

**GOVERNMENT OF HIMACHAL PRADESH
FINANCE (REGULATIONS) DEPARTMENT**

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No.FIN(C) A(3)1/2008 Dated, Shimla-2, the 25th March, 2011

OFFICE MEMORANDUM

Subject: Maternity leave benefits to different categories of Women Employees under CCS (Leave) Rules, 1972 or The Maternity Benefit Act, 1961.

The undersigned is directed to refer to this Department's Office Memorandum of even number dated 31st July, 2009 on the above cited subject, which provides that all women employees working in the Government on part time, whole time, daily waged, contingent paid employees or on contract basis under any Department or any organization/ Autonomous body/ PSU/ Society controlled by the Government, not covered under CCS (Leave) rules, 1972 shall be covered under the Maternity Benefits Act, 1961 and allowed Maternity Leave upto 12 weeks as is provided under the Maternity Benefits Act, 1961 as per terms and conditions laid down in the Act.


2. The matter relating to grant of child adoption leave to the women employees covered under the aforesaid Office Memorandum dated 31.7.2009 has been under consideration of the State Government. It may be noted that the Maternity Benefits Act, 1961 does not have provision for Child Adoption Leave.

3. After careful consideration of the matter, it has been decided to allow Child Adoption Leave upto 12 Weeks(Twelve Weeks) to the women employees covered under the aforesaid Office Memorandum dated 31.7.2009, who have fewer then two surviving children, on valid adoption of a child below the age of one year . The leave period will be allowed immediately after the date of valid adoption.

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4. These order may be brought to the notice of all concerned.


Deputy Secretary (Finance) to the
Government of Himachal Pradesh


All Administrative Secretaries to the
Government of Himachal Pradesh.

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Copy to:

1. All the Heads of Departments in Himachal Pradesh.
2. The Divisional commissioners, Shimla/Mandi/Kangra at Dharamsala.
3. The Registrar General, High Court of Himachal Pradesh.
4. All the Deputy Commissioners in H.P.
5. All the District and Sessions Judges in HP.
6. Resident Commissioners, Delhi/ Pangi. HP.
7. The Accountant General (Audit) Himachal Pradesh.
8. Sr. Dy. Accountant General (A&E) Himachal Pradesh.
9. Controller (F&A) Department of Personnel, HP Secretariat, Shimla.
10. Examiner, Local Fund Accounts. HP.
11. The Secretary, HPPSC, Shimla-2.
12. The Secretary, Lokayukta, HP
13. The Secretary, HP Vidhan Sabha.
14. All District Treasury Officers/ Treasury Officers in HP.
15. All Public Sector Undertakings/ Boards/ Corporations/ Universities in HP.
16. The Controller of Printing and Stationary Department, shimla-5 for publication in Rajpatra.
17. The Secretary, HP State Electricity commission, Shimla.
18. The Registrar, HP State Consumer Redressal Commission, Shimla.
19. The Secretary, HP Subordinate Services Selection Board, Hamirpur, HP
20. Deptt. of Personnel (AP-II & III), HP Secretariat, Shimla- 2


Deputy Secretary (Finance) to the
Government of Himachal Pradesh