or it has not been through his own choice, or misconduct that he has not been so attached.

<sup>1</sup>[234. Temporary service in the Survey and Settlement Department if followed by quasi-permanent service will qualify for pension provided that the Government servant is (or was) not engaged on the understanding that he was or would be liable to be discharged after a short period of service.

Exception :- Temporary service on city and pot-hissa survey and phodi survey operation is allowed to count for pension. But in cases where the pay has been fixed including the element of travelling allowance, only the net pay after deducting the travelling allowances should be taken into account for purpose of pension.]

<sup>2</sup>[234-A. Service rendered in Jagirs by persons allotted to serve in connection with the affairs of the State of Karnataka under Section 115 of the State Re-organisation Act, 1956 from the Former State of Hyderabad shall count for pension provided the Jagir Administrator certifies that the following conditions are fulfilled:-

(i) the system of sanctioning pension was in vogue in the Jagir 235. Government may by general or special order permit service other than pensionable service, for performing which a Government

servant is paid from the Consolidated Fund of the State or from a Local Fund, to be treated as, duty counting for pension. In issuing such an order, Government shall specify the method by which the amount of duty shall be calculated and may impose any condition which it thinks fit.

<sup>1</sup>[Note:- Wherever pensionable service under Government has been rendered in continuation of service in Local Bodies, District Boards, Municipalities, etc., former State Railways of Mysore and Hyderabad, Central or State Commercial concerns or autonomous Bodies or Organisations set up by the Government of India or, the State Government, the service rendered in such Institutions shall count as qualifying service for pension subject to the following conditions:-

<sup>2</sup>(i) Where the service rendered under the institutions referred to above is covered by the Contributory Provident Fund Scheme and the Contribution of such institutions with interest has been drawn by the Government Servant, the amount so drawn shall be credited to Government with interest calculated at 3 per cent per annum for the period from the date of drawing of the Contribution to the date of credit to Government. In case the amount is credited after the retirement of the Government Servant concerned, interest shall be calculated upto the date of retirement of the Government Servant.

(ii) Where the service rendered under such institutions is covered by the Contributory Provident Fund Scheme and contribution of the such institution with interest is continued in the Contributory Provident Fund and transferred to Government account after the absorption of the employee in Government Service, the amount of such contribution with interest accumulated in the Fund shall be credited to such institutions together with interest at 3 percent per annum calculated on the aggregate of such contributions for the period from the date of his absorption in Government Service to the date of credit to Government. In case the amount is credited after the retirement of the Government Servant, the interest shall be payable for the period from the date of absorption of the Government Servant to the date of his retirement:

Provided that the service to be counted as qualifying service under clause (i), (ii) and (iii) above shall be restricted to the period for which the Government Servant was subscribing to the Contributory Provident Fund or for which pension contribution is received.]

(iii) The Controller, State Accounts Departments, in the case of employees who had rendered service in Local Bodies and a responsible Departmental Officer in the case of employees who had rendered service in other Institutions prior to their service in Government, shall certify the correctness of the amounts credited to the Government. Based on these certificates (to be recorded in the Service Books in the case of Non-gazetted Government Servants) the Accountant-General will admit the service rendered in the Local Bodies or other institutions for purposes of granting the retirement benefits.]

#### **SECTION IV - THIRD CONDITION** **Sources of Remuneration**

236. Service which satisfies the conditions prescribed in Sections II and III qualifies or does not qualify, according to the source from which it is paid; with reference to this Rule, service is classified as follows:-

- (a) paid from the Consolidated Fund of the State.
- (b) paid from Local or other Funds specified by Government from time to time.
- (c) paid from funds in respect to which Government holds the position of trustee.
- (d) paid by fees levied by law, or under the authority of

(e) Note 2:- The amount to be recovered from the person for whose benefit an additional establishment is created shall be the gross sanctioned cost of the service which will not vary with the actual expenditure of each month. Dearness and High Price Allowances shall also form part of the gross sanctioned cost of the establishment and the whole expenditure on account of these allowances shall be recovered for periods of leave also.

Example:- When Police Officers are entertained at the cost of individuals

and corporate bodies, an additional charge of one-fourth of the pay of officers must be defrayed by the persons for whose benefit the officers are employed:

Provided always that this additional charge shall not be made when such officers do not belong to the regular Police, but are only, temporarily engaged their service not counting for pension.

<sup>1</sup>[Note 3 :- In the case of Government servants deputed to Commercial Departments, Government Commercial Undertakings or to the Offices of the Boards of Management for Industrial concerns, contribution for their pension and leave allowances shall be recovered at 1/4th of the total emoluments drawn by them in such Commercial Departments, Commercial Undertakings or Offices.]

Exception:- Shanbhogs, Patels and other Village Servants are not entitled to pension although they are paid from the Consolidated Fund of the State.

237. Service paid from funds which Government holds only as a trustee, such as under a Court of Wards or in an attached Estate does not qualify.

Note:- Service paid from the Muzari fees whether levied by a law or under the authority of Government or by a Commission, does not qualify.

(b) Service in an office paid by fees or by commission, in addition to pay from the Consolidated Fund of the State qualifies.

240. Service paid by the grant, in accordance with law or custom, of a tenure in land, or of any other source of income or right to collect money does not qualify.

241. When part of the pensionable service of a Government servant qualifies for pension from the Consolidated Fund of the State and part from Local Funds, his pension is paid and charged according to the Rule of Proportion; it is not admissible to disregard the pensionable Local Funds service and award a pension only for the service paid from the Consolidated Fund of the State: provides that if, under this Rule, less than one-tenth of the pension would be payable from either source, no distribution shall be made; in such cases, the other source shall bear the whole charge.

Note:- In respect of Government servants whose services are lent temporarily to the Local Bodies, e.g., Executive and Assessing Officers, P.W.D., staff of the Engineering Establishment working under the District Boards, etc., and in whose cases Government specifically direct that contributions for pension should be recovered from the Local Bodies instead of debiting the pensionary charges according to the Rule of proportions, the rates of contribution prescribed for Foreign Service shall apply.

<sup>1</sup>[241-A:- The pension payable to a Government servant who has rendered service partly in the Palace and partly under the Government shall be regulated as follows:-

(i) in the case of Government servants who retired prior to 1st April 1962, the incidence of pension shall be regulated according to the Rule of Proportions.

242. Rule 241 will apply only to cases in which the whole pay of the Government servant at any time is charged to a single fund. The pensionary charges of Government servants whose pay is met in shares from more than one source, viz., District Funds, Municipal Funds, or Consolidated Fund of the State or by more than one Municipality in shares, shall, in respect of such period of service be borne entirely by General Revenues, <sup>1</sup>[a contribution of one-eighth] of so much of the salaries of such Government servants as is paid by District or Municipal Funds being recovered and credited annually to Government during that period.

243. The administrators of a Municipality or a Local Fund including the Kolar Gold Fields Sanitary Board may, at their option, with the permission of Government, make a permanent arrangement for contributing for pensions from the Consolidated Fund of the State for its permanent employees or for any specified classes of them, by paying to Government <sup>1</sup>[a contribution of one-eighth of the sanctioned salaries of the several appointments]: provided that in the bills in which the establishment charges are drawn from the treasury, the contribution is added to the establishment bill and paid from the funds of the Municipality or Local Board concerned by transfer credit to the Consolidated Fund of State at the time the establishment bill is cashed. Any default in the payment of the contribution entails forfeiture of the claim against Government. Arrears contributions in respect of either individual Government servants or classes of Government servants proposed with a view to render past service qualifying will not be accepted. When an arrangement of this kind is made, the provision of Rule 241 will not apply to such appointments.

Note 1:- The arrangement contemplated in this Rule will apply in respect of all Municipalities and Local Bodies.

Note 2:- If a Government Servant whose service is reckoned as pensionable under this Rule is transferred to a similar pensionable establishment of another Municipality or Local Fund or to qualifying service under the State Government or vice versa, the transfer will not interrupt the continuity of the service for pension.

Note 3:- <sup>1</sup>[The contribution of one-

Note 4:- Since the contribution is fixed on the basis of details given in the Establishment Returns received from the Local Bodies, the amount recoverable will be communicated by the Audit Office to the Treasury Officer with whom the Local Body has its accounts and he will be asked to effect the necessary adjustments every month at the rate of one-twelfth of the yearly contribution recoverable. If the Establishment Returns are not received promptly from the Local Bodies, the Audit Office will issue instructions for the adjustment of the contribution at the rates for the previous year necessary adjustments being made later to collect the arrears or to refund the excess amount collected as soon as the Establishment Returns are received and the revised rate of contribution fixed.

<sup>1</sup>[Contributions need not be recovered in respect of appointments kept substantively vacant for not less than a year. In such cases, where the pension contributions have already been recovered the excess, if any, may be adjusted against the pension contributions due for the subsequent periods.]

<sup>2</sup>[ Note 5 :- The arrangement contemplated in this rule will apply also to the employees of the Mysore University.]

<sup>3</sup>[ Note 6 :- The contribution paid under this Rule shall be rounded off to the nearest rupee, fractions equal to fifty paise or more being rounded off to the next higher rupee.]



## CHAPTER XVII - RULES FOR RECKONING SERVICE

## Period of Leave

<sup>1</sup>[244. Time passed on all kinds of leave with allowances counts as service.

Note- Notwithstanding the provisions of the corresponding rules in the Mysore Services Regulations, Bombay Civil Services Rules, Hyderabad Civil Services Rules, Madras Pension Code and the Civil Service Regulations of the Government of India this Rule shall apply also to Government servants governed by the pension Rules contained in those rules.]

<sup>2</sup>[244-A. In respect of retirement or death while in Service of Government Servants on or after 1st September 1968, time passed on all kinds of leave shall count as service under all circumstances provided that the maximum period of leave without allowances to be so counted shall be restricted to 3 years in the entire service.]

<sup>1</sup>[245 xxx]

246. <sup>1</sup>[xxx] Government may, at its discretion, decide in the case of a Government servant (including a person under training but not actually appointed to Government service) who is selected to undergo a course of training, whether the period shall count as service qualifying for pension.

Note-1. The period of successful training in the Dehra Dun Forest School in continuation of qualifying service and followed by a substantive appointment in the Forest Department counts.

Note-2. Teachers in Government employ passing through a course of instruction in Normal institution with or without a stipend will be permitted to count the time spent in such an institution as service towards pension, notwithstanding that while receiving such instruction they are treated as being absent from their appointments on leave without allowances.

<sup>3</sup>[xxx]

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1. Amended by No.FD 34 SRS 62 dated 10-12-1963.

2. Inserted by No.FD 69 SRS 66 dated 10-10-1968.

3. Deleted by No.FD 161 SRS 69 dated 22-6-1970.

## Special additions

<sup>1</sup>[247(1) A member of the Bar, <sup>2</sup>[who is directly appointed as Munsiff or to a higher post] in the Judicial Department, and whose whole pensionable service is passed in that Department shall, if appointed at an age exceeding 25 years be entitled to reckon as service qualifying for superannuation pension (but not for any other class of pension) the actual period by which his age, at the time of appointment, has exceeded 25 years subject to the proviso that five years shall be the maximum period which can be so added. No officer can claim the benefit of this Rule unless his actual qualifying service at the time he quits Government service is not less than ten years.

<sup>2</sup>[xxx]

<sup>3</sup>[(2) A Judicial Officer who is transferred <sup>4</sup>[to any civil service under the State and whose pensionable service after such transfer is passed in such civil service provided such transfer is made in the interest of public service] shall be

entitled to the addition of the period mentioned in sub-rule(1), as if he passed his whole pensionable service in the Judicial Department.

<sup>5</sup>[*Exception:-* The minimum number of years of actual qualifying service necessary to claim the benefit of addition to the service is reduced from ten to five years in the case of members of the Bar who are directly recruited as District Judges or who, though directly recruited as Sub-Judges or to higher posts in the Judicial department, are promoted as District Judges and had service as District Judges of at least five years in all.]

<sup>4</sup>[247A(1) In the case of persons recruited after completing the age of 30 years in consonance with or pursuant to the rules of recruitment or policy or order of Government applicable to such recruitment, there should be added to their qualifying service, a period equal to the difference between the age on their date of birth immediately preceding the date of recruitment and 30 years, subject to a maximum of 8 years.]

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1. Substituted by No.FD 232 SRS 59 dated 13-11-1959(wef 1-4-1958)
  2. Amended by No. FD 31 SRS 65 dated 13-1-1966.
  3. Inserted by No.FD 139 SRS 72 dated 20-11-1972 (wef 21-12-1972).
  4. Amended by No. FD 225 SRS 71 dated 12-7-1978 (wef 1-1-1971).
  5. Substituted by No.FD 232 SRS 59 dated 13-11-1959 (wef 1-4-1958).

<sup>1</sup>[(2) Where a Government servant is allowed to count his service for pension in accordance with rules 219-A and 219-B together with additional qualifying service under this rule the portion of military service or war service exceeding thirty years of age shall be deducted from the addition to qualifying service under this rule.

(1) The addition to qualifying service shall be in terms of completed years and not in terms of months and days.

(2) The addition to qualifying service is also admissible to a Government servant who had rendered qualifying service of less than ten years on the date of retirement or death.

(3) If the Government servant who is in receipt of military pension for the service rendered by him under military service has not been allowed to count his previous military service for a combined pension under the State Government in lieu of military pension, in such cases the addition to qualifying service under sub-rule (1) may be allowed.

(4) When the Government servant ceases to be governed by Triple Benefit Scheme rules and enters Government service by recruitment, the provisions of sub-rule (1) may be extended if it is advantageous to the Government servant in lieu of the period admissible under rule 248.

(5) A member of the Bar who is recruited to Judicial service at an age exceeding 30 years shall be entitled to the benefit under sub-rule (1) or rule 247, but not both.

(6) The addition to qualifying service under this rule may be extended if it is advantageous to the Government servants in lieu of the benefit admissible to him under rule 248.

Provided that the addition of qualifying service under this rule is not admissible to,-

- (i) employees governed under rule 235.
  - (ii) employees governed by Triple Benefit Scheme Rules,
- and
- (iii) employees borne on work charged establishment absorbed in regular pensionable service.]

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<sup>1</sup>[248. If an employee of an educational institution which is recognised by Government gets into Government service as a result of either the school

being taken over by Government or his securing an appointment according to the rules of recruitment, one-fourth of his service in that institution shall be counted for pension and gratuity subject to the limitation that the period so allowed to be counted shall not exceed three years.]

