



Himachal Pradesh Power Corporation Limited
(A State Govt. Undertaking)

Himfed Building, BCS, New Shimla, Shimla-171009
Phone: 0177-2670633, Fax No.: 0177-2671589
CIN:U40101HP2006SGC030591

Office Order

In pursuance of the decision taken by the Board of Directors vide Item No. 92.27 dated 08.12.2025, the Department of Finance (Regulations), GoHP Notification No. Fin. (C)A(3)-3/2024 dated 31.07.2024 regarding Child Care Leave and Department of Finance (Regulations), GoHP OM No. Fin. (C)B(15)9/2025 dated 15.03.2025 regarding Special Maternity Leave is hereby adopted *mutatis mutandis* for implementation in HPPCL.

This bears the approval of **Competent Authority**.

No. HPPCL/ P&A/PRM/92 BOD/2025- 16393-418

Dy. General Manager (P&A)

Dated: 22.12.25

Copy forwarded to the following for information:-

1. Spl. PS to the Managing Director, HPPCL, Shimla.
2. PA to the Director (Personnel), HPPCL, Shimla.
3. PA to the Director (Finance), HPPCL, Shimla.
4. ES to the Director (Civil), HPPCL, Shimla.
5. ES to the Director (Electrical), HPPCL, Shimla.
6. All HOPs/HODs, HPPCL, Shimla.
7. The Sr. Manager (IT), HPPCL, Shimla with the request to upload this communication in the official website.
8. The Dy. Controller (F&A), HPPCL, Shimla.
9. The Sr. Manager (Executive Establishment), HPPCL, Shimla.
10. The Sr. Manager (Supervisory & Workmen Establishment), HPPCL, Shimla.
11. The Sr. Manager (Training & IR), HPPCL, Shimla.
12. Notice Board.
13. Guard File.

Dy. General Manager (P&A)

(Authoritative English text of this Department Notification No. Fin(C)A(3)-3/2024 dated 31st July, 2024 as required under clause (3) of article 348 of the Constitution of India)

**GOVERNMENT OF HIMACHAL PRADESH
FINANCE (REGULATIONS) DEPARTMENT**

No. Fin(C)A(3)-3/2024

dated

Shimla-2, the

31st July, 2024.

NOTIFICATION

In exercise of powers conferred by proviso to article 309 of the Constitution of India, the Governor of Himachal Pradesh is pleased to make the following rules further to amend the Central Civil Services (Leave) Rules, 1972, in their application to the State of Himachal Pradesh, namely :-

- Short title and commencement 1. (1) These rules may be called the Central Civil Services (Leave) Himachal Pradesh Amendment Rules, 2024.
- (2) They shall come into force from the date of their publication in Rajpatra (e-Gazette), Himachal Pradesh.

Insertion of rule 43-C.

2. In the Central Civil Services (Leave) Rules, 1972, in their application to State of Himachal Pradesh, after rule 43-B the following shall be inserted, namely:-

"43-C. Child Care Leave

- (1) Subject to the provisions of this rule, a female Government servant may be granted child care leave by an authority competent to grant leave for a maximum period of seven hundred and thirty days during her entire service for taking care of her child with a minimum disability of forty per cent as specified in the Government of India Ministry of Social Justice and Empowerment's Notification No. 16-18/97-N 1.1, dated the 1st June, 2001 up to two surviving children.

SOC RSO/S-II

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4/10/2024

Signature
31/07/2024

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Date: 04-10-2024

(2) Grant of child care leave to a female Government servant under sub-rule (1) shall be subject to the following conditions, namely:-

(i) it shall not be granted for more than three spells in a calendar year;

(ii) in case of a single female Government servant, the grant of leave in three spells in a calendar year shall be extended to six spells in a calendar year;

(iii) it shall not ordinarily be granted during the probation period except in case of certain extreme situations where the leave sanctioning authority is satisfied about the need of child care leave to the probationer, provided that the period for which such leave is sanctioned is minimal; and

(iv) Child care leave may not be granted for a period less than five days at a time.

(3) During the period of child care leave, a female Government servant shall be paid one hundred per cent of the salary for the first three hundred and sixty-five days, and at eighty per cent of the salary for the next three hundred and sixty-five days.

(4) Child care leave may be combined with leave of any other kind.

(5) Child care leave shall not be debited against the leave account."

By order

Deyesh Kumar
Principal Secretary (Finance) to the
Government of Himachal Pradesh.

[Signature]

31/07/2024

(4)

Annexure-B

**GOVERNMENT OF HIMACHAL PRADESH
FINANCE (REGULATIONS) DEPARTMENT**

No.Fin (C)B(15)9/2025 Dated Shimla-2, the 15th March, 2025.

OFFICE MEMORANDUM

Subject: Grant of 60 days Special Maternity Leave in case of death of a child soon after birth/stillbirth-regarding.

