



**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

LEAVE RULES: - Recommendations of PRC 2010 - Maternity Leave to Married Women Government Servants - Enhancement from 120 days to 180 days – Orders – Issued.

FINANCE (FR.I) DEPARTMENT

G.O.Ms.No. 152

Date:04. 05. 2010.

Read the following:-

1. G.O.Ms.No. 384, Fin, & Plng. (FW: FR.I) Dept. dt. 5.11.1977.
2. G.O.Ms.No. 219, Fin, & Plng. (FW: FR.I) Dept. dt. 25.6.1984.
3. G.O.Ms.No. 38, Fin, & Plng. (FW: FR.I) Dept. dt. 18.03.1992.
4. G.O.Ms.No. 254, Fin, & Plng. (FW: FR.I) Dept. dt. 10.11.1995.
5. G.O.Ms.No. 438, G.A. (Spl. A) Department, dated: 07.07.2008.
6. G.O.Ms.No. 598, G.A. (Spl. A) Department, dated: 26.11.2009.

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ORDER:

In the Government Order 5th read above, orders were issued constituting Ninth Pay Revision Commission and Government appointed Sri. C.S. Rao, IAS, (Retd) as Pay Revision Commissioner. In the Government Order 6th read above, the terms of reference of the Pay Revision Commissioner were laid down.

2. The Ninth Pay Revision Commission submitted its report to the Government on 05.12.2009 and recommended, inter alia, that, **“The Commission therefore recommends grant of Maternity leave to the married women employees of the State up to 180 days on par with the employees of Government of India subject to the condition that the same would be available up to 2 surviving children only”**.

3. In the Government orders 1st and 2nd read above, orders are issued to the effect that married female Government servants, temporary or permanent, shall be granted maternity Leave for a period of 90 days. In the Government Order 3rd read above, orders were issued that the Maternity Leave to the married female Government servants shall be granted to those with less than two surviving children. In the Government orders 4th read above, orders were issued enhancing the maternity leave to the married female Government servants, temporary or permanent, from 90 days to 120 days.

4. The 9th PRC in their report observed that, the Government of India earlier issued orders enhancing the Maternity Leave to 135 days and it was further enhanced to 180 days based on the recommendations of 6th CPC. The Employees Associations have requested to extend the same to the Women employees working in the State Government also. PRC 2005 did not recommend the extension of this leave from 120 to 135 days on the ground that a period of 120 days is considered adequate and since paternity leave is also recommended. The recommendation of 6th CPC up to 180 days was based on the guidelines of Ministry of H & FW which recommends nursing of children up to the age of 6 months. Hence, the Commission recommends grant of Maternity leave to the married women employees of the State up to 180 days on par with the employees of Government of India subject to the condition that the same would be available up to 2 surviving children only.

5. After careful consideration of the report, Government decided to accept the recommendations of the Pay Revision Commissioner and hereby order that the grant maternity leave on full pay to married women employees of State Government is enhanced from 120 days to 180 days on par with the employees of the Govt. of India subject to the condition that it shall be granted to those with less than two surviving children only.

6. These orders shall come into force with immediate effect. Those who are availing Maternity Leave of 120 days as on the date of issue of G.O may continue till they complete 180 days of Maternity Leave. Those who have already completed 120 days of Maternity Leave and still continuing on other type of leave are not eligible to avail this benefit. The employees who have already availed 120 days of Maternity Leave and joined duty are also not eligible to avail this benefit.

7. The G.O is available on Internet and can be accessed at the address <http://www.ap.gov.in/goir> and <http://www.apfinance.gov.in>.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

L.V. SUBRAHMANYAM
PRINCIPAL SECRETARY TO GOVERNMENT (FP)

To
All the Departments of Secretariat (10 copies each)
The Accountant General, AP., Hyd. (20 copies)
The Accountant General, AP., Hyd (by Name)
The Pay & Accounts Officer, Hyd.
The Secretary to Governor, A.P., Hyderabad.
All Secretaries to Government.
The Private Secretary to the Chief Minister and Private Secretaries to all Ministers.
All the Heads of Departments (including Collectors and District Judges).
The Registrar, High Court of Andhra Pradesh, Hyderabad (with Covering Letters)
All the District Treasury Officers.

