

**Government of Jammu and Kashmir
Finance Department (Codes Division)
Civil Secretariat, Srinagar/Jammu**

**Notification,
Jammu, the 07th March, 2023**

S.O 124 .—In exercise of the powers conferred by proviso to Article 309 of Constitution of India, the Lieutenant Governor is pleased to direct that after sub rule (1) of rule 41 of the Jammu and Kashmir Civil Services (Leave) Rules, 1979, the following shall be inserted as sub rule (1-a); namely:-

“(1-a) Special Maternity Leave of 60 days may be granted to a woman employee in case of death of a child soon after birth/stillbirth on the following conditions:-

- i. In case a Maternity Leave has already been availed by a woman employee and her leave continues till the date of expiry of child soon after birth/stillbirth, the maternity leave already availed till death of the child may be converted into any other kind of leave available in her leave account without insisting for a medical certificate and a Special Maternity Leave of 60 days may be granted from the date of expiry of child soon after birth/stillbirth.
- ii. In case the maternity leave has not been availed by a woman employee, 60 days of Special Maternity Leave may be granted from the date of expiry of child soon after birth/stillbirth.
- iii. The condition for death of a child soon after birth may be defined as up to 28 days after birth.
- iv. A baby born with no signs of life at or after 28 weeks of gestation may be defined as stillbirth.
- v. The benefit of Special Maternity Leave shall be admissible only to a woman employee with less than 2 surviving children.
- vi. Special Maternity leave shall not be debited against the leave account and may be combined with any other kind of leave. During the period of



such leave, she shall be paid leave salary equal to pay drawn immediately before proceeding on leave.”

By order of the Lieutenant Governor.

Sd/-
(S.L.Pandita),
Director General (Codes),
Finance Department.


No.:- FD-Code/166/2021-03-Part(2)-1632

Dated:-08-03-2023

Copy to the:-

1. Advocate General, J&K High Court Srinagar/Jammu.
2. Principal Accountant General J&K Srinagar/Jammu.
3. All Financial Commissioners (Additional Chief Secretaries).
4. Director General of Police, J&K.
5. All Principal Secretaries to Government.
6. Principal Secretary to the Hon'ble Lieutenant Governor.
7. Principal Resident Commissioner, 5-Prithvi Raj Road, New Delhi.
8. All Commissioner/Secretaries to Government.
9. Chief Electoral Officer, J&K.
10. Jt. Secretary (J&K), Ministry of Home Affairs, Government of India.
11. Divisional Commissioner Kashmir/Jammu.
12. Chairperson, J&K Special Tribunal.
13. Principal Secretary to Chief Justice J&K High Court Srinagar/Jammu.
14. Registrar General, J&K High Court Srinagar/Jammu.
15. All Head of Departments/Managing Directors/Chief Executive Officers of State PSU's/Autonomous Bodies/ Societies.
16. All District Development Commissioners.
17. Director Anti Corruption Bureau, J&K.
18. Director General, Audit and Inspections.
19. Director General, Budget Division J&K.
20. Director General Accounts and Treasuries.
21. Director General Local Fund Audit & Pensions, J&K.
22. Director General Funds Organization.
23. Director Information, J&K.
24. Secretary, J&K Public Service Commission.
25. Secretary, J&K Service Selection Board.
26. Secretary, J&K Legislative Assembly.
27. Director Accounts & Treasuries Kashmir/Jammu.
28. Director/Principal, Northern Zonal Accountancy Training Institute Jammu.
29. All Directors of Finance/Financial Advisors & CAOs.

30. Principal Accountancy Training Institute, Srinagar.
31. Joint Director, J&K Funds Organization Srinagar/Jammu.
32. All Treasury Officers.
33. General Manager, Government Press, Srinagar/Jammu for publication in Government Gazette.
34. Private Secretary to Hon'ble Advisor (B).
35. Private Secretary to Chief Secretary.
36. PA to Secretary, Finance Department.
37. I/C website, FD (www.jakfinance.nic.in).
38. I/C website GAD (www.jkgad.nic.in).
39. Government Order File (Wzscs).


08.03.2023
(Mohd. Shafait Rehman),
Deputy Director (Codes),
Finance Department.
