



**Government of Jammu and Kashmir,
Finance Department, Civil Secretariat.**

Notification.

Srinagar, the 6th October, 2015.

SRO 353 .- In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that the following amendments shall be made in the Jammu and Kashmir Civil Services (Leave) Rules, 1979, namely:-

I. For rule 41, the following rule shall be substituted, namely:--

"41(1). Maternity Leave.- (i) A woman employee (including an apprentice) may be granted Maternity leave by an authority competent to grant leave for a period which may extend up to 180 days from the date of its commencement.

(ii) Maternity leave shall be available up to two living children only.

(iii) Maternity leave not exceeding six weeks may also be granted to a woman employee (irrespective of number of children she has) in case of miscarriage including abortion, on production of medical certificate as laid down in Rule 19.

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

(v) Maternity leave may be combined with leave of any other kind.

(vi) Maternity leave shall not be debited against leave account."

"(2). Paternity Leave.- A male employee (including an apprentice) may be granted Paternity Leave by an authority competent to grant leave for a period of 15 days, during the confinement of his wife for childbirth, i.e around 15 days before expected date of delivery, or up to six months from the date of delivery of the child. During the period of such leave, he shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. Paternity leave shall not be

debited against the leave account and may be combined with any other kind of leave (as in case of maternity leave). It may not normally be refused under any circumstances.”

By order of the Governor.

Sd/-
(Navin K. Choudhary), IAS,
Commissioner/Secretary to Government,
Finance Department.

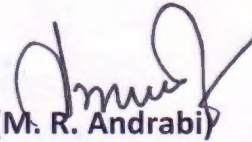
No: A/49(83)-III-C- 1013

Dated: 06 . 10.2015.

Copy to the:-

1. Advocate General J&K.
2. Principal Resident Commissioner, 5-Prithvi Raj Road New, Delhi.
3. All Financial Commissioners.
4. All Principal Secretaries to Government.
5. Principal Secretary to Hon'ble Chief Minister.
6. Principal Secretary to HE the Governor
7. Chief Electoral Officer, J&K.
8. All Commissioner/Secretaries to Government.
9. Divisional Commissioner Kashmir/ Jammu.
10. Accountant General, J&K Srinagar/ Jammu.
11. Commissioner of Vigilance, J&K.
12. Secretary to Chief Justice J&K High Courts Srinagar /Jammu.
13. Registrar General, J&K High Court Srinagar/ Jammu.
14. Director General, J&K Funds Organization.
15. Director General, Audit and Inspections.
16. Director General, Budget.
17. Director General, Accounts and Treasuries.
18. All Head of Departments / Managing Directors/ Chief Executive of State PSUs / Autonomous Bodies.
19. All District Development Commissioners.
20. Director Accounts & Treasuries Kashmir/Jammu.
21. Director, Local Fund Audit and Pension, J&K.
22. Director Information J&K Srinagar /Jammu.
23. Joint Director, J&K Funds organization Srinagar/Jammu
24. Secretary, J&K Public Service Commission
25. Secretary, J&K Legislative Assembly/Legislative Council.
26. Principal Accountancy Training School Srinagar/ Northern Zonal Accountancy Training Institute Jammu.
27. All Treasury Officers.
28. General Manager, Government Press for publication in Government Gazette.
29. Private Secretary to Hon'ble Ministers/ Hon'ble Ministers of State for information of the Hon'ble Ministers.
30. Principal Private Secretary to Chief Secretary.
31. All officers / Section officers of Finance Department.

32. President Non Gazetted Employees Union Civil Secretariat Srinagar/Jammu.
33. Finance website (www.jkfinance.nic.in).
34. GAD website (www.jkgad.nic.in).



(M. R. Andrabi)
Director (Codes)
Finance Department.