

Leave in the Case of University Teachers* Part A

(AS PER UNIVERSITY CALENDAR –VOL. I – ACT & STATUTES 2017)

Leaves :

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77.1 In these Statutes : (i) Leave includes "Earned Leave", "Half Pay Leave", "Commuted Leave", "Extra-Ordinary Leave" and "Maternity Leave".

(ii) "Earned Leave" means leave earned on the basis of actual service rendered including the vacations.

(iii) "Half Pay Leave" means earned in respect of completed years of service calculated accordingly to the rules hereinafter contained.

(iv) "Commuted Leave" means leave as provided hereinafter.

(v) "Completed years of service" means continuous service of the specified duration under the University and includes periods spent on duty as well as on deputation with Government and leave including Extra-Ordinary Leave, unless otherwise provided.

Note : Notwithstanding anything contained in these rules, medical leave in respect of teachers in the service of the University on the date immediately preceding that on which these revised rules come into force, will be accounted for separately and granted according to the rules which were immediately previously in force.

77.2 Right of Leave cannot be claimed as matter of right and when the exigencies of service so demand, leave of any description may be refused or revoked by the leave sanctioning authority. In case a teacher is recalled to duty before the expiry of his leave, such recall to duty shall be treated as compulsory in all cases.

77.3 Earning of Leave Except as otherwise provided in these rules, leave shall be earned by period spent on duty only.

77.4 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 on which duty is resumed.

(ii) Sunday or other public holidays (except vacations) may be prefixed as well as suffixed to leave.

Note : Teachers are normally expected to be present on the last day of the term and on the opening day of the term after a vacation. However, in exceptional or special circumstances, combination of vacations might be allowed to any kind of leave except casual leave. STATUTES
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77.5 Return to duty on expiry of leave Except with the permission of the authority which granted the leave, no person on leave may return to duty before the expiry of the period of leave granted to him.

77.6 Combination of leave Except as otherwise provided in these rules, any kind of leave under these rules may be granted in combination with or in continuation of any other kind of leave.

77.7 Grant of leave beyond the date of retirement and on resignation No leave shall be granted beyond the date on which a teacher must retire, provided that a teacher may be paid equivalent of leave salary in respect of the period of earned leave at his credit at the time of retirement on superannuation subject to the following conditions:-

(i) The payment of cash equivalent of leave salary for earned leave shall be limited to maximum number of days as decided by the Punjab Government from time to time for its employees.

(ii) In respect of a teacher who retires on attaining the normal age prescribed for retirement under the terms and conditions governing his service, the authority competent to grant leave shall su-moto issue an order granting cash equivalent of leave salary for earned leave, if any at the credit of the teacher on the date of his retirement subject to maximum number of days as decided by the Punjab Govt. from time to time for its employees. The cash payment for unutilized earned leave, shall include pay and such allowance as decided by the Punjab Govt. from time to time, for its employees.

(iii) A teacher who is re-employed after retirement may, on termination of his re-employment, be granted su-moto by the authority competent to grant leave; cash equivalent in respect of earned leave at his credit on the date of termination of re-employment, subject to a maximum number of days as decided by the Punjab Govt. from time to time for its employees including the period for which encashment was allowed at the time of retirement.

(iv) A teacher can also avail of, as leave preparatory to retirement, a part of earned leave at his credit. In that case, he will be 60 STATUTES allowed benefits of this rule for the earned leave that remains at credit on the date of retirement in accordance with the terms and conditions stipulated on this rule.

(v) The benefit of this rule shall also be admissible to the teachers who attain the age of retirement on or after 30.9.77 and are granted extension of service after that date. In such cases, the benefit shall be granted on the date of final retirement on expiry of extension to the extent of earned leave at credit on the date of superannuation plus the earned leave earned during the period of extension reduced by earned leave availed of during such period, subject to a maximum of 240 days.

(vi) A teacher already on leave preparatory to retirement who has been allowed to return to duty shall also be entitled to benefit under this rule on the date of retirement.

