TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

Memo (Per) No. 35515/A18/A182/2021 1, dated   08.11.2021.

Sub: MATERNITY LEAVE – Enhancement of Maternity
Leave from 9 months (270 days) to 12 months
(365 days) –   Clarifications issued   by the
Government – Adoption in TANGEDCO - Clarification - Issued.

Ref: 1)   G.O. (Ms.) No.84, Human Resources Management
(FR.III) Department, dated   23.08.2021.
2)   (Per) CMD TANGEDCO Proceedings No.183 (SB), dated 13.09.2021.
3)   From the Chief Secretary to Government, HRM (FR-III) Dept.,
Secretariat, Chennai – 9, Letter (Ms) No.16049/FR.III/2021,
dated 17.09.2021

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Based on the orders issued by the Government in G.O. first cited, orders have been issued in the Proceedings second cited enhancing the Maternity Leave admissible to married women employees of TANGEDCO with less than two surviving children, from 9 months (270 days) to 12 months (365 days) with effect from 01.07.2021, with full pay, which may be spread over from the pre-confinement rest to post-confinement recuperation at the option of the married women employees of TANGEDCO. It was also ordered therein that the women employees of TANGEDCO who proceeded on Maternity Leave, prior to 1st July, 2021 and continued to be on that leave on or after that date shall also be eligible for Maternity Leave for a period not exceeding 365 days in total.

2. In the letter third cited, the Government have issued certain clarifications with regard to the enhancement of Maternity Leave from 9 months (270 days) to 12 months (365 days) to the married women Government Servants. After thorough examination, it has been decided to adopt the same in TANGEDCO.

3. Accordingly, the following clarifications are issued:-

(i)   As the enhancement of Maternity Leave takes effect from 01.07.2021 as per the Government Order first cited, and the date of issue of Proceedings is 13.09.2021, the cases of married women employees of TANGEDCO who were on Maternity Leave on 01.07.2021 or after that date, but joined duty on completion of 270 days before the issue of (Per) CMD TANGEDCO Proceedings No.183 (SB), dated 13.09.2021 may be considered for sanction of Maternity Leave, for the balance period out of 365 days in total, as per the above said Proceedings from the date on which Maternity Leave was sanctioned to them initially, as and when representation is received from them, within this period. The in-between period from the date on which they joined duty and attended office may be treated as duty.

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(ii) Similarly, those who were on Maternity Leave on or after 01.07.2021 and subsequently continued their leave as Earned Leave/Unearned Leave on Medical Certificate/Extra ordinary Leave without pay and allowance etc., on completion of 270 days of Maternity Leave before the issue of above Proceedings may also be considered for sanction of Maternity Leave as per (Per) CMD TANGEDCO Proceedings No.183 (SB), dated 13.09.2021 and in such cases the leave applied/sanctioned in continuation of Maternity Leave shall be modified as Maternity Leave.

(iii) In all the above cases, the Leave Sanctioning Authority shall ensure that the Maternity Leave should not exceed 365 days in total, from the date on which Maternity Leave was sanctioned initially.

4. The receipt of this Memo shall be acknowledged.

RAJESH LAKHONI
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.
The Managing Director/TANTRANSCO.
All Directors/TANGEDCO & TANTRANSCO.
The Secretary/TANGEDCO/Chennai-2.
The Legal Adviser/TANGEDCO/Chennai-2.
All Deputy Secretaries/Under Secretaries /Secretariat Branch/Chennai-2.
All Senior Personnel Officers/Administrative Branch/Chennai-2.
The Assistant Personnel Officer/Tamil Development – for publication
     in the Bulletin (2 copies)

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9-11-2021
SECTION OFFICER.