



**HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED**

*(A State Govt. undertaking)*

Registered office Vidyut Bhawan, HPSEBL, Shimla-171004(H.P.)  
Number (CIN) U40109HP2009SGC031255  
GST No. HPSEBL 02 AACCH4894EHZB  
Telephone Number 0177-2803600, 2801675 (Office), 2658984(Fax)  
Website address [www.hpseb.com](http://www.hpseb.com)  
Email [cmd@hpseb.in](mailto:cmd@hpseb.in)

**OFFICE ORDER**

The Himachal Pradesh State Electricity Board Limited has decided to adopt the provisions contained in the Office Memorandum No. 13018/1/2021-Estt. (L) dated 2<sup>nd</sup> September, 2022 circulated by the Under Secretary to the Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training (Estt.-Leave Section) Old JNU Campus, New Delhi, regarding **“Grant of 60 days Special Maternity Leave in case of death of a child soon after birth/stillbirth”**(Copy enclosed) received in this office through Principal Secretary (Finance) to the Government of Himachal Pradesh vide OM No.Fin(C)B(15)9/2025 dated 15<sup>th</sup> March 2025 (Copy enclosed) shall also be applicable, *mutatis mutandis*, to the employees of the HPSEBL in toto.

ISHA(HPAS)  
Executive Director (Pers.),  
HPSEBL, Vidyut Bhawan,  
Shimla-4.

No.HPSEBL(SECTT)R&E/154-2/25-26-8053-8230 Dated:- 8-5-25

Copy of above is forwarded to the following for information and strict compliance please.

1. All the Chief Engineers in HPSEBL, (I/C) M.D. BVPCL, Jogindernagar, District Mandi (H.P.).
2. The Chief Accounts Officer / Chief Auditor, HPSEBL, Shimla-4.
3. All the Superintending Engineers in HPSEBL.
4. The Superintending Engineer (IT), HPSEBL, Shimla-4, for uploading the above order on the Board's Website .
5. All the Sr. Executive Engineers / Resident Engineers in HPSEBL.
6. The Special Private Secretary/ Sr.PS/ PS/ PA to the worthy Chairman/ Managing Director/ Directors/ Executive Director (Pers.) in Board Secretariat HPSEB.
7. All the Under Secretary in the Board's Sectt.
8. The Company Secretary, HPSEBL, Vidyut Bhawan, Shimla-4, for information please.
9. All the Section Officer in the Board's Sectt.
10. Guard file of this section.

**DA/As above**

Executive Director (Pers.),  
HPSEB. Ltd. Vidyut Bhawan,  
Shimla-4.

GOVERNMENT OF HIMACHAL PRADESH  
FINANCE (REGULATIONS) DEPARTMENT

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No.Fin (C)B(15)9/2025 Dated Shimla-2, the 15<sup>th</sup> March, 2025.

OFFICE MEMORANDUM

**Subject: Grant of 60 days Special Maternity Leave in case of death of a child soon after birth/stillbirth-regarding.**

The undersigned is directed to say that the Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training (Estt.-Leave Section) has issued Office Memorandum No.13018/1/2021-Estt. (L) dated 2<sup>nd</sup> September, 2022 on the subject cited above (Copy enclosed). It has been decided by the State Government that the provisions of this Office Memorandum shall be applicable, *mutatis mutandis*, to the employees of the State Government.

2. These guidelines may kindly be brought to the notice of all concerned for compliance and receipt be acknowledged.

By order

Devesh Kumar, IAS  
Principal Secretary (Finance) to the  
Government of Himachal Pradesh.

All the Administrative Secretaries to the  
Government of Himachal Pradesh.

Endst. No. Fin(C)B(15)9/2025 Dated Shimla-2, the March, 2025.  
Copy forwarded for information and necessary action to:

1. All the Heads of Departments in Himachal Pradesh.
2. All the Divisional Commissioners in Himachal Pradesh.
3. The Resident Commissioner, Himachal Bhawan Sikandra Road, New Delhi.
4. The Registrar General, H.P. High Court Shimla-171001.
5. The Principal Accountant General, Himachal Pradesh, Shimla-3
6. The Accountant General (A&E), Himachal Pradesh, Shimla-3.
7. All the Deputy Commissioners in Himachal Pradesh.

R & E Dairy No.

15/03/2025

R & E Dairy No. 3

Dated

2-4-25

Date

1-4-25

8. All the District & Sessions Judges in Himachal Pradesh.
9. The Secretary to the Governor, H.P. Shimla-171002.
10. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
11. The Secretary, Lokayukta, Pine Grove Building, Shimla-171002.
12. The Secretary, H.P. Public Service Commission, Shimla-171002.
13. The Secretary, H.-P. State Electricity Regulatory Commission, Shimla.
14. The Special Secretary-cum-Director, Institutional Finance, HP Shimla-171002.
15. The Controller, Printing & Stationery Department, HP Shimla-5.
16. Guard File.

  
15/03/2025  
(Rajender Sharma)  
Joint Secretary (Finance) to the  
Government of Himachal Pradesh

No.13018/1/2021-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel and Training  
(Estt.-Leave Section)

Old JNU Campus, New Delhi  
Dated the 2<sup>nd</sup> September, 2022

OFFICE MEMORANDUM

**Subject: Grant of 60 days Special Maternity Leave in case of death of a child soon after birth / stillbirth - regarding.**

This Department has been receiving several references/queries requesting for clarification pertaining to grant of leave / maternity leave in case of death of a child soon after birth/Stillbirth. The matter has been considered in consultation with Ministry of Health and Family Welfare. Keeping in view the potential emotional trauma caused due to stillbirth or death of a child soon after birth, which has a far-reaching impact on the mother's life, it has now been decided to grant a Special Maternity Leave of 60 days to a female Central Government servant in case of death of a child soon after birth / stillbirth on the following conditions;

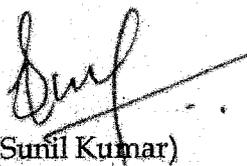
- (i) In case a Maternity Leave has already been availed by a female Central Government servant and her leave continues till the date of expiry of child soon after birth / stillbirth, the maternity leave already availed till death of the child may be converted into any other kind of leave available in her leave account without insisting for a medical certificate and a Special Maternity Leave of 60 days may be granted from the date of expiry of child soon after birth / Stillbirth.
- (ii) In case the maternity leave has not been availed by a female Central Government servant, 60 days of Special Maternity Leave may be granted from the date of expiry of child soon after birth / stillbirth.
- (iii) The condition for death of a child soon after birth may be defined as up to 28 days after birth.
- (iv) A baby born with no signs of life at or after 28 weeks of gestation may be defined as Stillbirth.



(v) The benefit of Special Maternity Leave shall be admissible only to a female Central Government servant with less than 2 surviving children and for child delivery only in an authorized hospital.

(vi) "Authorized Hospital" is defined as Government Hospital or Private Hospital empanelled under Central Government Health Scheme (CGHS). In case of emergency delivery in non-empanelled private hospital, production of emergency certificate is mandatory.

3. These orders shall be applicable to Government employees appointed to the civil services and posts in connection with the affairs of the Union of India in terms of Rule 2 of the CCS (Leave) Rules 1972 with effect from the date of issue of this O.M. The past cases, wherever settled in respective Ministries / Departments need not be reopened.



(Sunil Kumar)

Under Secretary to the Government of India

To

1. All the Ministries/Departments of Government of India
2. PMO/Cabinet Secretariat
3. PS to MoS(PP)
4. PSO to Secretary (Personnel)
5. Sr. Technical Director, NIC, DoPT - with a request for uploading on the website of this Department.