(vii) Those employees who attained the age of retirement on superannuation before 30.9.1977 and were on extension of service on or beyond that date will also be entitled to the benefit of cash payment on the date of final retirement on expiry of extension to the extent of earned leave that had been refused to them at the time of retirement and was allowed to be carried forward into period of extension plus leave earned during the period of extension reduced by earned leave availed of during such period subject to a maximum number of days as decided by Punjab Govt. from time to time for its employees. The authority competent to grant leave may withhold whole or part of cash equivalent of earned leave in the case of a teacher 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 University's dues, if any. A teacher who retires from service by giving notice or he is retired by the University by giving notice, pay and allowances in lieu of such notice, in accordance with the terms and conditions of service may be granted su-moto by the authority competent to grant leave, cash equivalent of STATUTES 61 the leave salary in respect of earned leave at his credit subject to maximum number of days as decided by Punjab Govt. from time to time for its employees and also in respect of all the half pay leave at his credit provided this period does not exceed the period between the date on which he so retires or is retired from service and the date on which he would have retired in the normal course after attaining the age prescribed for retirement under the terms and conditions governing his service. The cash equivalent shall be equal to the leave salary as admissible for earned leave and/or equal to the leave salary as admissible for half pay leave plus dearness allowance admissible on that leave salary for the maximum number of days as decided by Punjab Govt.

from time to time for its employees at the rates in force on the date the University teacher so retires or is retired from service. The pension and pension equivalent of other retirement benefits and adhoc relief/graded relief on pension shall be deducted from the leave salary paid for the period of half pay leave, if any, for which the cash equivalent is payable. The amount so calculated shall be paid in one lumpsum as a one-time settlement. No HRA or CCA shall be payable. Provided that if leave salary for the half pay leave component falls short of per pension and other pensionary benefits, cash equivalent of half pay leave shall not be granted. Provided further that a teacher who is retired by the University by giving him pay and allowances in lieu of notice, cash equivalent of leave salary shall be allowed only for the period of leave excluding that period for which any allowances in lieu of notice have been allowed.

- (a) (i) Where the services of a teacher are terminated by notice or by payment of pay and allowances in lieu of notice or otherwise in accordance with the terms and conditions of his appointment, he may be granted suo-moto by the authority competent to grant leave, cash equivalent in respect of earned leave at his credit on the date on which he ceases to be in service subject to a maximum number of days as decided by Punjab govt. from time to time for its employees.
- (b) (ii) If a teacher resigns or quits service, he may be granted suo-moto, by the authority competent to grant leave, cash equivalent in respect of earned leave at his credit on the date of cessation of service to the extent of half of such leave at his credit, subject to a maximum of 90 days. 62 STATUTES
- (c) (iii) If the teacher remains absent without leave or overstays his/her leave, he/she shall forfeit his/her entire salary for the period of absence; and if he/she remains absent without leave or overstays his/her leave for more than one week in India or for four weeks abroad, his/her office shall be liable to be declared vacant after following due procedure and giving adequate opportunity to him/her to explain his/her position and he/she shall be liable to pay an amount equivalent to his/her salary in lieu of notice for the prescribed period. However, the competent authority may grant exemption from such recovery on the merit of the case.
- (d) **77.8** Conversion of one kind of leave into another kind.
- (e) (i) At the request of teacher the sanctioning authority may convert any kind of leave retrospectively into leave of a different kind which was due and admissible to him at the time the leave was granted, but the teacher cannot claim such conversion as a matter of right.
(ii) The conversion of one kind of leave into another, shall be subject to adjustment of leave salary on the basis of leave finally granted to the teacher, that is to say any amount paid to him in excess shall be recovered or any arrears due to him shall be paid.
Note: Extraordinary Leave granted on medical certificate or otherwise may be converted

retrospectively into leave not due subject to the provisions of Statute 84 (Leave not due).

- (f) **77.9** Rejoining of duty on return from leave on medical grounds. A teacher who has been granted leave on medical certificate will be required to produce a medical certificate of fitness before resuming duties in such manner and from such persons as may be prescribed. The authority competent to grant leave may in its discretion forego with the production of a medical certificate in case of an application for leave for a period not exceeding 3 days at a time on medical grounds. Such leave shall not, however be treated as a leave on medical certificate and shall be debited against leave other than leave on medical grounds. **STATUTES 63 77.10** Leave should always be applied for and sanctioned before it is taken except in case of emergency and for satisfactory reasons.

