

PUNJAB STATE TRANSMISSION CORPORATION LTD.

Departmental Accounts Examination-2024 (2nd Session)

Category: JE/E

Paper: II

Roll No. _____

Time allowed: 3 hours

Service Rules, Acts & Labour Laws

Max. marks: 100

Note: All questions are compulsory

Q1a) State TA admissibility in the following cases:-

- To appear in department A/cs exams.
- To visit home town.
- For sports purpose on behalf of corporation.

b) What are the rules regarding combination of holidays with leave. (Marks: 15+5=20)

ਪ੍ਰ:1ਓ) ਨਿਮਨਲਿਖਤ ਮਾਮਲਿਆਂ ਵਿਚ ਟੀ.ਏ. ਸਵੀਕਾਰ ਕਰਨ ਦੀ ਯੋਗਤਾ ਦਰਸਾਓ:-

- ਵਿਭਾਗ ਦੀਆਂ A/cs ਪ੍ਰੀਖਿਆਵਾਂ ਵਿਚ ਹਾਜ਼ਰ ਹੋਣ ਲਈ।
- ਘਰ ਜਾਣ ਸਬੰਧੀ।
- ਕਾਰਪੋਰੇਸ਼ਨ ਵੱਲੋਂ ਖੇਡਾਂ ਵਿਚ ਭਾਗ ਲੈਣ ਸਬੰਧੀ।

ਅ) ਛੁੱਟੀਆਂ ਦੇ ਨਾਲ ਰਲਦੀਆਂ ਛੁੱਟੀਆਂ ਦੇ ਸੁਮੇਲ ਸਬੰਧੀ ਨਿਯਮ ਕੀ ਹਨ?

(ਅੰਕ: 15+5=20)

Q2a) What are the exemptions from disclosure of an information as per RTI Act, 2005?

b) Is there any special casual leave admissible to office bearers of Service Associations? Please Explain.

c) As per PSEB Punishment & Appeal Regulations 1971, mention the order against which no appeal lies?

(Marks: 10+5+5=20)

ਪ੍ਰ:2ਓ) ਆਰ.ਟੀ.ਆਈ. ਐਕਟ, 2005 ਦੇ ਅਨੁਸਾਰ ਕਿਸੇ ਜਾਣਕਾਰੀ ਦੇ ਖੁਲਾਸੇ ਤੋਂ ਕੀ ਛੋਟਾਂ ਹਨ?

ਅ) ਕੀ ਸਰਵਿਸ ਐਸੋਸੀਏਸ਼ਨਾਂ ਦੇ ਅਹੁਦੇਦਾਰਾਂ ਲਈ ਕੋਈ ਵਿਸ਼ੇਸ਼ ਛੁੱਟੀ ਮੰਨਜ਼ੂਰ ਹੈ? ਕ੍ਰਿਪਾ ਕਰਕੇ ਸਮਝਾਓ।

ੲ) ਪੀਐਸਈਬੀ ਸਜ਼ਾ ਅਤੇ ਅਪੀਲ ਰੈਗੂਲੇਸ਼ਨ 1971 ਦੇ ਅਨੁਸਾਰ, ਉਸ ਆਦੇਸ਼ ਦਾ ਜ਼ਿਕਰ ਕਰੋ ਜਿਸ ਦੇ ਵਿਰੁੱਧ ਕੋਈ ਅਪੀਲ ਨਹੀਂ ਹੈ।

(ਅੰਕ: 10+5+5=20)

Q3a) Describe to whom and what extend the powers are delegated for the following:-

- To sanction purchase of stationary for office requirement.
- To sanction expenditure on printing PSTCL Calendars.

b) Define major penalties & minor penalties with examples.

