

**GOVERNMENT OF ODISHA
FINANCE DEPARTMENT**

No. 37478/F, Dated 01.12.2018
FIN-CS2-LV-0009-2018

OFFICE MEMORANDUM

Sub: Admissibility of maternity leave to female Government Servants and clarification thereof.

As per Rule-194 (c) of Odisha Service Code "leave salary during such leave shall be equal to the pay drawn by the Government servant concerned at the time of taking leave".

2. Representations have been received from various quarters regarding financial constraints faced by the female Government employees due to non-disbursement of their leave salary during the period of maternity leave as the sanction of leave is not made when the employee is allowed to proceed on maternity leave. The sanction of leave is made only on the joining of duty after availing leave. This leads to non-drawal of leave salary during the period the employee is on maternity leave.

3. It is, therefore, reiterated that the sanction of leave should invariably be made before the female Government employee proceeds on maternity leave. Further, leave salary as due should be drawn on sanction of leave.

Sd/-

Additional Chief Secretary to Government