

**24. Maternity Leave:-** (1) A competent authority may grant, in case of confinement maternity leave on full pay to all the married female Board employee including married temporary Female employees with less than two surviving children, for a period of 120 days<sup>2</sup> from the date of confinement.

---

<sup>1</sup> . Inserted vide T.O.O.(Addl.Secy.-Per)Ms.No.136, dt.6-10-2007.

<sup>2</sup> . substituted 120 days in place of 90 days vide B.P.Ms.No.362; dt.21-3-1006.

3 - T.O.O Ms No. 399, dt 15.12.10 deleted the words 'on day 22 by which she while performing duties of technical in nature'.



Note: In case of employees who are confined during the period of their leave including extra-ordinary leave, the 120 days period referred to above shall be reckoned only from the date of confinement.

2) A competent authority may grant maternity leave on full pay to all the married female Board employees including married Temporary female employees with less than two surviving children for a period not exceeding six weeks in case of miscarriage including abortion subject to the condition that the application for such leave is supported by a medical certificate.

3) Leave of any other kind may be granted in continuation of maternity leave, if the request for its grant be supported by a medical certificate.

[ Note: Leave of any other kind in continuation of maternity leave may also be granted in case of illness of a newly born baby, subject to the woman employee producing a medical certificate from the Government authorized medical attendant concerned to the effect that the condition of the ailing baby warrants mother's personal attention and her presence by the baby's side is absolutely necessary.

4) The Chief Engineer and other competent authorities may grant maternity leave to women employees under their control subject to the restrictions laid down in regulation 8.

Note:- 1) Maternity leave may be granted in continuation of other kind of leave.

2) There shall be no limit for combining earned leave with maternity leave.

3) A woman employee in Class I or II Service applying for leave under Sub-regulation (3) above shall follow the procedure laid down in regulation 35-II.

4) The Maternity leave is not debitable to leave account.