<sup>2</sup>[248A.(1) Persons borne on the work-charged establishments of Government either on daily or monthly wages system when appointed to regular pensionable service under Government shall count for pension or gratuity one-fourth of their service rendered on the work-charged establishments subject to a maximum of three years.]

<sup>3</sup>[Note - In computing work-charged service under this rule, interruptions in the work charged service not exceeding one-tenth of the aggregate of the total work-charged service should be condoned.]

<sup>4</sup>[(2) Persons borne on the work-charged establishments of Government on time-scales of pay who were in Service on 1st July 1978 and have been or are absorbed in regular pensionable service under Government after that date shall count their work-charged service to the extent indicated below, for purposes of pension and gratuity:

- (i) For the first ten years - 50% of service.
- (ii) For the remaining period - Full service.]

<sup>5</sup>[(3) The provisions of sub-rule (2) above shall also apply to the persons borne on the work-charged establishments on regular time scales of pay who were absorbed in regular pensionable service prior to 1st July 1978 but who were in service on that date.]

(4) In computing work-charged service under sub-rule (2) or sub-rule (3) above, interruptions in the work charged service not exceeding one-tenth of the aggregate of the total work-charged service shall be ignored.]

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1. Substituted by No.FD 211 SRS 74 dated 17-11-1976(wef 20-7-1978).

2. Inserted by No.FD 80 SRS 62 dated 24-11-1962.

3. Inserted by No. FD 55 SRS 65 dated 22-6-1966.

4. Inserted by No. FD 56 SRS 81 dated 30-12-1982 (wef 20-1-1983).

5. Inserted by No.FD 41 SRS 83 dated 9-6-1983 (wef 16-6-1983).

<sup>1</sup>[248AA. Persons borne on establishments paid from contingencies of Government either on daily or monthly wages system, and appointed to regular pensionable service under Government on or after 1st January 1961 shall count for pension or gratuity half the service paid from contingencies subject to the following conditions:-

(a) Service paid from contingencies should have been in a job involving whole-time employment (and not part-time for a portion of the day).

(b) Service paid from contingencies should be in a type of work or job for which regular posts could have been sanctioned;

(c) The service should have been one for which the payment is made either on monthly or daily rates computed and paid on a monthly basis and which though not analogous to the regular scale of pay should bear some relation in the matter of pay to those being paid for similar jobs being performed by staff in regular establishments,

(d) The service paid from contingencies should have been continuous and followed by absorption in regular employment without a break.

(e) Subject to the above conditions being fulfilled the weightage of past service will be limited to the period for which authentic records of service are available.]

249. When a Government servant is deputed out of State on duty, the whole period of his absence from State counts. When a Government servant on leave out of State is employed or is detained after the termination of his leave, on duty, the period of such employment or detention counts.

Suspensions, Resignations, Breaks and Deficiencies in Service.

<sup>2</sup>[250. Time passed under suspension pending enquiry into conduct counts in full where, on conclusion of the enquiry, the Government servant has been fully exonerated or the suspension is held to have been wholly unjustified; in other cases, the period of 252(a) Resignation of the public service, or dismissal or removal from it for misconduct, insolvency, inefficiency, but not due to age, or failure to pass a prescribed examination entails forfeiture of past service.

<sup>1</sup>[Exception:- The provisions of this Rule regarding forfeiture of past service due to resignation of public service shall not apply to the cases of retirement or death while in service of a Government servant on or after the 19th September 1974.]

<sup>2</sup>[xxx]

<sup>3</sup>[(b) Resignation of an appointment to take up, with proper permission, another appointment, whether permanent or temporary, service in which counts in full or in part, is not a resignation of public service.]

<sup>4</sup>[xxx] <sup>5</sup>[252A. xxx]

<sup>6</sup>[253(a) A Government servant who is dismissed, removed or compulsorily retired from Public Service, but is reinstated on appeal or revision, is entitled to count his past service.

(b) The period of break in service between the date of dismissal, removal or compulsory retirement, as the case may be, and the date of reinstatement, and the period of suspension (if any), shall not count unless regularised as duty or leave by a specific order of the authority which passed the order of reinstatement.]

<sup>5</sup>[254. Unauthorised absence from duty other than the unauthorised absence referred to in rules 106-A and 162 constitutes an interruption of service entailing forfeiture of past services other interruptions in the service of a Government servant shall not entail forfeiture of past service. The period/periods of such interruptions will, not count as service qualifying for pension.

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1. Inserted by No.FD 45 SRS 75 dated 29-1-1976 (w.e.f. 19-9-1974).

2. Deleted by No.FD 43 SRS 86 dated 3-4-1990 (w.e.f. 12-4-1990).

1. Substituted by No.FD 212 SRS 59 dated 15-12-1959.

4. Deleted by No. FD 66 SRS 79 dated 15-11-1980. (wef 27-11-1980).

5. Amended by No. FD 140 SRS 73 dated 30-8-1974 (wef 19-9-1974).

6. Substituted by No. FD 16 SRS 59 dated 30-6-1959.



Explanation:- A "strike" as defined in the Karnataka State Civil Services (Prevention of Strikes) Act, 1966 including refusal of abstention from doing work though physically present at the place of duty by resort to pen-down strike or stay-in-strike or other methods shall be deemed to be unauthorised absence from duty for purposes of this Rule.]

255. The authority who sanctions the pension may commute retrospectively periods of absence without leave into leave without allowances.

#### Condonation of Interruptions and Deficiencies

256. Upon such condition as it may think fit, in each case, to impose, Government may condone all interruptions in service.

Note-1.- Among the conditions that may be imposed, care should be taken to ensure that Government servants are discouraged from quitting government service against the enforcement of discipline or in the expectation that they might get back their pension rights if they re-enter service after a break to suit their convenience.

<sup>1</sup>[Note-2.- In respect of Government servants retiring from service after 31st December 1959, Government may condone interruptions in service (either between two spells of permanent or temporary service or between a spell of temporary service and permanent service or vice versa) only in case where the following conditions are fulfilled:-

(i) The interruptions should have been caused by reasons beyond the control of the Government servant concerned.

(ii) Service preceding the interruption should not be less than 5 years duration, and in cases where there are two or more interruptions, the total service, pensionary benefits in respect of which will <sup>1</sup>[Note-3.- This Rule shall not apply to cases of retirement or death while in service of Government Servants on or after 1st September 1968.]

<sup>2</sup>[257. Upon any conditions which, it may think fit to impose, the authority competent to sanction the pension of a Government servant may condone a deficiency of three months in his qualifying service. Government may condone a deficiency not exceeding twelve months.]

Note 1.- The word 'deficiency' includes not merely the period by which a Government servant's qualifying service falls short of the minimum length of qualifying service, which would entitle him to a pension but should be read as including the difference between the total amount of his service qualifying for pension and the total length of service necessary to earn the maximum amount of pension admissible under the rules.

Note 2.- This Rule is not intended to be used merely to allow Government servants to retire on full pension voluntarily, a little sooner than they otherwise could.

<sup>3</sup>[Note 3.- The power conferred under this Rule should be restricted to ensure that where the benefit is given, it is given only to low paid employees i.e. employees whose pay (including all elements in the nature of pay) at the time of retirement did not or does not exceed Rs. 200 per mensem, proceeding on invalid or Compensation Pension.]

<sup>4</sup>[Note 4.- The provisions of this rule shall not apply to Government servants retiring

258. Pensions are divided into four classes, the rules for which are prescribed in the following Sections of this Chapter:-

- (a) Compensation Pensions-see Section II.
- (b) Invalid Pensions - see Section III.
- (c) Superannuation Pension - see Section IV.
- (d) Retiring Pensions-see Section V.

## SECTION II - COMPENSATION PENSION

259. If a Government servant is selected for discharge owing to the abolition of a permanent post, he shall, unless he is appointed to another post the conditions of which are deemed by authority competent to discharge him to be at least equal to those of his own have the option-

- (a) of taking any compensation pension or gratuity to which he may be entitled for the service he has already rendered, or
- (b) of accepting another appointment or transfer to another establishment even on a lower pay, if offered, and continuing to count his previous service for pension.

**Note-1.-** A compensation pension is designed to mitigate hardships caused by loss of office; and a working man who refuses to accept suitable employment even accompanied with some temporary loss of pay clearly does not need compensation.

**Note-2.-** When a Government servant not holding a substantive post is retrenched owing to reduction of establishment shall, on reappointment, be entitled to count the former service for leave and pension, the break in service, if any, being treated as having been condoned to the extent admissible under the rules.

for Compensation pension, should invariably

260. the reduction of an establishment, it is necessary to discharge one or more members thereof, the selection of the Government servants to be discharged should, prima facie be so made that the least charge for Compensation Pension will be incurred.

261. The discharge of one Government servant to make room for another better qualified is not abolition of an appointment within the meaning of Rule 259; the abolition must produce a real saving to Government. Particulars of the saving effected should be fully set forth in every application for compensation pension. The saving should always exceed the cost of the pension; otherwise it may perhaps be better to postpone the reduction of establishment or abolition of appointment.

262. A Gazetted Government servant who belongs to the Public Service, apart from his particular local appointment, e.g., a Munsiff, Magistrate, or Amildar cannot obtain a Compensation pension on the abolition of particular appointment.

263. No pension is admissible to a Government servant for the loss of an appointment on discharge after the completion of a specified term of service.

264. No pension may be awarded for the loss of a local or **duty allowance [or special allowance].**

265. If it is necessary to discharge a Government servant in consequence of a change in the nature of the duties of his office, the case should be referred to Government.

266. If of two appointments held by one Government servant one is abolished and the other retained, and it is desired to give him an immediate pension in respect of the abolished post, the case should be specially submitted to Government.

267. Reasonable notice should be given to a Government servant in permanent employ before his services are dispensed with on the abolition of his office. If in any case such notice is not given at least three months before dispensing with the Government servant's services, and he shall not have been provided with some other employment on the date on which his services are dispensed with, then with the sanction of Government, a gratuity not exceeding his emoluments for the period by which the notice actually given to him

falls short of three months, shall be paid to him in addition to the pension to which he may be entitled under Rule 259; but the pension shall not be payable for the period in respect of which he receives a gratuity in lieu of notice.

Note-1.- The gratuity prescribed in this Rule is not granted as compensation for loss of employment, but only in lieu of notice of discharge with a view to mitigate the hardship caused to a Government servant by the sudden loss of employment. When, therefore, a Government servant discharged without notice is provided with some other employment on the date on which his services are dispensed with, whether that employment be in qualifying or non-qualifying service, he is not entitled to any gratuity.

Note-2.- Unless it contains an express statement to the contrary an order for the abolition of an office or appointment shall not be brought into operation till the expiry of three months after notice has been given to the Government servant, whose services are to be dispensed with on such abolition. The immediate Head of the office or of the Department will be held responsible that there is no unnecessary delay in giving such notice. In the case of a Government servant on leave the order shall not be brought into operation until the leave expires.

Note-3.- 'Emoluments' in this rule means the emoluments or leave allowances (or partly the one, partly the other which the Government servant would be receiving during the period in question had the notice not been given him.

269. A Government servant discharged with a Compensation pension may not without surrendering his pension refuse to accept any appointment which Government thinks fit, within six months from the date of his discharge, to offer to him. The salary of such new appointment must not, however, be less than that necessary to raise his total receipt, to the amount which he received as salary immediately before his discharge, or should the new appointment be such as the Government servant cannot reasonably and equitably be expected to accept.

270. The rule requiring the refund of a compensation gratuity on re-employment applies to a gratuity awarded under Rule 268, if the Government servant is permanently re-employed within three months from the date of notice. But the Government servant need not refund that proportion of his gratuity under this rule which the interval of his non-employment bears to the whole period for which the gratuity is given. If the Government servant is re-employed only

temporarily, he need refund no part of his gratuity; but if such temporary employment is foreseen, the gratuity should be proportionately reduced.

271. Rule 269 applies also to the case of a Government servant entitled to Compensation pension who, upon the abolition of his own appointment, is transferred by competent authority to another appointment. To such a Government servant a Compensation Pension may be simultaneously awarded, subject always to the limitation prescribed by Rule 309.

272. If a Government servant who is entitled to Compensation Pension accepts instead another appointment in the Public Service, and subsequently becomes again entitled to receive a pension of any class, the amount of such pension shall not be less than what he could have claimed if he had not accepted the appointment.

### SECTION III - INVALID PENSION

273. An invalid pension is awarded, on his retirement from the Public Service, to a Government servant who by bodily or mental infirmity is permanently incapacitated-

- (i) for the public Service, or
- (ii) for the particular branch of it to which he belongs.

Note-1.- A Government servant discharged on other grounds has no claim under the above Rule even though he can produce medical evidence of incapacity for service.

Note-2.- Rule 260 applies, mutatis mutandis, in the case of a

Government servant invalidated under clause (ii) of the above Rule as unfit for employment only in some particular branch of the Public Service. Every effort should be made to find for such a Government servant other employment suited to his particular capacity.

Note-3.- If the incapacity is the result of irregular or intemperate habits, no pension can be

by them or by a lower authority, who by bodily or mental infirmity are permanently incapacitated for the Public Service. Cases of incapacity for the particular branch of Public Service to which a Government servant belongs, vide clause (ii) *ibid*, shall be decided by Government.]

<sup>1</sup>[Exception-2.- The Superintendents of Police may order the retirement on Invalid Pension of Head Constables and Police Constable under them, who by bodily or mental infirmity are permanently incapacitated for the Public Service. Cases of incapacity for further service in the Police Department shall invariably be referred to Government for a decision.]

274. If a Government servant applies, while on leave of any kind taken on account of illness, for retirement on the ground of incapacity for further service and dies before producing the certificate prescribed in this section, to support his request for retirement, his case will be dealt with as if he had produced such certificate, provided the Head of the Office certifies that he has no reason to believe that the applicant's illness or death was due to irregular or intemperate habits.

275. If a Government servant applying for an invalid Pension is fifty-five years old or upwards no certificate by a Medical Officer is necessary; it suffices for the Head of the office to certify to the incapacity of the applicant. Otherwise, incapacity for service must be established by a Medical certificate attested by a Medical Officer not below the rank of an Assistant Surgeon, Grade-I, or in the case of persons suffering from mental diseases by a certificate granted by the Superintendent, Mental Hospital, Bangalore.

(a) If the pension applied for exceeds <sup>2</sup>[Rs. 800 a month,] a certificate by a single Medical Officer should not be accepted as sufficient, if it is possible without undue inconvenience, to cause the applicant to appear before the <sup>3</sup>[Medical Board.]

