



**भारतीय प्रतिरक्षा मजदूर संघ**  
**Bharatiya Pratiraksha Mazdoor Sangh**  
(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)  
(AN INDUSTRIAL UNIT OF B.M.S.)  
(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

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REF NO : BPMS/MOD/Leave/57(7/3/L)

Dated : 04<sup>th</sup> Jul 2020

The Joint Secretary(E),  
Government of India, Min of Def  
South Block, DHQ PO,  
New Delhi-110 011

**Subject :- SEEKING CLARIFICATION REGARDING ABSENCE DURING COVID-19 LOCK DOWN PERIOD**

Sir,

1. With due regards, it is submitted that during COVID-19, one of the Defence Civilian employees, fell sick and was under medical treatment wef 13 Mar 2020. The individual was declared fit for rejoining of his duties by the medical authorities on 25 Mar 2020 but he could not rejoin the duties due to lock down period. Later, the Govt has extended the said Lock Down and accordingly, he again could not rejoin the duties.

2. Even on partial lifting of the normal Lock Down by the Govt, the individual again not in a position to rejoin his duties since the area of his residence has been declared as Hot Spot. On lifting of the containment period due to Hot Spot, he could be able to rejoin the duties on 26 Jun 2020.

3. The clarification to deal with such matters has been given at Serial No 2 of CAG, New Delhi Circular No 27/Staff Wing/2020 dated 19 Jun 2020 (Copy enclosed for ready reference). We are of the opinion that the subject case may be dealt in the same manner by way of regularizing the absence period treating the same as 'Worked from home' as clarified by the CAG in their letter dated 19 Jun 2020.

4. It is requested that necessary directives please be issued for regularizing the whole absence period (ie. 13 Mar 2020 to 25 Jun 2020) of the individual as under :-

(a) From 13 Mar 2020 to 24 Mar 2020 - Leave on medical grounds; and

(b) From 25 Mar 2020 to 25 Jun 2020 - To be treated as 'Worked from home' on the same analogy as clarified by the CAG in their ibid letter.

Thanking you.

Sincerely yours,

(Mukesh Singh)

**General Secretary**  
**Member JCM-II (MoD)**

Encs : One as above.

TK45/2020

OFFICE OF THE COMPTROLLER &  
AUDITOR GENERAL OF INDIA  
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भारत के नियंत्रक एवं महालेखापरीक्षक का कार्यालय  
१, दीन दयाल उपाध्याय मार्ग,  
नई दिल्ली-110 124



All Heads of Department  
Director (P)

दिनांक / DATE 19 JUN 2020

Subject: Clarification on regarding of Absence during COVID-19 Lockdown period.

19 JUN 2020

Sir/Madam,

Regularization of absence during COVID-19 lockdown period imposed by the Government to contain the spread of Corona virus has been examined and the following clarifications are issued:

Sl No.	Scenario/ Situation	Clarification
1.	Employees on approved official tour upto and including 25th March & unable to return to their Headquarters, inspite of best efforts.	The period of absence should be treated as duty subject to working from place of stay.
2.	Employees who were on sanctioned leave for period including 25.03.2020 and leave was sanctioned prior to issue of lockdown orders (25.03.2020) and the leave ended during lockdown period. This includes employees who were in duty station or were travelling outside the duty station during the leave period.	Deemed to have joined duty from the date of expiry of leave, subject to certification by the Controlling officer that the employee worked from home as required for employees in duty station upto 14.04.2020 and beyond only subject to being available for duty in office if called on 15.04.2020 or thereafter. In case of leave on medical grounds, subject to production of fitness certificate.
3.	Employees who were on leave prior to issue of lockdown orders (25.03.2020) and their leave ended on 20.03.2020, but did not join duty on 23.03.2020 (Monday) or 24.03.2020 (Tuesday).	Employees who did not join duty on 23.03.2020 and 24.03.2020, could strictly speaking, attract provision of FR. 17. However, considering the circumstances, such employees may be allowed to apply for leave for the entire period till they returned to their duty station and rejoined duty.
4.	Employees who left duty station for the week-end with due permission i.e. on 20.03.2020, but did not return to duty station on 23.03.2020 (Monday) or 24.03.2020 (Tuesday).	
5.	Employees who were on sanctioned leave prior to issue of orders on lockdown (25.03.2020) and their leave expiring during the lock down period, but wish to curtail the leave before expiry and join duty.	Curtailment of sanctioned leave requires approval based on official exigency, which is not normally envisaged during lock-down period. Hence, curtailment of leave may not be agreed to. From the date following the date of expiry of leave, the employee may be deemed to have joined duty, subject to fulfillment of other requirements based on the type of leave availed and subject to having worked from home after expiry of sanctioned leave (without curtailment).

Yours faithfully

(V.S. Venkatanathan)  
Asstt. Comptroller and Auditor General (N)