(Marks: 10+10=20)

Q1 - 15 5 5

ਪ੍ਰ:3ੳ) ਵਰਨਣ ਕਰੋ ਕਿ ਨਿਮਨਲਿਖਤ ਲਈ ਕਿਸਨੂੰ ਅਤੇ ਕਿਹੜੀਆਂ ਸ਼ਕਤੀਆਂ ਦਿੱਤੀਆਂ ਗਈਆਂ ਹਨ:-

- i. ਦਫਤਰੀ ਜ਼ਰੂਰਤ ਲਈ ਸਟੇਸ਼ਨਰੀ ਦੀ ਖਰੀਦ ਨੂੰ ਮੰਨਜ਼ੂਰੀ ਦੇਣ ਲਈ।
 - ii. ਪੀਐਸਟੀਸੀਐਲ ਕੈਲੰਡਰਾਂ ਦੀ ਛਪਾਈ ਤੇ ਖਰਚੇ ਨੂੰ ਮੰਨਜ਼ੂਰੀ ਦੇਣ ਲਈ।
- ਅ) ਉਦਾਹਰਨਾਂ ਸਹਿਤ ਵੱਡੀ ਸਜ਼ਾ ਅਤੇ ਮਾਮੂਲੀ ਸਜ਼ਾ ਨੂੰ ਪਰਿਭਾਸ਼ਿਤ ਕਰੋ।

(ਅੰਕ: 10+10=20)

Q4a) Discuss the various Purchase Committees alongwith Power as per Purchase Regulation 1981.

- b) What are the provisions regarding conduct of employees taking part in politics and elections and taking part in Demonstration, Strikes & Intimidation as per regulation.

(Marks: 10+10=20)

ਪ੍ਰ:4ੳ) ਖਰੀਦ ਰੈਗੂਲੇਸ਼ਨ 1981 ਦੇ ਅਨੁਸਾਰ ਵੱਖ ਵੱਖ ਖਰੀਦ ਕਮੇਟੀਆਂ ਅਤੇ ਉਹਨਾਂ ਦੀਆਂ ਸ਼ਕਤੀਆਂ ਬਾਰੇ ਚਰਚਾ ਕਰੋ।

- ਅ) ਰੈਗੂਲੇਸ਼ਨ ਅਨੁਸਾਰ ਰਾਜਨੀਤੀ ਅਤੇ ਚੋਣਾਂ ਵਿਚ ਹਿੱਸਾ ਲੈਣ ਅਤੇ ਪ੍ਰਦਰਸ਼ਨਾਂ, ਹੜਤਾਲਾਂ ਅਤੇ ਡਰਾਉਣ - ਧਮਕਾਉਣ ਵਿਚ ਹਿੱਸਾ ਲੈਣ ਵਾਲੇ ਕਰਮਚਾਰੀਆਂ ਦੇ ਆਚਰਣ ਸਬੰਧੀ ਕੀ ਉਪਬੰਧ ਹਨ।

(ਅੰਕ: 10+10=20)

Q5a) i) Explain the term 'lay off' as per The Industrial Dispute Act 1947?

- ii) Differentiate between 'Lock out' and 'Retrenchment' as per the Industrial Dispute Act.

- b) In a factory 25 women workers are employed the women workers have requested the employee to provide and maintain a creche for their children. Please comment.

- c) Surya L/M posted in S/D 'A' applied for special casual leave for a Drama Festivals organised by Ministry of Information & Broadcas' Dec. 20, 2022 to 29th Dec., 2022. AE incharge of S/D refused as the ba' his casual leave was 7 days as per his entitlement. Please comment.

. 10+5+5=20)

ਪ੍ਰ:5ੳ) i) ਉਦਯੋਗਿਕ ਵਿਵਾਦ ਐਕਟ 1947 ਦੇ ਅਨੁਸਾਰ 'ਕੰਮ ਬੰਦ' ਸ਼ਬਦ ਦੀ ਵਿਆ

- ii) ਉਦਯੋਗਿਕ ਵਿਵਾਦ ਐਕਟ ਅਨੁਸਾਰ 'ਲਾਕ ਆਊਟ' ਅਤੇ 'ਛਾਟਣ' ਵਿ ਦੱਸੋ।

- ਅ) ਇੱਕ ਫੈਕਟਰੀ ਵਿਚ 25 ਮਹਿਲਾ ਕਾਮੇ ਕੰਮ ਰਹੇ ਹਨ, ਮਹਿਲਾ ਵਰਕਰਾਂ ਨੇ ਮਾਲਕ ਨੂੰ ਆਪਣੇ ਬੱਚਿਆਂ ਲਈ ਇੱਕ ਕ੍ਰੈਚ ਪ੍ਰਦਾਨ ਕਰਨ ਅਤੇ ਉਹਨਾਂ ਦੀ ਸਾਂਭ-ਸੰਭਾਲ ਕਰਨ ਲਈ ਬੇਨਤੀ ਕੀਤੀ ਹੈ। ਟਿੱਪਣੀ ਕਰੋ।

