

**GOVERNMENT OF ODISHA
HIGHER EDUCATION DEPARTMENT**

No. HE-NCET 1-MISC-0056-2021/ 15523 /HE., Bhubaneswar dated the 16.04.2022

From

Saswat Mishra, IAS
Principal Secretary to Government

To

**Principals
(488 Category of Non-Government Aided Colleges)**

Sub: Drawal of Leave Salary in favour of Female Employees during the
Period of Maternity Leave

Madam/Sir,

Representations have been received from various quarters regarding financial hardship faced by female employees working in Non-Government Aided Colleges who avail maternity leave, under the Odisha Education (Leave of Teachers and Other Members of Staff of Aided Educational Institutions) Rules, 1977, as maternity leave is sanctioned only on resuming duty after completion of the leave period. This leads to non-drawal of leave salary during the entire period an employee remains on maternity leave, which causes financial hardship affecting the well-being of the employee concerned as well as her new-born child.

It is, therefore, instructed that henceforth maternity leave shall be sanctioned before a female employee proceeds on maternity leave so that she will continue to draw her leave salary uninterruptedly during the entire maternity leave period.

Yours faithfully


Principal Secretary to Government 16/04/2022

Memo No. 15524 // Date 16.04.2022
Copy to the Regional Director of Education, Balasore/Berhampur/
Bhubaneswar/ Jeypore/Sambalpur for information and necessary action.


Principal Secretary to Government