(b) In no case shall a medical certificate of incapacity for service be granted unless the applicant produces a letter from the Head of his Office or his Department, to show that the latter is aware of his attention to appear before the Medical Officer.

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Note-1.- Where the Head of an Office is himself a District Medical Officer, the invalidating certificate should be supported by a medical certificate from a second Medical Officer of similar status nearest to his station.

Note-2.- In the case of a female applicant, the medical certificate of incapacity for service may be granted by Lady Assistant Surgeons in the case of non-gazetted women employees and by Lady Surgeons in the case of gazetted women employees.

Note-3.- In case of retirement due to diseases of the eye, medical certificates granted by <sup>1</sup>[a Doctor with post-graduate qualification of DOMS or MS (Oph) in a Government Hospital,] may be accepted without countersignature of <sup>2</sup>[Medical Board.]

276(a) A succinct statement of medical case, and of the treatment adopted, should, if possible, be appended.

(b) If the Examining Medical Officer, although unable to discover any specific disease in the Government servant, considers him incapacitated for further service by general debility while still under the age of fifty-five years, he should give detailed reasons for his opinion, and if possible a second medical opinion should always in such a case be obtained.



(c) In a case of this kind, special explanation will be expected, from the Head of the Office or Department, of the grounds on which it is proposed to invalid the Government servant.

277. A simple certificate that inefficiency is due to old age or natural decay from advancing years, is not sufficient in the case of a Government servant whose recorded age is less than fifty-five years, but a Medical Officer is at liberty, when certifying that the Government servant is incapacitated for further service by general debility, to state his reasons for believing the age to be understated.

278. <sup>3</sup>[(a) The form of the Medical Certificate to be given respecting a Government servant applying for pension shall be in the completely and permanently incapacitated (i) for further service of any kind, or (ii) for further service in the Department to which he belongs, (retain clause (i) or (ii) as the case may be) in consequence of.... (here state disease or cause). His incapacity does not appear to me/us to have been caused by irregular or intemperate habits.]

Note - If the incapacity is the result of irregular or intemperate habits the following will be substituted for the last sentence:

'In my/our opinion his incapacity \_\_\_\_\_ is directly  
\_\_\_\_\_ has been accelerated or  
due to \_\_\_\_\_ irregular or intemperate habits. aggravated by

(If the incapacity does not appear to be complete and permanent, the certificate should be modified accordingly and the following addition should be made).

'I am/We are of opinion that A.B. is fit for further service of a less laborious character than that which he has been doing (or may after resting for \_\_\_\_\_ months be fit for further service of a less laborious character than that which he has been doing.)

(b) The object of the second alternative certificate of partial incapacity is that a Government servant should, if possible, be employed even on lower pay so that the expense of pensioning him may be avoided. If there be no means of employing him even on lower pay, then he may be admitted to pension, but it should be considered whether in view of his capacity for partially earning living, it is necessary to grant him the full pension admissible under the rules. The principle of Rule 260 must always be carefully borne in mind.

279. Superintendents and Assistant Superintendents of Police should be on their guard against endeavours to retire on invalid pension by officers who are capable of serving longer.

280. Medical Officers should <sup>1</sup>[confine] themselves to recommending leave to such policemen as are not likely to benefit by further stay in hospital, and should not certify that a policeman is incapacitated for further service unless they are officially requested to report upon his incapacity for further service.

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1. Substituted by No. FD 183 SRS 58 dated 24-10-1958 (wef 1-4-1958).

281. Medical Officers should be specially searching in their examination of the physical unfitness of every applicant for pension and whenever the number of applicants for pensions is large the examination should, if possible, be conducted by two Medical Officers.

282. A Government servant who has submitted under Rule 275, a Medical Certificate of incapacity for further service must not (except for special reasons to be reported to Government) be retained in service pending a decision on his application for pension but he may be given leave at credit for a period not exceeding six months and permitted to retire at the end of that period.

<sup>1</sup>[Note- When a Government Servant after submitting a medical certificate of invalidment, is retained in service for a certain period under the provisions of this Rule and thereafter granted leave, the period of such retention in service together with that of such leave should not exceed six months from the date of report of the medical authority.]

<sup>2</sup>[282A. The pension sanctioning authority shall ensure that the invalid pension and/or Death-cum-retirement gratuity is settled within two months from the date of retirement on invalid pension.

283. A Superannuation pension is granted to a Government servant entitled or compelled, by rule, to retire at a particular age (Vide Rule 95).

<sup>3</sup>[284 xxx]

### SECTION V - RETIRING PENSION

<sup>4</sup>[285.(1) Retiring Pension: - A retiring pension is a pension granted to a Government servant,

(a) who is permitted to retire any time after completion of a qualifying service of not less than <sup>5</sup>[15 years,] subject to the conditions specified in sub-rule (2) hereunder; or

(b) who is permitted to retire any time on attaining the age of 50 years, subject to the conditions specified under sub-rule (3) hereunder; or

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[(c) who is retired in public interest any time after completion of 25 years qualifying service or after he has attained the age of 50 years in the case of a Government servant holding a Group A or Group B post and 55 years in the case of a Government servant holding a Group C or Group D post, subject to sub-rule (4) hereunder;]

(2) Conditions governing voluntary retirement of a Government servant on completion of a qualifying service of not less than <sup>2</sup>[15 years:]

(i) The Government servant shall give a notice of at least 3 months in writing to the appointing authority;

(ii) The scheme is voluntary, the initiative resting with the Government servant himself;

(iii) Government does not have the reciprocal rights to retire Government servants on its own under this scheme;

(iv) Government servant retiring under this scheme shall be entitled to retiring pension/gratuity;

(v) While granting the retiring pension/gratuity to a Government Servant retiring under this scheme, weightage upto five years shall be given as an addition to the qualifying service actually rendered by him. The grant of such weightage shall, however, be subject to the condition that the total qualifying service after allowing the weightage shall not, in any case, exceed the qualifying service which the Government Servant would have had, if he had retired on attaining the age of superannuation.

(vi) The weightage given under this scheme shall be only an addition to the qualifying service for purposes of pension and gratuity and shall not entitle a Government Servant Retiring Voluntarily to any notional fixation of pay for purposes of calculation Pension and Gratuity.

(vii) The amount of Pension/Gratuity, to be granted shall be subject to the right of the Government or any competent authority to make reduction therein in accordance with the provisions of the Rules, if his service is not satisfactory.

(viii) The scheme of voluntary retirement shall not be applicable to Government Servants who have been or who are

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absorbed in autonomous bodies/public sector undertakings, etc., in accordance with the provisions of G.O. No. FD 70 SRS 77, dated 27th October 1977.

(ix) A notice of less than three months may be accepted by the appointing authority in deserving cases, with the prior approval of Government.

(x) A notice of voluntary retirement may be withdrawn subsequently only with the approval of the appointing Authority provided that the request for such withdrawal is made within the intended date of retirement and the Government Servant is in a position to establish that there has been a material change in the circumstances in consideration of which the notice was originally given.

(xi) The voluntary retirement shall not become effective merely on the ground that a notice to that effect has been given by the Government Servant unless it is duly accepted by the appointing authority. Such acceptance may be generally given in all cases except those-

(a) in which disciplinary proceedings are pending or contemplated against the Government Servant concerned for the imposition of any of the penalties specified in clauses (v) to (viii) of Rule 8 of the Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957, or

(b) in which prosecution is contemplated or may have been launched in Court of Law against the Government Servant concerned.

Where it is proposed to accept the notice of voluntary retirement in such cases, prior approval of Government in case of Gazetted Government Servants and of the Head of the Department in case of Non-Gazetted Servants should invariably be obtained.

(xii) A Government Servant who has given notice under clause (1) of this sub-rule may be granted leave due and admissible to him, not extending beyond the date on which he attains the age of superannuation, even though such leave extends beyond the date on which he retires on the expiry of the notice. But the leave salary admissible in respect of leave extending beyond the notice period shall be as provided in the Orders permitting a Government Servant to retire under clause (a) of sub-rule (1) shall not be issued until after the fact that he has put in a qualifying service not less than <sup>1</sup>[15 years] has been verified in consultation with the Accountant General.

(xiii) The term "appointing authority" referred to in this subrule means appointing authority as defined in clause (a) of Rule 2 of the Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957.

<sup>1</sup>[(xv) A Government servant who has voluntarily retired under this scheme after having put in a qualifying service of not less than 15 years shall not be eligible to seek direct recruitment to any service under the State Government.]

(3) Conditions governing voluntary Retirement of Government Servants after attaining the Age of 50 years.

(i) The Retirement of a Government Servant on attaining the age of 50 years is subject to the conditions specified under Clauses (i), (iv), (vii), (ix), (x), (xi), (xii), and (xiv) of sub-rule (2) mentioned above.

(ii) The quantum of pension and Death-cum-Retirement Gratuity admissible to a Government Servant permitted to retire as above shall be proportionate to the length of his qualifying service and calculated in accordance with the provision of Chapter XIX of the Rules.

(iii) The provisions of this sub-rule shall come into force from the date of their publication in the Official Gazette.

(4) Retirement of a Government Servant in public interest under the orders of Government:

<sup>2</sup>[(i) Government may, by order, retire-

(a) A Government servant in Group A or Group B service post, who is working in a substantive quasi-permanent or temporary capacity, or who, is in a Group C post service in a substantive capacity, but officiating in a Group A or Group B post or service after he has attained the age of 50 years or after he has completed 25 years of qualifying service, and

(b) in any other case after he has attained the age of 55 years or after he has completed 25 years of qualifying service, if the

retirement is in their opinion necessary in the public interest, provided that the Government servant concerned shall either be given a notice of three months before the date of retirement or if he is ordered to retire forthwith be permitted to draw, every month in lieu of pension for the period of three months, from the date of such retirement, a sum equivalent to the salary which he was drawing immediately before the date of retirement. Any increment which accrues to him during the said period shall be paid to him and the said period for which he draws such salary shall be treated as duty.]

(ii) salary for this purpose will include <sup>1</sup>[special allowance], dearness allowance, house rent allowance., city compensatory allowance, Uniform Allowance, Deputation allowance, Foreign Service Allowance and any other allowance, except Conveyance allowance and the Fixed Travelling Allowance. If the service of the Government servant who is on deputation or on foreign service for a specified period on specified terms and conditions, are withdrawn to his parent department before orders are passed under this sub-rule, no deputation or foreign service allowance will be paid.

(iii) Retirement under this sub-rule is not permissible after, issue of an order under clause (c) of Rule 95 of the rules.

(iv) Orders Retiring a Government Servant under this subrule, any time after his completion of 25 years of qualifying service shall not be issued until after the fact that he has put in a qualifying service of not less than 25 years has been verified in consultation with the Accountant-General.

(v) The quantum of pension and Death-cum-Retirement Gratuity admissible to a Government Servant who is retired under this sub-rule shall be proportionate to the length of his qualifying service and calculated in accordance with the provisions of Chapter XIX of the Rules.

(vi) The amount of pension/gratuity to be granted shall be subject to the right of the Government or any competent authority to make reduction therein in accordance with the provisions of the rules, if his service is not satisfactory.

(vii) The provisions of this sub-rule shall come into force from the date of their publication in the Official Gazette.]

commutation, if any) and the entire amount of dearness allowance admissible thereon as on the 31st day of December 1976 shall be added, to such sum and the total amount so computed shall represent the amount of pension admissible to such persons with effect from the 1st day of January 1977.

(2) Pension admissible under sub-rule (3) and sub-rule (4) shall be subject to a minimum of Rs. 120 per month.

(3) Notwithstanding the increase in pension admissible in sub-rule (3) and sub-rule (4), a commutation of pension in respect of the pensioner concerned shall be made only on the basis of the original pension without reference to the dearness allowance or increase in the pension.

(4) A Government servant retiring after 1st January 1977 may prefer to draw in lieu of the pensionary benefits admissible under sub-rule (1), the following namely:

(a) the monthly pension calculated according to the provisions of the rules as in force prior to 1st January 1977 without reference to the revised pay scales introduced under the Karnataka Civil Services (Revised Pay) Rules, 1976;

(b) the dearness allowance admissible on such monthly pension as on 31st December 1976;

(c) the increase in pension referred to in sub-clause (3); and

(d) the Death-cum-Retirement Gratuity as calculated with reference to the rules in force prior to 1st January 1977 and without reference to the revised scales of pay introduced under Karnataka Civil Services (Revised Pay) Rules, 1976.

**Note-** The request for such preference should be sent to the Accountant-General along with the pension records for the sanction of pension and death-cum-retirement gratuity. In cases where such pension records for the sanction of pension and death-cum-retirement gratuity are sent to the Accountant-General before 1st January 1977, and in cases of gazetted Officers, the preference should be communicated so as to reach the Accountant-General not later than the 1st March 1977.



thereon at the rates admissible to Government servants shall also be admissible with effect from 1st April 1976 to the pensioners of the following categories who retired from service prior to 1st November 1956 from the former States of Hyderabad, Bombay or Madras or Jagirs, Paighas etc., taken over by those Governments and who are drawing pensions in the Treasury in this State as on 1st April 1976.

- (1) Recipients of Compassionate Pensions,
- (2) Recipients of Family Pensions,
- (3) Recipients of Jahgir/Paigha Pensions Salarjung, Asmansahi etc.,
- (4) Recipients of Retiring Pensions,
- (5) Recipients of service Pensions
- (6) Recipients of Extraordinary Pensions

Provided further that the minimum pension shall be Rs. 120 per month with effect from 1st January 1977 as specified in rule 291 of these rules.

291D.(1) In respect of Government Servants, in service on the 29th February 1980 or retiring from service on or after that date, the amount of superannuation/retiring/compensation/ invalid pension shall be determined as follows:

	Amount of Monthly Pension	
(a) (i) Upto first Rs. 1,000 ments for pension	50% of average of average emolu-	emoluments
(ii) Next Rs. 500 of average	45% of average emoluments for pension	emoluments
(iii) Balance of average	40% of average Pension admissible as per the rates prescribed under Rule 291-B(1) ibid, whichever is higher, subject to a maximum of Rs. 1,500.	

(2) The amount of pension arrived at on the basis of slabs prescribed under clause (a) of sub-rule (1) above is related to the maximum qualifying service of 30 years. For Government servants, who at the time of retirement have rendered a qualifying service of ten years, or more but less than 30 years, the amount of their pension will be such proportion of the maximum admissible pension as the qualifying service rendered by them bears to the maximum qualifying service of 30 years.]

