

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**  
(ABSTRACT)

Maternity Leave – Enhancement of Maternity Leave to 270 days  
Amendment to regulation 4 of Tamil Nadu Electricity Board Leave  
Regulations – Issued.

(SECRETARIAT BRANCH)

**(Per) FB TANGEDCO Proceedings No. 17, Dated: 11.05.2018**

Chithirai – 28,  
Vilambi Varudam,  
Thiruvalluvar Aandu-2049.

**READ:**

- i) G.O.(Ms) No.105, P&AR (FR.IV) Department, dt. 07.11.2016.
- ii) (Per) CMD TANGEDCO Proceedings No.195 (SB), dt.25.11.2016.
- iii) G.O.(Ms) No.154, P&AR (FR.IV) Department, dt. 05.12.2017.

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**PROCEEDINGS**

The Government, in its order first read above had issued orders enhancing the period of Maternity Leave admissible to married women Government Servants from 180 days to 270 days which may be spread over from the pre-confinement to post-confinement recuperation at the option of the woman Government Servant with effect from 07.11.2016. The said Government Order has been adopted in TANGEDCO and orders have been issued in the Proceedings Second cited. Consequent to issuance of the said orders, necessary amendments to Rule 101 of the Fundamental Rules have been issued by the Government vide Government Order third cited.

2. The Tamil Nadu Electricity Board Leave Regulations have been framed based on the Fundamental Rules of Government of Tamil Nadu. The Regulation 24 of Tamil Nadu Electricity Board Leave Regulations is corresponding to Rule 101 of Fundamental Rules. Hence, the Board of TANGEDCO, after careful consideration has approved the proposal for issue of amendment to the said regulations.

3. Accordingly, in exercise of the powers conferred by Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948), read with Section 185 of the Electricity (Supply) Act, 2003 and G.O.Ms.No.100, Energy (B2) Department, dated 19.10.2010, the Tamil Nadu Generation and Distribution Corporation Limited (formerly Tamil Nadu Electricity Board) makes the following amendment to the Tamil Nadu Electricity Board Leave Regulations:-

**::2::**

**AMENDMENTS**

In the said Regulations, in Regulation 24,-

- I. in sub-regulation (1), for the expression "180 days" wherever it occurs, the expression "270 days" shall be substituted;
  - II. in the Note (2) under sub-regulations (1), for the expression "180 days", the expression "270 days" shall be substituted.
4. The above amendments shall be deemed to have come into force on 07<sup>th</sup> November, 2016.
5. The receipt of these proceedings shall be acknowledged.

**(BY ORDER OF THE BOARD)**

**VIKRAM KAPUR,  
CHAIRMAN CUM MANAGING DIRECTOR.**

To

All Chief Engineers.

All Chief Financial Controllers/TANGEDCO & TANTRANSCO.

The Chief Internal Audit Officer/Audit Branch.

All Superintending Engineers.

The Residential Audit Officer/Chennai-2.

**Copy to:**

The Chairman-cum-Managing Director's Table.

All Directors of TANGEDCO & TANTRANSCO.

The Secretary/TANGEDCO/Chennai-2.

The Legal Adviser/TANGEDCO/Chennai-2.

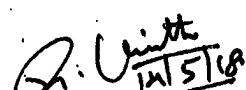
All Officers/Sections in Secretariat Branch.

All Assistant Personnel Officers/Chennai-2.

The Asst. Personnel Officer/Tamil Dev. – for publication in the Bulletin (2 copies).

The General Manager/Human Resources Development Wing.

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**



**SECTION OFFICER**

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**  
**(ABSTRACT)**

TANGEDCO – Maternity Leave – Granting of leave for one more delivery to woman Government Employee who gave birth to twins in the first delivery – Amendment to Fundamental Rules – Orders issued by the Government – Adoption in TANGEDCO - Amendment to Tamil Nadu Electricity Board Leave Regulations – Issued.

**(SECRETARIAT BRANCH)**

**(PER) FB TANGEDCO PROCEEDINGS NO. 40**

**DATED THE 24<sup>th</sup> OCTOBER, 2019.**

Iyppasi-7, Vihari Varudam,  
Thiruvalluvar Aandu-2050.

**READ:**

1. G.O. (Ms) No.77, Personnel and Administrative Reforms (FR.III) Department, dated 20.06.2018.
2. (Per) CMD TANGEDCO Proceedings No. 154 (SB), dated 07.08.2018.
3. G.O. (Ms) No.149, Personnel and Administrative Reforms (FR.III) Department, dated 31.10.2018.

\*\*\*\*\*

**PROCEEDINGS:**

Following the orders of the Government first read above, orders were issued extending the benefit of maternity leave for the second delivery to woman employee, who had already given birth to twins during first delivery – vide Proceedings second read above. Subsequently, necessary amendment to rule 101(a) of the Fundamental Rules have been issued by the Government to the above effect – vide G.O. third read above.

**2.** The Tamil Nadu Electricity Board Leave Regulations have been framed based on the Fundamental Rules of Government of Tamil Nadu. Whenever the Government makes any amendment to the Fundamental Rules, the corresponding regulation of the Tamil Nadu Electricity Board Leave Regulations is also amended, after obtaining approval from the Board of TANGEDCO. The regulation 24 of Tamil Nadu Electricity Board Leave Regulations is corresponding to rule 101 of Fundamental Rules. Therefore, a proposal for making amendment to the said regulation based on G.O. third read above, has been placed before the Board of TANGEDCO and after careful consideration, the Board of TANGEDCO has approved the same.

