

**GOVERNMENT OF ODISHA
FINANCE DEPARTMENT**

No. 31056 /F.,
FIN-CS2-LV-0005/2016

Date 18.11.2016

OFFICE MEMORANDUM

Subject: Admissibility of child adoption leave to female Government employees.

Maternity leave of a female Government employee has been enhanced to 180 days by the State Government vide Finance Department O.M. No.51856/F dt.07.12.2011 following recommendations of Sixth Central Pay Commission.

2. Government of India vide DOPT O.M. No.13018/4/89Estt. Dtd.25th October, 1989 have made provision for grant of leave to female Government servants on adoption of the child up to one year of age, on the lines of maternity leave admissible to natural mothers. Presently, the benefit has been enhanced to 180 days vide O.M. No.13018/1/2009 dtd.22.07.2009 of DOPT.

3. Proposal and representations from different quarters have been received for grant of child adoption leave to State Government employees to enable adoptive parents to avail leave similar to maternity leave.

4. Government after careful consideration have been pleased to decide that female Government employees shall be entitled for adoption leave for proper care of adoptee for a period of 180 days subject to following conditions:-

(i) The child adoption leave shall be admissible to female Government employees for a period of 180 days, on adoption of a child up to one year of age in line with maternity leave as admissible to natural mothers.

(ii) The facility shall not be admissible to an adoptive mother already having two surviving children at the time of adoption.

(iii) Child adoption leave shall not be debited against the leave account.

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

(v) The application for leave shall be supported by the legal deed of adoption and the certificate of birth from the competent authority.

(vi) Child adoption leave shall be granted by the authority empowered to grant ordinary leave to Government servant concerned. Besides, head of office is competent to grant maternity leave as enhanced from time to time to the female Government servant working his/her administrative control. However, F.D.O.M. No.12598/F dated 28.03.2011 will continue to guide sanction of other kinds of leave.

5. This shall be effective from the date of issue.

Mandey

Principal Secretary to Government.

Memo No. 31057 /F., **Dt.** 18.11.2016

Copy forwarded to all Departments of Government/all Heads of Department/A.G. (Audit), Odisha, Bhubaneswar/ A.G. (A.&E), Odisha, Bhubaneswar/D.A.G. Odisha, Puri/ Secretary to Governor/ Principal Secretary to Chief Minister/ all Collectors/ all Fas and AFAs of the Departments/ all Treasury Officers, Special Treasury Officers, Sub-Treasury Officers/ Director General, Gopabandhu Academy of Administration, Bhubaneswar/ Director MDRAFM, Bhubaneswar/ CCT(O), Cuttack/DT&I(O), Bhubaneswar/ Chairman, Odisha Sales Tax Tribunal, Cuttack /Principal, Secretariat Training Institute, Bhubaneswar/ Secretary, OLA, Bhubaneswar For information.

K. Mahapatra
18/11/16

Under Secretary to Government.

Memo No. 31058 /F., **Dt.** 18.11.2016

Copy forwarded to the Head Portal Group, I.T. Centre, Odisha Secretariat for information and necessary action.

He /She is requested to launch this Office Memorandum in the website of Finance Department (www.odishagov.nic.in/finance/index.htm) for general information.

K. Mahapatra
18/11/16

Under Secretary to Government.