

(5) Sick leave - An employee shall be entitled to sick leave on medical certificate issued by such medical authority as may be specified by the Custodian or the ^[68] Chairman-cum-Managing Director. The employee shall be entitled to sick leave at the rate of 30 days per year and the period of sick leave that can be accumulated by such employee shall be upto a maximum of 240 days.

^[64] Provided that if an employee is suffering from any of the ^[65] nine major diseases of Cancer, Leprosy, T.B., Paralysis, Brain Tumor, Cardiac Ailment, Kidney disease, ^[65] AIDS or mental disease, he may be allowed Special Sick Leave on half pay for a period not exceeding six months, if he has to his credit no sick leave admissible to him.

(6) ^[66] Maternity leave - A female employee shall be entitled to maternity leave not exceeding 180 days on any one occasion. The spread of leave between pre-natal and post-natal periods will be left to the convenience of the employee:

Provided that the maximum Maternity Leave shall not exceed 12 months including miscarriage/ Medical Termination of Pregnancy during the entire period of service:

Provided further that where a female employee having three or more living children, takes leave for confinement, such leave shall be treated as earned leave and if earned leave is not admissible, as sick leave if such leave is admissible.;

(6A) Adoption leave - Leave may be granted once during the service to a childless female employee for legally adopting a child who is below one year of age. The maximum period of leave will be two months or till the child reaches the age of one year, whichever is earlier:

Provided such leave will be granted for adoption of only one child:

Provided further that the adoption of a child is through a proper legal process and on submission of a certified true copy of adoption deed to the Corporation or Company;

^[67] Explanation: The existing provisions in the case of Maternity Leave relating to leave in conjunction with or in continuation with any other kind of leave as per paragraph 10(2)(e) and leave salary as per sub-paragraph (11) shall also apply in case of Adoption Leave.

(7) Examination leave - An employee appearing for an insurance examination may be permitted to avail of examination leave to cover the actual duration of the examination and in case it is necessary to travel to a different place from the place of work to write the examination, the minimum journey time to the nearest centre and return may also be treated as examination leave.

[64] The existing proviso to sub-paragraph 5 is replaced by new proviso by Notification S.O. 769(E) dt. 15.10.85 w.e.f. 01.04.1983.

[65] The words nine and the disease AIDS included vide S.O.589(E) dt.22.6.2000 w.e.f. 22.6.2000

[66] In sub-paragraph(6), in the proviso for the words "having three living children" the words "having three or more living children" shall be substituted by Notification S.O. 472(E) dt. 05.09.1975. Subsequently the paragraph was substituted vide S.O. 589(E) dt. 22.6.2000 w.e.f. .22.6.2000

[67] Explanation inserted vide S.O.225(E) dated 15.3.2001 w.e.f.22.6.2000

[68] The term 'Chairman-cum-Managing Director' inserted vide S.O. 633(E) dated 4.5.2005 w.e.f. 01.02.2005