- ੲ) S/D 'A' ਵਿਚ ਤਾਇਨਾਤ ਸੂਰਿਆ L/M ਨੇ 20 ਦਸੰਬਰ, 2022 ਤੋਂ 29 ਦਸੰਬਰ, 2022 ਤੱਕ ਸੂਚਨਾ ਅਤੇ ਪ੍ਰਸਾਰਣ ਮੰਤਰਾਲੇ ਦੁਆਰਾ ਆਯੋਜਿਤ ਆਲ ਇੰਡੀਆ ਡਰਾਮਾ ਫੈਸਟੀਵਲਾਂ ਵਿਚ ਸ਼ਾਮਲ ਹੋਣ ਲਈ ਵਿਸ਼ੇਸ਼ ਆਮ ਛੁੱਟੀ ਲਈ ਅਰਜ਼ੀ ਦਿੱਤੀ ਹੈ। S/D ਦੇ ਏ.ਈ. ਇੰਚਾਰਜ ਨੇ ਇਸ ਲਈ ਇਨਕਾਰ ਕਰ ਦਿੱਤਾ ਕਿਉਂਕਿ ਉਸ ਦੀ ਹੱਕੀ ਛੁੱਟੀਆਂ 7 ਦਿਨ ਬਕਾਇਆ ਪਈਆਂ ਸਨ। ਟਿੱਪਣੀ ਕਰੋ।

(ਅੰਕ: 10+5+5=20)

Q.1(a) State TA admissibility in the following cases:-

(i) To appear in department A/cs exams.

Ans:- The PSPCL employees entitled to draw TA at tour rates to appear for an obligatory department examination as per Regulations 36 of MSR Vol III of PSPCL. But if the examination has been canceled and he did not appear, he will not be allowed any TA. He will be allowed TA only on appearing the exams which will be allowed maximum two times.

(ii) To visit Home town

Ans:- The PSTCL employees and their family members (with the exception of work charged contingent and part time establishment) shall be entitled to Leave Travel Concession for visiting home town/any place in India as under:-

Leave Travel Concession for traveling to home town in every block of two calendar years. In case the Leave Travel Concession to travel in India is already availed in certain block of four years by an employee, the said employee is entitled to avail LTC for travel to home town only once in that block of four years.

(iii) For sports purpose on behalf of corporation.

Ans:- The players, Coaches, Managers Officials accompanying the team would be entitled to draw daily allowance. Further local players and officials will be entitled for diet money during all India electricity sports control tournament/coaching camp once in a year. This will be in addition to any amount that may be given to them by the tournament committee for the purpose of boarding and lodging. Besides TA/DA any amount/cash receipt from the tournament committee will be considered as diet money will be equally shared by the team including coach manager and official. The team players, coaches/managers and officials will also be entitled to undertake journey by AC 3 tier sleeper in any train.

Note 1. TA/DA shall be admissible for to and fro journey for participation in sports events.

2. Any officer accompanying the teams as well as players, will be entitled for TA as per their eligibility according to the latest TA rules of the Board.

(b) What are the rules regarding combination of holidays with leave?

Ans:- As per rules 8.25 of MSR Vol.1 part No.1 combination of holidays with leave is as under:-

An authority competent to grant leave may permit Sundays. Other recognized holidays or vacations to be prefixed to leave or affixed to leave or to be both prefixed and affixed to leave. Provided that prefixing and suffixing Sundays or other holidays to leave, other than leave on medical certificate, shall be allowed automatically except in case where for administrative reasons permission for prefixing and suffixing Sundays or other holidays to leave is specifically withheld. In case of leave on medically fit for rejoining duties happens to be Sunday or other holiday, automatically be allowed to suffix such a holiday to his medical leave and such day shall not be counted as leave.

Q.2 (a) What are the exemptions from disclosure of information as per RTI Act, 2005?

