

## **TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**

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

**(SECRETARIAT BRANCH)**

**(PER) CMD TANGEDCO PROCEEDINGS NO.183,**

**DATED: 13<sup>th</sup> September 2021.**

Pilava Varudam,  
Aavani – 28,  
Thiruvalluvar Andu – 2052.

**READ:**

- 1) (Per) CMD TANGEDCO Proceedings NO.195 (SB), dated 25.11.2016.
- 2) (Per) FB TANGEDCO Proceedings No.17, dated 11.05.2018.
- 3) G.O. (Ms.) No.84, Human Resources Management (FR.III) Department, dated 23.08.2021.

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### **PROCEEDINGS:**

In the proceedings first read above, orders have been issued for enhancing the Maternity Leave admissible to the married women employees of TANGEDCO from 180 days to 270 days which may be spread over from the pre-confinement rest to post-confinement recuperation at the option of the women employees, by adopting the orders issued by the Government in G.O. (Ms) No.105 Personnel and Administrative Reforms (FR.III) Department, dated 07.11.2016.

**2.** In the Proceedings second read above, necessary amendments to Regulation 24 of Tamil Nadu Electricity Board Leave Regulations have been issued to this effect.

**3.** In the Government Order 3<sup>rd</sup> read above, the Government have issued orders enhancing the period of Maternity Leave admissible to married women Government Servants 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 woman Government Servant. It has also been ordered therein that the women Government Servants who proceeded on Maternity Leave prior to 1<sup>st</sup> July, 2021 and continued to be on that leave on or after that date, are also eligible for Maternity Leave for a period not exceeding 365 days in total.

**4.** The extension of the said benefit to the married women employees of TANGEDCO has been examined in detail and it has been decided to adopt the said Government Order in toto in TANGEDCO.

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Accordingly, it is hereby ordered as follows:

- i) the Maternity Leave admissible to married women employees of TANGEDCO with less than two surviving children, which is 9 months (270 days) at present, be enhanced 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;
- ii) the women employees of TANGEDCO who proceeded on Maternity Leave, prior to 1<sup>st</sup> 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.

**5.** Necessary amendments to the Tamil Nadu Electricity Board Leave Regulations will be issued separately.

**(BY ORDER OF THE 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)

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**

  
**SECTION OFFICER.**

  
14.09.2021