**3.** Accordingly, in exercise of the powers conferred by Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948), read with Section 185 of the Electricity (Supply) Act, 2003 and G.O.Ms.No.100, Energy (B2) Department, dated 19.10.2010, the Tamil Nadu Generation and Distribution Corporation Limited (formerly

Contd...

..2..

Tamil Nadu Electricity Board) makes the following amendment to the Tamil Nadu Electricity Board Leave Regulations:-

**AMENDMENT**

In the said Regulations, in sub-regulation (1) under Regulation 24, after the proviso, the following proviso shall be added, namely:-

**"Provided further that, in the case of a woman employee with two surviving children born as twins in the first delivery, maternity leave shall be granted for one more delivery".**

**4.** The above amendment shall be deemed to have come into force on 20.06.2018.

**5.** The receipt of these proceedings shall be acknowledged.

**(BY ORDER OF THE BOARD)**

**V.CHINNAPPAYAN,  
SECRETARY.**

**To**

All Chief Engineers.  
All Chief Financial Controllers/TANGEDCO & TANTRANSCO.  
The Chief Internal Audit Officer/Audit Branch.  
All Superintending Engineers.

**Copy to**

The Chairman-cum-Managing Director's Table.  
The Joint Managing Director/TANGEDCO.  
The Managing Director/TANTRANSCO.  
All Directors/TANGEDCO and TANTRANSCO.  
The Director General of Police/Vigilance/Chennai-2.  
The Secretary/TANGEDCO/Chennai-2.  
The Legal Adviser/TANGEDCO/Chennai-2.  
All Deputy Secretaries/Secretariat Branch.  
All Senior Personnel Officers/Administrative Branch/Chennai-2.  
All Under Secretaries/Secretariat Branch/Chennai-2.  
The Executive Assistant to Chairman-cum-Managing Director.  
The Asst.Pers.Officer/Tamil Development – for publication in the Bulletin (2 copies).  
All Sections/Secretariat Branch/Chennai-2.

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**

*Jm*  
30/10/19  
**SECTION OFFICER**  
*✓*  
30/10/19

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**  
**(ABSTRACT)**

TANGEDCO - Maternity Leave - Extension 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 by the Government - Adoption in TANGEDCO – Orders - Issued.

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(SECRETARIAT BRANCH)

**(PER) CMD TANGEDCO PROCEEDINGS NO.104**

**DATED THE 15<sup>th</sup> JUNE, 2020.**

Aani-1, Saarvari Varudam,  
Thiruvalluvar Aandu 2051.

**READ:**

- i) G.O.Ms.No.105, Personnel and Administrative Reforms (FR.III) Department, dated 7-11-2016.
- ii) (Per) CMD TANGEDCO Proceedings no.195 (SB), dated 25.11.2016.
- iii) (Per) FB TANGEDCO Proceedings No.17 (SB), dated 11.05.2018.
- iv) G.O.Ms.No.154, Personnel and Administrative Reforms (FR.IV) Department, dated 05.12.2017.
- v) G.O.Ms.No.164, Personnel and Administrative Reforms (FR.III) Department, dated 25.10.2019.

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**PROCEEDINGS :**

Based on the orders issued in the Government Order first read above, the maternity leave admissible to married women employees of TANGEDCO with less than two surviving children had been enhanced from 6 months (180 days) to 9 months (270 days), and necessary orders were issued vide Proceedings second read above. In the Proceedings third read above, necessary amendments to this effect have been issued to Regulation 24 of Tamil Nadu Electricity Board Leave Regulations.

**2.** The Government, in its G.O. fifth read above, have issued orders, extending the maternity leave benefits to non-permanent married Women Government Servants appointed in a regular capacity with certain conditions.

**3.** After careful consideration, it has been decided to adopt the said Government Orders in TANGEDCO. Accordingly, it is hereby ordered that Maternity Leave be granted to Non-Permanent married Women employees of TANGEDCO in a regular capacity, with the following conditions :-

- i) 270 days of maternity leave, be sanctioned without deducting Earned Leave at their credit for those who are in service on 25.10.2019, i.e., the date of issue of Government Order.
- ii) the remaining period of 270 days of maternity leave, be sanctioned to non-permanent married women employees, after deducting the number of days from the date of delivery to the date of joining in TANGEDCO's service (both days inclusive) for those who are joining in TANGEDCO's service after delivery.

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

**5.** Necessary amendment to the Tamil Nadu Electricity Board Leave Regulations will be issued separately.

**6.** The receipt of these Proceedings shall be acknowledged.

**(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)**

**S.VINEETH,  
SECRETARY (FULL ADDITIONAL CHARGE)**

**To**

All Chief Engineers.  
All Chief Financial Controllers/TANGEDCO & TANTRANSCO.  
The Chief Internal Audit Officer/Audit Branch.  
All Superintending Engineers.