292. <sup>1</sup>[(i) A Government servant who has completed five years' qualifying service may be granted an additional gratuity not exceeding the amount specified in sub-rule (iii) when he retires from service and is eligible for a gratuity or pension under Rule 291. If the Government servant dies before the gratuity is actually paid the gratuity may be paid in the following manner: -

- (1) to the person or persons on whom the right of receiving the gratuity is conferred under Rule 302; or
- (2) If there are no such persons, in the manner indicated in sub-rule (ii) below:-

(ii) If a Government servant who has completed five year's qualifying service dies while in service, a gratuity not exceeding the amount specified in sub-rule (iii) may be paid to the person or persons on whom the right to receive gratuity is conferred under Rule 302 or, if there are no such persons, it may be paid in the manner indicated below:-

(1) If there are one or more surviving members of the family as in items (a), (b), (c) and (d) of sub-rule (i) of Rule 302, it may be paid to all such members, other than any such members who is a widowed daughter, in equal shares.

- (2) If there are no such surviving members of the family as at

(iii)<sup>1</sup>[(a) In the case of Government servants who died/die on or after 1st January 1977 the amount of gratuity shall be as indicated in rule 291-B.] In the event of death of a Government servant while in service, the gratuity will be subject to a minimum of 12 times the emoluments of the Government servant at the time of his death.

<sup>2</sup>[(b) Notwithstanding anything contained in clause (a), in respect of a Government servant retiring from service after 31st December 1959, the amount of gratuity will be ten-twentieths of his 'emoluments' for each completed year of qualifying service subject to a maximum of fifteen times the 'emoluments'. In the event of death of a Government servant on and after 31st December, 1959, while in service, the said gratuity will be subject to a minimum of twelve times his emoluments at the time of death:]

<sup>3</sup>[Provided that in respect of Government servants retiring on or after 1st April, 1963, the amount of gratuity will be one-fourth of the 'Emoluments' of a Government servant for each completed six monthly period of qualifying service subject to a maximum of 15 times the 'Emoluments'. In the event of death of a Government servant while in service, the gratuity will be subject to a minimum of 12 times the 'Emoluments' of the Government servant at the time of his death, provided that in no case it shall exceed <sup>3</sup>[Rs. 22,500].

<sup>4</sup>[Provided further that in the case of retirement or death of Government Servants while in service on or after 1st February 1968 such gratuity shall not exceed Rs. 24,000:]

<sup>5</sup>(iv) If a Government servant who has become eligible for a pension or gratuity under Rule 291 dies after he has retired from service, and the sums actually received by him at the time of death on account of such gratuity or pension together with the gratuity granted under sub-rule (1) and the commuted value of any portion of pension commuted by him are less than the amount equal to twelve times his emoluments, a gratuity equal to the deficiency may be granted to the person or persons specified in sub-rule (ii).]

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1. Inserted by No. FD 80 SRS 78 dated 18-6-1980 (wef 1-1-1978).

2. Inserted by No. FD 80 SRS 78 dated 18-6-1980 (wef 1-1-1978).

3. Inserted by No. FD 41 SRS 60 dated 1-4-1963.

4. Amended by No. FD I 14 SRS 67 dated 8-4-1968.

5. Substituted by No. FD 66 SRS 59 dated 20-5-1959 (wef 4-6-1959).

**Note-1.-** For purposes of calculating the 'sums' actually received by a pensioner under the above rules, the dearness allowance already drawn by him, in addition to pension and gratuity, shall also be taken into consideration.

<sup>1</sup>[Note-2.- These rules do not prohibit the grant of Death-cum-Retirement Gratuity/Family Pension to the family of a Government servant who commits suicide.]

<sup>2</sup>[292-A. In the event of death of a Government servant before completing five years qualifying service, the family of the deceased Government servant shall be eligible to receive a gratuity equal to six times the emoluments of the Government servant at the time of his death provided that in the case of death occurring in the first years of service, the gratuity admissible shall be equal to two months' emoluments.

<sup>3</sup>[292-AA. In the event of death of a Government servant while in service on or after 1st July, 1986 the Death Gratuity shall be admissible from 1st

July, 1986 or from the date of death as the case may be at the following rates :-

Sl. No.	Length of Qualifying Service	Rate of Gratuity
1.	Less than one year	Two times the emoluments
2.	One year or more but less than five years	Six times the emoluments
3.	Five years or more but less than twenty years	Twelve times the emoluments
4.	Twenty years or more	Half the emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments provided that the amount of Death Gratuity shall in no case exceed rupees one lakh.]

1. Inserted by No. FD 16 SRS 60 dated 2-2-1960 (wef 11-2-1960).

2. Inserted by No. FD 24 SRS 63 dated 10-6-1963 (wef 1-7-1963). 3. Inserted by No. FD 1 SRA 97 dated 23-4-1998 (w.e.f. 15.10.1988)

**292-B.** The following provisions shall govern the grant of Death/Retirement/Terminal Gratuity for purely temporary employees, in the event of death while in service or retirement or retrenchment or invalidment:

**A.** Terminal gratuity:- A temporary Government servant who retires on superannuation or is discharged on account of retrenchment or is declared invalid for further service, will be eligible for a gratuity at the rate of 1/3rd of a month's pay for each completed year of service provided that he had completed 5 years' continuous service at the time of retirement/discharge/ invalidment:

<sup>1</sup>[Provided that if he has completed not less than ten years continuous service at the time of retirement /discharge/invalidation, he will be eligible for a gratuity at the rate of one month's pay for each completed year of service, calculated on the basis of the average of last twelve months' pay drawn by him.]

**B.** Death gratuity:- The family of a temporary Government servant who dies while in service will be eligible for a death gratuity on the scale and subject to the conditions specified below:

(a) On death after completion of one year's service but before completion of three years' service, a gratuity equal to one month's pay.

(b) On death after completion of three years' service but before completion of five years' service, a gratuity equal to two month's pay.

<sup>1</sup>[(c) On death, after completion of five years' service but before completion of ten years' service, a gratuity equal to three months' pay.

(d) On death after completion of not less than ten years continuous service a gratuity equal to one months' pay for each completed year of service calculated on the basis of the average of last twelve months' pay drawn by the deceased.]

Note- 1. 'Pay' for the purpose of determining the amount of terminal/death gratuity under this Rule will mean only basic pay, and also dearness Pay in the case of those who retain the 'existing

scales of pay' at the time of relinquishing service or of death as the case may be. It will not include [sp<sup>2</sup>écial allowance], personal pay and other emoluments classed as 'pay'. In case the person concerned was on leave with or without allowance immediately before retirement/discharge/invalidment/death. Pay for this purpose will be, pay which he drew before, proceeding on such leave provided that the benefit of increase in pay not actually drawn due to increment or promotion to a post carrying a higher rate of pay falling during leave not exceeding 120 days of earned leave or the first 120 days of such earned leave exceeding 120 days only will also be taken into account.

<sup>3</sup>[Note- 2.- The term 'Service' for the purpose of grant of terminal/death gratuity under this rule shall include all periods spent on duty as well as on leave with allowance.]

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1. Amended by No. FD 83 SRS 66 dated 17.7.1967.

2. Substituted by No. FD 7 SRA 99 dated 29-4-2000 (wef. 14-1998)

3. Inserted by No. FD 24 SRS 63 dated 28-12-1964.

Note-3.- (i) The grant of gratuity under this Rule will be subject to the service rendered by the Government servant concerned being held by the authority competent to appoint him, to be approved and satisfactory.

(ii) No gratuity will be admissible :-

(a) in a case where the Government servant concerned resigns his post or is removed/dismissed from public services;

(b) to a probationer or other Government servant discharged for failure to pass the prescribed test or examination; and

(c) to a re-employed pensioner.

<sup>1</sup>[Note-4.- The maximum amount of gratuity admissible under this Rule shall be 12 months' pay or Rs. 12,000 whichever is less.

Note- 5.- The grant of gratuity under Part B of this Rule shall not debar a person from the benefits of the Karnataka Government Servants (Family Pension) Rules, 1964 and the provisions of Rule 10 of the said Rules shall also apply to him.]

<sup>2</sup>[Note-6.- This Rule shall not apply to cases of retirement or death while in service of Government Servants on or after 1st September 1968.]

<sup>3</sup>[292-C. Debarring a person from receiving gratuity: (1) If a person, who in the event of death of a Government servant, while in service is eligible to receive gratuity in terms of rule 292 is charged with the offence of murdering the Government servant or for abetting in the commission of such an offence his claim to receive his share of gratuity shall remain suspended till the conclusion of the criminal proceedings instituted against him.

(a) is acquitted of the charge of murdering or abetting in the murder of the Government servant, his share of gratuity shall be payable to him.

(2) The provisions of sub-rules (1) and (2) shall also apply to the undisbursed gratuity referred to in clause (x) of rule 302.

292-D Lapse of Death-cum-retirement gratuity: Where a government servant dies while in service or after retirement, without receiving the amount of gratuity and leaves behind no family and-

(a) has made no nomination, or

(b) the nomination made by him does not subsist the amount of death-cum-retirement gratuity payable in respect of such Government servant under rule 292 shall lapse to Government; Provided that the amount of death gratuity/ retirement gratuity be payable to the person in whose favour a Succession Certificate in respect of the gratuity in question has been granted by a Court of Law].

293. The emoluments for the purpose of rule 292 will be subject to a maximum of Rs.1500 per mensem and means the emoluments as defined in Rule 296 which the Government servant was receiving immediately before retirement (death) provided that if the emoluments of a Government servant have been reduced during the last three years of service, otherwise than as a penalty 'average emoluments' as defined in rule 297 <sup>1</sup>[or 297B] may, at the discretion of the authority which has the power to sanction the gratuity under this section, be treated as emoluments.

<sup>1</sup>[Note 1. The emoluments for the purpose of Rule 292 will be subject to a maximum of Rs.1800/- per mensem in the case of retirement or death of Government servants while in service or after 1st February, 1968].

<sup>2</sup>[Note 2. The emoluments for the purpose of rule 292 will be subject to a maximum of Rs.2500 per month in the case of

<sup>1</sup>(293-A. For the purpose of calculation of Death-cum-Retirement Gratuity, the term "emoluments" means the emoluments as defined in Rule 296 which the Government Servant was receiving immediately before his retirement or death or the average emoluments as defined in rule 297-B, whichever is more.

*Exception:-* Where the emoluments of Government servant have been reduced during the last ten months of his service as a measure of penalty, only such reduced emoluments last drawn by him immediately before his retirement or death shall be taken into account for calculating the Death-cum-Retirement Gratuity admissible to him.]

<sup>2</sup>[293-B. In case of Government servant who has completed not less than ten six monthly periods of qualifying service, the amount of retirement Gratuity payable after 1st July, 1986, shall be at the rate equal to one fourth of the emoluments for each completed six monthly period of qualifying service subject to a maximum of sixteen and half times the emoluments and subject to a maximum of one lakh rupees. The monetary benefit of retirement or death gratuity shall be admissible from 1st July, 1986 or from the date of retirement or death, as the case may be. With effect from Twenty Eight, November, 1995, amount of death-cum-retirement gratuity shall be subject to a maximum of rupees two lakhs and fifty thousand.]

### SECTION III - FAMILY PENSION

294(i) A family pension not exceeding the amount specified in sub-rule (ii) may be granted to the family of a Government servant who dies whether while still in service or after retirement, after completion of not less than 20 years qualifying service, for a period of ten years;

Provided that the period of payment of family pension will in no case extend beyond a period of 5 years from the date on which the deceased Government servant retired or on which he would have retired on a superannuation pension in the normal course, according as the death takes place after retirement or while the officer is in service.

Note-1.- In the case of a Government servant who dies while on extension of service, the expression "date on which he would have retired on



superannuation pension in the normal course” in the

- 
1. Inserted by No. FD 49 SRS 82 dated 11-8-1982 (wef 1-7-1981).
  2. Amended by No. FD 1 SRA 97 dated 23.4.1998 (w.e.f. 15.10.1998)

said proviso shall mean the date upto which extension of service has been sanctioned to him before his death.

<sup>1</sup>[Note-2.- In the case of a Government servant who dies while on leave preparatory to retirement on a retiring pension, the period of five years for the purpose of the grant of family pension should be reckoned from the date on which the officer would have retired on a superannuation pension in the normal course and not the intended date of retirement on a retiring pension which did not, however, actually come about.]

<sup>2</sup>[Note-3.- Sanctions to retention in service or extension of service which have not been communicated or have not become operative before the death of a Government servant should be taken into account while computing the period of tenability of family Pension under the proviso to this rule.]

(ii) The amount of family pension will be-

(a) in the event of death while in service, one-half of the superannuation pension which would be admissible to the Government servant had he retired on the date following the date of his death, and

(b) in the event of death after retirement, half the pension sanctioned for him at the time of retirement:

<sup>3</sup>[Provided that the amount of family pension will be subject to a maximum of Rs. 150 per mensem, and a minimum of Rs. 30 per mensem:]

<sup>4</sup>[Provided further that as from the 1st April 1973, the amount of family pension shall be subject to a minimum of Rs. 40 per mensem:]

<sup>5</sup>[Provided that the amount of family pension shall be, subject to a minimum of ninety rupees per month with effect from 1st January 1977.]

In case where a Government servant mentioned in clause <sup>6</sup>[(b)] had commuted a part of his pension before his death, the uncommuted value of that part of pension will be deducted from the family pension calculated as

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above.

1. Inserted by No. FD 146 SRS 60 dated 23-9-1960 (wef 6-10-1960).
2. Inserted by No. FD 139 SRS 60 dated. 8-6-1961 (wef 15-6-1961).
3. Substituted by No. FD 32 SRS 70 dated 13-4-1971 (wef 1-10-1970).
4. Inserted by No. FD 48 SRS 73 dated 4-11-1974 (wef 1-4-1973).
5. Inserted by No. FD 80 SRS 78 dated 18-6-1980 (wef 1-1-1977).
6. Substituted by No. FD 287 SRS 58 dated 4-12-1958 (wef 1-4-1958).

Government will also be prepared to consider, in exceptional circumstances, the award of family pension to families of Government servants who may die after completing less than 20 years' qualifying service but not less than 10 years' qualifying service.

<sup>1</sup>[Note - In order to enable Government to satisfy itself that the conditions of 'exceptional circumstances' for the award of family pension is fulfilled in such cases, the following information should be furnished to Government:-

(i) the amount received (or receivable) by the family of the deceased officer by way of Insurance, Provident Fund and Death-cum-retirement gratuity;

(ii) the pay (indicating separately the officiating pay and other emoluments in the nature of pay), the officer was in receipt of at the time of his death;

(iii) the number of children left behind, if any, with their ages and the classes in which studying.]

