

No. 14034/5/75/Estt(D)
Government of India/Bharat Sarkar
Cabinet Secretariat/Mantri Mandali Sachivalaya
Department of Personnel & Administrative Reforms
(Karmik Aur Prashasnik Sudhar Vibhag)

.....
New Delhi, dated the 19 July, 1976.

OFFICE MEMORANDUM

Subject:- Employment of women candidates in a state of pregnancy and declared as temporarily medically unfit.

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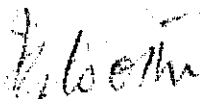
The undersigned is directed to invite a reference to the Ministry of Home Affairs O.M. No. 5/2/57-RPS, dated the 22nd July, 1957 which provides for retention of Government servants declared "temporary unfit" in service for a specified period, under certain circumstances. In regard to female Government servants the Ministry of Health and Family Planning have issued another orders vide their O.M. No. 5-21/68-MA, dated the 12th December, 1968 in which it is mentioned that a woman candidate who as a result of tests is found to be pregnant of 12 weeks standing or over, should be declared temporarily unfit until the confinement is over. She should be-examined for a fitness certificate six weeks after the date of confinement, subject to the production of a medical certificate of fitness from a registered medical practitioner.

2. It has been noticed that certain Ministries/ Departments have not strictly followed the instructions contained in the Health Department's O.M. dated 12.12. 1968 and certain women candidates were appointed even while they were in advanced stage of pregnancy. In order to avoid recurrence of such instances it has been decided that a woman candidate who as a result of tests is found to be pregnant of 12 weeks standing or over shall be declared temporarily unfit and her appointment held in abeyance until the confinement is over.

3. She should be re-examined for a fitness certificate six weeks after the date of confinement, subject to the production of medical certificate of fitness from a registered medical practitioner. The vacancy against which the woman candidate was selected should be kept reserved for her. She should be re-examined for medical fitness six weeks after the date of confinement. If she is found fit she may be appointed

to the post kept reserved for her and allowed the benefit of seniority in accordance with para 4 of the annexure to Ministry of Home Affairs's O.M. No. 9/11/55-RPS, dated 22nd December, 1959.

4. Ministry of Finance etc. are requested to bring the above instructions to the notice of all concerned.



(T.G. Gothi)

Under Secretary to the Government of India.

To

All Ministries/Departments etc. of Government of India.

Ministry of Health and Family Planning (Department of Health) (Medical Care Section) with 25 spare copies.