**Copy to:**

The Chairman-cum-Managing Director's Table.  
The Joint Managing Director/TANGEDCO.  
All Directors/TANGEDCO and TANTRANSCO.  
The Director General of Police/Vigilance/Chennai-2.  
The Secretary/TANGEDCO/Chennai-2.  
The Legal Adviser/TANGEDCO/Chennai-2.  
The Industrial Relations Adviser/TANGEDCO/Chennai-2.  
All Deputy Secretaries & Under Secretaries/Secretariat Branch.  
All Senior Personnel Officers/Administrative Branch/Chennai-2.  
The Industrial Relations Officer/TANGEDCO/Chennai-2.  
The Asst.Pers.Officer/Tamil Development – for publication in the Bulletin (2 copies).  
All Sections/Secretariat Branch/Chennai-2.  
Tamil Nadu Electricity Workers' Federation.  
Tamil Nadu Electricity Board Accounts & Executive Staff Union.  
Tamil Nadu Electricity Board Workers' Progressive Union (LPF).  
Central Organisation of Tamil Nadu Electricity Employees.  
Minsara Pirivu Anna Thozhir Sangam.  
Tamil Nadu Minvariya Janatha Thozhilalar Sangam.  
Tamil Nadu National Electricity Workers' Federation (INTUC) (2 groups).  
Tamil Nadu Electricity Board Engineers' Sangam.  
Tamil Nadu Electricity Employees Congress (NLO).  
Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam.  
Tamil Nadu Electricity Board Engineers' Association.  
T.N.E.B. Finance and Accounts Officers' Association.  
Bharathiya Electricity Employees Federation.  
Tamil Nadu Electricity Board Card Billing Staff Union.  
Tamil Nadu Electricity Board Dr. Ambedkar Employees Union.  
Tamil Nadu Electricity Board Engineers' Union.  
Tamil Nadu Electricity Board Employees' Federation.

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**

*C. Srividhya*  
15/6/2020  
**SECTION OFFICER**

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**  
(ABSTRACT)

TANGEDCO - Maternity Leave - Extension 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 by the Government - Adoption in TANGEDCO – Orders - Issued.

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(SECRETARIAT BRANCH)

**(PER) CMD TANGEDCO PROCEEDINGS NO.104      DATED THE 15<sup>th</sup> JUNE, 2020.**

Aani-1, Saarvari Varudam,  
Thiruvalluvar Aandu 2051.

**READ:**

- i) G.O.Ms.No.105, Personnel and Administrative Reforms (FR.III) Department, dated 7-11-2016.
- ii) (Per) CMD TANGEDCO Proceedings no.195 (SB), dated 25.11.2016.
- iii) (Per) FB TANGEDCO Proceedings No.17 (SB), dated 11.05.2018.
- iv) G.O.Ms.No.154, Personnel and Administrative Reforms (FR.IV) Department, dated 05.12.2017.
- v) G.O.Ms.No.164, Personnel and Administrative Reforms (FR.III) Department, dated 25.10.2019.

\*\*\* \$ \*\*\*

**PROCEEDINGS :**

Based on the orders issued in the Government Order first read above, the maternity leave admissible to married women employees of TANGEDCO with less than two surviving children had been enhanced from 6 months (180 days) to 9 months (270 days), and necessary orders were issued vide Proceedings second read above. In the Proceedings third read above, necessary amendments to this effect have been issued to Regulation 24 of Tamil Nadu Electricity Board Leave Regulations.

**2.** The Government, in its G.O. fifth read above, have issued orders, extending the maternity leave benefits to non-permanent married Women Government Servants appointed in a regular capacity with certain conditions.

**3.** After careful consideration, it has been decided to adopt the said Government Orders in TANGEDCO. Accordingly, it is hereby ordered that Maternity Leave be granted to Non-Permanent married Women employees of TANGEDCO in a regular capacity, with the following conditions :-

- i) 270 days of maternity leave, be sanctioned without deducting Earned Leave at their credit for those who are in service on 25.10.2019, i.e., the date of issue of Government Order.
- ii) the remaining period of 270 days of maternity leave, be sanctioned to non-permanent married women employees, after deducting the number of days from the date of delivery to the date of joining in TANGEDCO's service (both days inclusive) for those who are joining in TANGEDCO's service after delivery.

::2::

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

**5.** Necessary amendment to the Tamil Nadu Electricity Board Leave Regulations will be issued separately.

**6.** The receipt of these Proceedings shall be acknowledged.

**(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)**

**S.VINEETH,  
SECRETARY (FULL ADDITIONAL CHARGE)**

**To**

All Chief Engineers.  
All Chief Financial Controllers/TANGEDCO & TANTRANSCO.  
The Chief Internal Audit Officer/Audit Branch.  
All Superintending Engineers.

**Copy to:**

The Chairman-cum-Managing Director's Table.  
The Joint Managing Director/TANGEDCO.  
All Directors/TANGEDCO and TANTRANSCO.  
The Director General of Police/Vigilance/Chennai-2.  
The Secretary/TANGEDCO/Chennai-2.  
The Legal Adviser/TANGEDCO/Chennai-2.  
The Industrial Relations Adviser/TANGEDCO/Chennai-2.  
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All Senior Personnel Officers/Administrative Branch/Chennai-2.  
The Industrial Relations Officer/TANGEDCO/Chennai-2.  
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Tamil Nadu Electricity Board Accounts & Executive Staff Union.  
Tamil Nadu Electricity Board Workers' Progressive Union (LPF).  
Central Organisation of Tamil Nadu Electricity Employees.  
Minsara Pirivu Anna Thozhir Sangam.  
Tamil Nadu Minvariya Janatha Thozhilalar Sangam.  
Tamil Nadu National Electricity Workers' Federation (INTUC) (2 groups).  
Tamil Nadu Electricity Board Engineers' Sangam.  
Tamil Nadu Electricity Employees Congress (NLO).  
Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam.  
Tamil Nadu Electricity Board Engineers' Association.  
T.N.E.B. Finance and Accounts Officers' Association.  
Bharathiya Electricity Employees Federation.  
Tamil Nadu Electricity Board Card Billing Staff Union.  
Tamil Nadu Electricity Board Dr. Ambedkar Employees Union.  
Tamil Nadu Electricity Board Engineers' Union.  
Tamil Nadu Electricity Board Employees' Federation.

