

GOVERNMENT OF ORISSA  
FINANCE DEPARTMENT

No. 39847 (225) /F. Date : 1.10.07  
Bt.- V- 42/ 07



To  
The All Secretaries /  
All Heads of the Department.

Sub : *Absence from duty on maternity ground by Female Contractual Employees engaged in different Departments of Government.*

The Government has adopted contractual mode of engagement of personnel in different Government Establishments on bare administrative necessity after abolition of regular base level vacant entry posts. The policy of Government has been set out in Finance Department Circular No. Bt.-V-47/04-55/04/F., dated 31.12.2004.

2. In accordance with the above guidelines, various Departments of Government have been making contractual engagement with prior concurrence of Finance Department when there is absolute necessity in the interest of public service.

3. It is found necessary to extend maternity leave to female employees considering the fact that maternity is an inseparable right of a woman irrespective of her employment status. Besides, this benefit has already been extended to Sikhya Sahayaks engaged under Sarba Sikhya Abhijan Scheme in Orissa.

4. Now, the Government, after careful consideration have been pleased to decide that all female employees engaged in Government establishments on contract basis with consolidated remuneration and having less than two surviving children would be eligible to get full consolidated remuneration for a period not exceeding 90 days of her absence from duty on maternity ground on following conditions.

- i. Prior approval of competent authority for remaining absent from duty on maternity ground shall be obtained.



- ii. Detailed address of the employee during pre and post natal period shall be furnished.
- iii. Such contractual employee resumes duty after expiry of the period of absence from duty on maternity ground.
- iv. A certificate from the treating physician for absence from duty maternity ground shall be furnished.

This shall come into force with immediate effect.

  
Special Secretary to Government

Memo No. 39848 (250) /F. Date: 1.10.07

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Joint Secretary to Government

Memo No. 39849 (110) /F. Date: 1.10.07

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Joint Secretary to Government