

GOVERNMENT OF ORISSA
FINANCE DEPARTMENT

No. 51861 /F.
CS-II-32/2011

Date 7/12/2011

OFFICE MEMORANDUM

Sub : Paternity Leave to Government servants.

The AIS (Leave) Rules, 1955 as well as CCS (Leave) Rules provide for Paternity Leave to a male member of the service with less than two surviving children for a period of 15 days during the confinement of his wife for child birth. Keeping this in view, the State Government have been pleased to extend similar benefit to the employees of State Government.

- (i) A male member of the State Government service with less than two surviving children can avail paternity leave for a period of 15 days during the confinement of his wife for child birth, i.e. up to 15 days or up to six months from the date of delivery of the child.
- (ii) During such period of 15 days, he shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.
- (iii) The paternity leave may be combined with leave of any other kind.
- (iv) The paternity leave shall not be debited against the leave account.
- (v) If paternity leave is not availed of within the period as specified in para (i) above, such leave shall be treated as lapsed.

Note: The paternity leave shall not normally be refused under any circumstances except in case of exigencies of service of the employee as decided by the Government from time to time.

2. Necessary insertions of the aforementioned provision under the relevant rules of Orissa Service Code shall be made in due course.

h.
07/12/11
Principal Secretary to Government.

B
Memo No. 51862(480) /F -2-

Date: 7/12/2011

Copy forwarded to all Departments of Government/ All Heads of Department/ A.G. (Audit), Odisha, Bhubaneswar/ A.G. (A & E), Odisha, Bhubaneswar/ DAG, Odisha, Puri/ Secretary to Governor/ Principal Secretary to Chief Minister/ All Collectors/ All FAs and AFAs of the Departments/ All Treasury Officers, Spl Treasury Officers, Sub-Treasury Officers/ Director General, Gopabandhu Academy of Administration, Bhubaneswar/ Director, MDRAFM, Bhubaneswar/ Principal, Secretariat Training Institute, Bhubaneswar/ Secretary, OLA, Bhubaneswar for information.

Memo No. 51863(120) /F

Don
SPW 11
Joint Secretary to Government
Date: 7/12/2011

Copy forwarded to all Officers and branches of Finance Department for information.

Memo No. 51864 /F

Don
SPW 11
Joint Secretary to Government
Date: 7/12/2011

Copy forwarded to the Heads of Portal Group, IT Centre, Odisha Secretariat for information and necessary action.

He/She is requested to launch this office memorandum in the website of Finance department for general information.

Memo No. 51865 /F

Don
SPW 11
Joint Secretary to Government
Date: 7/12/2011

Copy forwarded to M/s. Luminous Infoways Private Limited, C/o-RTI Central Monitoring Mechanism (CMM), I & PR Department, Government of Odisha for publishing the Office Memorandum in the RTI Portal.

Don
SPW 11
Joint Secretary to Government