77.11 The leave account should be maintained for each teacher in the Department/Faculty concerned. The order sanctioning earned leave/half pay leave to a teacher shall thereafter indicate the balance of such leave at his credit.

77.12 The leave year means a calendar year.

77.13 Continuous temporary service followed by permanent service without any break shall be included in permanent service for the purpose of computation of leave.

77.14 The following kinds of leave would be admissible to permanent teachers:

- (i) Leave treated as duty: Casual Leave, Special Casual Leave and Duty Leave.
- (ii) Leave earned by Duty: Earned Leave, Half Pay Leave and Commuted Leave.
- (iii) Leave not earned by Duty: Extra Ordinary Leave and Leave not due.
- (iv) Leave on ground of Health: Maternity Leave and Quarantine Leave, Sabbatical Leave (prescribed separately). The Syndicate may in exceptional cases grant, for the reason to be recorded, any other kind of leave subject to such terms and conditions as it may deem fit to impose.

78. Casual Leave

(i) A whole time male teacher of the University shall be eligible for casual leave each year as mentioned below:

- (a) Less than 10 years service. -10 days
- (b) More than 10 but less than 20 years service. -15 days

(c) More than 20 years service. -20 days Casual leave not exceeding five days may be availed of by a teacher for academic work as hereinafter defined. However, a lady teacher shall be entitled to 20 days casual leave in a calendar year. 64 STATUTES

(ii) Casual Leave cannot be carried over to the next leave year.

(iii) Casual leave cannot be combined with any other kind of leave except when leave is granted on account of sickness supported by medical certificate.

(iv) A teacher on casual leave cannot be treated as absent from duty and his pay shall not be intermitted.

(v) Public Holidays and Sundays falling in between the Casual Leave shall not be counted as part of Casual Leave.

78.1 Special Casual Leave

(i) Special Casual Leave not exceeding ten days in an academic year may be granted to a teacher:

(a) To conduct examination of a University, Public Service Commission, Board of Examination or other similar bodies/ institutions.

(b) To inspect academic institution attached to Statutory Boards etc.

(c) To participate in literary, scientific or educational conferences, symposium, or seminar or cultural or athletic activities conducted by bodies recognised by the University authorities. Or

(d) To do such other work as may be approved by the Vice-Chancellor as academic work. Note: In computing the ten days leave admissible the days of actual journey, if any, to and from the place where such conference/ activity takes place will be excluded.

(ii) In addition, special casual leave to the extent mentioned below may also be granted:

(a) To undergo sterilization operation (Vasectomy or Selpingectomy) under Family Planning Programme, Leave in this case will be restricted to six working days.

(b) To a female teacher who undergoes non-peruperal sterilization, leave in this case will be restricted to fourteen days.

(c) Special Casual Leave cannot be accumulated nor can it be combined with any other kind of leave. It may be granted in combination with holidays or the vacation. STATUTES 65

79. Duty Leave

(i) Duty leave may be granted for:

(a) Attending conferences, congress, symposia and seminars on behalf of the University.

(b) Delivering lectures in institutions and Universities at the invitation of such institutions or Universities received by this University and accepted by the Vice-Chancellor.

(c) Working in another Indian or Foreign University, any other agency, institution or organisation when so deputed by the University or for performing any other duty for the University.

(d) Working on a delegation or Committee appointed by the Government of India, the University Grants Commission, a sister University or any other Academic Body.

(e) Visiting foreign countries under Cultural Exchange & Bilateral Exchange Programme, Indo-US Fellowship, Indo-US Exchange of Scientists Programmes sponsored by the University Grants Commission.

(ii) The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.

(iii) The leave may be granted on full pay provided that if the teacher received a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he may be sanctioned duty leave on reduced pay and allowances.

(iv) Duty Leave may be combined with earned leave, half-pay leave or extra-ordinary leave.

