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GOVERNMENT OF ODISHA
FINANCE DEPARTMENT

No. 23689 /F
FIN-CS-2-ESTT-0026/2012

Date: 23-06-12

14073

OFFICE MEMORANDUM

Sub.: Entitlement of Contractual appointees to Casual Leave.

Persons engaged on contractual basis and guided by Finance Department Office Memorandum No.40545/F, dt.29.8.2009 are extended with the following benefits:

- (i) Contractual employees shall be eligible (subject to exigencies of public service) for special leave of 10 days at the maximum during the period of engagement for one year. The leave will not be carried over to the next year and will lapse on completion of each year of service.
- (ii) Unauthorised absence for a continuous period of 15 days or more will automatically terminate his/ her engagement.
- (iii) Female contractual employees, who are married and have less than two surviving children, would be eligible to get the benefit of "absence from duty" on maternity ground in terms of Finance Department Circular No.12383/F, dt.31.3.12.

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2. It is, however, clarified that persons engaged through outsourcing shall be guided by the terms and conditions contained in the agreement between the employer and the service provider.

Principal Secretary to Government
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Government of Odisha
Finance Department

No. 1238307 F., dt. 31.3.2012
FIN-CS-II-LV-0003/2012

All Departments of Government/
All Heads of Department

Sub: Absence from duty on maternity ground by Female Contractual Employees engaged in different Departments of Government.

All Female employees engaged in Government Establishment on Contract basis with consolidated remuneration and having less than two surviving children are be eligible to get full consolidated remuneration for a period not exceeding 90 (ninety) days of her absence from duty on maternity ground in terms of Finance Department Circular No.39847/F., dt.1.10.2007 on certain conditions outlined therein.

Government have enhanced the ceiling of 90(ninety) days of maternity leave provided under Sub-rule(b) of Rule-194 of Orissa Service Code to 180 days in Finance Department O.M. No.51856/F., dt.7.12.2011 in respect of State Government employees.

After careful consideration Government have been pleased to decide that in respect of all female employees engaged in Government establishment on contract basis with consolidated remuneration the existing ceiling of 90 days of absence from duty on maternity ground is enhanced to 180 days subject to condition that the tenure of maternity leave will be within the contractual period in maximum.

All other conditions outlined in F.D. Circular No.39847/F., dt.1.10.2007 will remain unchanged.

This shall be effective from 1st April, 2012.

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Principal Secretary to Government

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