



STUAP

రాష్ట్రోపాధ్యాయ సంఘం, ఆంధ్రప్రదేశ్
The State Teachers' Union, Andhra Pradesh

H.No. : 14-13-11, S.T.U. Bhavan, Kutumba Rao Street, Hanuman Peta, Vijayawada - 3, Ph : 0866 - 2578959

పురుష / పురుష (Un-Married/Widower/Divorcee) ఉద్యోగులకు 15 రోజులు పితృత్వ సెలవు (పెటర్నటీ లీవు)

G.O.Ms.No. 231 Finance Department Dated: 16-09-2005

Memo No.20129-C/454/FR.I/2010, Dt.21-07-2010

Memo No.1082740/4/HR.IV-FR&LR/2020 Dt.02-05-2020

G.O.Ms.No. 33 (HR-IV-FR&LR) Finance Department Dated: 08-03-2022

8 వ పి.ఆర్.సి. ప్రతిపాదనలు అనుగుణంగా పురుష ఉద్యోగులు వారి భార్య డెలివరీ తదుపరి వీరి సంరక్షణ నిమిత్తంగా జీవించియున్న ఇద్దరు పిల్లలు లోపు మాత్రమే గల నిబంధనను అనుసరించి 15 రోజులు పితృత్వ సెలవులను వినియోగించుకొను అవకాశము కల్పిస్తూ **G.O.Ms.No.231 Fin. Deptt. Dt: 16-09-2005** ప్రకారంగా ఉత్తర్వులు జారీచేయడమైనది.

Memo No.20129-C/454/FR.I/2010, Dt.21-07-2010 ప్రకారంగా ఈ సెలవులను వీరి భార్య డెలివరీకి 15 రోజులు ముందు గాని లేక డెలివరీ తదుపరి 6 నెలలలోపు వినియోగించుకొను సౌలభ్యాన్ని కల్పించడమైనది.

Memo No.1082740/4/HR.IV-FR&LR/2020 Dt.02-05-2020 ప్రకారంగా ఈ సెలవులను ఇతర సెలవులతో కలుపుకొని అనగా సి.యల్స్ & స్పెషల్ సి.యల్స్ కాకుండా వినియోగించుకొనవచ్చు.

11 వ పి.ఆర్.సి. ప్రతిపాదనలు అనుగుణంగా ఒక సంవత్సరము లోపు వయస్సు కలిగిన బేబిని దత్తత తీసుకొన్న సందర్భంలో పురుష ఉద్యోగులకు (Un-Married/Widower/Divorcee) కూడా 15 రోజులు పితృత్వ సెలవులను దత్తత తీసుకొనిన 6 నెలల లోపు మాత్రమే వినియోగించుకొను అవకాశమును కల్పిస్తూ **G.O.Ms.No. 33 (HR-IV-FR&LR) Fin. Deptt Dt: 08-03-2022** ప్రకారంగా ఉత్తర్వులు జారీచేయడమైనది.

అంగవైకల్యం గల (ORTHOPEDEICALLY CHALLENGED) ఉద్యోగులకు 7 రోజులు స్పెషల్ క్యాజువల్ సెలవు

G.O.Ms.No. 33 (HR-IV-FR&LR) Finance Department Dated: 08-03-2022

11 వ పి.ఆర్.సి. ప్రతిపాదనలు అనుగుణంగా అంగవైకల్యం కలిగిన ఉద్యోగులు వారికి అవసరమైనటువంటి (CHANGE OF PROSTHETIC AIDS) కృత్రిమమైన పరికరములు మార్పు చేసుకొను నిమిత్తంగా ప్రతి క్యాలెండర్ సంవత్సర కాలములో 7 రోజులు స్పెషల్ క్యాజువల్ లీవులు వినియోగించుకొను అవకాశమును కల్పిస్తూ **G.O.Ms.No. 33 (HR-IV-FR&LR) Fin. Deptt Dt: 08-03-2022** ప్రకారంగా ఉత్తర్వులు జారీచేయడమైనది.



**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Public Service – Paternity Leave to Male Government Employees - Orders – Issued.

FINANCE (FR.I) DEPARTMENT

G.O.Ms.No.231

Dated: 16-9-2005.
Read the following:

G.O.Ms.No.734, General Administration (Special–A) Department, dated 17-2-2004.