(iii) 'Family' for the purpose of this Section will be as defined in sub-rule (i) of Rule 302.

(iv) No pension will be payable under this Section-

(a) to a person mentioned in clause (b) of sub-rule (v) without production of reasonable proof that such person was dependent on the deceased Government servant for support,

(b) to an unmarried female member of a Government servant's family, in the event of her marriage;

(c) to a widowed female member of a Government servant's family in the event of her re-marriage;

(d) to a brother of a Government servant on his attaining the age of 18 years;

(e) to a person who is not a member of Government servant's

<sup>1</sup>[to the surviving widow or if there are more widows than one, to all of them in such manner as Government may deem fit,] if the deceased is a male Government servant or to the husband if the deceased is a female Government servant:

(i) failing a widow or husband, as the case may be, to the eldest surviving son;

(ii) failing (i) and (ii), to the eldest surviving unmarried daughter;

(iii) these failing, to the eldest widowed daughter; and

(b) in the event of no pension becoming payable under clause (a), pension may be granted-

(i) to the father:

(ii) failing the father, to the mother:

(iii) failing the father and the mother, to the eldest surviving brother below the age of 18;

(iv) failing (i) to (iii), to the eldest surviving unmarried sister;

(v) failing (i) to (iv), to the eldest surviving widowed sister;

<sup>2</sup>[(vi) A Government servant shall, soon after his confirmation in Government service, make a nomination in Form 6 indicating the order in which the pension sanctioned under this Section should be paid to the members of his family; and to the extent that it is valid, the pension shall be payable in accordance with such nomination provided the persons concerned are eligible on the date from which the pension may fall due to receive the pension under the provision of sub-rule (iv). In case the person concerned does not satisfy the requirements of the said sub-rule, the pension shall be granted to the person next lower in the order. The provisions of sub-rules (vi)(b), (viii) and (ix) of rule 302, will apply in respect of nominations under this sub-rule.]

than one member of a Government servant's family at the same time.]

(b) If a pension awarded under this Section ceases to be payable

before the expiry of the period mentioned in sub-rule (i), on account of death or marriage of the recipient or other causes, it will be re-granted to the person next lower in the order mentioned in subrule (v), or to the person next lower in the order shown in the nomination made under sub-rule (vi) as the case may be, who satisfies the other provisions of this Section.

(vii) A pension sanctioned under this Section will be tenable in addition to any extraordinary pension or gratuity or compensation that may be granted to the members of a Government servant's family under any other rules.

(viii) No dearness allowance is admissible in respect of the Family Pensions sanctioned under this Rule.

<sup>1</sup>[294-A. In respect of widow/minor children actually in receipt of family pension on 30th November 1964 under rule 294 or the corresponding rules in the Pension Rules contained in the Mysore Service Regulations/Bombay Civil Services Rules/ Hyderabad Civil Service Rules/Civil Service Regulations of the Government of India, the period of eligibility for the drawal of family pension shall be extended upto (i) the date of death or remarriage whichever is earlier, in the case of widows; and (ii) the date of attaining majority in the case of children (until marriage, if earlier, in the case of daughters).

The rate of pension shall be determined as under:-

(i) For the period for which family pension is admissible under the pension Rules applicable, pension shall be paid at the rates admissible under those rules <sup>2</sup>[subject to a minimum of Rs. 30 per month.]

Note -1. This rule shall apply also to wives and minor children of Government servants who retired before 1st December 1964 and on whose death subsequent to this date (but within five years from the date of retirement) the widows/minor children become entitled to family pension under rule 294 or the corresponding rules in the pension rules contained in the Mysore Services Regulations/Bombay Civil Services Rules/Hyderabad Civil Services Rules/Civil Service Regulations of the Government of India.

Note-2. (i) Grant of Family Pension to minor children in the event of death of the widow:- In the event of death or remarriage of the widow during the extended period, the family pension will cease to be payable to any other member (including minor children) of a Government servant's family. The intention is that during the period of admissibility, re-grant of family pension will be in terms of the pension Rules contained in the M.S.Rs/B.C.S.Rs./H.C.S.Rs/C.S.Rs. of the Government of India. After this period there will be no re-grant.

(ii) Grant of family pension to the next minor child if the first one attains majority:- In a case where a minor son/daughter in receipt of a family pension under the pension rules contained in the M.S.Rs./ B.C.S.Rs./H.C.S.Rs./C.S.Rs. of the Government of India continues to be minor after the date of normal admissibility, and attains majority during the extended period, the family pension is not payable to the next minor child.

(iii) Sanction for the revised family pension :- For the extension of the family pension, after the period of admissibility is over, the Audit Officer will authorise further extension by revising the Family Pension Payment Order. No fresh sanction is necessary.]

<sup>1</sup>[Note-3. The age of attaining majority for purposes of this rule shall be 18 years for boys and 21 years for girls.]

<sup>2</sup>[Note-4. The family pension admissible under clause (1) and sub-clauses (a) and (b) of clause (ii) of this rule shall be subject to a minimum of Rs.40 per mensem with effect from 1st April, 1973.]

<sup>3</sup>[Note-5. The family pension plus dearness allowance admissible under clause (i) and sub-clause (a) and (b) of clause

(ii) of this rule as on 31st December, 1976 shall be treated as family pension subject to a minimum of Rs. 90 per month with effect from 1st January, 1977.]

<sup>1</sup>[294-B.(i) In respect of Government servants, who retired before 1st December, 1964, their families shall, irrespective of the set of Pension Rules by which the Government servants are governed, be eligible for the family pension subject to the following conditions:-

(a) The pensioner himself/herself had made an application to the Accountant-General, Karnataka, Bangalore, together with three attested copies of his/her joint passport size photograph with his/ her, wife/husband, a statement showing details of his 'family' i.e., wife/husband as the case may be and minor children indicating the date of birth of each member, praying for the benefit of this rule, <sup>2</sup>[on or before 31st December. 1974.]

<sup>3</sup>[(b) if such a pensioner had credited to Government an amount equal to 25 per cent of the pension sanctioned to him/ her for a period of two years, subject to a maximum of Rs. 3,600, either in lumpsum, or if he has expressed his willingness to the amount being deducted from his pension regularly in 24 monthly instalments. In cases of death after the first instalment is deducted, the balance of instalments shall be deducted every month from the Family Pension admissible under this rule.

Note - The benefit derivable under this sub-rule, shall be extended also to the cases of death of pensioners occurring on or after the 2nd September, 1968 but before the last date for applying to the Accountant General as provided for in clause (a) above, either without applying for the benefit of this Rule or after so applying but either before crediting entire amount prescribed in sub-clause (b) in lumpsum or before the deduction of the first instalment, provided the beneficiary either credits the entire amount in lumpsum or agrees to the deduction of the amount due in 24 monthly instalments from the Family Pension admissible under this Rule.]

(ii) "Family" for the purpose of this Rule will be as defined in Rule 7 of the Karnataka Government Servants (Family Pension) Rules, 1964, with reference to the position existing on the date of this amendment.

1. Inserted by No. FD 66 SRS 68 dated 2-9-1968.

2. Substituted by No. FD 77 SRS 74 dated 20-7-1974 (w.e.f. 1-1-1974)

3. Substituted by No. FD 169 SRS 74 dated. 13-2-1975 (w.e.f. 2-9-1968).

<sup>1</sup>[xxx]

(iii) Family pension under this rule shall be sanctioned to the family of the deceased pensioner in the order as prescribed in Rule 8 of the Karnataka Government Servants (Family Pension) Rules, 1964.

(iv) The Family Pension granted under this Rule shall be paid as laid down in Rule 9 of the Karnataka Government Servants (Family Pension) Rules, 1964.

(v) <sup>2</sup>[The amount of family Pension will be half the pension sanctioned to the pensioner subject to a maximum of Rs. 150 per mensem and minimum of Rs. 30 per mensem:]

<sup>3</sup>[(i) Provided that with effect from 1st April, 1973, the amount of family pension shall be subject to a minimum of Rs. 40 per mensem:]

<sup>4</sup>[(ii) Provided that with effect from 1st January 1977 the amount of family pension shall be subject to a minimum of Rs. 90 per month.]

(vi) The Family Pension under this rule is in lieu of other Family Pension, if any admissible.

(vii) No Dearness Allowance will be admissible on the Family Pension.

(viii) Sanction for the Family Pension:-The Audit Officer will effect recoveries and also indicate the amount of family pension in the Pension Payment Order. No fresh sanction is necessary.

The Treasury Officer will make payment to the widow or widower on receipt of the death certificate of the pensioner. If the family pension is payable to a minor through his/her guardian, the guardian will apply to the Audit Officer on behalf of the minor child, with two copies of the photograph and other necessary documents. A fresh pension payment order will be required to be issued in such cases.]

<sup>1</sup>[294-C (1) The benefit of family pension under Rule 294-B shall be extended, with effect from 1st April 1975, to the families of the following categories of Government servants and pensioners including those who have received or are receiving family pension under Rule 294-A. In the case of every Government servant who died while in service prior to 1st November 1956, the family will be eligible for the benefits under this rule even if he had rendered immediately prior to his death a continuous service of 5 years in a pensionable post,

(i) Government servants of the former <sup>2</sup>[State of Mysore] who-

(a) expired prior to 1st November 1956 while in service in any of the areas of those States which formed part of the territory of the New State of Mysore on 1st November 1956;

OR

(b) retired prior to 1st November 1956 from service in any of the areas of those States which formed part of the territory of the New State of Mysore on 1st November 1956 and died prior to 1st November, 1956;

OR

(c) retired prior to 1st November 1956 and were drawing their pension on 1st November 1956 in any of the treasuries situated in the new State of Mysore. (Now Karnataka).

(d) retired prior to 1st November 1956 and whose claims for pension were outstanding immediately before 1st November 1956;



(ii) Government servants who-

- (a) retired after 31st October 1956 and before 1st December 1964; and
- (b) died after 31st October 1956 and before 2nd September, 1968.

(iii) Government servants who retired or died while in service on or after 1st December 1964 but who have specifically opted to a set of pension rules other than the Karnataka Government servants (Family Pension) Rules, 1964;

(iv) Government servants who, after 31st October 1956, died while in service.

(2) The benefit of family pension shall also be extended to the family of a Government Servant, who, before his death was in receipt of compassionate allowance. This sub-rule shall be effective from 1st April 1979.

(3) In any case of death while in service, the family of the Government servant will be eligible for the benefits under this rule only if the Government Servant has rendered a total qualifying service of not less than one year on the date of his death.

(4) The payment of family pension in all the cases referred to above will be subject to the condition that-

(a) the pensioner or his family credits to Government an amount equal to 25 per cent of the pension sanctioned to him/ her for a period of two years subject to a maximum of Rs. 3,600; or

(b) the pensioner expresses willingness to this amount being deducted from the pension regularly in 24 monthly instalments; or

(c) the family of the deceased expresses willingness for the deduction from the family pension regularly in monthly instalments of the entire amount specified in clause (a) above or the balance due.

1. Inserted by No. FD 39 SRS 90 dated 20-8-1991.

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(5) Family for the purpose of this rule will be as defined in Rule 7 of the Karnataka Government Servants (Family Pension) Rules, 1964.

(6) Application for the grant of family pension under this rule shall be made to the Accountant-General Karnataka, Bangalore, by the pensioner himself/herself, if alive, or by the members of the family, together with three attested copies of his/ her joint passport size photograph with his wife/her husband, a statement showing details of the members of his/her family i.e., wife, husband, as the case may be, and minor children indicating the date of birth of each member; in cases of death while in service and in the cases of pensioners who are not alive, if there is no joint photograph with the member of the family claiming the family pension, the claimant's photographs may be furnished instead of the joint photographs.

(7) (i) Family pension under this rule shall be sanctioned to the family of the deceased in the order prescribed in Rule 8 of the Karnataka Government Servants (Family Pension) Rules, 1964,-

(ii) The family pension granted under this rule shall be paid as laid down in Rule 9 of the Karnataka Government Servants (Family Pension) Rules, 1964,

(iii) The amount of family pension will be-

(a) in the case of death after retirement, half the pension which was sanctioned to the pensioner and

(b) in the case of death while in service, half the superannuation pension which would have been admissible if he/ she had retired on the date following the date of death; and in cases where such superannuation pension would not have been admissible, the minimum family pension admissible from time to time.

The family pension is subject to a maximum of Rs. 150 per mensem and minimum of Rs. 40 per mensem.

Provided that the minimum family pension including dearness allowance as on 31st December 1976 shall be Rs. 90 per mensem with effect from 1st January 1977.

(iv) The family pension under this rule is in lieu of other family pensions, if any, admissible.

(8) According to condition (a) in rule 294-B (i) of the Karnataka Civil Services Rules the applications for the benefit of

family pension under that rule had to be preferred to the Accountant-General on or before 31st December 1974. In all such cases the time limit is hereby extended beyond 31st December, 1974 and there will be no time-limit for preferring such applications.]

295. Notwithstanding the option exercised by a Government servant in the matter of the pension rules to be applied to him, Government may, in cases of death of the Government servant, while in service, allow to the family of the deceased Government Servant, death gratuity and family pension, not exceeding those admissible in accordance with these rules, in lieu of the compassionate allowance, etc., which would be payable in accordance with the pension rules applicable to the Government servant concerned if the latter is found to be inadequate for the family of the deceased Government servant.

#### SECTION IV-ALLOWANCES RECKONED FOR PENSION Emoluments and Average Emoluments

<sup>1</sup>[296. In respect of retirement or death while in service of Government Servants on or after first day of July, 1993, the term "Emoluments" for the purpose of this Chapter means, the Basic pay drawn by the Government servant in the scale of pay applicable to the post on the date of retirement or death and includes the following, but does not include pay and allowance drawn from a source other than the Consolidated Fund of the State,-

- (a) Stagnation increment, if any, granted to him above the maximum of the scale of pay;
- (b) Additional increment, if any, granted to him above the maximum of the scale of pay in accordance with the provisions of Rule 6 of the Karnataka Civil Services (Services & Kannada Language Examination) Rules, 1974;
- (c) Personal pay, if any, arising out of fixation of pay in the Karnataka Civil Services (Revised Pay) Rules, issued by Government from time to time and classified as pay in the respective revised pay rules;
- (d) Special pay attached to all posts in a cadre i.e., Stenographers including junior Stenographers, Typists including Senior Typists, Drivers including Senior Drivers and Lift Attenders.

