



GOVERNMENT OF KERALA

Abstract

Health & Family Welfare Department -Health Services -Establishment - Compensation Leave to Medical Officers and Other Hospital Employees in Health Service Department -Modified- Orders issued

HEALTH & FAMILY WELFARE (A) DEPARTMENT

G.O.(Ms)No.43/2021/H&FWD Dated,Thiruvananthapuram, 17/02/2021

- Read 1 GO(Ms) No 303/82/HD dated 15.12.1982
2. GO (Ms) No 593/2008/H&FWD dated 09.12.2008
3 GO (Rt) 3484/2010/H&FWD dated 06.09.2010
4 Letter No O&M- 4/28342/2020/DHS dated 14.05.2020 from the Director of Health Services Thiruvananthapuram

ORDER

The Director of Health Service, in her letter read as 4th paper above has recommended Government to be pleased to extend the benefit of compensation leave to Medical Officers holding charge of Heads of Office/Institutions in Health Service Department as a special case, in relaxation of rules regarding grant of Compensation Leave, considering the specific status of service conditions in the department. Government have examined the matter in detail.

2. As per the Government Order read as 1st paper above, the medical officers and other hospital employees in Health Service Department were eligible for compensation leave subject to a maximum of 22 days in a year. However, the number of compensation leave admissible to Nursing Staff in Health Service Department was raised to as many number of holidays equal to the number of holidays they were put on duty without any restriction as a part of implementation of Dr. Prathapan Commission Report in Health Service, as per the order read as second paper above. Later, the number of compensation Leave admissible to Hospital Attenders, Nursing Assistants and Health Workers in lieu of the number of holidays they were put on duty was raised to a maximum of 45 days in a year, as per the order read as 3rd paper above.

3. However, the Medical Officers in Charge of Primary Health Centres, Community Health Centres and Family Health Centres are not eligible for compensation leave as per Section III (vii) of Appendix VII of KSRs, since Compensation Leave is not admissible to Heads of Offices. In her proposal mentioned above the Director of Health Services has recommended Government to extend the benefit of compensation leave

to the Medical Officers in Charge of Primary Health Centres, Community Health Centres and Family Health Centres also as a special case in relaxation of Rules.

4. In the circumstances, in supersession of all the existing orders in Health Service Department in this regard, it is ordered that subject to the following conditions, compensation leave at the rate of one day for each public holiday may be granted to the following categories of employees in Health Service Department mentioned here under who attend office on public (authorized) holidays under the orders of the Head of Office/Controlling authority, as a special case, in relaxation of Section III ((ii) & (vii) of Appendix VII of Part I of Kerala Service Rules:

- i. The Medical Officers in charge of Primary Health Centres/Community Health Centres/Family Health Centres will be eligible for compensation leave for a maximum of 15 days in a year.
- ii. The Nursing Staff in Health Service Department will be eligible for compensation leave equal to as many number of public holidays they are put on duty.
- iii. Hospital Attenders, Nursing Assistants and Hospital Workers will be eligible for Compensation Leave for a maximum of 45 days in a year.
- iv. All other categories of hospital employees in Health Service Department will be eligible for compensation leave for a maximum of 22 days in a year.
- v. Such leave should be availed of by the Government servant only with the prior permission of the authority, competent to grant casual leave.
- vi. Such leave will not be permitted to be availed, after expiry of three months from the public holiday(s) on which he attended office and *in lieu* of which the leave is granted.
- vii. Such leave will not be accumulated for more than 10 days, but such leave may be combined with casual leave or other authorized holidays provided that the total period of absence from duty shall not exceed fifteen days.
- viii. Such leave may not be combined with regular leave such as earned leave, half pay leave etc.
- ix. A Government servant touring on public (authorized) holiday(s) in connection with performance of his duties is not eligible for such leave in lieu of the Holiday(s) on which he was on tour.
- x. The compensation leave cannot be claimed as a matter of right and it should be given only at the discretion of the heads of the institutions/controlling authority after making suitable arrangement for carrying on the routine work in hospitals.
- xi. While granting the compensation leave, the head of institution/controlling authority should ensure that the functioning of the institution will not give any room for complaints by causing inconvenience to the patients as well as general public.
- xii. The Employees on duty should co-operate in carrying out the work arrangement effected by the Head of the institution/ controlling authority for smooth functioning of the Hospital.

(By order of the Governor)
K NANDA KUMAR
ADDITIONAL SECRETARY

The Director of Health Services, Thiruvananthapuram
All District Medical Officers (Through Director of Health Services)
The Accountant General (A&E/Audit) Kerala , Thiruvananthapuram
The Finance Department

(vide u.o(n) no.1577243/HLT-B3/213/2020-Fin dated 9/12/2020

All Sections in Health & Family Welfare Department
Stock File

Forwarded /By order

Section Officer