Ans: Exemption from disclosure of information as per RTI Act, 2005 are as below:-

1. Notwithstanding anything contained in RTI Act, 2005, there shall be no obligation to give any citizen,—
 - a. information, disclosure of which would prejudicially affect the sovereignty and integrity of India, the security, strategic, scientific or economic interests of the State, relation with foreign State or lead to incitement of an offence;
 - b. information which has been expressly forbidden to be published by any court of law or tribunal or the disclosure of which may constitute contempt of court;
 - c. information, the disclosure of which would cause a breach of privilege of Parliament or the State Legislature;
 - d. information including commercial confidence, trade secrets or intellectual property, the disclosure of which would harm the competitive position of a third party, unless the competent authority is satisfied that larger public interest warrants the disclosure of such information;
 - e. information available to a person in his fiduciary relationship, unless the competent authority is satisfied that the larger public interest warrants the disclosure of such information;
 - f. information received in confidence from foreign Government;
 - g. information, the disclosure of which would endanger the life or physical safety of any person or identify the source of information or assistance given in confidence for law enforcement or security purposes;
 - h. information which would impede the process of investigation or apprehension or prosecution of offenders;
 - i. cabinet papers including records of deliberations of the Council of Ministers, Secretaries and other officers:

Provided that the decisions of Council of Ministers, the reasons thereof, and the material on the basis of which the decisions were taken shall be made public after the decision has been taken, and the matter is complete, or over:

Provided further that those matters which come under the exemptions specified in this section shall not be disclosed;

- j. information which relates to personal information the disclosure of which has no relationship to any public activity or interest, or which would cause unwarranted invasion of the privacy of the individual unless the Central Public Information Officer or the State Public Information Officer or the appellate authority, as the case may be, is satisfied that the larger public interest justifies the disclosure of such information:

Provided that the information which cannot be denied to the Parliament or a State Legislature shall not be denied to any person.

2. Notwithstanding anything in the Official Secrets Act, 1923 nor any of the exemptions permissible in accordance with sub-section (1), a public authority may allow access to information, if public interest in disclosure outweighs the harm to the protected interests.
3. Subject to the provisions of clauses (a), (c) and (i) of sub-section (1), any information relating to any occurrence, event or matter which has taken place, occurred or happened twenty years before the date on which any request is made under section 6 shall be provided to any person making a request under that section:

Provided that where any question arises as to the date from which the said period of twenty years has to be computed, the decision of the Central Government shall be final, subject to the usual appeals provided for in this Act.

(b) Is there any special special casual leave admissible to office bearers of Service Associations? Please explain.

Ans:- Special casual leave upto a maximum of 10 days in a calendar year may be granted to office bearers of the service associations trade unions for participating in executive meetings, conferences and other activities of the respective association, subject to the condition that half of the leave enjoyed in this manner will be debited to ordinary casual leave account of official concerned and the remaining half to the special casual leave account for the aforesaid purpose. The maximum number of special casual leave in this manner is to be five days in a year

(c) As per PSEB Punishment & Appeal Regulations 1971, mention the order against which no appeal lies?

Ans:- Notwithstanding anything contained in this part no appeal shall lie against:

1. Any order made by the PSPCL.
2. Any order of an interlocutory nature or of the nature of step in aid of the final disposal of disciplinary proceedings other than an order of suspension.
3. Any order passed by an inquiring authority in the course of an enquiry under regulation 8.

Q.3 (a) Describe to whom and what extend the powers are delegated for the following:-

i. To sanction purchase of stationary for office requirement.

Sr. No.	Nature of Power	To Whom Delegated	Extent of Delegation	Remarks
81	To Sanction purchase of stationary for the requirement of the offices of the PSTCL			
	For Centralized Purchase	Purchase Committee(General)	As per Purchase regulations	Provided for the purchase of centralized articles non-availability certificate shall be obtained from concerned office.
		CE/HR & Admin	Rs.20000 in each case	
	-For Decentralized purchase	CE/HODs	Rs.40000 in each case (for offices subordinate to them and their own offices)	
		SEs & equivalent	Rs.5000 in each case	
		Company Secretary/Sr.Xens/Dy.Secy & equivalent	Rs. 3000 in each case	
		AEEs/AEs incharge of S/S	Rs.1000 in each case	

ii. To sanction expenditure on printing PSTCL calendars.