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1. Substituted by No. FD 6 SRA 96 dated 31.10.1996 (w.e.f. 1.7.1993)

Note:- (a) Basic pay means the pay drawn in the time scale of pay applicable to the post immediately before retirement or death.

(b) Stagnation increment means the Stagnation increment granted according to the orders issued by the Government.]

<sup>1</sup>[296B. In respect of retirement or death while in service of Government servants after 1st December 1985, the term "Emoluments" for the purpose of pension shall include -

- (a) Basic Pay;
- (b) Stagnation Increment;
- (c) Personal pay granted above the maximum of the time scale of pay;
- (d) Portion of Dearness Allowance which is specifically ordered by Government to be taken into account for calculation of emoluments for pension as per G.O.No. FD 9 SRS 85(I), dated 30th September 1985;
- (e) Interim Relief sanctioned in G.O.No. FD 36 SRP 85, dated 27th July 1985;
- (f) Special Pay allowed to all the posts in a cadre as for example - Special pay attached to the posts of Stenographers Typists, Drivers.

Note:-(a) Basic pay means the pay drawn in the time scale of pay applicable to the post immediately before retirement or death;

(b) Stagnation increment means the Stagnation increment granted according to the orders issued by Government;

(c) Personal pay means the pay granted above the maximum of the time scale of pay namely;

(1) Stagnation increment granted above the maximum of the time scale of pay,

(2) Additional increment granted above the maximum of the time scale of pay on account of the provisions contained in Rule 6 of Personal pay arising out of fixation of pay in the Karnataka Civil Services(Revised Pay) Rules, issued by the Government from time to time and classified as pay in the respective revised pay rules.

296C. In respect of retirement of Government servants prior to 1.12.1985, the term “emoluments” for the purpose of claiming the benefit of revision of pension in terms of the simplified pension formula specified in G.O.No. FD (Spl) 5 PET 86, dated 20.3.1986, shall include the following items only -

(a) Basic Pay;

(b) Stagnation Increment;

(c) Personal pay granted above the maximum of the time scale of pay;

(d) Portion of Dearness Allowance which had already been reckoned for calculation of pensionary benefits at the time of retirement;

(e) Special Pay allowed to all the posts in a cadre as for example - Special pay attached to the posts of Stenographers, Typists, Drivers etc.

Note:(a) Basic pay means the pay drawn in the time scale of pay applicable to the post immediately before retirement;

(b) Stagnation increment means the Stagnation Increment granted according to the orders issued by Government;

(c) Personal pay means the pay granted above the maximum of the time scale of pay namely -

(1) Stagnation increment granted above the maximum of the time scale of pay;

(2) Additional increment granted above the maximum of the time scale of pay on account of the provisions contained in Rule 6 of the Karnataka Civil Services (Services & Kannada Language Examination) Rules, 1974; and

(3) Personal pay arising out of fixation of pay in the Karnataka Civil Services (Revised Pay) Rules, issued by the Government from time to time and classified as pay in the respective revised pay rules.

296D. In respect of retirement on for the purpose of claiming the benefit of revision of pension in terms of the simplified pension formula specified in G.O.No. FD (Spl) 5 PET 86, dated 19.1.1994 and 20.4.1994 shall include the following items only -

(a) Basic Pay;

(b) Stagnation Increment;

(c) Personal pay granted above the maximum of the time scale of pay;

(d) Portion of Dearness allowance which had already been reckoned for calculation of pensionary benefits at the time of retirement;

(e) Special pay allowed to all the posts in a cadre as for example - Special pay attached to the posts of Stenographers, Typists, Drivers;

(f) Interim Relief sanctioned in G.O.No. FD 36 SRP 85, dated 27.7.1985.

Note:- (a) Basic pay means the pay drawn in the time scale of pay applicable to the post immediately before retirement;

(b) Stagnation increment means the Stagnation Increment granted according to the orders issued by

Government;

(c) Personal pay means the pay granted above the maximum of the time scale of pay namely -

(1) Stagnation increment granted above the maximum of the time scale of pay;

(2) Additional increment granted above the maximum of the time scale of pay on account of the provisions contained in Rule 6 of the Karnataka Civil Services (Services & Kannada Language Examination) Rules, 1974; and

(3) Personal pay arising out of fixation of pay in the Karnataka Civil Services (Revised Pay) Rules, issued by the Government from time to time and classified as pay in the respective revised pay rules.

**296E:-** In respect of Government servants who retire from service after 1.7.1986 or die while in service on or after 1.7.1986, the drawn by the Government servant in the scale of pay applicable to the post on the date of retirement or death and shall also include -

(a) Stagnation increment, if any, granted to him above the maximum of the scale of pay;

(b) Additional increment, if any, granted to him above the maximum of the scale of pay in accordance with the provisions of Rule 6 of the Karnataka Civil Services (Services & Kannada Language Examination) Rules, 1974;

(c) Personal pay, if any, granted to him under sub-rule (3) of Rule 7 of the Karnataka Civil Services (Revised Pay) Rules, 1987; and

(d) Special pay attached to all posts in the cadre i.e., Stenographers including Junior Stenographers, Typists including Senior Typist, Drivers including Senior Drivers and Lift Attenders.

**Note:-** (a) Basic pay means the pay drawn in the time scale of pay applicable to the post immediately before retirement or death;

(b) Stagnation increment means the Stagnation increment granted according to the orders issued by the Government.

**296F:-** In respect of the Government servants who retire from service or die while in service on or after 1.11.1992, the term "Emoluments" for the purpose of calculating retirement and death benefits and family pension shall mean the basic pay drawn by the Government servant in the scale of pay applicable to the post on the date of retirement or death and shall also include -

(a) Stagnation increment, if any, granted to him above the maximum of the scale of pay;

(b) Additional increment, if any, granted to him above the maximum of the time scale of pay on account of the provisions contained in Rule 6 of the Karnataka Civil Services (Services & Kannada Language Examination) Rules, 1974;

(c) Interim Relief sanctioned in G.O.No. FD 36 SRP 92, dated 16.10.1992

**Note:-** (a) Basic pay means the pay drawn in the time scale of pay applicable to the post immediately before retirement or death;

(b) Stagnation increment means the Stagnation increment granted according to the orders issued by the Government.]

**297.** The term 'average emoluments' means the average calculated upon the last three years of service.

**Note** (1) If, during the last three years of his services, a Government servant has been absent from duty on leave with allowances, or having been suspended, has been reinstated without forfeiture of service, his emoluments for the purpose of ascertaining the average, should be taken at what they would have been had he not been absent from duty or suspended; provided always that his pension must not be increased on account of increase in pay

not actually drawn.

<sup>1</sup>[If a Government servant is promoted in a substantive or provisionally substantive capacity to a post carrying a higher rate of pay or earns an increment which is not withheld during the period of earned leave not exceeding 120 days or leave on average pay not exceeding four months or the first four months of any period of leave on average pay in excess of four months. he will be entitled in respect of the period on the above leave to count the pay which he would have drawn had he remained on duty, as 'Emoluments' <sup>2</sup>

[xxx] even though the increase of pay due to promotion is not actually drawn under the leave rules applicable to the Government servant.]

<sup>3</sup>[The concession of counting the

(2) If during the last three years of his service a Government servant has been absent from duty on leave without allowances (not counting for pension); or is suspended under such circumstances that the period of suspension does not count as service, the periods so passed should be disregarded in the calculation of the average, an equal period before the three years being included.

(3) Excepting as provided in Notes 1 and 2, only emoluments actually received can be included in the calculation. For example, when a Government servant is allowed to count time retrospectively towards increase of pay, but does not receive retrospectively the intermediate periodical increments, these intermediate increments are not reckoned in the calculation.

(4) In the case of Section-writers and Press servants, whose service qualifies for pension 'Average Emoluments' means the average earnings of the last seventy-two months.

(5) This rule applies in the case of a press servant remunerated by a fixed rate of pay if his pay is met from the grant for piece work.

(6) Overtime earnings of press servants paid at piece work rates may be taken into account in calculating average emoluments under this Rule; but such earnings must be excluded in reckoning the average emoluments of press employees who draw pay at fixed rates.

<sup>2</sup>[Note-1. If during the last year of service a Government servant has been absent from duty on leave (with or without allowances) counting as service for pension or having been suspended has been reinstated without forfeiture of service, his emoluments for the purpose of ascertaining the average, should be taken at what they would have been had he not been absent from duty or suspended; provided always that his pension must not be increased on account of increase in pay or on account of special pay not actually drawn. In respect of such leave availed of by a Government servant holding officiating/temporary appointments during the last year of his service, the officiating pay or special pay shall count as emoluments only if it is certified that he would have continued to hold the higher officiating/ temporary appointment or the post carrying the special pay, had he remained on duty.

If a Government servant is promoted in a substantive or provisionally substantive capacity to a post carrying a higher rate of pay or earns an increment which is not withheld during the period of earned leave not exceeding 120 days or leave on average pay not exceeding 4 months or the first 4 months of any period of leave on average pay in excess of 4 months he will be entitled in respect of the period of the above leave to count the pay which he would have drawn had he remained on duty as 'emoluments' even though the increase of pay due to promotion is not actually drawn under the leave rules applicable to the Government servant.





## ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

(14)

ಸಂಖ್ಯೆ: ಮಂವಿವಿ/ಸಿಬ್ಬಂದಿ(9)/ಸಿ.ಆರ್. 06/2019-20

ಕುಲಸಚಿವರ ಕಛೇರಿ  
ಮಂಗಳಗಂಗೋತ್ರಿ-574 199.  
ದಿನಾಂಕ: 21.12.2021

### ಅಧಿಕೃತ ಜ್ಞಾಪನ

ವಿಷಯ: ಪರಿಷ್ಕೃತ ಹಬ್ಬದ ಮುಂಗಡ ಮಂಜೂರಾತಿ ಬಗ್ಗೆ.

ಉಲ್ಲೇಖ: ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆಇ 8 ಮಕಮು 2021, ಬೆಂಗಳೂರು  
ದಿನಾಂಕ 14.12.2021. ....



ಉಲ್ಲೇಖದ ಸರ್ಕಾರಿ ಆದೇಶದ ಪ್ರಕಾರ ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಎಲ್ಲಾ ಖಾಯಂ ಉದ್ಯೋಗಿಗಳಿಗೆ ಸದ್ರಿ ಆದೇಶದಲ್ಲಿನ ಪರಿಶೋಧನೆಗಾಗಿ ದಿನಾಂಕ 14.12.2021 ರಿಂದ ಅನ್ವಯವಾಗುತ್ತಿರುವ ಹಬ್ಬದ ಮುಂಗಡ ಮೊತ್ತವನ್ನು ರೂ. 10,000/- ಗಳಿಂದ ರೂ. 25,000/-ಗಳಿಗೆ ಪರಿಷ್ಕರಿಸಿ ಮಂಜೂರು ಮಾಡಲಾಗಿದೆ. (ಸರ್ಕಾರದ ಆದೇಶದ ಪ್ರತಿ ಲಗತ್ತಿಸಿದೆ).

ಈ ಆದೇಶವು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಎಲ್ಲಾ ಖಾಯಂ ಉದ್ಯೋಗಿಗಳಿಗೆ ಅನ್ವಯಿಸುತ್ತದೆ

(ಕಡತ ಕುಲಸಚಿವರಿಂದ ಅನುಮೋದಿಸಲ್ಪಟ್ಟಿದೆ)

*Principal*  
ಕುಲಸಚಿವರ ಪರವಾಗಿ

1. ಕುಲಸಚಿವರು (ಪರೀಕ್ಷಾಂಗ), ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
2. ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಗ್ರಂಥಪಾಲಕರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
3. ಹಣಕಾಸು ಅಧಿಕಾರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
4. ಅಧ್ಯಕ್ಷರು, ವಾಣಿಜ್ಯ /ಸಮಾಜಶಾಸ್ತ್ರ /ಜೀವವಿಜ್ಞಾನ/ವ್ಯವಹಾರ ಆಡಳಿತ/ಇಲೆಕ್ಟ್ರಾನಿಕ್/ಗಣಕ ವಿಜ್ಞಾನ/ಸಾಗರ ಭೂವಿಜ್ಞಾನ/ ಭೌತಶಾಸ್ತ್ರ /ಅರ್ಥಶಾಸ್ತ್ರ /ರಸಾಯನಶಾಸ್ತ್ರ /ಕೈಗಾರಿಕಾ ರಸಾಯನಶಾಸ್ತ್ರ /ವಸ್ತು ವಿಜ್ಞಾನ/ ಆಂಗ್ಲ /ಅನ್ವಯಿಕ ಸಸ್ಯಶಾಸ್ತ್ರ /ಗಣಿತಶಾಸ್ತ್ರ/ ರಾಜ್ಯಶಾಸ್ತ್ರ /ಸಮೂಹ ಸಂವಹನ ಮತ್ತು ಪತ್ರಿಕೋದ್ಯಮ ವಿಭಾಗ/ಮಾನವ ಪ್ರಜ್ಞೆ ಮತ್ತು ಯೋಗ ವಿಜ್ಞಾನ/ ಸಂಖ್ಯಾಶಾಸ್ತ್ರ/ಗ್ರಂಥಾಲಯ ಮತ್ತು ಮಾಹಿತಿ ವಿಜ್ಞಾನ/ಸಮಾಜ ಕಾರ್ಯ ವಿಭಾಗ/ ಎಸ್.ವಿ.ಪಿ. ಕನ್ನಡ ಅಧ್ಯಯನ ಸಂಸ್ಥೆ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
5. ಸಂಯೋಜಕರು, ಬಯೋಟೆಕ್ನಾಲಜಿ ಕೋರ್ಸ್/ಬೂಲಿಸಂ ಆಡ್ವಿನ್ಸ್ಟ್ರೀಷನ್ ಕೋರ್ಸ್/ಜೀವರಸಾಯನಶಾಸ್ತ್ರ ಕೋರ್ಸ್/ಜಿಯೋಗ್ರಫಿ ಕೋರ್ಸ್/ಜಿಯೋಇನ್ಫಾರ್ಮೇಟಿಕ್ಸ್ ಕೋರ್ಸ್/Food Science and Environmental Science ಕೋರ್ಸ್/ಎಂ.ಎಸ್.ಸಿ. ಮೈಕ್ರೋಬಯಾಲಜಿ ಕೋರ್ಸ್ ಹಾಗೂ ಮಂಗಳ ಯೋಜನೆ/IQAC/IBM/IT Cell/ ಎಂ.ಎಡ್ ಕೋರ್ಸ್, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ/ಎಂಕಾಂ ಕೋರ್ಸ್, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು, ಮಂಗಳೂರು.
6. ನಿರ್ದೇಶಕರು, ದೂರ ಶಿಕ್ಷಣ ಕೇಂದ್ರ/ವಿದ್ಯಾರ್ಥಿ ಕ್ಷೇಮಪಾಲನಾ ನಿರ್ದೇಶನಾಲಯ/ಯೋಜನೆ ಮೇಲ್ವಿಚಾರಣೆ ಹಾಗೂ ಮೌಲ್ಯಮಾಪನ ಮಂಡಳಿ/ದೈಹಿಕ ಶಿಕ್ಷಣ ವಿಭಾಗ/ಕಾಲೇಜು ಅಭಿವೃದ್ಧಿ ಮಂಡಳಿ/ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ವಿಜ್ಞಾನ ಉಪಕರಣ ಕೇಂದ್ರ/ಗಣಕಯಂತ್ರ ಕೇಂದ್ರ/ಅಂತರಾಷ್ಟ್ರೀಯ ವಿದ್ಯಾರ್ಥಿ ಕೇಂದ್ರ/ಪ್ರಸಾರಾಂಗ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
7. ಕಾರ್ಯಕಾರಿ ಅಭಿಯಂತರರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
8. ವೈದ್ಯಾಧಿಕಾರಿ, ಆರೋಗ್ಯ ಕೇಂದ್ರ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
9. ಪ್ರಾಂಶುಪಾಲರು, ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು, ಮಂಗಳೂರು/ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಸಂಧ್ಯಾ ಕಾಲೇಜು, ಮಂಗಳೂರು/ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜು, ಮಂಗಳಗಂಗೋತ್ರಿ/ಎಫ್.ಎಂ.ಕೆ.ಎಂ.ಸಿ. ಕಾಲೇಜು, ಮಡಿಕೇರಿ.
10. ನಿರ್ದೇಶಕರು, ಅಂತರಾಷ್ಟ್ರೀಯ ವಿದ್ಯಾರ್ಥಿ ಕೇಂದ್ರ/ಉದ್ಯೋಗ ಮಾಹಿತಿ ಮತ್ತು ಮಾರ್ಗದರ್ಶನ ಕೇಂದ್ರ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
11. ಕಾನೂನು ಘಟಕ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
12. ನಿರ್ದೇಶಕರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, ಜ್ಞಾನ ಕಾವೇರಿ, ಚಿಕ್ಕ ಅಳವಾರ.

