



Finance (BPE) Department ,  
Secretariat,  
Chennai – 600 009

Letter No. 39664 /Fin(BPE)/2012-1 dated 12.07.2012

From  
Thiru. S. Krishnan, I.A.S.,  
Secretary to Government (Expenditure)

To  
The Chief Executive Officers of State Public Sector  
Undertakings / Statutory Boards.

Sir/ Madam,

Sub: State Public Sector Undertakings / Statutory Boards-  
Enhancement of Maternity Leave from 90 days to 180 days-  
Extension of the facility to the Women Employees of State Public  
Sector Undertakings / Statutory Boards -regarding.

Ref: 1)G.O.Ms.No.51/ P&AR(FR-III)Dept dt.16.5.2011

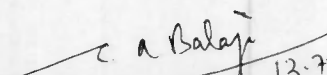
2) G.O.Ms.No.61/P&AR(FR.III)Dept dt.16.6.2011

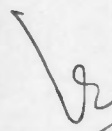
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I am directed to state that the orders issued in the Government Orders cited with respect to enhancement of Maternity Leave from 90 days to 180 days and the subsequent amendment ordered in reference 2<sup>nd</sup> cited are extended to the Women Employees of State Public Sector Undertakings / Statutory Boards wherever their Service Rules provide for sanction of Maternity leave similar to that of Government employees

2) I request you to place this letter before the Board of Directors for adoption in the next meeting.

Yours faithfully,

  
for Secretary to Government (Expenditure)

  
13.7.12



## ABSTRACT

Tamil Nadu Leave Rules – Maternity Leave – Enhancement of Maternity Leave to 180 days – Orders – Issued.

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### **PERSONNEL AND ADMINISTRATIVE REFORMS (FR.III) DEPARTMENT**

G.O.(Ms) No.51

Dated: 16.05.2011

வைகாசி 2,  
திருவள்ளூர் ஆண்டு 2042

Read:

- (1) G.O.(Ms) No.279, Personnel and Administrative Reforms (FR.II) Department, dated 11.03.1980.
- (2) G.O.(Ms) No.138, Personnel and Administrative Reforms (FR.III) Department, dated 26.02.1983.
- (3) G.O.(Ms) No.237, Personnel and Administrative Reforms (FR.III) Department, dated 29.06.1993.

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### **ORDER:-**

In the Government Order 1<sup>st</sup> read above, the Maternity Leave admissible to married women Government Servants was enhanced to 90 days which may be spread over from the pre-confinement rest to post-confinement recuperation at the option of the Government Employee. It was also ordered therein that the Maternity Leave will not be admissible to women Government Servants with more than three children. Further, in the Government Order 2<sup>nd</sup> read above, necessary amendments to Rule 101(a) of the Fundamental Rules were issued, based on the executive orders issued in the Government Order 1<sup>st</sup> read above. Based on the recommendation of the Tamil Nadu third pay commission and on par with Central Government Employees, orders were issued in the Government Order 3<sup>rd</sup> read above to the effect that a woman Government Servant with less than two surviving children be allowed Maternity Leave for a period of 90 days from the date of its commencement.

2. The Government after careful consideration direct that the Maternity Leave admissible to married women Government Servants which is 90 days at present

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..2..

be enhanced to 180 days which may be spread over from the pre-confinement rest to post-confinement recuperation at the option of the woman Government Servant. The Maternity Leave will be admissible to married women Government Servants with less than two surviving Children.

3. Necessary amendments to Fundamental Rules will be issued separately.

(BY ORDER OF THE GOVERNOR)

R. KANNAN  
PRINCIPAL SECRETARY TO GOVERNMENT

To  
All Secretaries to Government, Chennai-9.  
All Departments of Secretariat, Chennai-9.  
The Secretary, Legislative Assembly Secretariat, Chennai-9.  
All Heads of Departments.  
All District Collectors.  
All District Judges.  
All District Magistrates.  
The Secretary, Tamil Nadu Public Service Commission, Chennai-6.  
The Registrar, High Court, Chennai-104.

Copy to:

The Secretary to Chief Minister, Chennai-9.  
The Private Secretary to Chief Secretary to Government, Chennai-9  
The Private Secretary to Principal Secretary to Government,  
Personnel and Administrative Reforms Department, Chennai-9.  
The Private Secretary to Principal Secretary to Government,  
Personnel and Administrative Reforms (Training) Department, Chennai-9.  
All Sections in Personnel and Administrative Reforms Department, Chennai - 9.  
S.F./S.C.

//FORWARDED BY ORDER//

*Molly R. Xavier*  
SECTION OFFICER 16/5/11



## ABSTRACT

Tamil Nadu Leave Rules - Maternity Leave – Enhancement of Maternity Leave to 180 days – Amendment – Orders - Issued.

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### **PERSONNEL AND ADMINISTRATIVE REFORMS (FR.III) DEPARTMENT**

G.O.(Ms) No.61

Dated: 16.06.2011

ஆணி 1,  
திருவள்ளூர் ஆண்டு 2042

Read:

G.O.(Ms) No.51, Personnel and Administrative Reforms (FR.III)  
Department, dated 16.05.2011.

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### **ORDER:-**

In the Government Order read above orders were issued enhancing the Maternity Leave from 90 days to 180 days to married woman Government Servants which may be spread over from the pre-confinement rest to post-confinement recuperation at the option of the woman Government Servant. The Maternity Leave will be admissible to married woman Government Servants with less than two surviving children.

2. Representation have since been received from various Associations in the State, regarding the eligibility (i.e) whether orders issued in G.O.Ms.No.51, Personnel and Administrative Reforms (FR.III) Department, dated:16.05.2011 is applicable to women Government Servants who were on Maternity Leave, prior to the issue of above order.

3. The Government after careful consideration have decided to amend G.O.Ms.No.51, Personnel and Administrative Reforms (FR.III) Department, dated:16.05.2011 as follows:-

" The women Government Servants who were on Maternity Leave, prior to the issue of the above said order and continuing that leave on or

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after 16.05.2011 are also eligible for extending their Maternity Leave for six months."

4. Necessary amendments to Fundamental Rules will be issued separately.

(BY ORDER OF THE GOVERNOR)

V. IRAI ANBU  
SECRETARY TO GOVERNMENT

To

All Secretaries to Government, Chennai-9.  
All Departments of Secretariat, Chennai-9.  
The Secretary, Legislative Assembly Secretariat, Chennai-9.  
All Heads of Departments.  
All District Collectors.  
All District Judges.  
All District Magistrates.  
The Secretary, Tamil Nadu Public Service Commission, Chennai-6.  
The Registrar, High Court, Chennai-104.

**Copy to**

The Secretary to Chief Minister, Chennai-9.  
The Special PA to Minister (Law, Courts and Prison), Chennai-9.  
The Private Secretary to Chief Secretary to Government, Chennai-9.  
The Private Secretary to Principal Secretary to Government,  
Finance Department, Chennai-9.  
The Private Secretary to Principal Secretary to Government,  
Personnel and Administrative Reforms Department, Chennai-9.  
The Private Secretary to Secretary to Government,  
Personnel and Administrative Reforms (Training) Department, Chennai-9.  
All Sections in Personnel and Administrative Reforms Department.  
Personnel and Administrative Reforms Department (FR.IV) Department,  
Chennai-9 (for issue of amendment to FR)  
S.F./S.C.

// FORWARDED BY ORDER//

*Molly R. Xavier*  
SECTION OFFICER 16/6/11