



**GOVERNMENT OF KERALA**

**Abstract**

**Kerala Service Rules – Grant of – Paternity Leave to serving male employees –  
Guidelines -Issued.**

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**FINANCE (RULES B) DEPARTMENT**

**G.O. (P) No. 342 /2011/Fin.**

**Dated, Thiruvananthapuram 11/8/2011.**

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**Read:- G.O (P) 85/11/Fin, dated 26/2/2011.**

**ORDER**

Government vide order read above, have introduced Paternity Leave to a male Government Servant for 10 days each for two children at the time of delivery of his wife.

The following instructions are issued for the guidance of the leave sanctioning authorities:-

- (i) Paternity leave will be granted for a period of 10 days during the confinement of his wife for child birth ie upto 10 days before or upto 3 months from the date of delivery of the child, subject to the production of a certificate from the medical practitioner stating the exact date of delivery.
- (ii) During such period of 10 days he shall be paid leave salary as admissible

under rule 92, Part I, Kerala Service Rules.

- (iii) It will be allowed to combine with other kinds of leave except leave without allowance under Appendix XII A/B/C, Kerala Service Rules.
- (iv) This leave shall not be debited against the leave account but the leave details should be entered in the Service Book of the employee and also in the register of special leave referred to in the Government decision below Rule 106, Part I, Kerala Service Rules.
- (v) If Paternity Leave is not availed of within the period specified in Sub rule (i) such leave shall be treated as lapsed.

These orders shall have retrospective effect from 26/2/2011.

Necessary amendments to Kerala Service Rules will be issued separately.

By Order of the Governor,  
Dr. A.K. DUBEY  
PRINCIPAL SECRETARY (FINANCE)

To

The Principal Accountant General (Audit), Kerala,  
Thiruvananthapuram  
The Accountant General (A&E), Kerala, Thiruvananthapuram.  
All Heads of Departments and Offices.  
All Departments and Sections of the Secretariat.  
The Director of Treasuries, Thiruvananthapuram.  
The Secretary, K.P.S.C, Thiruvananthapuram (with C.L.).  
The General Manager, K.S.R.T.C., Thiruvananthapuram.  
The Registrar, High Court of Kerala, Ernakulam (with C.L.).  
The Registrars, University of Kerala/Kochi/Calicut/Mahatma Gandhi/  
Kannur (with C.L.).  
The Registrar, Kerala Lok Ayukta, Thiruvananthapuram.  
The Registrar, Kerala Agricultural University, Mannuthi.  
The Secretary, Ombudsman for Local Self Government,  
Thiruvananthapuram.  
The Advocate General, Kerala, Ernakulam (with C.L.).  
The Secretary K.S.E.B, Thiruvananthapuram (with C.L.).  
All Principal Secretaries/Secretaries/Special Secretaries/Additional  
Secretaries/Joint Secretaries/Deputy Secretaries/Under Secretaries to

**Government.**

**The Secretary to Governor, Raj Bhavan.**

**The Private Secretary to Speaker/Deputy Speaker of the Legislative Assembly.**

**The Additional Secretary to the Chief Secretary.**

**The Secretary, Human Rights Commission, Thiruvananthapuram.**

**The Registrar, Sree Sankara Sanskrit University, Kalady (with C.L.).**

**The Private Secretaries to the Chief Minister and other Ministers.**

**The Private Secretary to the Leader of Opposition.**

**The State Election Commissioner, Kerala, Thiruvananthapuram.**

**The State Chief Information Commissioner (with C.L.).**

**The Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in).**

**The Director, Public Relations Department.**

**The Stock File/Office Copy.**

**Forwarded by Order,**



**Section Officer.**