



GOVERNMENT OF KERALA

Abstract

KERALA SERVICE RULES—GRANT OF—PATERNITY LEAVE TO SERVING MALE
EMPLOYEES—GUIDELINES—ISSUED

FINANCE (RULES-B) DEPARTMENT

G. O. (P) No. 342/2011/Fin. Dated, Thiruvananthapuram, 11th August, 2011.

*Read:—*G O. (P) No. 85/2011/Fin. dated 26-2-2011.

ORDER

Government vide order read above, have introduced Paternity Leave to a male Government Servant for 10 days each for two children at the time of delivery of his wife.

The following instructions are issued for the guidance of the leave sanctioning authorities:—

- (i) Paternity leave will be granted for a period of 10 days during the confinement of his wife for child birth, i.e., up to 10 days before or up to 3 months from the date of delivery of the child, subject to the production of a certificate from the medical practitioner stating the exact date of delivery.
- (ii) During such period of 10 days he shall be paid leave salary as admissible under Rule 92, Part I, Kerala Service Rules.
- (iii) It will be allowed to combine with other kinds of leave except leave without allowance under Appendix XII A/B/C, Kerala Service Rules.

GCPT. 4/3425/2011/DTP.

- (iv) This leave shall not be debited against the leave account but the leave details should be entered in the Service Book of the employee and also in the register of special leave referred to in the Government decision below Rule 106, Part I, Kerala Service Rules.
- (v) If paternity leave is not availed of within the period specified in sub-rule (i) such leave shall be treated as lapsed.

These orders shall have retrospective effect from 26-2-2011.

Necessary amendments to Kerala Service Rules will be issued separately.

By order of the Governor,

Dr. A. K. DUBEY,
Principal Secretary (Finance).

To

- The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A & E), Kerala, Thiruvananthapuram.
All Heads of Departments and Offices.
All Departments and Sections of the Secretariat.
The Director of Treasuries, Thiruvananthapuram.
The Secretary, Kerala Public Service Commission, Thiruvananthapuram
(with C. L.).
The General Manager, K.S.R.T.C., Thiruvananthapuram.
The Registrar, High Court of Kerala, Ernakulam (with C. L.).
The Registrars, University of Kerala/Kochi/Calicut/Mahatma Gandhi/
Kannur (with C. L.).
The Registrar, Kerala Lok Ayukta, Thiruvananthapuram.
The Registrar, Kerala Agricultural University, Mannuthi.
The Secretary, Ombudsman for Local Self Government, Thiruvananthapuram.
The Advocate General, Kerala, Ernakulam (with C. L.).