



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/GM (Estt)/2009

Dated 04.11.2009

To,

**Shri Gopal Das
Director (HR),
BSNL
NEW DELHI-110001.**

Sub : Enhancement of the quantum of maternity Leave and introduction of child care leave in BSNL-Reg.

Sir,

We would like to draw your kind attention to the Government of India's recommendations of the VI CPC wherein there is enhancement in Maternity Leave and child care Leave Vide Ministry of personnel, Public Grievances & Pensions, Department of Personnel & Training No.13018/21200/-Estt.(L) dated 11.09.2008 as follows :

1. The existing ceiling of 135 days Maternity leave provided in rule 43(1) of CCS (leave) Rules 1972 shall be enhanced to 180 days.
2. Leave of the kind due and admissible (including commuted leave for a period not exceeding 60 days and leave not due) that be granted in continuation with the maternity Leave provided in rule 43(4)(b) shall be increased to 2 years.
3. Women employees having minor children may be granted child Care leave by an Authority to grant leave, for a maximum period of two years (i.e. 730days) during their entire service for taking care upto two children whether for rearing or to look after any of their needs like examination, sickness, etc., The officials in BSNL are governed by CCS (Leave) Rules, 1972. Hence the order issued by the DOPT dated 11.09.2008 is also applicable to BSNL officials also.
4. Already other PSUs like Food corporation of India, NTPC, etc has issued the orders in this regard.

We would therefore, request you to kindly implement the above order for the BSNL employees at an earliest date.

With kind regards,

Yours Sincerely,
-sd-
(Prahlad Rai)
General Secretary

Copy to : Shri D.P.De, GM(Estt.) and Chairman Perks Committee, BSNL, New Delhi-110001