The Secretary, Andhra Pradesh GENCO/TRANSCO]
The General Manger, A.P., State Road Transport Corporation, Hyderabad (with covering letter).
All District Educational Officer.
All the District Development Officer.
All District Panchayat Officers.
All Secretaries of Zilla Grandhalaya Samsthas through Director of Public Libraries, Hyderabad.
All Secretaries of Agricultural Market Committees through Director of Marketting,A.P., Hyderabad.
All Commissioners/Special Officers of Municipalities.
All Recognized service Associations.
The Director, Government Printing Press, A.P., Hyderabad for publication in the A.P. Gazette.
Copy to the General Administration (Cabinet) Department.
Copy to the General Administration (SW) Department.
Copy to SF/SCs.

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

School Education Department - Competent Authority for sanction of various kinds of leave – Amendment – Issued.

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EDUCATION (SE:SER.II) DEPARTMENT

G.O.Ms.No. 84

Dated 17th Sept 2012.

Read the following: -

1. G.O.Ms.No.152, Finance (FR.I) Dept, dt: 04-05-2010.
2. G.O.Ms.No.70, SE(Ser.V) Dept, dt: 06-07-2009.
3. From the C&DSE, Hyderabad, Lr.Rc.No.579/C3-2/2012, dt: 31-8-2012.

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ORDER:-

In the reference 1st read above, maternity leave has been enhanced from 120 days to 180 days to the married women employees of State Government. Therefore, the Commissioner and Director of School Education, Hyderabad in the reference 3rd read above has requested the Government to amend the orders issued in the ref. 2nd read above, to suit the orders of the Finance Department. After careful examination of the matter, Government hereby amend the paragraphs 2(B) and 2 (C) of reference 2nd read above, as under:

AMENDMENT

Para	Existing	Read as
2 B	<p><u>Head Master of High Schools:</u></p> <p>The Head Master of High Schools shall have authority to grant Casual Leave/Special Casual Leave (Special Casual Leave when permitted by the Government) and also other types of leave(Earned Leave/ Half-pay Leave/ Commuted leave/ Maternity Leave and Extraordinary Leave) upto 4 months to the teachers working in their respective High Schools, subject to the condition that the teachers report back to the same school from where they went on leave and continue to work there.</p>	<p><u>Head Master of High Schools:</u></p> <p>The Head Master of High Schools shall have authority to grant Casual Leave/Special Casual Leave (Special Casual Leave when permitted by the Government) and also other types of leave (Earned Leave/Half-pay leave / Commuted Leave and Extraordinary Leave) up to 4 months to the teachers working in their respective High Schools and in respect of Maternity leave to lady teachers upto 180 days, in terms of G.O.Ms.No.152, Finance(FR.I) Dept, dt: 04-05-2010, subject to the condition that the teachers report back in the same school from where they went on leave and continue to work there.</p>

...2.

2 C	Mandal Educational Officer: The Mandal Educational Officer shall have the authority to grant Casual Leave/Special Casual Leave (Special Casual Leave when permitted by the Government) and also other types of leave upto 4 months to the Head Masters and other teachers of Primary and Upper Primary Schools in the Mandal, subject to the condition that the Head Masters and teachers report back to the same school from where they went on leave and continue to work there.	Mandal Educational Officer: The Mandal Educational Officer shall have the authority to grant Casual leave/Special Casual Leave (Special Casual Leave when permitted by the Government) and also other types of leave upto 4 months to the Head Misters and other teachers of Primary and Upper Primary Schools in the Mandal, and in respect of Maternity leave to lady teachers upto 180 days, in terms of G.O.Ms.No.152, Finance (FR.I) Dept, dt:04-05-2010, subject to the condition that the Head Masters and teachers report back to the same school from where they went on leave and continue to work there.
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The Commissioner & Director of School Education, Hyderabad shall take necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

RAJESHWAR TIWARI
PRINCIPAL SECRETARY TO GOVT. (SE)

To
The Commissioner & Director of School Education, Hyderabad.
All the Regional Joint Directors of School Education } through the C&DSE, Hyd.
All Dist. Educational Officers in the State. }
The PAO, Hyderabad.
The DTA, Hyderabad.
sf/sc

// FORWARDED BY ORDER //

SECTION OFFICER

**PROCEEDINGS OF THE DIRECTOR OF SCHOOL EDUCATION
A.P. HYDERABAD**

L.Dis.No. 1941/G2/90

Dt. 11.06.1990

Sub: Establishment - Secondary Education-Sanction of Maternity Leave to the Women Teachers- Instructions - Issued.