The undersigned is directed to say that the Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training (Estt.-Leave Section) has issued Office Memorandum No.13018/1/2021-Estt. (L) dated 2nd September, 2022 on the subject cited above (Copy enclosed). It has been decided by the State Government that the provisions of this Office Memorandum shall be applicable, *mutatis mutandis*, to the employees of the State Government.

2. These guidelines may kindly be brought to the notice of all concerned for compliance and receipt be acknowledged.

By order

Devesh Kumar, IAS
Principal Secretary (Finance) to the
Government of Himachal Pradesh.

All the Administrative Secretaries to the
Government of Himachal Pradesh.

Endst. No. Fin(C)B(15)9/2025 Dated Shimla-2, the March, 2025.
Copy forwarded for information and necessary action to:

1. All the Heads of Departments in Himachal Pradesh.
2. All the Divisional Commissioners in Himachal Pradesh.
3. The Resident Commissioner, Himachal Bhawan Sikandra Road, New Delhi.
4. The Registrar General, H.P. High Court Shimla-171001.
5. The Principal Accountant General, Himachal Pradesh, Shimla-3.
6. The Accountant General (A&E), Himachal Pradesh, Shimla-3.
7. All the Deputy Commissioners in Himachal Pradesh.

R & E Dairly No.

15/03/2025

R & E Dairly No. 3

Dated 2-4-25

Dated

1-4-25

(5)

-2-

8. All the District & Sessions Judges in Himachal Pradesh.
9. The Secretary to the Governor, H.P. Shimla-171002.
10. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
11. The Secretary, Lokayukta, Pine Grove Building, Shimla-171002.
12. The Secretary, H.P. Public Service Commission, Shimla-171002.
13. The Secretary, H.P. State Electricity Regulatory Commission, Shimla.
14. The Special Secretary-cum-Director, Institutional Finance, HP Shimla-171002.
15. The Controller, Printing & Stationery Department, HP Shimla-5.
16. Guard File.


15/03/2025
(Rajender Sharma)
Joint Secretary (Finance) to the
Government of Himachal Pradesh

(6)

No.13018/1/2021-Estt.(L)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training
(Estt.-Leave Section)

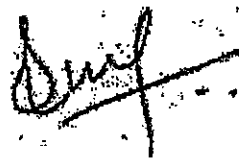
Old JNU Campus, New Delhi
Dated the 2nd September, 2022

OFFICE MEMORANDUM

Subject: Grant of 60 days Special Maternity Leave in case of death of a child soon after birth / stillbirth - regarding.

This Department has been receiving several references/queries requesting for clarification pertaining to grant of leave / maternity leave in case of death of a child soon after birth/Stillbirth. The matter has been considered in consultation with Ministry of Health and Family Welfare. Keeping in view the potential emotional trauma caused due to stillbirth or death of a child soon after birth, which has a far-reaching impact on the mother's life, it has now been decided to grant a Special Maternity Leave of 60 days to a female Central Government servant in case of death of a child soon after birth / stillbirth on the following conditions;

- (i) In case a Maternity Leave has already been availed by a female Central Government servant and her leave continues till the date of expiry of child soon after birth / stillbirth, the maternity leave already availed till death of the child may be converted into any other kind of leave available in her leave account without insisting for a medical certificate and a Special Maternity Leave of 60 days may be granted from the date of expiry of child soon after birth / Stillbirth.
- (ii) In case the maternity leave has not been availed by a female Central Government servant, 60 days of Special Maternity Leave may be granted from the date of expiry of child soon after birth / stillbirth.
- (iii) The condition for death of a child soon after birth may be defined as up to 28 days after birth.
- (iv) A baby born with no signs of life at or after 28 weeks of gestation may be defined as Stillbirth.

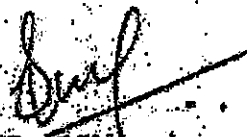


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(v) The benefit of Special Maternity Leave shall be admissible only to a female Central Government servant with less than 2 surviving children and for child delivery only in an authorized hospital.

(vi) "Authorized Hospital" is defined as Government Hospital or Private Hospital empanelled under Central Government Health Scheme (CGHS). In case of emergency delivery in non-empanelled private hospital, production of emergency certificate is mandatory.

3. These orders shall be applicable to Government employees appointed to the civil services and posts in connection with the affairs of the Union of India in terms of Rule 2 of the CCS (Leave) Rules 1972 with effect from the date of issue of this O.M. The past cases, wherever settled in respective Ministries / Departments need not be reopened.


(Sumil Kumar)

Under Secretary to the Government of India

To

1. All the Ministries/Departments of Government of India
2. PMO/Cabinet Secretariat
3. PS to MoS(PP)
4. PSO to Secretary (Personnel)
5. Sr. Technical Director, NIC, DoPT - with a request for uploading on the website of this Department.