Sr.No.	Nature of Power	To Whom Delegated	Extent of Delegation	Remarks
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86	To Sanction expenditure on account of printing works/diaries/calendars etc. executed at Govt. /private presses including purchase of pre-printed forms from market including survey, field & level and Log books.	Purchase Committee CE/HODs SEs/Company Secretary Dy. CAOs/Sr.Xens & equivalent	As per Purchase regulations Rs.20000 in each case Rs.10000 in each case Rs.5000 in each case	Provided if the work is given to private presses after calling for tenders the lowest tender being accepted and compliance of Purchase/ Work regulations as in force.
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(b) Define major penalties and minor penalties with examples.

Major Penalties

1. Withholding of increments of pay with cumulative effect or reduction to a lower stage in the time-scale of pay for a specific period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect postponing the future increments of his pay.
2. Reduction to a lower time-scale of pay, grade, post or service, which shall ordinarily be a bar to the promotion of employee to the time- scale of pay, grade post or service, from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the employee was reduced and his seniority and pay on such restorations to that grade, post or service.
3. Compulsory retirement
4. Removal from service which shall not be a disqualification for future employment under the Board.
5. Dismissal from service which shall ordinarily be a disqualification for future employment under the Board.

Explanation

The following shall not amount to a penalty within the meaning of this regulation, namely:-

1. withholding of increments of pay of a Board employee for his failure to pass any Departmental Examination in accordance with the rules/regulations or orders governing the service to which he belongs or post which he holds or the terms of his appointment;
2. Stoppage of an employee at the efficiency bar in the time-scale of pay on the ground of his unfitness to cross the bar.

Minor Penalties

1. Censure;
2. Withholding of promotion;
3. Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Board by negligence or breach of orders;
4. Withholding of increments of pay without cumulative effects.

Q.4 (a) Discuss the various Purchase Committees along with Power as per Purchase Regulation 1981.

As per Purchase regulations 11 the Following Purchase Committees shall be competent to accept/decide the tenders under normal rules to the extent of powers delegated to them by the Corporation from time to time:-

1. Central Purchase Committees

- a) The committee comprising of CE/TS, CFO and S.E/TS Design as Member-cum- convener for procurement of centrally purchased items and items required for TS Organization.
- b) The committee comprising of Chief Engineer/SLDC, CAO(F&A) and SE/Communication SLDC as Member-cum-convener for the purchase of items required for SLDC Organization.
- c) The committee comprising of Chief Engineer/P&M, CAO(F&A) and SE/ P&M-Ludhiana as Member-cum-convener for the purchase of items required for P&M organization.

2. Purchase Committee (General)

The committee comprising of Chief Engineer/HIS&D, CAO(F&A) and S.E/Administration as Member-cum-convener for the purchases related to corporate office . In case of purchase of IT related items, DGM/IT shall be the Member-cum- convener instead of SE/Administration.

As per PSTCL purchase regulation No.12, delegation of the powers for accepting open tenders, limited tenders, single tender by the above committees constituted by the Corporation shall be as per the delegation of powers (as amended from time to time). Existing Delegation of the Powers are mentioned below:-

Sr. no.	Competent Authority	Open Tenders	Limited Tenders	Single Tenders
(c)	Central Purchase Committee	Upto Rs. 4 Cr.	Upto Rs. 2 Cr.	Upto Rs. 1 Cr.
(d)	Purchase Committee (General)	Upto Rs. 1 Cr.	Upto Rs. 40 Lacs	Upto Rs. 20 Lacs

- 12.1 These powers shall be subject to relevant rules and regulations of the Corporation.
- 12.2 These powers are subject to availability of funds.
- 12.3 The Director In- charge will be required to approve the purchase proposals, and to give his/her specific views/recommendations, to be submitted to committee of WTDs/BODs for consideration and decision.
- 12.4 Competency to accept tenders will be determined with reference to NIT quantity/value.
- 12.5 Prices will be including Taxes, duties & other allied costs for the purpose of determining the competency to affect purchase.

(b) What are the provisions regarding conduct of employees taking part in politics and elections and taking part in Demonstration, Strikes & Intimidation as per regulation.