ಶಿವಾಜಿ

SI  
d  
21/12/21

ಪ್ರತಿ:

1. ಉಪ ಕುಲಸಚಿವರು/ ವಿಶೇಷಾಧಿಕಾರಿ/ ಸಹಾಯಕ ಕುಲಸಚಿವರು/ ಅಧೀಕ್ಷಕರು, ಕುಲಸಚಿವರ ಕಛೇರಿ, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.
2. ಕುಲಪತಿಯವರ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ, ಕುಲಪತಿಯವರ ಆಪ್ತ ಕಾರ್ಯಾಲಯ/ ಕುಲಸಚಿವರ ಆಪ್ತ ಸಹಾಯಕರು, ಮಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮಂಗಳಗಂಗೋತ್ರಿ.

Principal  
University College, Mangalore

13

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿಗಳು

ವಿಷಯ: ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಮಂಜೂರು ಮಾಡುತ್ತಿರುವ ಹಬ್ಬದ ಮುಂಗಡದ ಮೊತ್ತವನ್ನು ಪರಿಷ್ಕರಿಸುವ ಬಗ್ಗೆ.

- ಓದಲಾಗಿದೆ: 1. ರಾಜ್ಯಾಧ್ಯಕ್ಷರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಸಂಘ, ಬೆಂಗಳೂರು, ಇವರ ಮನವಿ ಪತ್ರ ದಿನಾಂಕ:04/12/2021.  
2. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆಇ 19 ಮಕಮು 2018, ದಿನಾಂಕ:11/01/2019.

ಪ್ರಸ್ತಾವನೆ:

ಮೇಲೆ ಕ್ರ.ಸಂ. (1) ರಲ್ಲಿ ಓದಲಾದ ದಿನಾಂಕ:04/12/2021 ರ ಪತ್ರದಲ್ಲಿ ದಿನಾಂಕ:28/10/2021 ರಂದು ನಡೆದ ರಾಜ್ಯ ಮಟ್ಟದ ಜಂಟಿ ಸಮಾಲೋಚನಾ ಸಮಿತಿ ಸಭೆಯಲ್ಲಿ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಹಬ್ಬದ ಮುಂಗಡದ ಮೊತ್ತವನ್ನು ರೂ.10,000/- ಗಳಿಂದ ರೂ.25,000/- ಗಳಿಗೆ ಹೆಚ್ಚಳ ಮಾಡುವ ಬಗ್ಗೆ ಚರ್ಚಿಸಿ, ಈ ಬಗ್ಗೆ ಆರ್ಥಿಕ ಇಲಾಖೆಯು ಪರಿಶೀಲಿಸುವಂತೆ ಸೂಚಿಸಿರುವ ಹಿನ್ನೆಲೆಯಲ್ಲಿ, ರಾಜ್ಯಾಧ್ಯಕ್ಷರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಸಂಘ, ಬೆಂಗಳೂರು, ಇವರು, ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಮಂಜೂರು ಮಾಡುತ್ತಿರುವ ಹಬ್ಬದ ಮುಂಗಡವನ್ನು ರೂ.10,000/- ಗಳಿಂದ ರೂ.25,000/- ಗಳಿಗೆ ಹೆಚ್ಚಳ ಮಾಡುವಂತೆ ಕೋರಿರುತ್ತಾರೆ.

ಮೇಲೆ ಕ್ರ.ಸಂ.(2)ರಲ್ಲಿ ಓದಲಾದ ದಿನಾಂಕ:11/01/2019 ರ ಆದೇಶದಲ್ಲಿ 6ನೇ ವೇತನ ಆಯೋಗದ ಶಿಫಾರಸ್ಸಿನ ಮೇರೆಗೆ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಮಂಜೂರು ಮಾಡುತ್ತಿದ್ದ ಹಬ್ಬದ ಮುಂಗಡವನ್ನು ರೂ.5,000/- ಗಳಿಂದ ರೂ.10,000/- ಗಳಿಗೆ ಹೆಚ್ಚಿಸಿ ಆದೇಶಿಸಲಾಗಿದೆ.

ಪ್ರಸ್ತಾವನೆಯನ್ನು ಪರಿಶೀಲಿಸಿದ ಸರ್ಕಾರವು, ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ನೀಡಲಾಗುತ್ತಿರುವ ಹಬ್ಬದ ಮುಂಗಡವು ಬಡ್ಡಿ ರಹಿತವಾಗಿದ್ದು, ಅದನ್ನು ವಡೆದ ಮುಂದಿನ 10 ತಿಂಗಳ ಅವಧಿಯಲ್ಲಿ ಮರುಪಾವತಿಯಾಗುವುದರಿಂದ ಹಬ್ಬದ ಮುಂಗಡವನ್ನು ಪರಿಷ್ಕರಿಸಿ ಈ ಮುಂದಿನಂತೆ ಆದೇಶಿಸಿದೆ.

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆಇ 8 ಮಕಮು 2021,

ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 14/12/2021.

ಪ್ರಸ್ತಾವನೆಯಲ್ಲಿ ವಿವರಿಸಿರುವ ಅಂಶಗಳ ಹಿನ್ನೆಲೆಯಲ್ಲಿ, ರಾಜ್ಯ ಸಿವಿಲ್ ಸೇವಾ ವೃಂದದಲ್ಲಿ ಖಾಯಂ ಆಗಿ ಸೇರ್ಪಡೆಯಾಗಿರುವ ಅಖಿಲ ಭಾರತ ಸೇವೆಯ ಅಧಿಕಾರಿಗಳು ಸೇರಿದಂತೆ ಒಬ್ಬ ಖಾಯಂ ಸರ್ಕಾರಿ ನೌಕರನಿಗೆ ಒಂದು ಆರ್ಥಿಕ ವರ್ಷದಲ್ಲಿ ಒಂದು ಬಾರಿಗೆ ಮಾತ್ರ ಪ್ರಸ್ತುತ ಮಂಜೂರು ಮಾಡಲಾಗುತ್ತಿರುವ ಬಡ್ಡಿ ರಹಿತ ಹಬ್ಬದ ಮುಂಗಡವನ್ನು ತಕ್ಷಣದಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ರೂ.10,000/- ಗಳಿಂದ ರೂ.25,000/- ಗಳಿಗೆ ಹೆಚ್ಚಿಸಿ ಆದೇಶಿಸಿದೆ.

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*Anasuya*  
Principal  
University College, Mangalore



# UNIVERSITY COLLEGE MANGALORE

## DEPT.OF YOGIC SCIENCE and SPORTS

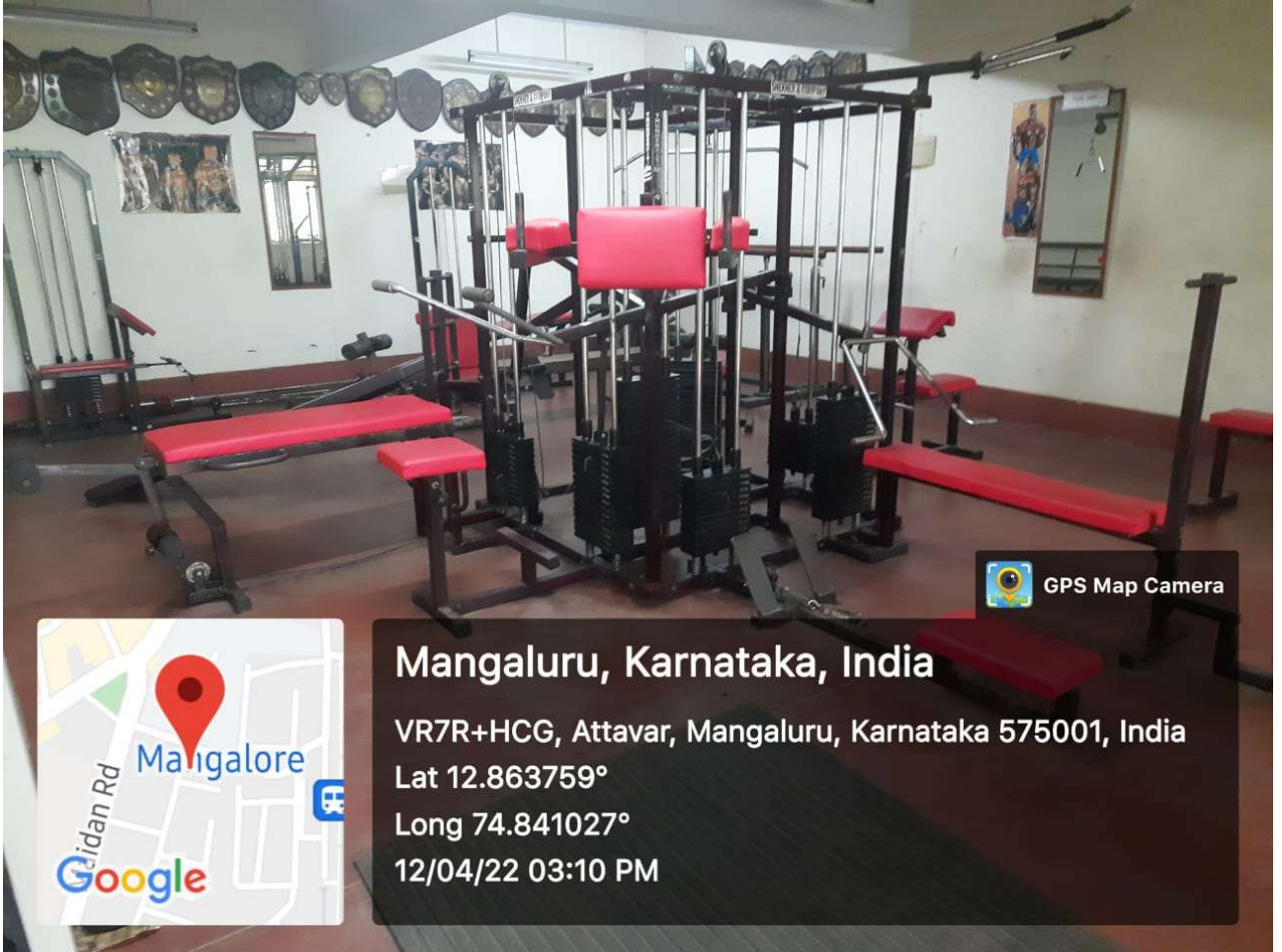
### YOGA CAMP FOR STAFF

Yoga camp for staff was organized in the college from 24-11 2016 to 24-12-2016. A total of 25 teaching and Non-teaching staffs participated actively in the camp. Yoga session included Asanas, Pranayamas, Meditation techniques and relaxation techniques. Mr Hrushikesh P and Mr Ajithesha N H, Guest faculties of Dept. of Yogic Science conducted the yoga sessions.

