

**BSNL Corporate Office  
(PAT) Section 5<sup>th</sup> floor,  
Bharat Sanchar Bhawan  
H.C. Mathur Lane,  
New Delhi-110001**



**भारत संचार निगम लिमिटेड**  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

No.1-13/2016-PAT(BSNL)

Dated, the 20 -03-2017

**OFFICE ORDER**

Sub: Grant of Child Adoption Leave of 180 days to female BSNL employees and extension of the facility of Paternity Leave to adoptive fathers.

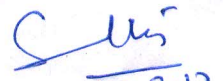
Leave on adoption of a child is admissible to female BSNL employee as per the provisions of Rule 43-B of CCS (Leave) Rule, 1972. As per DOPT OM No. 13018/1/2009-Estt.(L) dated 22.07.2009, Child Adoption Leave to women government employees has been enhanced from 135 days to 180 days and extended the facility of Paternity Leave to adoptive fathers. Prior to DOP&T OM No. 13018/1/2009-Estt.(L) dated 22.07.2009, the child adoption leave for 135 days was admissible to the female government servants on adoption of a child upto one year of age vide DOP&T OM No.13010/1/2004-Estt(L) 31.03.2006.

2. The case for grant of child adoption leave of 180 days to female BSNL employees and paternity leave to BSNL male employees as per DOP&T OM dated 22.07.2009 has been examined by this office and it has been decided to make the provision of this OM dated 22.07.2009 applicable in BSNL. Accordingly, approval of the Competent Authority is, hereby, conveyed for following:-

- (i) Leave of 180 days to the female BSNL employees who are adoptive mothers with fewer than two surviving children may be granted as **Child Adoption Leave** on valid adoption of a child upto one year of age, on the lines of maternity leave admissible to natural mothers on the terms and conditions as laid down in DOP&T OM No. 13018/4/2004-Estt.(L) dated 31.03.2006 (copy enclosed) ; and
- (ii) A male employee with less than two surviving children, on valid adoption of a child below the age of one year, may be granted Paternity Leave for a period of 15 days within a period of six months from the date of valid adoption.

3. These orders shall take effect from the date of issue.

Encl : as above.



[S.P. Bhatta]

Assistant General Manager (Estt. I)

Tel. No. 23037477

To  
All Heads of Telecom Circles  
All Heads of Other Administrative Units  
Bharat Sanchar Nigam Limited

Regd. & Corporate Office: Bharat Sanchar Bhavan, H.C. Mathur Lane, Janpath, New Delhi - 110001  
Website: [www.bsnl.co.in](http://www.bsnl.co.in), Corporate Identity Number (CIN): U74899DL2000GOI107739

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Endorsement No.1-13/2016-PAT(BSNL)

Dated, the 20 -03-2017

**Copy for information to:**

1. PS to CMD, BSNL, New Delhi.
2. PS to All Directors, BSNL Board.
3. PSs to All EDs / CVO / CS & CGM (Legal), BSNL.
4. All PGMs / Sr. GMs / GMs / Addl. GMs / DGMs in BSNL C.O., New Delhi.
5. DM(Pay Bill)/(Cash)/(L&A)/(Pension)/(Admin.), BSNL C.O.
6. BSNL Intranet / Guard File.

Sethi  
20.3.17

**No.13018/4/2004-Estt.(L)**  
**Government of India**  
**Ministry of Personnel, P.G. & Pensions**  
**Department of Personnel & Training**

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New Delhi, the 31<sup>st</sup> March, 2006

**OFFICE MEMORANDUM**

Sub: Grant of Child Adoption Leave for 135 days to the female Govt. servants on adoption of a child upto one year of age –

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The undersigned is directed to refer to this Department's OM No.13018/4/89-Estt.(L) dated 25<sup>th</sup> October, 1989 regarding grant of leave to female Govt. servants on adoption of a child and to say that on having considered the justifications given by the Association of Adoptive Parents (ATMAJA) and the views of the Ministry of Health & Family Welfare as well as those of the Department of Women & Child Development, it has been decided to extend the benefit of leave for 135 days to the adoptive mothers with fewer than two surviving children as 'Child Adoption Leave' on adoption of a child upto one year of age, on the lines of maternity leave admissible to natural mothers.

2. During the period of Child Adoption leave, she shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.
3. Child Adoption leave may be combined with leave of any other kind.
4. In continuation of 'Child Adoption leave', the adoptive mothers may also be granted, if applied for, leave of the kind due and admissible (including Leave not due and Commuted leave not exceeding 60 (sixty) days without production of Medical certificate)

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for a period upto one year reduced by the age of the adopted child on the date of legal adoption without taking into account the period of Child Adoption leave, subject to the following conditions.

- (i) This facility shall not be admissible to an adoptive mother already having two surviving children at the time of adoption.
- (ii) The maximum period of one year leave of the kind due & admissible (including Leave not due and Commuted leave upto 60 days without production of Medical certificate) will be reduced by the age of the child on the date of adoption without taking into account Child Adoption leave as in following illustrations:
  - if the age of the adopted child is less than one month on the date of adoption leave upto one year may be allowed.
  - If the age of child is six months and above but less than seven months, leave upto 6 months may be allowed.
  - If the age of the child is 9 months and above but less than ten months, leave upto 3 months may be allowed.

5. Child Adoption leave shall not be debited against the leave account

6. So far as persons serving in the Indian Audit & Accounts Departments are concerned, these orders are being issued after consultation with the C&AG of India.

7. Relevant rule is being incorporated/amended.

8. These orders will have effect from the date of issue.

9. Hindi version will follow.

*Meenakshi Sundaram*  
31/3/03

(S. Meenakshisundaram)  
Deputy Secretary to the Govt. of India

To

All the Ministries/Departments of the Govt. of India etc.

No.13018/4/2004-Estt.(Leave) New Delhi, 31<sup>st</sup> March,2006

Copy also forwarded to:-

1. Office of the Comptroller & Auditor General of India.
2. Office of the Controller General of Accounts, Ministry of Finance.
3. Secretaries to Union Public Service Commission/Supreme Court of India/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission/Central Information Commission.
4. All State Governments and Union Territories.
5. Governors of all States/Lt. Governors of all Union Territories.
6. Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
7. All Members of the Staff Side of the National Council of JCM/Departmental Council.
8. All Officers/Sections of the Department of Personnel & Training/Department of Administrative Reforms & Public Grievances/Department of Pension & Pensioners Welfare/PESB.
9. Ministry of Finance, Deptt. of Expenditure, with reference to their U.O.No.45/EV/2006 dated 31.1.2006.
10. Official Language Wing (Legislative Deptt.), Bhagwan Das Road, New Delhi.
11. Railway Board, New Delhi.
12. 300 spare copies.

*Meenakshi Sundaram*  
31/3/06

(S. MEENAKSHISUNDARAM)  
DEPUTY SECRETARY TO THE GOVT. OF INDIA