

12/1/85-Est(L)
Government of India
Department of Personnel, Public Grievances and
Pensions
(Department of Personnel and Training)

New Delhi, dated the 20th June, 1988

OFFICE MEMORANDUM

Subject:- Recommendations of the Fourth Central Pay Commission relating to Maternity Leave and rationalisation of rules relating to 'Leave not due'.

The undersigned is directed to say that Fourth Central Pay Commission has made the following recommendations in Para 25.2(ii) and (iii) of their report namely:-


- In consonance with the national objective of a small family, maternity leave may not be allowed to Women employees having two children.
- Women employees may be allowed to avail of any kind of leave to which they are entitled upto a maximum period of one year in continuation of maternity leave. The facility should, however, be allowed for two children.

2. The Government have considered the a-bowe recommendation and the President is pleased to decide that the grant of maternity leave for child birth in sub-rule(1) of rule 43 should be restricted to mothers with less than two surviving children. In continuation of such maternity leave for 90 days may also be allowed to avail leave of the kind due and admissible without production of medical certificate upto a maximum period of one year (including commuted leave for a period not exceeding 60 days and leave not due) subject, however, to the restrictions on the maximum amount of particular kind of leave at a time.

3. The question of review of provisions relating to 'Leave not due' has been under consideration of the Government for some time past. It has now been decided that 'Leave not due' may be granted only on medical grounds and not for private affairs.

4. A copy of the Notification (G.S.R.No.476 Dt.18.6.88), amending the relevant provisions of the CCS(Leave) Rules, 1972, is enclosed.

5. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders are being issued after consulting the Comptroller and Auditor General of India.


(E.K.Sreedharan)

Under Secretary to the Government of India
Tele.No.3013846.

To

All the Ministries/Departments of Government of India