Read:-1. Lr.No. 7/90-91, dt. 19.05.1990 of Sri P. Sudhakar Reddy, General Secretary, Panchayat Raj Teachers Union, Hyderabad.

2. Govt. Memo. No. 2665/Ser.IV-2/'87-2 Edn., Dt. 29.12.1988.

The General Secretary, Panchayat Raj Teachers Union, Hyderabad in his representation read above, has reported that certain District Development Officers are not sanctioning the maternity leave of 90 days to Women candidates who delivered dead baby and requested to issue suitable instructions to all the District Development Officers in the State.

In this connection, all the District Development Officers in the State are informend that Government in their Memo read above has issued orders in one instance case that Maternity Leave of 90 days to women candidates who delivered dead baby and requested to issue suitable instructions to all the District Development Officeres in the State.

In this connection, all the District Development Officers in the State are informed that Government in their Memo read above has issued orders in one instance case that Maternity Leave of 90 days may be given even if a dead bady is delivered.

In view of the above, all the District Development Officers in the State are requested to sanction 90 days of maternity Leave to Women candidates who delivered a dead bady.

This has the aprovel of the Director of School Education.

C. GURUVI REDDY
for Director of School Education

GOVERNMENT OF ANDHRA PRADESH
FINANCE (FR.II) DEPARTMENT

Lr.No.853/FR.II/2012

Dated 22.01.2013

To
The President,
A.P. United Teachers' Federation,
Domalguda, Hyderabad-29

Sir,

Sub: A.P. Leave Rules, 1933 – Maternity Leave to the married Women employees – Request to allow full pay and Allowances including with all consequential increases during maternity leave period-Reg.

Ref: Representation from A.P. United Teachers' Federation, Hyderabad, Dt. 26.9.12.

With reference to your letter cited, it is informed that the Govt. have given following clarification in Memo.No.49463-A/2111/FR.II/74-1, Dt.06.10.1974, Fin (FR.II) Dept.

S.No.	Point of Doubt	Clarification
1	How the increment will be regulated if the employees happen to be on leave on the first of the month.	An Employee during Leave draws leave salary and not duty pay. An increment accruing during leave cannot, therefore, be drawn during leave. The increment in such cases will be drawn from the date of resumption of duty on return from leave.

You are informed that the Maternity Leave is on par with E.L. the above clarification shall apply in case of Maternity Leave also.

Yours faithfully

For Prl. Secretary to Govt.(FP)

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

EDUCATION- Sanction of Maternity leave of 90 days women teachers working in Educational Institutions under Local Bodies and Aided Managements -Orders- Issued.

PRIMARY & SECONDARY EDUCATION(H) DEPARTMENT

G.O.Ms.No.463

Dated:4-5-1979

Read the following:-

- 1) G.O.Ms.No.384, Finance and planning (Fin.FR.I) Department, dt..5-11-1977.
- 2) From the Director of School Education, letter No.197/G4/79, dt.4-3-1979.

ORDER:

According to the orders issued in G.O.Ms.No.384 Finance and planning [Finance Wing-F.R.I] Department dated 5-11- 1977, maternity leave can be granted to a female Government servant for a Period of 90days from the date of its commencement in all cases. This order is applicable to state Government employees working in non- vacation department.

2.Representation have been received for the extension of this benefit working in educational institutions under Local Bodies and Aided Managements. The Director of the school education has also recommended the request.

3. The government after careful consideration direct that the female teachers working in educational institutions under local bodies i.e. , Zilla parishads, Panchayat Samithis and Municipal Councils and Aided Managements, shall also be granted Maternity leave for a period of 90 days from the date of its commencement the period being regulated as follows.

- 1.If it falls during the working period of the school year, 90 days may be sanctioned as maternity leave.
- 2.If it falls during the vacation period 90 days leave may be granted subject to the condition that after enjoying the vacation the residuary period if any, shall be treated as maternity leave subject to maximum of 3months.
- 3.This order issued with concurrence of Finance and Planning (Fin.Wing. F.R.I)Department v UO.No.22649/531/FR.I dt.28-4-79.

(BY ORDER IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

CH.VENKATAPATHIRAJU,
Deputy Secretary to Government.