TAKING PART IN POLITICS AND ELECTIONS:-

As per section 6 of the Employee Conduct Act:-

1. No Board employee shall be a member of or be otherwise associated with any political party or any organization which takes part in politics nor shall he take part in, subscribe in aid of, or assist in any other manner, any political movement or activity.
2. It shall be the duty of every Board employee to endeavor to prevent any member of his family from taking part in subscribing in aid of or assisting in any other manner any movement or activity which is, or tends directly or indirectly to be, subversive of the Board as by law established, and where a Board employee is unable to prevent member of his family from taking part in, or subscription in aid or assisting in any other manner, any such movement or activity, he shall make a report to that effect to the Board.
3. If any question arises whether a party is a political party or whether any organization takes part in politics or whether any movement or activity falls within the scope of Sub-Regulation (2), the decision of the Board thereon shall be final.
4. No Board employee shall canvass or otherwise canvass, interfere with, or use his influence in connection with or take part in an election to any legislature or local authority.
Provided that:
 - a. A Board employee qualified to vote as such election may exercise his right to vote, but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted;
 - b. A Board employee shall not be demand to have contravened the provisions of this Sub-Regulation by reason only then he assists in the conduct of any election in the due performance of duty imposed on him by or under any law for the time being in force.

DEMONSTRATIONS, STRIKES & INTIMIDATIONS:-

As per section 8 of the Employee Conduct Act No employee shall

1. engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India, the security of the state, friendly relations with Foreign States, public order, decency or morality or which involves contempt of court, defamation or incitement to an offence: or
2. resort to or in any way abet any form of strike in connection with any matter pertaining to his service or the service of any other Board employee
3. Assault, threaten, intimidate, coerce, abuse or interfere with the work of the other employees of the Board.
4. Surround, 'Gherao' or confine any officer or any other employee of the Board in order to make him yield to the demands.

Q.5 (a) i. Explain the term 'lay off' as per The Industrial Dispute Act 1947?

Ans: "Lay-off" (with its grammatical variations and cognate expressions) means the failure, refusal or inability of an employer on account of shortage of coal, power or raw materials or the accumulation of stocks or the break-down of machinery 5[or natural calamity or for any other connected reason] to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched.

Explanation — Every workman whose name is borne on the muster rolls of the industrial establishment and who presents himself for work at the establishment at the time appointed for the purpose during normal working hours on any day and is not given employment by the employer within two hours of his so presenting himself shall be deemed to have been laid-off for that day within the meaning of this clause:

Provided that if the workman, instead of being given employment at the commencement of any shift for any day is asked to present himself for the purpose during the second half of the shift for the day and is given employment then, he shall be deemed to have been laid-off only for one-half of that day:

Provided further that if he is not given any such employment even after so presenting himself, he shall not be deemed to have been laid-off for the second half of the shift for the day and shall be entitled to full basic wages and dearness allowance for that part of the day:]

ii. Differentiate between 'Lock out' and 'Retrenchment' as per the Industrial Dispute Act.

- Ans:**
1. Lockout due to an industrial dispute and continues during the period of the dispute but retrenchment is not related to any industrial dispute.
 2. The motive to lockout is to pressurize the workman to except the employer's demand but retrenchment is to dispense with surplus labour.
 3. Lockout involves suspension of industrial relationship between employer and workman. The relationship remains alive inspite of cessation of work but retrenchment results in total severance of industrial relationship.
 4. Lockout is temporary but retrenchment is permanent.

(b) In a factory 25 women workers are employed the women workers have requested the employer to provide and maintain a crèche for their children. Please comment.

Ans : As per section 48 of Factory Act 1948 In every factory wherein more than thirty women workers are ordinarily employed there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such women. So the request of women worker may not be considered for providing and maintaining the crèche of their children.

(c) Surya Lineman posted in subdivision A applied for special casual leave for attending all India Drama festivals organized by Ministry of Information & Broadcasting from 20 December 2022 to 29 December 2022. AE incharge of subdivision refused as the balance of his casual leave was 7 days as per his entitlement. Please comment.

Ans:- Corporation employee will be allowed a concession of special casual leave upto 10 days at a time for participation in any of the following cultural events or programs subject to the condition that an overall limit of such special casual leave in a year not exceed 30 days.

1. Republic Day celebration at Delhi.
2. Visit of Cultural trups or Border areas.
3. Visit of the cultural trups to other states during national celebrations.
4. All India Drama Festival organized by the Ministry of Information and Broadcasting.
5. Meets, cultural shows arranged by the State Elec. Board/Corporation.

In this case AE Incharge refusal in sanction special casual leave applied for 20 December 2022 to 29 December 2022 is not in order.