



पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड  
Power Grid Corporation of India Limited

सूचना का अधिकार अभिनियम 2005 के अंतर्गत केन्द्रीय लोक सूचना अधिकारी  
Central Public Information Officer under the RTI Act, 2005

केन्द्रीय कार्यालय, 'सौदामिनी', प्लॉट नं.2, सैक्टर-29, गुडगांव, हरियाणा-122007  
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122007



के.आ./के.आ./सू.अ/2016/671

दिनांक : 28 मार्च, 2017

सुश्री नेहा सिंह,  
अध्यक्ष महिला विंग,  
महासत्या (Mahasatya Regd.)  
4/4337, अंसारी रोड, दरियागंज,  
न्यू दिल्ली - 110 002

विषय: सूचना का अधिकार अधिनियम 2005 के अंतर्गत सूचना

महोदया,

कृपया अपने पत्र दिनांक 08.02.2017 का संदर्भ लें, जिसके द्वारा आपने सूचना का अधिकार अधिनियम 2005 के अंतर्गत जानकारी मांगी थी।

आपको सूचित किया जाता है कि पावरग्रिड में चाइल्ड केयर लीव के लिए कोई नीति नहीं है लेकिन पावरग्रिड में मातृत्व अवकाश (Maternity Leave) (प्रश्न सं. 1,2,3,4 एवं 6 के संदर्भ में) का प्रावधान है, जिसकी जानकारी **अनुबन्ध - क** में संलग्न है। प्रश्न सं 5 के बारे में सूचित किया जाता है कि छटा वेतन आयोग पावरग्रिड पर लागू नहीं है।

यदि आप लोक सूचना अधिकारी के जवाब से संतुष्ट नहीं हैं तो आप जवाब मिलने के 30 दिनों के भीतर अपील कर सकते हैं। सूचना का अधिकार अधिनियम 2005 के अंतर्गत अपीलीय अधिकारी का पता निम्नवत है :

श्री अश्वनी जैन,  
कार्यपालक निदेशक (सीएमजी) एवं अपीलीय अधिकारी, केन्द्रीय कार्यालय  
पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड  
"सौदामिनी, प्लॉट नं. 2, सैक्टर - 29 , गुडगांव - 122001, हरियाणा  
Email ID: [aj@powergridindia.com](mailto:aj@powergridindia.com)  
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धन्यवाद ।

भवदीय,

(अजय होलानी)

अपर महाप्रबंधक (के.आ.) एवं के.लो.सू.अधिकारी

Email ID: [cpio.cc@powergrid.co.in](mailto:cpio.cc@powergrid.co.in)

13.1 **Maternity Leave**

This will be granted to female employees (excluding Apprentices/Trainees) in accordance with the following rules:

- 13.2 The female employee shall not be entitled to Maternity Leave unless she has actually worked for a period of not less than 80 days for the 12 months preceding the date of her expected delivery.

**Explanation:**

For the purpose of calculating the days on which a female employee has actually worked in the establishment, the Saturdays (in respect of establishments where Saturday is a holiday), Sundays and declared holidays shall be taken into account. However, intervening Saturday(s), Sunday (s) and Holiday(s) falling within the spell of Earned Leave, Half Pay Leave and Commuted Leave etc, availed by the female employee shall not be counted for the above purpose.

- 13.3 The Leave may be granted on full pay for a period which may be extended up to 180 days from the date of its commencement on production of medical certificate from Attending Medical Officer provided that maternity leave shall not commence from a date earlier than 45 days from the expected date of delivery. The grant of leave is further subject to the condition that prior permission is obtained by the employee and all other prescribed conditions are fulfilled.

- 13.4 It may be combined with leave of any other kind, but only if the request for such leave is supported by a medical certificate from the Medical Officer.

- 13.5 In case of miscarriage or medical termination of pregnancy, a female employee shall, on production of a medical certificate, be entitled to maternity leave with wages for a period of six weeks, immediately following the day of her miscarriage or, as the case may be, her medical termination of pregnancy. This leave can be combined with leave of any other kind in terms of clause 13.4.

- 13.6 Leave salary towards the Maternity Leave for the period preceding the date of expected delivery of an eligible women employee shall be payable in advance to her on a written request along with documentary proof as regards her pregnancy and the amount due for the subsequent period shall be immediately payable to her on a written request along with the documentary proof of her having delivered a child. However, where Maternity Leave is taken in conjunction with any other kind of leave (either preceding or succeeding the Maternity Leave due), payment of leave salary shall be restricted only for the period of Maternity Leave due as per rules, in addition to leave salary due for Earned Leave, if any, as per clause 20 of these rules.

- 13.7 In respect of matters not specified above, the provisions of Maternity Benefit Act, 1961 shall apply.

- 13.8 The Chairman and Managing Director shall be empowered to approve for adoption in POWERGRID LEAVE RULES, any provision of the Maternity Benefit Act, 1961 and the amendments carried out therein by the Government.