ORDER:

In the reference read above, Government have constituted Pay Revision Commission. Among other things, the Pay Revision Commission, 2005 has recommended for sanction of 15 days Paternity Leave to all the eligible persons and this have to be restricted to two children for a family.

2. Government have accepted the above recommendations of the Pay Revision Commission, 2005 and accordingly hereby order that the competent authority may grant paternity leave on full pay to married male Government employees, temporary or permanent, for a period of 15 days subject to the condition that it shall be granted to those with less than two surviving children.
3. These orders shall come into force with immediate effect.
4. Necessary amendments to the relevant rules will be issued separately.
5. These orders are available on Internet and can be accessed at the address <http://www.aponline.gov.in>.

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

RANJEEV R. ACHARYA
SECRETARY TO GOVERNMENT (FP)

To
The Accountant General, Andhra Pradesh, Hyderabad (20 copies).
The Accountant General, Andhra Pradesh, Hyderabad (by name).
The Pay & Accounts Officer, Hyderabad.
The Secretary to Governor, Andhra Pradesh, Hyderabad.
All Secretaries to Government.
The Private Secretary to the Chief Minister and Private Secretaries to all Ministers.
All the Departments of Secretariat (10 copies each)
All the Heads of Departments (including Collectors and District Judges).
The Registrar, High Court of Andhra Pradesh, Hyderabad (with covering letter).
The Secretary, Adhra Pradesh Public Service Commission, Hyderabad (with covering letter).

All the District Treasury Officers (with copies for Sub-Treasury Officers).
The Secretary, Andhra Pradesh GENCO/TRANSCO.
The General Manager, A.P. State Road Transport Corporation, Hyderabad (with covering letter).
All District Educational Officers/All Principals of Junior Colleges.
All the District Development Officer, Zilla Praja Parishads.
All District Panchayat Officers.
All Mandal Development Officers.
All Secretaries of Zilla Grandhalaya Samsthas through Director of Public Libraries, Hyderabad.
All Secretaries of Agricultural Market Committees through Director of Marketing, A.P., Hyderabad.
All Commissioners/Special Officers of Municipalities.
All Recognised service Associations.
The Director, Government Printing Press, A.P. Hyderabad for publication in the Andhra Pradesh Gazette.
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* * *

SP(c)-J-93-27-7-10-2000

GOVERNMENT OF ANDHRA PRADESH
FINANCE (FR.I) DEPARTMENT

Cir. Memo. No. 20129-C/454/FR.I/2010

Dt. 21-7-2010

Sub: Paternity Leave to Male Government employees – Certain Clarification – Issued.

Ref: 1. G.O.Ms.No.231, Fin. (FR.I) Dept., dt. 16-9-2005.

2. Cir. Memo. No. 14601/371/FR.I/2006, dt.24-6-2006, Finance (FR.I) Dept.

In the reference 1st cited, it was ordered that the competent authority may grant paternity leave on full pay to married male Government employees, temporary or permanent, for a period of 15 days subject to the condition that it shall be granted to those with less than two surviving children.

In the Circular Memo. 2nd cited, it was clarified that the paternity leave has to be availed by the married male Government employee from the date when his wife has delivered the baby.

The 9th Pay Revision Commission, 2008 among other things, with regard to sanction of Paternity Leave to married male Govt. employees, observed that as per the clarification issued by Government of India in O.M.No. 13018/2/98-Estt.(L), dated 16-7-1999 the employees of Government of India can avail paternity leave either before 15 days or within a period of 6 months from the date of delivery. Hence, the Commission, therefore, recommended to issue revised clarificatory instructions on the lines issued by the Government of India in its O.M. dt. 16-7-1999 in so far it relates to the grant of paternity leave.

Government hereby further clarify that the paternity leave by married male Govt. employees can be availed either before 15 days or within a period of 6 months from the date of delivery.

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

- To
- The Accountant General, A.P., Hyd. (20 copies)
 - The Accountant General, A.P., Hyderabad (by name).
 - The Pay and accounts Officer, Hyderabad.
 - The Secretary to governor, A.P., Hyderabad.
 - All Secretaries to Government.
 - The Private Secretary to the Chief Minister and Private Secretaries to all Ministers
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 - All the Heads of Departments (including collectors and District Judges).
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 - The Secretary, A.P. Public Service commission, Hyd. (with covering letter)
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 - The Secretary, Andhra Pradesh Genco/Transco
 - The General Manager, A.P. State Road Transport Corporation, Hyd. (with covering letter)
 - All District Educational Officers/A; Principals of Junior colleges.
 - All the District Development Officer, Zilla Praja Parishads.

p.t.o.

