

TAMIL NADU POWER DISTRIBUTION CORPORATION LIMITED
(ABSTRACT)

Maternity Leave – Grant of Maternity Leave to the married women employees for more than two children – Amendments to rule 24 of TNEB Leave Regulations – Issued.

(SECRETARIAT BRANCH)

(PER) FB TNPDC PROCEEDINGS NO.17,

DATED THE 21st JULY, 2026.

Aadi-5, Parabhava Varudam,
Thiruvalluvar Aandu-2056.

READ:

- i) G.O.(Ms) No. 45, HRM(FR-II) Department, dated 13.05.2022.
- ii) (Per) FB TANGEDCO Proceedings No.21 (SB) dated 14.10.2022.
- iii) G.O.Ms.No.18, HRM (FR.III) Department, dated 13.03.2026.

PROCEEDINGS:

Based on the amendments issued to rule 101(a) of Fundamental Rules by the Government in G.O first read above, amendments were issued to regulation 24 of Tamil Nadu Electricity Board Leave Regulations enhancing the period of maternity leave admissible to the married women employees with less than two surviving children from 9 months (270 days) to 12 months (365 days) – vide Proceedings second read above.

2. In the G.O third read above, orders were issued by the Government to grant maternity leave to the Women Government servants having two or more than two surviving children, on full pay for a period not exceeding twelve weeks.

3. The Tamil Nadu Electricity Board Leave Regulations have been framed based on the Fundamental Rules of Government of Tamil Nadu. The regulation 24 of Tamil Nadu Electricity Board Leave Regulations is corresponding to rule 101 (a) of Fundamental Rules. Hence, a proposal for making amendments to the said regulations based on the orders issued by the Government Order third read above, has been considered and approved by the Board of TNPDC.

4. Accordingly, in exercise of the powers conferred under Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948), read with Section 185 of the Electricity Act, 2003, orders issued in G.O.Ms.No.100, Energy (B2) Department, dated 19.10.2010 and G.O.Ms.No.32, Energy (B2) Department, dated 06.03.2024,

the Tamil Nadu Power Distribution Corporation Limited (formerly Tamil Nadu Electricity Board) makes the following amendments to the Tamil Nadu Electricity Board Leave Regulations:-

AMENDMENTS

In the said Regulations, in regulation 24, in sub-regulation (1), for the proviso, the following provisos shall be substituted, namely:-

“Provided that the maternity leave for a period not exceeding 365 days referred in sub-regulation (1) above shall be granted to a married woman employee having less than two surviving children:

Provided further that in the case of a married woman employee having two surviving children born as twins in the first delivery, maternity leave shall be granted for a period not exceeding 365 days for one more delivery:

Provided also that in the case of a married woman employee having two or more than two surviving children, maternity leave shall be granted on full pay for a period not exceeding twelve weeks, which may spread over from the pre-confinement rest to post confinement recuperation at the option of the woman employee”.

5. The above amendments shall be deemed to have come into force from 13.03.2026.

(BY ORDER OF THE BOARD)

V. ARUN ROY
CHAIRMAN AND MANAGING DIRECTOR

To
All Chief Engineers.
All Chief Financial Controllers/TNPDCL/TNGECL/TNPGCL & TANTRANSCO.
The Chief Internal Audit Officer/Audit Branch.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch, Chennai-2.
All Senior Personnel Officers/Administrative Branch, Chennai-2.

Copy to:

The Chairman and Managing Director's Table, Chennai-2.
The Additional Director General of Police/Vigilance, Chennai-2.
The Managing Director/TNGECL, TNPGCL and TANTRANSCO Chennai-2.
The Joint Managing Director (Finance)/TNPDCL & TANTRANSCO, Chennai-2.
All Directors/TNPDCL, TNPGCL, TNGECL & TANTRANSCO, Chennai-2.

The Secretary/TNPDCL, Chennai-2.
The Legal Adviser/TNPDCL, Chennai-2.
The Industrial Relations Adviser, Chennai-2.
The Company Secretary/TNPDCL & TANTRANSCO, Chennai-2.
All Under Secretaries/Secretariat Branch, Chennai-2.
The Under Secretary/TNGECL, TNPGL & TANTRANSCO, Chennai-2.
All Sections in Secretariat Branch, Chennai-2.
The Vigilance Cell, Chennai-2.

The Tamil Nadu Electricity Workers' Federation.
The Tamil Nadu Electricity Board Accounts and Executive Staffs' Union.
The Tamil Nadu Electricity Board Workers' Progressive Union.
The Central Organization of Tamil Nadu Electricity Employees' (COTEE).
The Minsara Pirivu Anna Thozhir Sangam.
The Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
The Tamil Nadu National Electricity workers' Federation (Xavier Group).
The Tamil Nadu National Electricity Workers' Federation (Swarnaraj Group).
The Tamil Nadu Electricity Board Engineers' Sangam.
The Tamil Nadu Electricity Employees' Congress (NLO).
The Tamil Nadu Electricity Board Thozhilalar Poriayar Aykkia Sangam.
The Tamil Nadu Electricity Board Engineers' Association.
The Tamil Nadu Electricity Board Finance & Accounts Officers' Association.
The Bharathiya Electricity Employees' Federation.
The Tamil Nadu Electricity Board card Billing staffs' Union.
The Tamil Nadu Electricity Board Dr.Ambedkar Employees' Union.
The Tamil Nadu Electricity Board Engineers' Union.
The Tamil Nadu Electricity Board Employees' Federation.
The Tamilnadu Minsara Variya Pattali Thozhir Sangam.
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Om Prakash
22/7/26
SECTION OFFICER
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22/7/26