Sub.: Sanction of Maternity Leave to Smt. Sumitra Kapuria, HHW engaged under Community Based Primary Health Care Services at Panskura Municipality.

Enclosed the copy of communication of the Chairman, Panskura Municipality bearing memo no. PM/PHC/259/2006/3334 dt. 27.07.2007 addressed to the Director, SUDA with an endorsement to the undersigned on the subject of sanction of maternity leave to the HHW.

Smt. Sumitra Kapuria, HHW has applied to the Chairman, Panskura Municipality for granting maternity leave along with medical certificate for a period of four months with effect from 01.08.2007. The Chairman sought clarification with regard to (a) entitlement of paid maternity leave and (b) temporary engagement of HHW from existing panel in place of Smt. Kapuria for the period of four months with existing rate of honorarium.

In this connection, it is to mention here that the Dept. of Municipal Affairs has sanctioned paid maternity leave to honorarium based female workers of all categories at grass root level under IPP-VIII (Extn.) and RCH Sub-Project, Asansol vide no. 840/MA/C-10/3L-1/2001 dt. 25.05.2001, read with CMDA's order no. 107/CMDA/Sectt(prog)/FW(USP)/59/95 dt. 27.03.1997.

Therefore, paid maternity leave may be sanctioned to Smt. Kapuria and a substitute HHW may be engaged from the panel temporarily during this maternity leave period to maintain continuity of the service to the population which had been covered by Smt. Kapuria. The substitute HHW may get honorarium as per existing rate @ Rs. 1000/- per month per head. The expenditure for the purpose may be booked under the A/C head "Honorarium".

The same principle may be adopted for other ULBs under CBPHC whenever required.

Submitted for favour kind approval.

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27.3.07 female workers having been engaged for a minimum period of coordinated one year may be allowed paid absence of maternity. Has but kapmin helpited the condition?

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as above is accepted.

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Director, Syon PO(H)

Exclosed the communication of the Chairman, Joynegas Hazilpho Municipality beauting NO. JMM | 1441 377 Qt. 22.11 88, Which speaks for itself.

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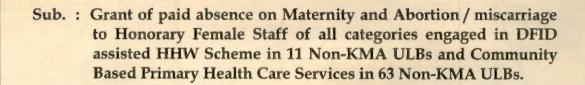
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State Urban Development Agency, Health Wing, West Bengal Instruction of pg.4 lottom. Drott ICHUT is enclosed houseth for signature, it approved. 8 08.12.08 Dinectry/Sum 15.12.07 Word Nog Despotehos Placed herewith comm. of the chairmon.
Panokusz Mpl. vide no PM/PHC/259/2010 84. 11.2.11 Scelerag approval for granof Marring Leeve for 180 days in place of 135 days. we may write to the Dept.

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Maternity and abortion / miscarriage paid leave had been sanctioned to honorary female staff of all categories engaged in IPP / CUDP-III / CSIP Health Programme under CMDA vide no. 107/CMDA/Sectt.(Prog.)/FW(USP)/59/95 dt. 27.03.1997. This grant had also been extended to honorary female staff IPP-VIII (Extn.) and RCH Sub-Project Asansol vide no. 840/MA/C-10/3L-1/2001 dt. 25th May, 2001.

In terms of clause (a) of memo no. 107/CMDA/Sectt.(Prog.)/FW(USP)/59/95 dt. 27.03.1997, female workers engaged for a minimum period of one year had been allowed "Paid absence of Maternity" for a period of 12 weeks.

As per memorandum of Finance Dept., Audit Branch, Govt. of West Bengal bearing no. 3453..F dt. 28th March, 2001 period of maternity leave has been enhanced upto 135 days – vide enclosure.

The benefit of maternity paid leave for a period of 135 days and abortion / miscarriage paid leave for a maximum duration of 42 days from the date of occurrence may also be extended to honorary health staff of all categories, who have worked at least for one year, in respect of DFID assisted HHW scheme in 11 Non-KMA ULBs and Community Based Primary Health Care Services in 63 Non-KMA ULBs.

310.07

Submitted for kind approval of the Dept. of the Municipal Affairs.

3.10.07.
3.10.07.