

Government of Nagaland
Department of Personnel & Administrative Reforms
(Administrative Reforms Branch)

No. AR-3/GEN-190/2000

Dated, Kohima, the 3rd April, 2017

OFFICE MEMORANDUM

Sub: Enhancement of Maternity Leave from 90 days to 180 days for the State Government female employees.

1. The State Government of Nagaland is following the Central Civil Services (Leave) Rules, 1972 as amended from time to time. However, the changes in provisions relating to the Maternity Leave over the years have not been adopted for female State Government employees. Consequently, they are granted only 90 days maternity leave for two surviving children even as the Central Government has enhanced the Maternity Leave upto a period of 180 days.
2. Having reviewed the position, in the interest of public service, the Governor of Nagaland is pleased to enhance the existing ceiling of 90 days of Maternity Leave under CCS (Leave) Rules, 1972 to 180 days for the female State Government employees. The Maternity Leave will be applicable with the following conditions as per CCS (Leave) Rules, 1972:
 - (i) A female government servant with less than two surviving children may be granted Maternity Leave by an authority competent to grant leave for a period of 180 days from the date of its commencement.
 - (ii) During such period, she shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.
 - (iii) Maternity Leave not exceeding 45 days may also be granted to a female government servant (irrespective of the number of surviving children) during the entire service of that female government employee in case of miscarriage including abortion on production of medical certificate.
 - (iv) Maternity Leave may be combined with leave of any other kind.
 - (v) Maternity Leave shall not be debited against the leave account.
 - (vi) A women employee in whose case the period of 90 days of Maternity Leave has not expired on the said date shall also be entitled to the Maternity Leave of 180 days.
3. These orders shall take effect from 22nd March, 2017.

Sd/- PANKAJ KUMAR
Chief Secretary to the Government of Nagaland

No. AR-3/GEN-190/2000

Dated, Kohima, the 3rd April, 2017.

Copy to:-

1. The Commissioner & Secretary to the Governor of Nagaland, Kohima.
2. The Commissioner & Secretary to the Chief Minister, Nagaland, Kohima.
3. The P.S. to the Speaker/Deputy Speaker, Nagaland Legislative Assembly, Kohima.
4. The P.S. to all Ministers/Advisors/Parliamentary Secretaries, Nagaland, Kohima.
5. The P.S. to the Chief Secretary, Nagaland, Kohima.
6. All Additional Chief Secretaries/Principal Secretaries/Commissioner & Secretaries/Secretaries, Nagaland, Kohima.
7. The Commissioner, Nagaland, Kohima.
8. The Commissioner & Secretary, Nagaland Legislative Assembly, Nagaland, Kohima.
9. The Accountant General, Nagaland, Kohima.
10. The Secretary, NPSC/Vigilance Commission/Information Commission, Kohima.
11. All Heads of Department, Nagaland.
12. All Deputy Commissioners, Nagaland.
13. All Nagaland Houses.
14. The Publisher, Nagaland Gazette for publication in the official gazette.

Angau I. Thou
3/4/17
(ANGAU I. THOU)

Secretary to the Government of Nagaland