

CHAPTER XII

SPECIAL CONCESSIONS AND CONDITIONS REGARDING PERSONS SUFFERING FROM CERTAIN TYPES OF ILLNESSES

1. Eligibility for special full-pay leave
2. Only after normal leave is exhausted
3. Half pay leave
4. Further leave without pay
5. Light duties
6. Infectious Diseases

CHAPTER XII

SPECIAL CONCESSIONS AND CONDITIONS REGARDING PERSONS
SUFFERING FROM CERTAIN TYPES OF ILLNESSES

- | | | |
|-----|---|---|
| 1. | Persons in the permanent employment in the Commission/ Higher Educational Institutions/ Institutes and temporary employees who have completed one year of service either on monthly pay or on daily pay or both, who are suffering from Tuberculosis, Leprosy, Cancer or Chronic Kidney Disease (CKD) and who are considered by a Medical Board appointed by the Director General of Health Services on the request of the Commission/ Higher Educational Institution/ Institute to have a reasonable chance of recovery, may be granted special leave with pay as follows; | Eligibility for special leave with pay |
| 1.1 | Tuberculosis: Special leave with pay for two interrupted periods of nine months each, that is, nine months in the first instance and after such person has served for not less than four years after resumption of duties, a second period of nine months. | Tuberculosis, nine months leave with pay |
| 1.2 | Leprosy: Special leave with pay for a total period not exceeding twenty two months. | Leprosy-not exceeding 22 months |
| 1.3 | Cancer: Special leave with pay for a total period not exceeding six months. | Cancer not exceeding 6 months |
| 1.4 | CKD: Special leave with pay for a total period not exceeding six months. | CKD not exceeding 6 months |
| 1.5 | For any other illness which is similar to sub-paragraphs 1.1, 1.2, 1.3 and 1.4 above which is certified by a Medical Board appointed by the Director General of Health Services on the request of the Commission / Higher Educational Institution/ Institute and for recovery period after major surgeries certified by a Medical Board may be given special leave with pay for a total period not exceeding 6 months (refer sub-paragraph 8.2 of Chapter X). | Any other illness and for recovery period after major surgeries |

- 1.5.1 When leave is granted under this provision, all other conditions stated in this Chapter should be adhered to.
- 1.5.2 The Medical Board appointed by the Director General of Health Services on the request of the Commission / Higher Educational Institution/ Institute in terms of paragraph 1 and sub-paragraph 1.5 above shall preferably consist of the following members;
- (a) Director of the Teaching / General / Base Hospital where the person was/is being treated.
- (b) Two Specialists, one of whom shall be a specialist in the field relevant to the illness.
2. Special leave with pay under the above provisions may be granted only after the person has exhausted all the leave with pay to which he is ordinarily entitled under the normal leave regulations, and provided that the requirements of sub-paragraphs 2.1 to 2.4 are satisfied.
- 2.1 On receipt of the first medical certificate indicating that the person is suffering either from Tuberculosis, Leprosy, Cancer or CKD the Commission/ Higher Educational Institution/ Institute should send him before a Medical Board to determine whether or not he has a reasonable chance of recovery.
- 2.2 The person shall take the course of treatment recommended by the Medical Board.
- 2.2.1 In the case of Tuberculosis the treatment shall, as far as possible, be at a Sanatorium or the T.B. Ward of a local hospital or at home ("domiciliary treatment") under the guidance of a Tuberculosis specialist or if such specialist is not available, under a qualified Medical Officer.

Medical Board

Only after
normal leave is
exhaustedFirst Medical
BoardTreatment in
recommended
Institutions

- | | | |
|-----|--|--|
| 2.3 | Every period of special leave with pay granted should be covered by a proper medical certificate or a report of a Medical Board. | Medical certificate from a Medical Board |
| 2.4 | Shortly before a person completes the full period of leave with pay granted under these provisions, a report should be obtained from a Medical Board stating whether or not the person has a reasonable chance of recovery and whether he is fit for further service. | Recommendation of the Medical Board to be obtained |
| 3. | When the leave with pay available under these provisions has been exhausted, the person may be allowed half-pay leave in terms of paragraph 20 of Chapter X if the Medical Board recommends further leave in terms of paragraph 2.4 of this Chapter. | Half-pay leave |
| 4. | The Chairman of the Commission/ Vice-Chancellor of a University/ Rector of a Campus/ Director of a University College or Institute / Centre for Higher Learning as the case may be, may in his discretion allow further leave without pay in terms of paragraph 21 of Chapter X, if the Medical Board recommends further leave and makes the pronouncement that the grant of further leave will give the person reasonable chance of recovery. | Further leave without pay |
| 5. | When a Medical Board pronounces a person as fit to resume duties but on certain conditions such as being assigned light duties, he should be given light duties and assisted in every way to rehabilitate himself as far as his official life is concerned. | Light duties |
| 6. | Infectious Diseases | |
| 6.1 | A person employed in the Commission or a Higher Educational Institution/ Institute who is suffering from or living in a house in which there is a person who is suffering from any infectious disease referred to in the following lists of quarantinable or non-quarantinable diseases must immediately notify the fact to the Commission or the Higher Educational Institution/ Institute in which he is employed. | University to be notified |

	Type of disease
Quarantinable diseases:	
Cholera	
Plague	
Relapsing Fever (louse-borne)	
Smallpox	
Typhus Fever (louse-borne)	
Yellow Fever	
Any other disease termed as quarantinable by the Director General of the Health Services	
Non-quarantinable diseases:	
Chickenpox	
Dysentery	
Enteric Fever	
Simple Continued Fever	
Acute Anterior Poliomyelitis	
Cerebro-spinal Fever	
Diphtheria	
Infectious Hepatitis	
Typhus Fever not louse-borne	
6.2 As soon as a notification under sub-paragraph 6.1 is received, the matter should be reported to the District Medical Officer of the District or the Medical Officer of the Local Authority in which the disease is reported.	Notification to D.M.O
6.3 Contacts of quarantinable infectious diseases who are required to be segregated shall be granted special leave with pay for the period they are required to be under segregation (refer paragraph 8 of Chapter X).	Special leave for contacts of quarantinable diseases
6.4 It is not necessary for a person in contact with persons suffering from any of the non-quarantinable diseases to keep away from his place of work.	Non- quarantinable diseases
6.5 Medical Officer attached to a Higher Educational Institution should inform the appropriate medical authority as soon as they come across a case of a quarantinable or non-quarantinable disease in the course of their work. They should also inform the Commission, appropriate Higher Educational Institution/ Institute as the case may be, of the occurrence, furnishing the names of the employees who suffer from or the employee whose member of the family suffers from such diseases.	University Medical Officers to report