SR

PBC No: 72/2026

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

सं/No: P(G)534/XVI/PBC Circulars दिनांक/Dated:07.05.2026

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 Maternity and Miscarriage Leave to Jr. Resident and Sr. Resident Doctors working in Railway Hospitals - reg.**

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A copy of Railway Board's letter No. 2022/PED/H/Misc./Maternity Benefits (3410550) dated 23.04.2026 is enclosed for information guidance and necessary action.

Railway Board's letter no. 2022/PED/H/Misc./Maternity Benefits (3410550) dated 03.07.2023 referred therein is also enclosed for information guidance and necessary action.

Encl. 03 Pages

04.05.2026

(SHIKHA LAL)
Chief Personnel Officer / Gaz
For Principal Chief Personnel Officer

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

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

No. 2022/PED/H/Misc./Maternity Benefits (3410550) **New Delhi, dated:23.04.2026.**

PCMD(s) & PCMO(s),
All Indian Railways,
Including PUs, RDSO & NAIR

Sub: - Grant of Maternity and Miscarriage Leave to Jr. Resident Doctors working in Railway Hospitals - reg.

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The issue regarding grant of Maternity and Miscarriage Leave to resident doctors and contractual doctors working in Railway Hospitals has been under consideration in the Ministry of Railways. Clarification was also sought from the Ministry of Health & Family Welfare. After due examination and with the approval of the Competent Authority, it has been decided that the provisions of the Maternity Benefit Act, 1961 and the Maternity Benefit (Amendment) Act, 2017 shall be extended to **Jr. Resident Doctors (Academic/Non-Academic)** working in Railway Hospitals, subject to fulfillment of the following conditions:

(i) The doctor should have worked for not less than eighty (80) days in the twelve months immediately preceding the date of her expected delivery,
(ii) No maternity or miscarriage leave shall be granted beyond the expiry of the period/tenure of engagement.

2. Instructions regarding leave entitlement of Senior Residents working in Railway Hospitals have already been issued vide this office letter of even number dated 03.07.2023.

3. This issues with the concurrence of the Finance (Establishment) Directorate of the Ministry of Railways.

Digitally signed by
ASHUTOSH GARG
Date: 17-04-2026
16:53:57

Dr. Ashutosh Garg/डा. आशुतोष गर्ग
Director/Health (P&P)/ स्वास्थ्य निदेशक (पी &पी)
Railway Board/रेलवे बोर्ड
Tele No. 011-47843134

Cont...

No. 2022/PED/H/Misc./Maternity Benefits

New Delhi, dated: 23.04.2026

Copy forwarded to:

1. Pr. Chief Medical Directors, All Indian Railways, Including PUs, RDSO and NAIR.
2. PFAS/ All Indian Railways, Including PUs, RDSO and NAIR.
3. Pr. Chief Personnel Officers/ All Indian Railways, Including PUs, RDSO and NAIR.

23/4/26.

Dr. Ashutosh Garg/डा. आशुतोष गर्ग
Director/Health (P&P)/ स्वास्थ्य निदेशक (पी &पी)
Railway Board/रेलवे बोर्ड

No. 2022/PED/H/Misc./Maternity Benefits

New Delhi, dated: .04.2026

Copy to:-

1.The Principal Director of Audit, All Indian Railways, Including PUs, RDSO and NAIR.
2.Dy. Comptroller and Auditor General of India (Railways), Room No.224, Rail Bhawan, New Delhi.

Digitally signed by
Avninder Singh Bhasin
Date: 23-04-2026
14:30:34

For Member Finance, Railway Board

Copy to:

1. F(E) Spl. Branch/Rly. Board.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No.2022/PED/H/Misc./MaternityBenefits **New Delhi, dated: 03.06.2023**

General Managers,
All Indian Railways,
Including PUs, RDSO and NAIR.

Sub: Revised terms and condition for Senior Residents working in Railway Hospitals.
Ref: Board's letter No.88/H/2-1/9 dated 24.06.2008

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Terms & conditions for engagement of Senior Resident in Railway Hospitals have been issued vide Board's letter cited under reference. Leave entitlement for Senior Residents as mentioned in the letter is reproduced below:

- One day weekly off by rotation.
- Entitles to total 20 days leave in one contract year which can be availed as not more than 10 in six months period.
- Not entitled to any vacation or any other type of leave.

Now, it has been decided, with the approval of the competent authority in Railway Board that Senior Residents will be entitled for Maternity leave of 26 weeks of which not more than eight weeks shall precede the date of expected delivery OR remaining tenure of contract period, whichever is less. This is subject to her having completed working period of not less than 80 days in the twelve months immediately preceding the date of her expected delivery in the Railway hospital and fulfilling the other terms and conditions of Maternity Act, 1961.

This issues with the concurrence of Finance (Establishment) Directorate of the Ministry of Railways.

03/07/2023

(Dr. A.K. Malhotra)
PED/Health,
Railway Board

2/-