80. Earned Leave

(i) Earned Leave admissible to a teacher shall be:

(a) 1/30th of actual service including vacation plus

(b) 1/3rd of the period, if any, during which he is required to perform duty during vacation. However, it would be mandatory for the Heads of Teaching Deptts. to be present for full time in the Deptts. during vacation. Each Head of the Teaching Deptt. would be credited one month's earned leave per year inclusive of earned leave already admissible. 66 STATUTES This will also be applicable to Dean, Academic Affairs, Dean, Students' Welfare, Warden, Boys Hostel as well as the teaching staff working in the non-vacation, teaching and research departments.

Note : (i) For purpose of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.

(ii) Earned Leave at the credit of a teacher shall be accumulated as decided by the University from time to time. The maximum earned leave that may be sanctioned at a time shall not exceed the limit as decided by the University from time to time. The earned leave exceeding 120 days may however be sanctioned in the case of higher study or training or leave on medical certificate when the entire leave or portion thereof is spent outside India. Provided earned leave taken as leave preparatory to retirement can be availed upto maximum number of days as decided by the University from time to time. However, no permission for private employment except with Public Sector Undertaking of Government of India/Punjab shall be granted.

(iii) Prefixing and suffixing holidays to leave other than leave on medical certificate: It shall be allowed automatically except in case where for administrative reason, permission for suffixing/ prefixing holidays to leave is specifically withheld. In the case of leave on medical certificate, if the day on which teacher is certified medically fit for rejoining duty happens to be a holidays, he shall be automatically allowed to suffix such holidays to his medical leave and such day(s) shall not be counted as leave.

Note:- 1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In case where only a portion of leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of leave spent in India shall not, in the aggregate exceed 120 days. STATUTES 67

81. Half-pay Leave: Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on medical certificate, for private affairs or for academic purposes.

Note: A completed year of service means continuous service of specified duration under the University and includes periods spent on duty as well as leave including extraordinary leave.

82. Commuted leave Commuted leave not exceeding half the amount of half pay leave may be granted on medical certificate to a permanent teacher subject to the following conditions:

(a) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due.

(b) No commuted leave may be granted under the provision unless the authority competent to sanction leave has reasons to believe that the teacher will return to duty on its expiry.

(c) Where a teacher who has been granted commuted leave resigns from service or at his request is 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 teacher for further service or in the event of his death.

Note : Commuted leave may be granted at the request of the teacher even when earned leave is due to him.

83. Extra-Ordinary Leave

(i) A Permanent teacher may be granted extra-ordinary leave:

(a) When no other leave is admissible, or

(b) When other leave is admissible the teacher applies in writing for the grant of extraordinary leave.

(ii) Extra-ordinary leave shall always be without pay and allowances. Extra-ordinary-Leave shall not count for increment except in the following cases:

(a) Leave taken on medical certificate. 68 STATUTES

(b) Cases where the Vice-Chancellor is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided that the teacher has no other kind of leave to his credit.

(c) Leave taken for prosecuting higher studies. And

(d) Leave granted to accept an invitation to a teacher post or fellowship or research-cum-teaching post or an assignment for technical or academic work of importance.

(iii) Extra-ordinary Leave may be combined with any other leave except casual leave and special casual leave provided that the total period of continuous absence from duty on leave (including period of vacation when such vacation is taken in conjunction with leave) shall not exceed three years except, in cases where leave is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in all during the entire period of service.

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

84. Leave not due

(i) Leave not due may, at the discretion of the Vice-Chancellor, be granted to a permanent teacher for a period not exceeding 360 days during the entire service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay-leave earned by him subsequently.

(ii) 'Leave not due' shall not be granted unless the Vice-Chancellor is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.

(iii) A teacher to whom 'Leave not due' is granted shall not be permitted to tender his resignation from service so long as the debit balance in his leave account is not wiped off by active service, or he refunds the amount paid to him as pay and allowances for the period not so earned. In a case STATUTES 69 where retirement is unavoidable on account of reason of illness incapacitating that teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Syndicate. Provided further that the Syndicate may, in any other exceptional cases waive, for reasons to be recorded, the refund of leave salary for the period of leave still to be earned.

85. Maternity Leave

(i) Maternity leave may be granted to a woman teacher on full pay for a period of 180 days. Provided that no leave under this statute shall be granted to a woman teacher who has two or more living children.