: 2 :

All District Panchayat Officers.

All Mandal Development Officers.

All Secretaries of Zilla Grandhalaya Samsthas through Director of Public Libraries, Hyd.

All Secretaries of Agricultural Market Committees through Director of Marketing, A.P., Hyderabad.

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SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
FINANCE (FR.I) DEPARTMENT

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P. N. S. Reddy
SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
FINANCE (HR.IV-FR&LR) DEPARTMENT

Memo.No.1082740/4/HR.IV-FR&LR/2020 Dated.02/05/2020

Sub:Finance Department-Paternity leave to Male Government employee-
Combination with other regular leave – Certain Clarification-Issued.

Ref:1.G.O.Ms.No.231, Fin. (FR.I) Dept., dated: 16.09.2005.
2.eofile Computer No.1075843fromGAD,A.P.Secretariat, Velagapudi.

In the reference 1st cited,it was ordered that the competent authority may grant paternity leave on full pay to married male Government employees, temporary or permanent for a period of 15 days subject to the condition that it shall be granted to those with less than two surviving children.

2. In the reference 2nd cited the General Administration Department requested to clarify whether the Paternity Leave be combined with Earned Leave. However there is no mention in the rules in this regard.

3. Government hereby clarify that if the necessity arises i.e., the new born child needs male parent attention; the paternity leave may be combined with the regular leave other than casual leave and optional holidays in the lines of maternity leave.

K VEERA VENKATA SATYANARAYANA
SECRETARY TO GOVERNMENT(B&HR)

To

The Accountant General, Andhra Pradesh, Vijayawada .
The Accountant General, Andhra Pradesh, Vijayawada (by name).
The Pay & Accounts Officer, Ibrahimpattanam.
The Secretary to Governor, Andhra Pradesh, Vijayawada.
All Secretaries to Government.
The Private Secretary to the Chief Minister and Private Secretaries to all Ministers.
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The Secretary, Adhra Pradesh Public Service Commission, Vijayawada (with covering letter)
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The General Manager, A.P. State Road Transport Corporation, Vijayawada (with covering letter).
All District Educational Officers/All Principals of Junior Colleges.
All the District Development Officer, Zilla Praja Parishads.

P.T.O

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Public Services – Implementation of 11th PRC - Comprehensive Leave benefits – Child Adoption Leave/ Child Care Leave/ Special Causal Leave to orthopedically challenged/ Ex-gratia on EOL for certain deceases – Orders – Issued.

FINANCE (HR.IV- FR&LR) DEPARTMENT

G.O.Ms.No.33

Date:08.03.2022

Read the following:-

1. Report of the Committee of Secretaries on 11th Pay Revision Commission.
2. Minutes of the meeting of Ministers Committee and representatives of the Employee Associations, dt.05.02.2022.
3. O.M.No.13018/4/2004-Estt.(L), Govt of India, dt.31.03.2006.
4. G.O.Ms.No.132, Finance (HR.IV FR&LR) Dept., dt.06.07.2016.
5. G.O.Ms.No.155, Finance (FR.I) Department, dt.04.05.2010.

ORDER:

The Government of Andhra Pradesh has constituted the 11th Pay Revision Commission (PRC) vide G.O.Ms.No.75 GA (SC.A) Department, dt. 28.05.2018.

2. Government after careful examination of the Report of 11th PRC and the Report of the Committee of Secretaries headed by the Chief Secretary, hereby orders the following leave benefits to the State Government employees:

3. **Child Adoption Leave:**

Government hereby orders to sanction Child Adoption Leave up to 180 days to female Government Servants having less than two surviving children; if she legally adopts a child up to one year of age. Subject to the same conditions, Government hereby sanctions paternity leave up to 15 days to 'single' male employees (unmarried/widower/divorcee) within a period of 6 months of child adoption.

3.1 The conditions, in the reference 3rd read above are applicable for availing child adoption leave.

(i) During the period of child adoption leave, he/she shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.

