

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.

(SECRETARIAT BRANCH)

(PER) CMD TANGEDCO PROCEEDINGS NO.104

DATED THE 15th 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