

No. Fin(C)-B(15)-21/2016
Government of Himachal Pradesh
Finance (Regulation) Department.

Dated Shimla-171002, the 29th November, 2016

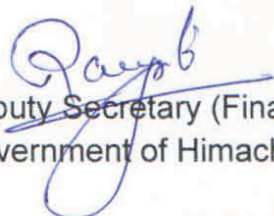
OFFICE MEMORANDUM

Subject: Maternity leave benefits to women employees working on outsourcing basis.

I am directed to invite a reference to this Department's letter No. Fin(C)A(3)1/2008 dated 6th July, 2016 on the subject cited above vide which it was decided that a provision may be inserted in the Standard Outsourcing Agreement which may make it obligatory on the service provider to pay the maternity benefits in accordance with the provisions of the Section 4-6 of the Maternity Benefit Act, 1961. This department is receiving references from various quarters seeking clarification with regard to the bearing of liabilities on account of maternity leave benefits payable to outsourced women employees working in various departments of State Government.

After careful consideration of the matter and in partial modification of this department's letter No. Fin(C)A(3)1/2008 dated 6th July, 2016, it has been decided that the maternity leave benefits to the outsourced staff shall be borne by the borrowing department through the service provider.

These instructions may be brought to the notice of all concerned for compliance.

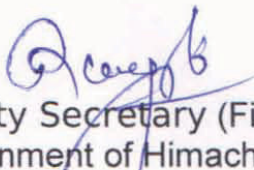

Deputy Secretary (Finance) to the
Government of Himachal Pradesh.

To
All Administration Secretaries to the
Government of Himachal Pradesh.

Endst. No:Fin(C)-B(15)-21/2016, Dated Shimla-02, the 29th November, 2016.
Copy to:-

1. The Secretary to Governor, H.P. Shimla.
2. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
3. The Secretary, Lokayukta, Pine Grove Building, Shimla-171002.
4. The Principal Accountant General, Himachal Pradesh, Shimla-03.

5. The Accountant General (A&E), Himachal Pradesh, Shimla-03.
6. All the Divisional Commissioners in H.P.
7. All Head of Department in H.P.
8. The Registrar General, H.P. High Court, Shimla, H.P.
9. All District & Session Judges in H.P.
10. The Secretary, H.P.P.S.C., Nigam Vihar, Shimla-171002.
11. The Secretary, H.P. Electricity Regulatory Commission, Shimla.
12. The Secretary, H.P. Staff Selection Commission, Hamirpur.
13. All Deputy Commissioners in H.P.
14. The Resident Commissioner, H.P. Himachal Bhawan, Sikandra Road, New Delhi.
15. The Resident Commissioner, Pangi, Distt. Chamba, H.P.


Deputy Secretary (Finance) to the
Government of Himachal Pradesh.