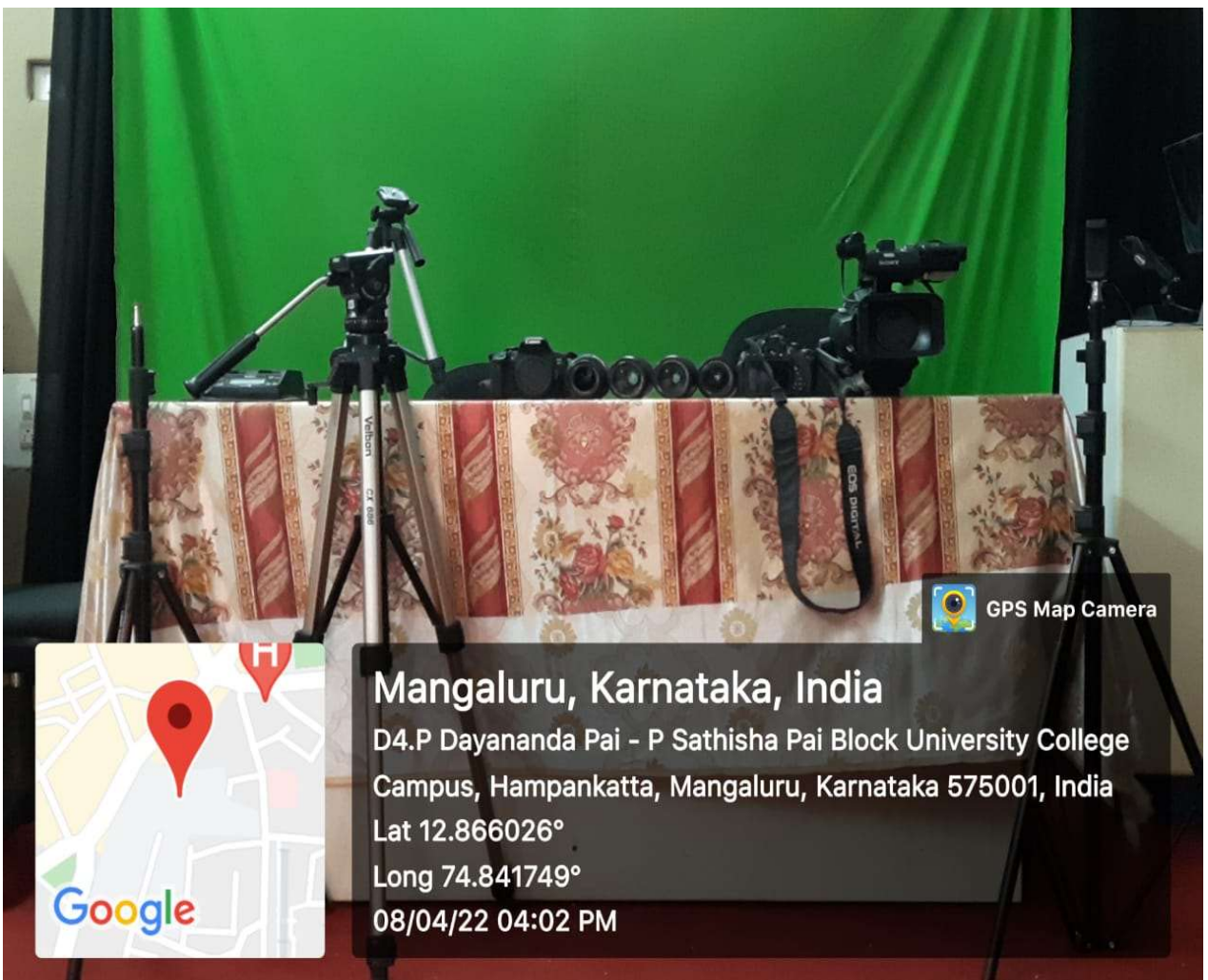




## MULTI GYM



## MEDIA LAB

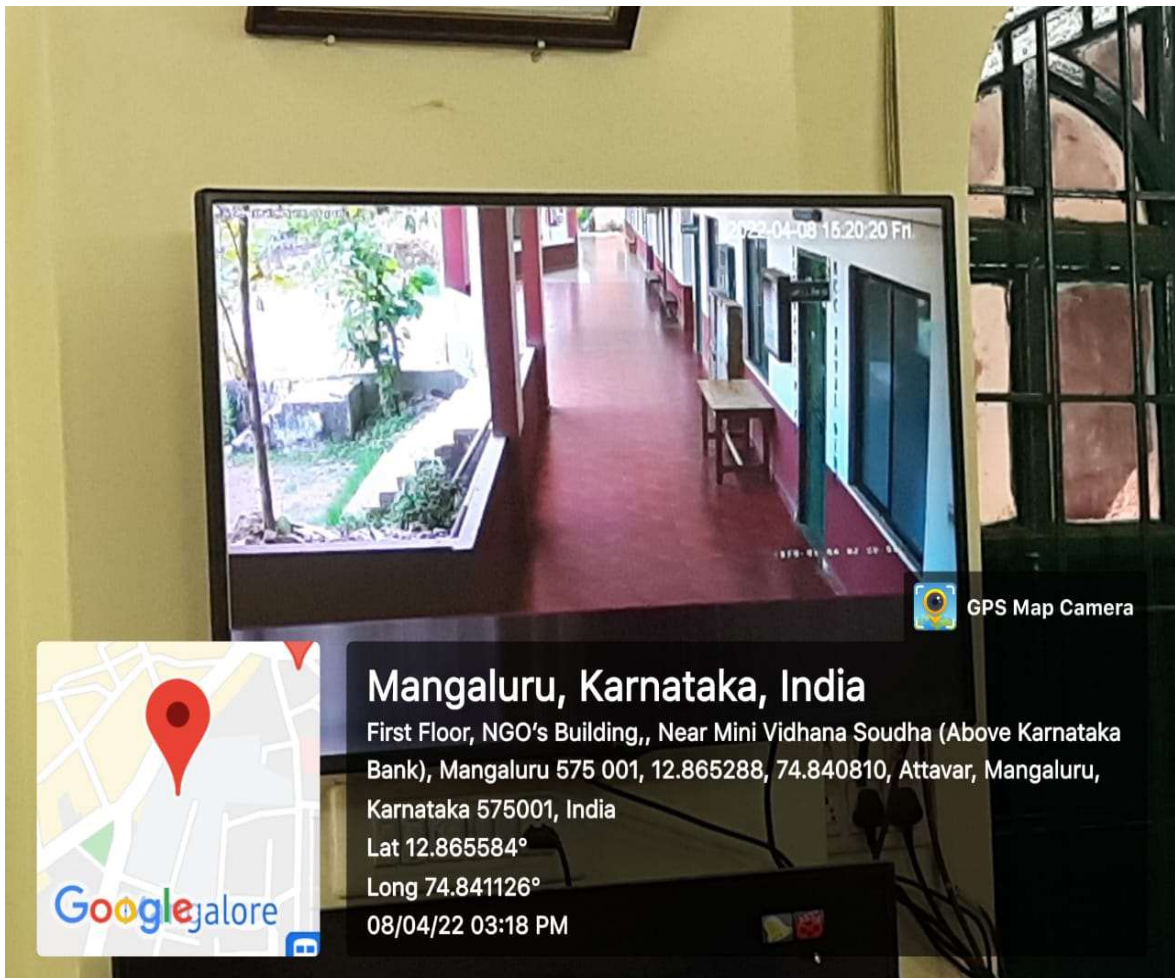




## SECURITY GUARD ROOM



## CCTV MONITOR

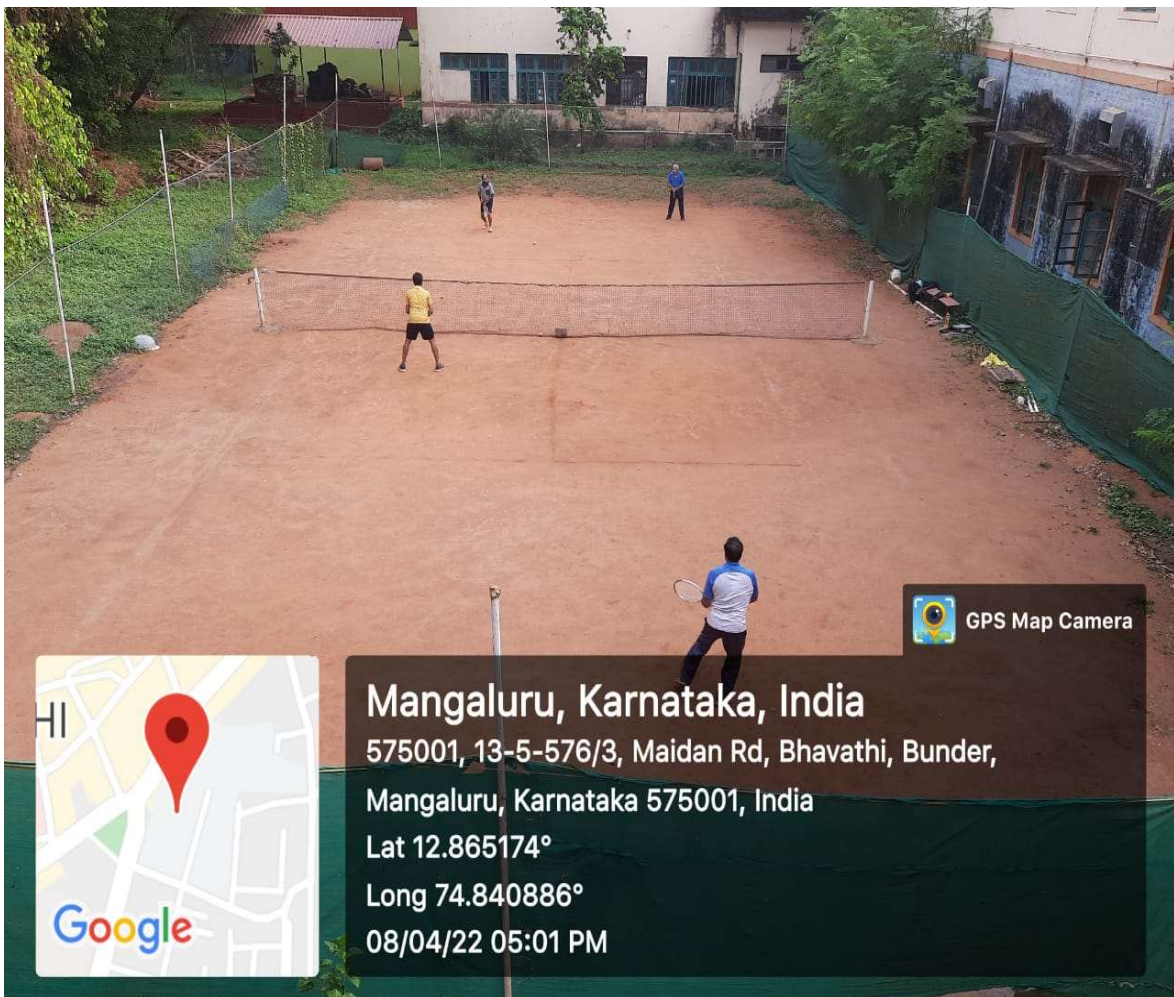




## WATER COOLER



## TENNIS COURT

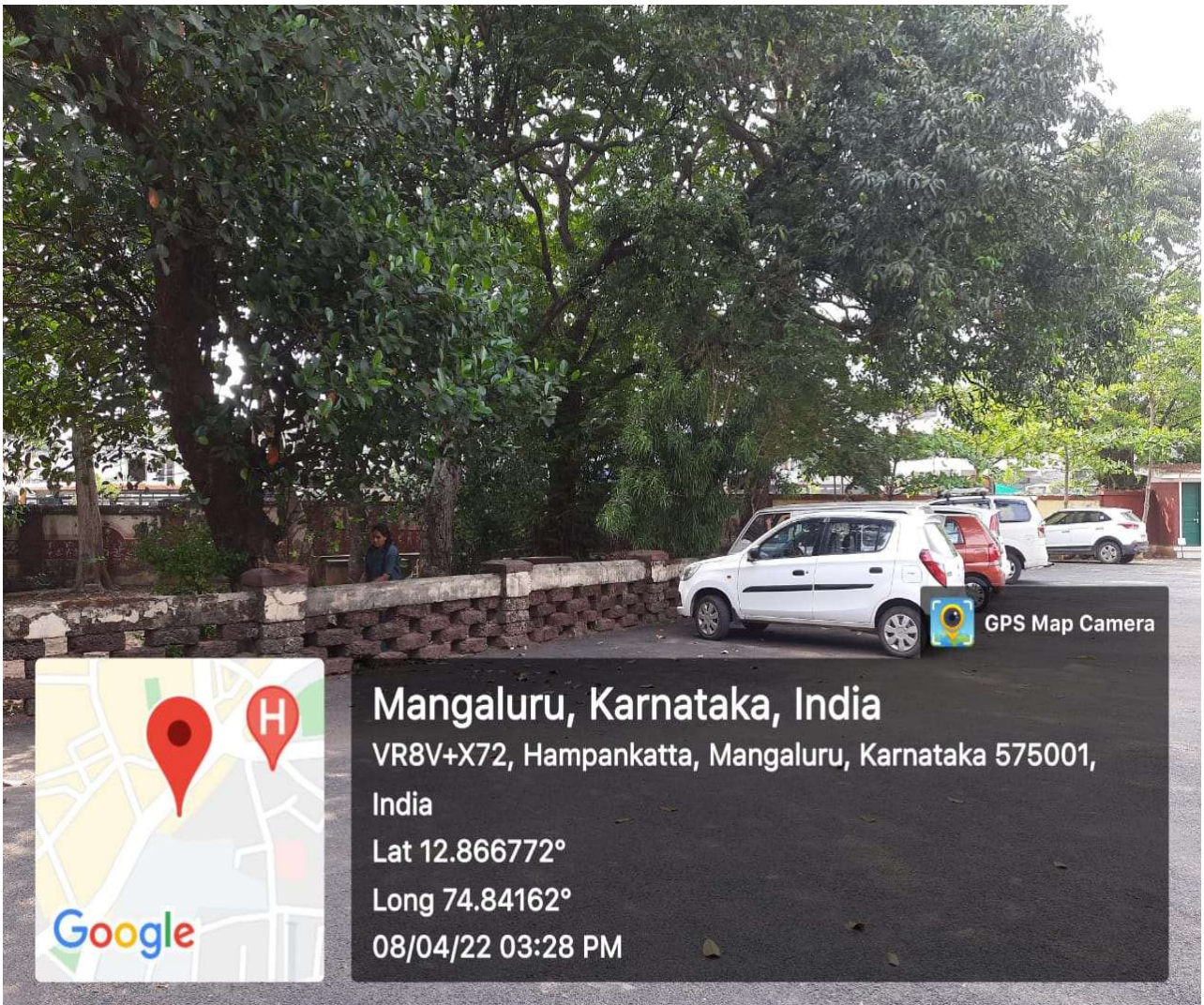




## LIBRARY



## PARKING AREA





## SPORTS GROUND



## COLLEGE CANTEEN





### Felicitation to Retired Faculty

ವಿದಾಯ  
ಸಮಾರಂಭ



ಆರ್ಥಶಾಸ್ತ್ರ ವಿಭಾಗದ ಶ್ರೀಮತಿ ಭುವನೇಶ್ವರಿ ಹೆಗಡೆ



ಸಸ್ಯಶಾಸ್ತ್ರ ವಿಭಾಗದ ಮುಖ್ಯಸ್ಥರಾದ ಶ್ರೀಮತಿ ಚಂದ್ರಪ್ರಭಾ



ಆರೋಗ್ಯಶಾಸ್ತ್ರ ವಿಭಾಗದ ಶ್ರೀಮತಿ ಚಂದ್ರಕಲಾ



ದ್ವಿತೀಯ ದರ್ಜೆ ಸಹಾಯಕ ಶ್ರೀಮತಿ ವನಜಾಕ್ಷಿ