



GOVERNMENT OF WEST BENGAL
HIGHER EDUCATION DEPARTMENT
UNIVERSITY BRANCH
BIKASH BHAVAN, SALT LAKE, KOLKATA -700 091

No: 1019(20)-Edn(U)/EH/1U -53/99 (Pt. 1)

Date: 07.12.2016

From: The Joint Secretary
Higher Education Department
Government of West Bengal

To: The Registrar,
.....University

Sub: Regarding Paternity-cum-Child Care Leave in r/o regular male employees of all State aided Universities.

Sir,

I am directed to state that the benefit of Paternity-cum-Child Care Leave for a maximum period of 30 days has been extended to the regular male employees of the educational institutions, establishments, organization, entities etc. with less than 2 (two) surviving children, vide Finance Department No. 1100-F (P), dt. 25.02.2016 in the following manner.

- i) Such leave may be availed of during child birth and upto the age of 18 years of the child.
- ii) During such leave he will be paid leave salary equal to the pay drawn immediately before proceeding on leave.
- iii) Such leave can be combined with leave of any other kind.
- iv) This will not be debited against the leave account.

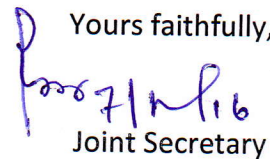
Accordingly, the said benefit of Paternity-cum-Child Care Leave may also be made available to the regular male employees with less than 2 (two) surviving children of all State aided Universities under the administrative control of this Department.

Of course, the interest of the institution shall be kept in view while deciding grant of such leave, its duration, number of spells, etc.

This order issues in concurrence with the Finance Department Memo No. 1100-F(P), dt 25.02.2016.

Necessary amendments in the Statutes of the respective University may be made accordingly.

Yours faithfully,



Joint Secretary

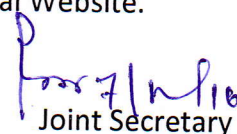
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Copy forwarded for information and necessary action to:-

- 1) The Vice- Chancellor,University
- 2) The Vice- Chairman, West Bengal State Council of Higher Education.
- 3) Secretary, of this Department.
- 4) The Director Public Instructions, Govt. of West Bengal.
- 5) Financial Advisor of this Department.
- 6) Joint Secretary, Finance Deptt. (Audit), Govt. of West Bengal.
- 7) Private Secretary to the Hon'ble M.I.C. of this Department.
- 8) Sr. P.S. to the Principal Secretary of this Department.
- 9) Computer cell of this Deptt. for updating on the Departmental Website.

etc



Joint Secretary