



Human Resources
Management (FR-III) Department,
Secretariat,
Chennai-600 009.

பிலை, புரட்டாசி-01.

திருவள்ளூர் ஆண்டு - 2052.

Letter (Ms) No.16049/FR.III/2021, dated 17.09.2021

From
Dr. V. Irai Anbu, I.A.S.,
Chief Secretary to Government.

To
All Secretaries to Government, Chennai – 600 009.
All Departments of Secretariat, Chennai – 600 009.
All Heads of Departments including District Collectors / District Judges /
District Magistrates.
The Secretary, Tamil Nadu Public Service Commission,
Chennai – 600 003.
The Registrar General, High Court of Madras, Chennai – 600 104.
The Registrar, Madurai Bench, High Court of Madras, Madurai.
All Constitutional / Statutory bodies including all State Corporations,
Local Bodies, Boards, Universities, Commissions, Companies,
Institutions, Societies, etc.
The Resident Audit Officer, Chennai – 600 009.
The Accountant General, Chennai – 600 018.
The Commissioner of Treasuries and Accounts, Chennai – 600 035.
All Pay & Accounts Officers / Treasury Officers.

Sir / Madam,

Sub: Tamil Nadu Fundamental Rules – Maternity Leave –
Enhancement of Maternity Leave from 9 months
(270 days) to 12 months (365 days) – Clarification –
Issued.

Ref: G.O. (Ms) No. 84, Human Resources Management
(FR.III) Department, dated 23.08.2021.

In the Government Order cited above, orders have been issued as follows:-

“The maternity leave admissible to married women Government servants 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 Government servants. The women Government servants who proceeded on maternity leave prior to 1st July 2021 and continue 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.”

(P.T.O.)

2. It has been brought to the notice of Government that some of the women Government Servants who were on maternity leave on 01.07.2021 or after that date have joined duty on completion of 270 days before the issue of G.O.(Ms) No.84, Human Resources Management (FR-III) Department, dated 23.08.2021 enhancing the admissible maternity leave from 270 days to 365 days with effect from 01.07.2021. Similarly, some of them have continued their leave, on completion of 270 days of maternity leave as earned leave / Unearned Leave on Medical Certificate / Extra ordinary Leave Without pay and allowances etc.,.

3. As the enhancement of maternity leave takes effect from 01.07.2021 as per the Government Order cited above and the date of issue of Government order is 23.08.2021, it is clarified that the cases of married women Government Servants 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 G.O.(Ms) No.84, Human Resources Management (FR-III) Department, dated 23.08.2021 may be considered for sanction of maternity leave, for the balance period out of 365 days in total, as per the above said Government Order from the date on which maternity leave was sanctioned to them initially, as and when representation is received from them within this period. The inbetween period from the date on which they joined duty and attended office may be treated as duty. 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 allowances etc., on completion of 270 days of maternity leave before the issue of above Government Order may also be considered for sanction of maternity leave as per G.O.(Ms) No.84, Human Resources Management (FR-III) Department, dated 23.08.2021 and in such cases the leave applied / sanctioned in continuation of maternity leave shall be modified as maternity leave. In all the above cases, the authority shall ensure that the maternity leave should not exceed 365 days in total, from the date on which maternity leave was sanctioned initially.

Yours faithfully,

B. Jayal
17/9/2021

for Chief Secretary to Government.

V. M. S.
17/9/21

Copy to :

The Principal Private Secretary to Chief Secretary to Government,
Chennai – 600 009.

The Principal Private Secretary to Secretary to Government,
Human Resources Management Department, Chennai – 600 009.

The Senior Private Secretary to Secretary to Government,
Law Department, Chennai – 600 009.

All Sections / All Officers in Human Resources Management Department,
Chennai – 600 009.

✓ The Human Resources Management (AR-II) Department, Chennai – 600 009.
(to Publish in the Government web site www.tn.gov.in / intranet)

The Human Resources Management (FR-II) Department, Chennai – 600 009.

(for issue of necessary amendment to Rule 101(a) of the Fundamental Rules).
Stock File / Spare Copy.