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**AJMER VIDYUT VITRAN NIGAM LTD;  
HATHI BHATA, CITY POWER HOUSE, AJMER-305001**

No. AVVNL/CAO/AAO (F & R)/F. 1 (25) /D. 4093 Date 10.03.2005

**ORDER-140**

**Sub:- Amendment in Regulation 51 of the Employees  
Service Regulations - 1964.**

The Board of Directors, in its 70<sup>th</sup> meeting held on 28<sup>th</sup> February-2005 has accorded approval to adopt the Notification No. F. 1 (43) FD / (Gr. 2) / 83 (RSR 32/04) dated 06.12.2004 issued by the Finance Department (Rules Division), Govt. of Rajasthan in respect of Maternity Leave and Paternity Leave and made applicable in the Nigam with immediate effect and necessary amendment in Regulation - 51 of the Employees Service Regulations - 1964 extending the period of maternity leave and a new sub-Regulation - 51 A be inserted under Regulation - 51 for paternity leave at par with the notification of the State Govt. as under:-

**"51 Maternity Leave:-** A competent authority may grant "Maternity leave to a female employee twice during the entire period of her service. However, if there is no surviving child even after availing of it twice, maternity leave may be granted on one more occasion.

The maternity leave may be allowed on full pay for a period, which may extend upto the period of 135 days from the date of its commencement.

Maternity leave may be combined with leave of any other kind, but any leave applied for in continuation of the former may be granted only if the request is supported by a Medical Certificate from the Authorised Medical Attendant.

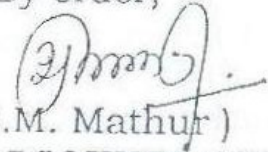
The note and clarification appearing below Regulation 51 shall remain the same.

**"51A. Paternity Leave:-** A Male employee with less than two surviving children may be granted paternity leave (maximum two times) for a period of 15 days during confinement of his wife i.e. 15 days before to three months after childbirth; and if such leave is not availed of within this period, it shall be treated as lapsed.

During the period of such leave, the employee shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. Paternity Leave shall not be debited against the leave account but such entry should be made in the Service Book separately and may be combined with any other kind of leave (as in the case of maternity leave)."

Such leave shall not be allowed in case of miscarriage including abortion of the employee's wife."

By order,

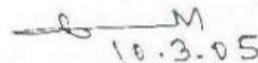


( S.M. Mathur )

CHIEF ACCOUNTS OFFICER  
AVVNL, AJMER

Copy submitted/forwarded to the following for information and necessary action:-

1. The Chief Engineer/Zonal Chief Engineer(        ), AVVNL, \_\_\_\_\_.
2. The Dy. Chief Engineer (RPPC), AVVNL, Jaipur.
3. The F.A. & Controller of Accounts, AVVNL, Ajmer.
4. The Secretary (Admn.), AVVNL, Ajmer.
5. The Superintending Engineer (        ), AVVNL, \_\_\_\_\_.
6. The Company Secretary, AVVNL, Ajmer.
7. The Addl. Superintendent of Police (Vig.), AVVNL, Ajmer.
8. The Sr. Accounts Officer (        ), AVVNL, \_\_\_\_\_.
9. The Dy. Controller of Stores, AVVNL, Ajmer.
10. The Dy. Director of Personnel, (        ), AVVNL, \_\_\_\_\_.
11. The Accounts Officer (O&M/IA/EA), AVVNL, \_\_\_\_\_.
12. The Personnel Officer (Corporate Off./O&M), AVVNL, \_\_\_\_\_.
13. The Public Relation Officer, AVVNL, Ajmer.
14. The Asstt. Accounts Officer (O.E. & S./CPC), AVVNL, Ajmer.
15. The P.A. to Managing Director, AVVNL, Ajmer.
16. Office order file / Master file.

  
10.3.05

ASSTT. ACCOUNTS OFFICER (Rules)