



ABSTRACT

Social Welfare and Nutritious Meal Programme Department – Integrated Child Development Services Scheme – Extending paid absence on Maternity leave from 135 days to 180 days for Main/Mini Anganwadi Workers and Helpers under Integrated Child Development Services Scheme - Orders – Issued.

Social Welfare and Nutritious Meal Programme (SW-7(1) Department
G.O.(Ms) No.29

Dated:27.04.2015

திருவள்ளூர்நடுவாராண்டு 2046

மன்மத, சித்திரை 14

Read:-

- 1 G.O.(Ms) No.740, Backward Classes Welfare, Nutritious Meal Programme and Social Welfare Department, Dated 22.08.1989.
- 2 Letter received from Government of India, Ministry of Women and Child Development No.26-2/98-CD-11/CD-1, Dated 28.02.2001.
- 3 Government Letter No.15135/SW-7(2)/2003-3, Dated 20.02.2004.
- 4 Letter received from Government of India, Ministry of Women and Child Development No.1-3/2010-CD-1, Dated 09.07.2010.
- 5 Letter received from the Principal Secretary/Commissioner, Integrated Child Development Services Scheme Roc.No.10397/E3-2/2010, Dated 30.11.2010.
- 6 Government Letter (Ms) No.13965/FR-3/2015, Personnel and Administrative Reforms (FR-III) Department, Dated 20.04.2015.
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ORDER:-

In the Government Order 1st read above, Government have issued orders directing that the Child welfare Organisers, Child Welfare Assistants, Community Nutrition Workers and Community Nutrition Helpers in Tamilnadu Integrated Nutrition Project and Nutritious Meal Organisers, Cooks and Helpers in Tamilnadu Government Nutritious Meal Programme who have completed service for one year or more be allowed paid absence for a total period of three (3) months only on account of maternity or abortion/miscarriage or both during the entire period of service, subject to some conditions.

2. In the letter 2nd read above, Government of India have issued revised guidelines on "Paid absence on Maternity/ abortion/miscarriage to Anganwadi Workers and Helpers for 135 days. Accordingly as per the revised guidelines of Government of India, in the letter 3rd read above, Government have issued instructions extending the facility of paid absence on maternity/ abortion / miscarriage to Child Welfare Organisers, Community Nutrition Workers / Helpers in order to have the uniformity in this regard.

3. In the letter 4th read above, Government of India have issued revised guidelines on paid absence of Maternity as detailed below:-

- (i) Paid absence on maternity would be provided for a period of 180 days and may cover any period beginning from the 8th month of pregnancy.
- (ii) Paid absence on maternity would be admissible for a maximum of 2 occasions
- (iii) Paid absence on maternity will be admissible only to Anganwadi Workers and Helpers with less than two surviving children.

4. During the meeting held on 06.04.2015 and 08.04.2015 under the Chairmanship of Hon'ble Chief Minister and meeting on 13.04.2015 by the Hon'ble Minister for Social Welfare and Nutritious Meal Programme Department, Higher Education and School Education with Noon Meal Workers Association, Government have interalia deliberated and decided to sanction maternity leave for 180 days to women Anganwadi Workers/Helpers as a special case.

5. In the letter 5th read above the then Principal Secretary/Commissioner, Integrated Child Development Services Scheme has sent proposal to issue orders extending the paid absence on Maternity leave from 135 days to 180 days for Anganwadi Employees who put in at least one year service and this may cover any period beginning from the 8th month of pregnancy. The facility of paid absence for abortion/miscarriage will remain the same. Moreover, the Anganwadi Association has also raised the demand to extend the paid absence on Maternity Leave from 135 days to 180 days for Main/Mini Anganwadi Workers and Helpers.

6. In the letter 6th read above, Personnel and Administrative Reforms (FR-III) Department has issued revised guidelines on the maternity leave etc.

7. After careful examination, Government extend the paid absence on maternity leave from 135 days to 180 days to the married Main/Mini Anganwadi Workers/Helpers under Integrated Child Development Services Scheme as a special case as per the letter 6th read above.

8. The Director, Integrated Child Development Services Scheme is requested to make alternative arrangements during the sanction of maternity leave so as to enable the uninterrupted service of Integrated Child Development Services Scheme at Anganwadi Centres level.

(BY ORDER OF THE GOVERNOR)

P.M. BASHHEER AHAMED
Principal Secretary to Government

To
The Director,
Integrated Child Development Services Scheme,
Tharamani, Chennai – 600113.
The Health and Family Welfare Department,
Chennai -600 009
All District Programme Officers (through Director, Integrated Child Development Services Scheme)
Copy to
The Hon'ble Chief Minister's Office, Chennai -600 009
The Personal Assistant to Hon'ble Minister Social Welfare and Nutritious Meal Programme Department, Chennai -600 009
Office of the Chief Secretary, Chennai -600 009
The Finance (SW) Department, Chennai -600 009
The Private Secretary to Principal Secretary, Social Welfare and Nutritious Meal Programme Department, Chennai 600 009
The Social Welfare and Nutritious Meal Programme (SW-2) Department
Stock file /Spare copy

//forwarded by order //

R.I. Sridharan
Section Officer.
27/04/2015

R.I.
27/04/2015