



**PBC No:238 / 2022**  
**RBE No: 144 / 2022**

**दक्षिण रेलवे Southern Railway**  
**प्रधान मुख्य कार्मिक अधिकारी का कार्यालय**  
**Office of the Principal Chief Personnel Officer**  
**मुख्य कार्यालय, कार्मिक विभाग, चेन्नै-600003**  
**Headquarters, Personnel Department, Chennai-600003**

सं/No: P(R) 420 / P / Vol.VIII

दिनांक/Dated:10.11.2022

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,  
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,  
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,  
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

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

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A copy of Railway Board's letter No.E(P&A)I-2022/CPC/LE-4 dated 07.11.2022 alongwith a copy of OM No. 13018/1/2021-Estt.(L) dated 02.09.2022 issued by the Department of Personnel and Training (DOP&T) on the above subject is enclosed for information guidance and necessary action.

Encl.04 pages

Digitally signed by  
SENTHIL KUMAR  
Date: 2022.11.15  
15:37:05 +05'30'

**Deputy Chief Personnel Officer / Co-ord  
For Principal Chief Personnel Officer**

Copy to: The General Secretary/SRMU  
The General Secretary/AISCTREA  
The General Secretary/AIOBCREA  
The General Secretary/NFIR  
IT Section/PB/HQ - to upload in the SR website.

भारत सरकार/GOVERNMENT OF INDIA  
रेल मंत्रालय /MINISTRY OF RAILWAYS  
(रेलवे बोर्ड/RAILWAY BOARD)

RBE No. 144/2022

No. E(P&A)-2022/CPC/LE-4

New Delhi dated 07.11.2022

The General Managers/PFAs,  
All Indian Railways and  
Production Units.

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

DOP&T vide their OM No. 13018/1/2021-Estt.(L) dated 02.09.2022 has introduced 60 days Special Maternity Leave for female Central Government servant in case of death of a child soon after birth or in case the child is stillborn. These provisions are being adopted for railway employees.

2. Keeping in view the emotional trauma suffered by a mother when her child is stillborn or in the event of death of a child soon after birth which has a far-reaching impact on her life, it has now been decided to grant Special Maternity Leave of 60 days to a female railway servant in the case of death of a child soon after birth/ in case the child is stillborn subject to the following conditions:

- (i) In case Maternity Leave has already been availed by a female railway 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 railway 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 railway servant with less than 2 surviving children and for child delivery only in an authorized hospital.
- (vi) "Authorized Hospital" is defined as Government Hospital/Railway Hospital or Private Hospital empanelled under Central Government Health Scheme

(CGHS)/ Railway empanelled Hospital. In case of emergency delivery in non-empanelled private hospital, production of emergency certificate is mandatory.

3. These provisions shall be effective from the date of issue of these orders. Past cases wherever settled need not be reopened.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

5. Please acknowledge receipt.

DA: As above



(N P Singh)  
Joint Director/E(P&A),  
Railway Board  
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4<sup>th</sup> Floor, Room No.10

No. E(P&A)-2022/CPC/LE-4

New Delhi dated 07.11.2022

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

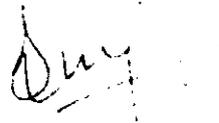
Old JNU Campus, New Delhi  
Dated the 2<sup>nd</sup> September, 2022

**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