



## ABSTRACT

Tamil Nadu Fundamental Rules – Maternity Leave under Fundamental Rule 101 (a) – Extending of Maternity Leave benefits to non-permanent married Women Government Servants appointed in a regular capacity - Sanctioning of Maternity Leave without deducting Earned Leave at their credit - orders - Issued.

### PERSONNEL AND ADMINISTRATIVE REFORMS (FR-III) DEPARTMENT

G.O. (Ms.) No.164

Dated: 25.10.2019

விளம்பி வருடம், ஐப்பசி - 8,  
திருவள்ளூர் ஆண்டு 2050.

Read:

1. G.O. (Ms) No.105, Personnel and Administrative Reforms (FR-III) Department, dated 07.11.2016.
2. G.O. (Ms) No.154, Personnel and Administrative Reforms (FR-II) Department, dated 05.12.2017.
3. G.O. (Ms) No.149, Personnel and Administrative Reforms (FR-II) Department, dated 31.10.2018.

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### ORDER:

As per Instruction 1 under rule 101(a) of the Tamil Nadu Fundamental Rules, "a competent authority may grant maternity leave on full pay to permanent married Women Government servants for a period not exceeding 270 days which may spread over from the pre-confinement rest to post confinement recuperation at the option of the Government servant. The maternity leave shall be admissible to married Women Government servants with less than two surviving children. Non-permanent, married Women Government servants, whether appointed in a regular capacity or under the emergency provisions of the relevant service rules should take for maternity purposes, the earned leave for which they may be eligible. If however, such a Government servant is not eligible for earned leave or if the leave to her credit is less than 270 days, maternity leave may be granted for a period not exceeding 270 days or for the period that falls short of 270 days, as the case may be. Non-permanent married Women Government servants employed under the emergency provisions should have completed one year of continuous service including leave periods, if any, to become eligible for the grant of maternity leave".

2. Representations have been received from some of the newly appointed Government Servants (i.e.,) non-permanent married Women Government Servants appointed in a regular capacity, who joined in the Government service after delivery, for sanction of maternity leave.

(p.t.o.)

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3. The Government after careful examination of the above representations have decided to grant maternity leave to Non-Permanent married Women Government servants appointed to Government service in a regular capacity as follows and order accordingly.

(i) To sanction 270 days maternity leave without deducting Earned Leave at their credit for those who are in service on the date of issue of this order.

(ii) To sanction the remaining period of 270 days of maternity leave after deducting the number of days from the date of delivery to the date of joining in Government service (both days inclusive) for those who are joining in the Government service after delivery.

4. However, for the non-permanent (temporary) Government Servants appointed on emergency provisions of the relevant service rules (not in regular capacity), the status quo shall continue.

5. Necessary amendments to the Fundamental Rules will be issued separately.

(BY ORDER OF THE GOVERNOR)

**S. SWARNA**  
**SECRETARY TO GOVERNMENT**

To

All Secretaries to Government, Secretariat, Chennai – 600 009.

All Departments of Secretariat, Chennai – 600 009.

All Heads of Departments / District Collectors / District Judges / District Magistrates.

The Secretary, Tamil Nadu Public Service Commission, Chennai – 600 003.

The Registrar, High Court of Madras, Chennai – 600 104.

The Registrar, High Court of Madras (Madurai Bench), Madurai – 625 023.

The Principal Accountant General, Chennai – 600 018.

Copy to:

The Chief Minister's Office, Secretariat, Chennai - 600 009.

The Deputy Chief Minister's Office, Secretariat, Chennai - 600 009.

The Special Personal Assistant to Minister (Fisheries & Personnel and Administrative Reforms) Chennai – 600 009.

The Principal Private Secretary to Chief Secretary to Government, Secretariat, Chennai - 600 009.

The Principal Private Secretary to Secretary to Government, Personnel and Administrative Reforms Department, Secretariat, Chennai – 600 009.

All Sections / All Officers in Personnel and Administrative Reforms Department, Secretariat, Chennai – 600 009.

The Personnel and Administrative Reforms (AR-II) Department, Secretariat, Chennai – 600 009. (to publish in the Government web site [www.tn.gov.in](http://www.tn.gov.in) / intranet)

The Personnel and Administrative Reforms (FR-II) Department, Secretariat, Chennai – 600 009. (for making necessary amendment to Rule 101(a) of the Fundamental Rules)

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/Forwarded / By Order/

*K. S. Prasad* 25/10/19  
**SECTION OFFICER.**  
25-10-19