



श्री माता वैष्णो देवी विश्वविद्यालय
Shri Mata Vaishno Devi University, Katra

Kakryal, Katra – 182 320 (J&K)
EPABX No.: 01991-285524, Extn. 2102

No: SMVDU/Adm/Estt./32nd EC/21/.606.-09

Date: 17th June, 2021

NOTIFICATION

Subject: Regarding grant of Child Care Leave in favour of Non-Teaching Female Employees of SMVD University and rules for availing thereof for both Teaching and Non-Teaching Female Employees.

As approved by the Executive Council in its 32nd meeting held on 21st February, 2021, minutes of which were issued vide no. SMVDU/EC Affairs/21/147 dated: 7th May, 2021, it is notified for the information of all concerned that Non-Teaching Female employee (employed in regular scale) may be granted Child Care Leave by the Competent Authority for a maximum period of 730 days during her entire service for taking care of her two eldest children whether for rearing or for looking after any of their need, such as education, sickness and the like. Salary for such leave shall be paid equal to the pay drawn immediately before proceeding on leave.

The guidelines as notified vide SRO-232 (copy attached) shall be applicable while granting Child Care Leave in favour of Non-Teaching Female employees of SMVD University except point 7 sub point (ii).

Further, as approved by the Executive Council henceforth Child Care Leave shall be availed by the Female employees [both Teaching and Non-Teaching] in not more than four slots during their entire career at SMVDU.

This issues with the approval of the Competent Authority.


17/06/21
Registrar
2

Encl.: As above.

Copy to:

1. All Deans/ Heads/I/c Head/Section Heads, for information.
2. All Teaching & Non-Teaching employees, for information.
3. PS to VC for the information of Hon'ble Vice Chancellor.
4. Faculty I/c Website for information and uploading the same on the University website.
5. Concerned file.



THE
JAMMU & KASHMIR GOVERNMENT GAZETTE

Vol. 128] Srinagar, Wed., the 22nd July, 2015/31st Asad., 1937. [No. 16-d

Separate paging is given to this part in order that it may be filed as a separate compilation.

PART III

Laws, Regulations and Rules passed thereunder.

GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIAT—FINANCE DEPARTMENT

Notification

Srinagar, the 22nd July, 2015.

SRO-232.—In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that after rule 41 of the Jammu and Kashmir Civil Services (Leave) Rules, 1979, the following shall be added as Rule 41-A, namely :—

"41-A. (1) Subject to the provisions of these rules, a woman employee may be granted child care leave by an authority

competent to grant leave for a maximum period of 730 days during her entire service for taking care of her two eldest children whether for rearing or for looking after any of their needs, such as education, sickness and the like.

- (2) For the purpose of sub-rule (1), "Child" means—
 - (a) a child below the age of eighteen years ; or
 - (b) a child below the age of twenty-two years with a minimum disability of forty *per cent*.
- (3) During the period of child care leave, a woman employee shall be paid leave salary equal to pay drawn immediately before proceeding on leave.
- (4) Child care leave may be combined with leave of any other kind.
- (5) Notwithstanding the requirement of production of medical certificate leave of any kind due and admissible (including Commuted Leave not exceeding sixty days and leave not due) up to a maximum of one year, if applied for, be granted in continuation with child care leave granted under sub-rule (1).
- (6) Child care leave shall not be debited against the leave account.
- (7) Grant of child care leave under these rules shall be subject to the following conditions :—
 - (i) Child care leave cannot be claimed as a matter of right. Under no circumstances can any employee proceed on child care leave without prior proper approval of the leave sanctioning authority ;

- (ii) It shall not be granted for more than three spells in a calendar year ;
- (iii) It shall not ordinarily be granted during the probation period. However, in case of certain extreme situations where the leave sanctioning authority is satisfied about the need of child care leave to the probationer, the leave may be sanctioned provided that the period for which such leave is sanctioned is minimal ;
- (iv) The leave is to be treated like the Earned Leave and sanctioned as such ;
- (v) Sundays and holidays can be prefixed or suffixed to child care leave. Consequently, Sundays, Gazetted holidays or any other holiday(s) notified by the Government falling during the period of leave would also count for child care leave, as in the case of Earned Leave.

These provisions shall take effect from the date of issue of the notification".

By order of the Governor.

(Sd.).....

Commissioner/Secretary to Government,
Finance Department.