(ii) Maternity leave under this statute may also be granted in cases of miscarriages, abortion including abortion induced under the Medical Termination of Pregnancy Act, 1971, subject to the condition that the total period of maternity leave on account of miscarriage/abortion should be restricted to 45 days in the entire career of a female employee. In calculating the number of days of maternity leave, such maternity leave granted and availed of by a female University employee in the past should not be taken into account. However in cases requiring longer duration of rest, leave of kind due and admissible can be availed of to cover the period of absence and the application for leave is supported by a certificate from Civil Surgeon or University Medical Officer or Registered Medical Practitioner, countersigned by the University Medical Officer/Civil Surgeon.

(iii) Maternity Leave may be combined with leave of any other kind, except casual leave, but the leave applied for in continuation of maternity leave may be granted only if the application is supported by a medical certificate.

(iv) Leave in continuation of maternity leave may also be granted in case of illness of a newly born baby, subject to production of medical certificate to the effect that the condition of the ailing baby warrants mother's personal attention and that her presence by the baby's side is absolutely necessary.

86. Quarantine Leave

(i) Quarantine Leave is leave of absence from duty necessitated in consequence of the presence of an infectious disease in the family or household of a teacher. 70 STATUTES

(ii) Quarantine leave may be granted on medical certificate for a period not exceeding 21 days, in exceptional cases this limit may be raised to thirty days. Any leave necessary for quarantine purpose in excess of this period shall be treated as ordinary leave. Quarantine leave may be combined with earned leave, half pay leave or extra-ordinary leave.

(iii) A teacher on quarantine leave is not treated as absent from duty and his pay is not affected.

87. Leave Salary

(1) Except as provided in sub-rules (5), a teacher on earned leave is entitled to leave salary equivalent to the pay drawn immediately before proceeding on leave.

(2) A teacher on half pay leave or leave not due is entitled to leave salary equal to half the amount specified in subrule (1).

(3) A teacher on commuted leave is entitled to leave salary equal to the amount admissible under sub-rule (1).

(4) A teacher on extra-ordinary leave is not entitled to any leave salary.

(5) (a) A teacher who is granted leave beyond the date of retirement or quitting of service, as the case may be, shall be entitled, during such leave, to leave salary as admissible under the rules in lumpsum for the entire period of such leave as one time settlement, reduced by the amount of pension and pension equivalent to other retirement benefits.

(b) Where such teacher is re-employed during such leave, the leave salary shall be restricted to the amount of leave admissible while on half pay leave and further reduced by the amount of

pension and pension equivalent of other retirement benefits. Provided that it shall be open to the teacher not to avail himself of the leave but to avail of full pension.

(c) If during such employment he is granted leave earned by him during the period of re-employment, the leave salary shall be based on the pay drawn by him exclusive of the pension and pension equivalent of other retirement benefits. STATUTES 71

87.1 Advance of Leave Salary

(a) The advance in lieu of leave salary admissible to a teacher proceeding on leave of not less than thirty days shall include allowances as well subject to deduction on account of income tax, provided fund, house rent, recovery of advance etc.

(b) In case a teacher who dies in harness, the cash equivalent of the leave salary that the deceased employee would have got; had he gone on earned leave but for the death, due and admissible, on the date immediately following the date of death, subject to a maximum number of days as decided by the University from time to time shall be paid to his family. Further, such cash equivalent shall not be subject to reduction on account of pension equivalent of death-cum-retirement gratuity.

(c) Half pay leave upto a maximum of 180 days shall be allowed to be commuted during the entire service where such leave is utilized for an approved course of study i.e. a course which is certified to be in the public interest by the leave sanctioning authority

