

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED
(ABSTRACT)

Establishment – TANGEDCO - Maternity Leave – Enhancement of Maternity Leave to 180 days - Orders issued by the Government - Adoption in TANGEDCO – Orders – Issued.

(SECRETARIAT BRANCH)

(Per) F.B.TANGEDCO Proceedings No.20,

Dated the 2nd August, 2011,
Aadi 17,
Thiruvalluvar Aandu 2042.

READ:

1. B.P.Ms.No.672 (SB) dated 12.12.1980.
2. B.P.Ms.No.224 (SB) dated 11.06.1981.
3. (Per) B.P.(Ch) No.115 (SB) dated 08.05.1995.
4. G.O.(Ms) No.51, P&AR (FR.III) Dept., dated 16.05.2011.
5. G.O.(Ms) No.61, P&AR (FR.III) Dept., dated 16.06.2011.

PROCEEDINGS:

In the Board's Proceedings first read above, the Maternity Leave admissible to married women employees of TANGEDCO (erstwhile Tamil Nadu Electricity Board) was enhanced to 90 days which may be spread over from the pre-confinement rest to post-confinement recuperation at the option of the Board employees. In the Board's Proceedings second read above, necessary amendments to Regulation 24 of Tamil Nadu Electricity Board Leave Regulations have been issued, based on the executive orders issued in Board's Proceedings first read above.

2. Subsequently, in the Board's Proceedings third read above, orders have been issued that a woman employee of TANGEDCO with less than two surviving children be allowed Maternity Leave for a period of 90 days from the date of its commencement.

3. Now, the Government in its G.O.Ms.No.51, Personnel and Administrative Reforms (FR.III) Department, dated 16.05.2011 have issued orders enhancing the period of Maternity Leave admissible to married women Government Servants from 90 days to 180 days which may be spread over from the pre-confinement to post-confinement recuperation at the option of the woman Government Servant with effect from 16.05.2011. It has also been ordered that the Maternity Leave will be admissible to married women Government Servants with less than two surviving children. Subsequently, in G.O.Ms.No.61, Personnel and Administrative Reforms (FR.III) Department, dated 16.06.2011, it has been ordered that the women Government servants who were on Maternity Leave prior to the issue of the said Government Order

dt.16-5-2011 and continuing that leave on or after 16.05.2011 are also eligible for extending their Maternity Leave for six months.

4. The TANGEDCO has decided to adopt the above orders of the Government, so as to extend the same benefit to the married women employees of TANGEDCO. Accordingly, the TANGEDCO issues the following orders:-

- I. The Maternity Leave admissible to married women employees of TANGEDCO which is 90 days at present, be enhanced to 180 days which may be spread over from the pre-confinement rest to post-confinement recuperation at the option of the woman employee of TANGEDCO. The Maternity Leave will be admissible to married women employees of TANGEDCO with less than two surviving Children with effect from the date of issue of the Government Orders (i.e.16.05.2011).
- II. The women employees of TANGEDCO who were on Maternity Leave, prior to 16.05.2011 and continuing that leave on or after the said date, are also eligible for extending their Maternity Leave for six months.

5. Necessary amendment to the Leave Regulations will be issued separately.

6. The receipt of these proceedings shall be acknowledged in the slip enclosed.

(BY ORDER OF THE BOARD)

A. ARUNAGIRI
SECRETARY (ADDL. CHARGE)

To
All Chief Engineers.
The Chief Financial Controller/General & Revenue.
All Superintending Engineers.
The Chief Internal Audit Officer/Audit Branch.
The Residential Audit Officer/TANGEDCO/Chennai-2.
All Branches of Headquarters.

Copy to:

The Chairman cum Managing Director's Table.
All Directors/TANGEDCO and TANTRANSCO.
The Inspector General of Police/Vigilance/Chennai-2.

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The Secretary/TANGEDCO /Chennai-2.
The Legal Adviser/TANGEDCO /Chennai-2.
All Deputy Secretaries/Secretariat Branch/Chennai-2.
The Deputy Chief Engineer/Administrative Branch/Chennai-2.
All Under Secretaries/Secretariat Branch/Chennai-2.
**The Assistant Personnel Officer/Tamil Development – for publication
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All Unit Assistant Personnel Officers/Headquarters (5 copies).
All Sections in Secretariat Branch/Chennai.
"A-10" Section/Secretariat Branch/Chennai-2.
The Director/Computer Centre/Chennai-2.
The Chief Public Relations Officer/TANGEDCO/Chennai-2.
The Resident Manager/T.N.E.B. Limited/New Delhi.

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.
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e Bhasin
SECTION OFFICER.