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**

C .Srinivasan  
15/6/2020  
**SECTION OFFICER**

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**  
**(ABSTRACT)**

TANGEDCO – Special Adoption Leave to a woman Government servant who adopts a child below the age of one year - Amendment to rule 101 of the Fundamental Rules – Orders issued by the Government – Adopted in TANGEDCO - Amendments to Tamil Nadu Electricity Board Leave Regulations – Orders – Issued.

**(SECRETARIAT BRANCH)**

**(Per.) FB TANGEDCO PROCEEDINGS NO. 17**

**DATED THE 30<sup>TH</sup> MAY, 2020.**

Vaikasi-17, Sarvari Varudam,  
Thiruvalluvar Aandu-2051.

**READ:**

1. G.O.(Ms) No.124, P&AR (FR.IV) Department, dated 18.10.2013.
2. G.O.(Ms) No.150, P&AR (FR.II) Department, dated 31.10.2018.

**PROCEEDINGS:**

The Government, in its order first read above, had issued amendments to rule 101 of the Fundamental Rules of Government of Tamil Nadu, granting Special Adoption Leave for a period of 180 days to woman Government servants who legally adopt a child below the age of one year, duly prescribing the guidelines for granting such leave. Subsequently, the said period of 180 days was enhanced to 270 days and necessary amendments had been issued to rule 101 of the Fundamental Rules - vide G.O. second read above.

**2.** The Tamil Nadu Electricity Board Leave Regulations have been framed based on the Fundamental Rules of Government of Tamil Nadu. The regulation 24 of Tamil Nadu Electricity Board Leave Regulations, is corresponding to rule 101 of Fundamental Rules. Therefore, a proposal for making amendment to regulation 24 of Tamil Nadu Electricity Board Leave Regulations, has been placed before the Board of TANGEDCO. After careful consideration, the Board has resolved to amend the said regulations suitably.

**3.** Accordingly, in exercise of the powers conferred by Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948), read with Section 185 of the Electricity (Supply) Act, 2003 and G.O.Ms.No.100, Energy (B2) Department, dated 19.10.2010, the Tamil Nadu Generation and Distribution Corporation Limited (formerly Tamil Nadu Electricity Board) makes the following amendments to the Tamil Nadu Electricity Board Service Regulations:-

**AMENDMENTS**

"In the said Regulations,

- I. in regulation 6, under sub-regulation (a), for the expressions "(6) Maternity Leave" and "(7) Casual Leave", the following expressions shall be substituted:

"(6) Maternity Leave;  
(7) Special Adoption Leave;  
(8) Casual Leave"

Contd...

..2..

- II. after regulation 24, the following regulation shall be added, namely:

**"24(A) SPECIAL ADOPTION LEAVE:**

1. The Competent Authority may grant special adoption leave for a period of 270 days to a woman employee of TANGEDCO who adopts a child below the age of one year.
2. For the grant of such leave, the adoption must be a legal one.
3. The leave shall be granted from the date of legal adoption and without medical certificate".

4. The receipt of these proceedings shall be acknowledged.

**(BY ORDER OF THE BOARD)**

**S.VINEETH,  
SECRETARY/FULL ADDITIONAL CHARGE.**

**To:**

All Chief Engineers.  
All Chief Financial Controllers/TANGEDCO & TANTRANSCO.  
The Chief Internal Audit Officer/Audit Branch.  
All Superintending Engineers.

**Copy to:**

The Chairman-cum-Managing Director's Table.  
The Joint Managing Director/TANGEDCO.  
All Directors/TANGEDCO and TANTRANSCO.  
The Director General of Police/Vigilance/Chennai-2.  
The Secretary/TANGEDCO/Chennai-2.  
The Legal Adviser/TANGEDCO/Chennai-2.  
All Deputy Secretaries/Secretariat Branch.  
All Senior Personnel Officers/Administrative Branch/Chennai-2.  
All Under Secretaries/Secretariat Branch/Chennai-2.  
The Asst.Pers.Officer/Tamil Development – for publication in the Bulletin (2 copies).  
All Sections/Secretariat Branch/Chennai-2.

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**

*Jmblang*  
30-5-2020  
**SECTION OFFICER**  
*bpr*  
30-5-2020



## **ABSTRACT**

Fundamental Rules – Maternity Leave under Fundamental Rule 101 (a) – Extending Maternity Leave benefits to non-permanent married Women Government Servants appointed in a regular capacity – Amendment to Fundamental Rules – Orders - Issued.