(ii) Child adoption leave may be combined with leave of any other kind.

3.2 In continuation of the child adoption leave granted the adoptive mothers may also be granted, if applied for, leave of the kind due and admissible (including Leave not due and Commuted leave not exceeding 60 (sixty) days without production of Medical certificate) for a period upto one year reduced by the age of the adopted child on the date of legal adoption, without taking into account the period of child adoption leave.

3.3 This facility shall not be admissible to an adoptive mother already having two surviving children at the time of adoption.

3.4 The maximum period of one year leave of the kind due and admissible (including Leave not due and Commuted leave upto 60 days without production of Medical certificate) will be reduced by the age of the child on the date of adoption without taking into account Child Adoption leave as in the following illustrations:

- If the age of the adopted child is less than one month on the date of adoption leave upto one year may be allowed.
- If the age of the child is six months and above but less than seven months, leave upto 6 months may be allowed.
- If the age of the child is 9 months and above but less than ten months, leave upto 3 months may be allowed.

3.5 Child adoption leave shall not be debited against the leave account.

4. **Child Care Leave:**

4.1 Government hereby orders to enhance the Child Care leave facility from 60 days to 180 days in the entire service in respect of the women employees.

4.2 Further, the same facility is extended to 'single' male employees (unmarried/widower/divorcee).

4.3 The conditions mentioned in the reference 4th read above are applicable for availing the Child Care Leave.

5. **Special Casual Leave to orthopedically challenged and Nursing Staff:**

Government hereby orders to sanction Special Casual Leave upto seven (7) days in a year for Orthopedically Challenged employees needing to change prosthetic aids. Same duration of Special Casual Leave has also been sanctioned for Nursing staff working in high risk ward.

6. **Ex-gratia on EOL for certain deceases:**

6.1 Government as per the recommendations of the PRC, from time to time, enhancing the limits of ex-gratia allowance in respect of Non-Gazetted Government Servants and Government Servants in Last Grade Service, while on extraordinary leave for treatment for Tuberculosis/Leprosy/ Cancer/Mental illness/Heart diseases and Renal (Kidney) failure, by issuing necessary amendment to Note (4) under Rule 28 and to Note (4) under Rule 29 of A.P. Leave Rules, 1933. The ex-gratia allowance is *equal to half of the pay, subject to the minimum and maximum limits specified from time to time.*

6.2 Government, after careful examination of report of 11th Pay Revision Commission and the report of Committee of Secretaries headed by the Chief Secretary, hereby orders to revise the limits for grant of ex-gratia allowance in the revised pay scales 2022 as mentioned hereunder.

(In Rupees)

Category	Basic Pay limit	Ex-gratia amount payable per month	
		Minimum	Maximum
Non-Gazetted Employees	35,570	11,560	17,780
Last Grade Employee	-	10,000	15,000

6.3 It is further to state that Extra Ordinary Leave for the above purpose may be allowed only after exhausting the Earned Leave and Half Pay Leave at credit.

7. These orders shall come into effect from 01.01.2022.

8. This order is available on online and can be accessed at <http://apegazette.cgg.gov.in>.

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

SHAMSHER SINGH RAWAT
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

All Special Chief Secretaries / Principal Secretaries / Secretaries to Government.

(with a request to communicate to all concerned Departments of Secretariat. The Principal Secretary to Governor of Andhra Pradesh, Vijayawada.

The Principal Secretary / Secretary to the Chief Minister & Private Secretaries to all Ministers.

The A.G (A&E) / Prl. A.G. (G&SSA) / A.G.(E&RSA), A.P., Vijayawada.

The Director of Treasuries & Accounts, AP, Ibrahimpatnam.

The Director of State Audit, A.P., Ibrahimpatnam.

The Pay & Accounts Officer, A.P., Ibrahimpatnam.

The Director of Works Accounts, A.P., Ibrahimpatnam.

All Heads of Departments including Collectors, Superintendents of Police and District Judges.

The Registrar, High Court of Andhra Pradesh, Vijayawada.

The Secretary, A.P. Public Service Commission, Vijayawada.

All the Joint Directors of Works Projects.

All the District Treasury Officers.

All the Chief Executive Officers of all Zilla Parishads.

All the Recognized Service Associations.

The General Administration (Cabinet) Department.

S.F. /S.Cs. (Computer. No.1641157).

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