91. Study Leave (i) Study leave may be granted to permanent whole time teachers (other than a Professor of the University) with not less than two years continuous service, to pursue a special line of study or research directly related to his work in the University or to make special study of the various aspects of University Organisations and methods of education giving full plan of work. Provided that the Syndicate may, in special circumstances of a case waive the condition of two years service being continuous. Explanation : In computing the length of service, the duration of which a person was on probation or engaged as Research Assistant may be included provided that : (a) the person is a teacher on the date of the application and (b) there is no break in service. (ii) Study Leave shall be granted on the recommendation of the advisory committee, but leave shall not be granted for more than two years, save in very exceptional cases in which the Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University. The period of Study Leave shall, in no case, exceed three years. (iii) Study Leave shall not be granted to a teacher who is due to retire within three years of the date on which he is expected to return to duty after the expiry of Study Leave. (iv) 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 and also give details of work to be done during the proposed spell of study leave. (v) 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 Syndicate. When 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 Syndicate to treat the period of shortfall Extra-Ordinary leave has been obtained. STATUTES 75 (vi) The teacher granted study leave would be entitled to continue to draw their total emoluments for the duration of the study leave as are applicable to teachers granted fellowships under the Faculty Improvement Programme except the living expenses allowance of Rs. 250 p.m. The necessary increment will also be sanctioned as and when due. However, the amount of emolument payable to the teachers on Study Leave shall be reduced subject to the provisions of Sub-clauses (vii) and (viii) below. (vii) (A) The amount or Scholarships/Fellowship or other financial assistance that a teacher granted Study Leave has been awarded, will not preclude his being granted Study Leave with pay and allowances but the scholarship etc. so received shall be taken into account in determining the pay and allowance on which the Study Leave may be granted. The following guidelines may be followed for determining admissibility of pay and allowances for the purpose of granting study leave to a teacher who is expected to receive scholarship/ fellowship or any other kind of financial assistance.

92. Guidelines for Grant of Sabbatical Leave A professor in the University shall be eligible for grant of a Sabbatical Leave for a period of one year at the end of every six years of service as a Professor in the University, or for a period of six months at the end of every three years of service as a Professor in the University for purpose of study, research and writing within the country or abroad. Note : 1. For any absence for period exceeding three months (excluding vacations), service for an additional period of equal duration will have to be rendered for the completion of the qualifying service of six years or three years, as the case may be. 2. Sabbatical Leave may not be granted to a Professor if the period between his return from the proposed leave and his attaining the age of superannuation, is less than double the period of Sabbatical Leave asked for by him. 3. A Professor may avail of Sabbatical Leave of one year's duration twice or of six month's duration four times during the entire period of his service as a Professor in the University, provided that he has rendered approved service of not less than six years or three years, as the case may be, before each spell of Sabbatical Leave. 4. A Professor shall, during the period of Sabbatical Leave, be paid, full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him immediately prior to his proceeding on Sabbatical Leave. 5. During the period of Sabbatical leave, the Professor shall be allowed to draw normal increments on due dates and the period of leave shall also count as regular service for the purpose of pension/retirement benefits provided that the Professor rejoins the University on the expiry of his leave. 6. A Professor on Sabbatical Leave shall not take up during the period of that leave any regular appointment in another organization in India or abroad. He may, however, be allowed to accept a Fellowship or a research scholarship, 80 STATUTES or an ad hoc teaching or research assignment with honorarium, or any other form of assistance other than regular employment, provided that in such cases, the Syndicate may, if it so desires, sanction Sabbatical Leave on reduced pay and allowance. Note :(1) A Professor who is on Sabbatical Leave could not take classes. However, if the Professor on Sabbatical Leave so desired he could guide research students and carry on research work himself during the period of Sabbatical Leave. (2) A Professor who is on Sabbatical leave should not attend the staff meeting, as well as other meetings

of the Departmental Committees including the Departmental Selection Committees etc. The benefits of past service, that is prior to the date on which present rules (Delhi University Pattern) come into force will be credited to the leave account of present incumbents. a) leave already sanctioned/earned, b) earned leave including compensatory leave, c) furlough leave (to be utilized as provided in earlier rules), d) study leave, if entitled as per earlier rules. 1. The word 'Guru Nanak Dev University' be substituted wherever the word "Delhi University" occurs; 2. The word 'Syndicate' be substituted for the word 'Executive Council'. 3. The name of the Advance Study and Research Committee be changed to 'Advisory Committee for Advanced Study & Research". The tenure of the committee shall be for one year commencing from 1st July. 4. The years for casual/special casual/duty leave will be from 1st January to 31st December of the year (i.e. a calendar year). Present incumbents include a teacher who had not retired and was still in regular service as on 1.1.86. (xiii) Cash payment in lieu of unutilised privilege leave