### **Personnel and Administrative Reforms (FR.II) Department**

**G.O.(Ms) No. 91**

**Dated : 28.07.2020**

சார்வரி, ஆடி 13,  
திருவள்ளுவர் ஆண்டு 2051.

**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.
4. G.O.(Ms).No.164, Personnel and Administrative Reforms (FR-III) department, dated 25.10.2019.

### **ORDER:**

In pursuance to the orders issued in the Government Order fourth read above, the following notification will be published in the Tamil Nadu Government Gazette:-

### **NOTIFICATION**

In exercise of the powers conferred by the proviso to Article 309 read with Article 313 of the Constitution of India and of all other powers hereunto enabling, the Governor of Tamil Nadu hereby makes the following amendment to the Fundamental Rules and the Instructions thereunder.

2. The Amendments hereby made shall be deemed to have come into force on the 25<sup>th</sup> October 2019.

### **AMENDMENT**

In the said Fundamental Rules, in rule 101, under the heading "Instructions under Rule 101 (a) – Maternity Leave.", for Instruction 1, the following Instruction shall be substituted, namely:-

"1. (i) A competent authority may grant maternity leave on full pay to permanent married women Government servants and to non-permanent married women Government servants, who are appointed on regular capacity, for a period not exceeding 270 days, which may spread over from the

(P.T.O.)

pre-confinement rest to post confinement recuperation at the option of the Government servant. Non-permanent married women Government servants, who are appointed on regular capacity and join duty after delivery shall also be granted maternity leave for the remaining period of 270 days after deducting the number of days from the date of delivery to the date of joining in Government service (both days inclusive) for the post confinement recuperation.

(ii) Non-permanent married women Government servants, who are appointed 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:

Provided that the maternity leave referred in (i) or (ii) above shall be granted to a married woman Government servant with less than two surviving children:

Provided further that in the case of a woman Government servant with two surviving children born as twins in the first delivery, maternity leave shall be granted for one more delivery.

*Explanation 1.*—In the case of married women Government servants who are confined during the period of their leave, including extraordinary leave, the 270 days period referred to above shall be reckoned only from the date of confinement.

*Explanation 2.*—For the purpose of this instruction, the expression "two surviving children" shall not include adopted children.

*Explanation 3.*—The Women Government Servants who proceeded on maternity leave prior to the 7<sup>th</sup> November 2016 and continued to be on that leave on or after that date shall also be eligible for maternity leave for a period not exceeding 270 days."

**(BY ORDER OF THE GOVERNOR)**

**S. SWARNA  
SECRETARY TO GOVERNMENT**

To

All Secretaries to Government, Chennai-600 009.

All Departments of Secretariat, Chennai-600 009.

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

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

The Registrar General, High Court of Madras, Chennai- 600 104.

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

The Accountant General (A&E), Chennai -600 018.

The Commissioner of Treasuries and Accounts, Chennai –600 035.

The Works Manager, Government Central Press, Chennai–600 079.

(Two copies for publication in the Tamil Nadu Government Gazette)

(P.T.O)

Copy to:

The Principal Secretary 1 to Hon'ble Chief Minister, Chennai – 600 009.  
The Special Personal Assistant to Hon'ble Deputy Chief Minister, Chennai – 9.  
The Special Personal Assistant to Hon'ble Minister  
(Fisheries & Personnel and Administrative Reforms Department), Chennai – 9.  
The Principal Private Secretary to Chief Secretary to Government,  
Chennai – 600 009.  
The Principal Private Secretary to the 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 upload in the Tamil Nadu Government website)  
The Finance (PC/Allowance) Department, Chennai–600 009.  
The Law (scrutiny) Department, Chennai –600 009.  
Stock file / spare copy

// FORWARDED BY ORDER//

*Ranby* *Sridhar* *30/7/2020,*  
**SECTION OFFICER**  
*J. nsm*  
*30/7/2020*

**DIRECTORATE OF TECHNICAL EDUCATION,  
CHENNAI-25.**

**Endorsement No.L.Dis. 44441/D6/2018, Dated: 04 .12.2018**

- Sub:      1. Administration – FUNDAMENTAL RULES – Rule 101(a) – Maternity Leave – Granting of Leave for one more delivery to a woman Government servant who gave birth to twins in the first delivery – Amendment to Fundamental Rules – Orders – Issued.  
              2. Administration – FUNDAMENTAL RULES – Enhancement of Child Adoption leave – amendment to F.R.101(ab) – Notification – Issued.

- Ref:      1. G.O.(Ms)No.149, Personnel and Administrative Reforms (FR-II) Department, Dated 31.10.2018.  
              2. G.O.(Ms)No.150, Personnel and Administrative Reforms (FR-II) Department, Dated 31.10.2018.

\*\*\*\*\*

Copy communicated.

Encl: As above

Sd/- M.Muthubalan  
Assistant Director (Admin.)

