



## ABSTRACT

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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

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.II) 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 1st 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 2nd read above, necessary amendments to Rule 101(a) of the Fundamental Rules were issued, based on the executive orders issued in the Government Order 1st 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 3rd 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 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.

Necessary amendments to Fundamental Rules will be issued separately.

(BY ORDER OF THE GOVERNOR)

R. KANNAN  
PRINCIPAL SECRETARY TO GOVERNMENT