To

The Principals of

1. All Govt. /Govt. Aided Engineering Colleges/  
Polytechnic Colleges / Special Institutions
2. The Chief Engineer, Circle, Chennai
3. The Executive Engineers ,(All divisions)

Copy to:

- 1.C.T.E's Table
  2. Additional Director (Exam),
  3. Assistant Director (Admin.),.
  4. P.A. to DTE,
  5. All Unit Officers, DOTE
  6. The Technical Assistant (Evaluation), Computer Centre, DOTE
  7. All Superintendents, DOTE
  8. D6 Stock file
- } requested to upload the Government orders mentioned in the reference cited. in the DOTE Website

//Forwarded by order//

*2nd Dec 2018*  
Superintendent

*G*  
*04.12.18*



44441



22.10.2018



## ABSTRACT

FUNDAMENTAL RULES – Rule 101(a) – Maternity Leave – Granting of Leave for one more delivery to a woman Government servant who gave birth to twins in the first delivery – Amendment to Fundamental Rules – Orders – Issued.

### Personnel and Administrative Reforms (FR-II) Department

G.O.(Ms)No.149

Dated : 31.10.2018

விளம்பி , ஜூப்பதி -14,  
திருவள்ளுவர் ஆண்டு 2049.

To Examine & Publish  
Before.....

(01)

Read :

- 01) G.O.Ms.No.105, Personnel and Administrative Reforms(FR-III) Department, dated 07.11.2016
- 02) G.O.Ms.No.154, Personnel and Administrative Reforms(FR-II) Department, dated 05.12.2017.
- 03) G.O.Ms.No.77, Personnel and Administrative Reforms (FR-III) Department, dated 20.06.2018.

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### ORDER:

In the Government Order third read above, orders were issued extending the benefit of maternity leave for the second delivery to women Government servants who had already given birth to twins during their first delivery.

2. Accordingly, the following notification will be published in the Tamil Nadu Government Gazette:-

### NOTIFICATION.

In exercise of the powers conferred by the proviso to Article 309 read with Article 313 of the Constitution of India and of all other powers hereunto enabling, the Governor of Tamil Nadu hereby makes the following amendment to the Fundamental Rules and the Instructions thereunder.

2. Amendment hereby made shall be deemed to have come into force on the 20<sup>th</sup> June 2018.

(P.T.O)

**AMENDMENT.**

In the said Fundamental Rules, in rule 101, under the heading "Instruction under Rule 101(a) - Maternity Leave", in Instruction 1, after the proviso, the following proviso shall be added, namely:-

"provided further that, in the case of a woman government servant with two surviving children born as twins in the first delivery, maternity leave shall be granted for one more delivery".

**(BY ORDER OF THE GOVERNOR)**

**S. SWARNA  
SECRETARY TO GOVERNMENT.**

To

All Secretaries to Government, Chennai – 600 009.

All Departments of Secretariat, Chennai – 600 009.

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

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

The Accountant General (I/II), Chennai – 600 0018.

The Accountant General, Chennai – 9/35.

The Director of Treasuries and Accounts, Chennai – 600 035.

The Pay and Accounts Office (North /East /South), Chennai – 1/8/35.

The Pay and Accounts Office, Secretariat, Chennai – 600 009.

The Works Manager, Government Central Press, Chennai – 600 079.  
(For publication in the Tamil Nadu Government Gazette)

Copy to:

The Special Personal Assistant to the Hon'ble Minister (Fisheries,  
Personnel and Administrative Reforms), Secretariat, Chennai – 600 009.

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

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

The Personnel and Administrative Reforms (AR-II) Department,  
Chennai – 600 009.  
(to upload in Tamil Nadu Government Website)

**(P.T.O)**

-3-

The Finance (PC) Department, Chennai – 600 009.  
The Finance (CMPC) Department, Chennai – 600 009.  
Stock File /Spare Copy.

**// FORWARDED BY ORDER//**

Rao Krishnan 21/10/18.  
**SECTION OFFICER**

  
Rao Krishnan





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### ABSTRACT

FUNDAMENTAL RULES – Enhancement of Child Adoption leave- Amendment to F.R.101(ab) - Notification – Issued.

#### Personnel and Administrative Reforms (FR-II) Department

G.O.(Ms.)No.150



Dated : 31.10.2018

வினாம்பி , ஐப்பசி -14,  
திருவனந்தபுர் ஆண்டு 2049.

Read :

- 01) G.O.Ms.No.140, Social Welfare and Nutritious Meal Programme Department, dated 29.09.2008.
- 02) G.O.Ms.No.56, Social Welfare and Nutritious Meal Programme Department, dated 10.04.2012.
- 03) G.O.Ms.No.124, Personnel and Administrative Reforms (FR-IV) Department, dated 18.10.2013.
- 04) G.O.Ms.No.2, Social Welfare and Nutritious Meal Programme Department, dated 05.01.2018.

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#### ORDER:

In the Government Order third read above, amendment to Fundamental Rule 101 for granting special adoption leave for a period of 180 days to a woman government servant who adopts a child below the age of one year, have been issued.

2. In the Government Order forth read above, orders have been issued enhancing the child adoption leave from 180 days to 270 days.

(P.T.O)

3. Accordingly, the following notification will be published in the Tamil Nadu Government Gazette:-

**NOTIFICATION.**

In exercise of the powers conferred by the proviso to Article 309 read with Article 313 of the Constitution of India and of all other powers hereunto enabling, the Governor of Tamil Nadu hereby makes the following amendment to the Fundamental Rules and the Instructions thereunder.

2. The amendment hereby made shall be deemed to have come into force on the 5<sup>th</sup> January 2018.

**AMENDMENT.**

In the said Fundamental Rules, in rule 101, under the heading "Instructions under Rule 101 (ab) – Special adoption leave", in instruction 1, for the expression "180 days", the expression "270 days" shall be substituted.

**(BY ORDER OF THE GOVERNOR)**

**S. SWARNA  
SECRETARY TO GOVERNMENT.**

To

All Secretaries to Government, Chennai – 600 009.  
All Departments of Secretariat, Chennai – 600 009.  
All Heads of Departments including District Collectors / District Judges / District Magistrates.  
The Secretary, Tamil Nadu Public Service Commission,  
Chennai – 600 003.  
The Accountant General (I/II), Chennai – 600 018.  
The Accountant General, Chennai – 9/35.  
The Director of Treasuries and Accounts, Chennai – 600 035.  
The Pay and Accounts Office (North /East /South), Chennai – 1/8/35.  
The Pay and Accounts Office, Secretariat, Chennai – 600 009.  
The Works Manager, Government Central Press, Chennai – 600 079.  
(Two copies for publication in the Tamil Nadu Government Gazette)

Copy to:

The Special Personal Assistant to the Hon'ble Minister (Fisheries, Personnel and Administrative Reforms), Secretariat, Chennai – 600 009.  
The Senior Private Secretary to the Secretary to Government, Personnel and Administrative Reforms Department, Chennai – 600 009.

**(P.T.O)**

-3-

All Sections / All Officers in Personnel and Administrative Reforms Department,  
Chennai – 600 009.  
The Personnel and Administrative Reforms (AR-II) Department,  
Chennai – 600 009.  
(to upload in Tamil Nadu Government Website)  
The Finance (SW/PC/CMPC) Department, Chennai – 600 009.  
Stock File /Spare Copy.

// FORWARDED BY ORDER//

Ram Sankar 31/10/18  
SECTION OFFICER

21m  
31/10/18





**Personnel and Administrative  
Reforms (FR-III) Department,  
Secretariat,  
Chennai-600 009.**

**Government Letter (Ms) No.13965 /FR-3/2015, dated 20.04.2015**

**From**

Tmt. Anita Praveen, I.A.S.,  
Principal Secretary to Government (Training).

**To**

All Secretaries to Government, Chennai-9.  
All Departments of Secretariat, Chennai-9.  
All Heads of Departments including District Collectors / District Judges / District Magistrates.  
The Secretary, Tamil Nadu Public Service Commission, Chennai-104.  
The Registrar General, High Court of Madras, Chennai-104.  
The Registrar, Madurai Bench, High Court of Madras, Madurai.  
The Works Manager, Government Central Press, Chennai-79.  
The Director of Stationery and Printing, Chennai-99.  
The Personnel and Administrative Reforms (AR-II) Department, Chennai-9,  
(to publish in the internet / intranet).

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Sir,

**Sub:** Rules – Sanction of Maternity Leave to Married Women Government Servants under Rule 101(a) of Fundamental Rules – Consolidated Guidelines – Issued.

- Ref:**
1. G.O. (Ms) No.237, Personnel and Administrative Reforms (FR-III) Department, dated 29.06.1993.
  2. G.O. (Ms) No.51, Personnel and Administrative Reforms (FR-III) Department, dated 16.05.2011.
  3. G.O. (Ms) No.138, Personnel and Administrative Reforms (FR-III) Department, dated 19.11.2013.
  4. Government Letter No.35660/FR-III/89-7, Personnel and Administrative Reforms (FR-III) Department, dated 01.12.1989.

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Based on the recommendations of the Tamil Nadu Third Pay Commission and on par with Central Government Employees, orders were issued in the Government Order first cited above, to the effect that a Married Women Government Servant with less than two surviving children be allowed Maternity Leave for a period of 90 (Ninety) days, from the date of commencement and leave not exceeding six weeks, for miscarriage.

2. In the Government Order second cited, the above Maternity Leave has been enhanced to 180 days, and the relevant Rule provisions i.e. Rule 101(a) of the Fundamental Rule has been amended to the above effect in the Government order third cited.

3. As repeated clarifications from various Government Departments are being received in this Department, the following consolidated guidelines are issued with regard to '**Maternity Leave**' on full pay to Married Women Government Servants in accordance with Rule 101(a) of the Fundamental Rule:-

#### I - MATERNITY:-

- (i) Permanent Married Women Government Servants i.e. approved probationers, in a service, with less than two surviving children, excluding adopted children, may be granted 180 days (6 months) Maternity Leave by the competent authority, which may be availed between pre-confinement rest to post-confinement recuperation at the option of the Government Servant.
- (ii) Non-permanent Married Women Government Servants i.e. probationers, in a service with less than two surviving children, excluding adopted children, whether appointed under regular capacity through Tamil Nadu Public Service Commission / Uniform Services Recruitment Board/ Teachers Recruitment Board/ Medical Services Recruitment Board, Employment Exchange, etc., or under emergency provisions of the relevant service rules should take, for maternity purpose, the Earned Leave at her credit. Maternity Leave may be granted for a period of not exceeding 180 days or for the period that falls short of 180 days, after availing the Earned Leave, as the case may be.
- (iii). Non-permanent Married Women Government Servants, employed under the emergency provisions i.e. temporarily, should have completed one year of continuous service, including leave periods, if any, to become eligible for grant of Maternity Leave of 180 days as above.

#### II- ABORTION:-

- (iv) Competent Authority may grant maternity leave on average pay to Permanent Married Women Government Servants i.e approved probationers in cases of abortion also for a period, which may extend to six weeks.
- (v) A Non-permanent Married Woman Government Servant i.e probationers whether appointed in a regular capacity through Tamil Nadu Public Service Commission / Uniform Services Recruitment Board / Teachers Recruitment Board / Medical Services Recruitment Board, Employment Exchange, etc., or under the emergency provisions of the relevant service rules, should take, in such cases, ordinary leave on average pay for which she may be eligible. If, however, such a Government servant is not eligible for any leave on average pay, or if the leave to her credit is less than six weeks, maternity leave may be granted for a period not exceeding six weeks or for the period that falls short of six weeks as the case may be.
- (vi) Non-permanent Married Women Government servants employed under the emergency provisions i.e temporarily, should have completed one year of continuous service, including leave periods, if any, to become eligible for the grant of maternity leave of six weeks, as above.

4. The grant of leave is also subject to the following further conditions:—

- (i) Unless, an abortion takes place in a Government hospital or Local fund or Municipal hospital or in a recognised Nursing Home and the respective medical officer-in-charge of the institutions certifies that the abortion took place after 12 weeks of pregnancy, the leave should not be granted.
- (ii) Where there are no hospital facilities, women Government servants should appear before the authorised medical attendant when the sign of abortion still exists or go to him for antenatal examination after 12 weeks of pregnancy, so that the authorised medical attendant may be in a position to issue the necessary certificate.
- (iii) In the case of Married Woman Police Personnel, Leave may be granted for 'spontaneous abortion' from the seventh week of pregnancy. The term "Spontaneous abortion" refers to the loss of a non-viable foetus during pregnancy in naturally occurring events, not elective or due to therapeutic abortion procedures.
- (iv) In the case of maternity leave for miscarriage or abortion, the certificate from a Registered Medical Practitioner authorised under the Medical Termination of Pregnancy Act, 1971(Central Act. 34 of 1971) may be accepted.

### III – MEDICAL TERMINATION OF PREGRENCY:-

- (v) A Competent Authority may grant maternity leave of not exceeding six weeks to Permanent Married Women Government servants, i.e Approved Probationers who undergo medical termination of pregnancy of 12 weeks or more but not exceeding 20 weeks under the Medical Termination of Pregnancy Act, 1971 (Central Act 34 of 1971).
- (vi) A Non-Permanent Married Woman Government Servant i.e Probationers in a service whether appointed in a regular capacity or under the emergency provisions of the relevant service rules through Tamil Nadu Public Service Commission / Uniform Services Recruitment Board/ Teachers Recruitment Board/ Medical Services Recruitment Board, Employment Exchange etc., who undergoes medical termination of pregnancy of 12 weeks or more but not exceeding 20 weeks under the Medical Termination of Pregnancy Act, 1971 (Central Act 34 of 1971) should take earned leave for which she is eligible. If, however, such a Government servant is not eligible for any earned leave or if the leave to her credit is less than six weeks, then the competent authority may grant maternity leave for a period of not exceeding six weeks or for the period which falls short of six weeks, as the case may be.
- (vii) Non-Permanent Married Women Government Servants employed under the emergency provisions i.e temporarily, should have completed one year of continuous service, including leave periods, if any, to become eligible for the grant of Maternity Leave as above.

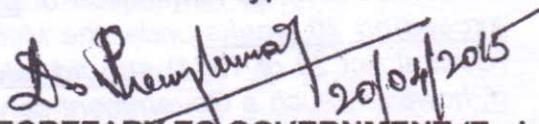
- (viii) The grant of maternity leave for six weeks is subject to the conditions that the termination of pregnancy shall be performed at Government Hospitals or other institutions approved under the Medical Termination of Pregnancy Act, 1971 (Central Act 34 of 1971).
- (ix) **Maternity Leave not exceeding six weeks for miscarriage**, including natural abortion or medical termination of Pregnancy under the medical Termination of Pregnancy Act, 1971 (Central Act 30 of 1971) **shall be granted to a woman Government Servant, irrespective of number of surviving children, on production of medical certificate.**
- (x) **Leave of any kind** due and admissible under the rules may be granted **upto a maximum period of one year, in continuation of maternity leave, if leave applied for is supported by a medical certificate.**
- (xi) 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 female Government servant producing a medical certificate from the authorised medical attendant 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.

**IV – STILL BORN:-**

- (xii) Married Women Government Servants who delivers a '**Still Born' child** (Dead at Birth) is also eligible for **Maternity Leave of 90 (Ninety) days.**
- (xiii) All Heads of Departments and other Competent Authorities may grant Maternity Leave to Women Government Servants, under their control.

5. The competent authorities in the Government Departments are directed to follow the above consolidated guidelines scrupulously, at the time of sanction of Maternity Leave to Married Women Government Servants.

Yours faithfully,



20/04/2015

for PRINCIPAL SECRETARY TO GOVERNMENT (Training)

20/4/15

**Copy to :**

The Private Secretary to Principal Secretary to Government, Personnel and Administrative Reforms (Training) Department, Chennai-9.

The Private Secretary to Principal Secretary to Government, Personnel and Administrative Reforms Department, Chennai-9.

All Sections / All Officers in Personnel and Administrative Reforms Department, Chennai-9.  
SF/SC.