



AN ISO: 9001, ISO: 14001 &
ISO: 45001 COMPANY

HARYANA POWER GENERATION CORPORATION LTD

Regd. Office: C-7, Urja Bhawan, Sector-6, Panchkula
Corporate Identity Number: U45207HR1997SGC033517

E-mail: dsgenl@hpgcl.org.in

Telephone No. 0172-5023426

Office Order No. ⁴⁵⁹ /CE/Admn.

Dated: 13 .10.2023

HPGCL is pleased to adopt the State Govt. notification no. 16/06/2022-3HR-III dated 29.09.2023 (**copy enclosed**) regarding granting the benefit of maternity leave to women employees engaged under outsourcing policy of Haryana as under:-

- i) Female contractual persons with salary less than Rs. 21,000/- per month shall be entitled to maternity leave admissible under the Maternity Benefit Act, 1961.
- ii) Female contractual persons with salary greater than Rs. 21,000/- per month shall be entitled to maternity leave admissible under the Maternity Benefit Act, 1961 and the indenting department will bear the costs during maternity leave to be paid to employee through HKRNL.

This issues with the approval of Whole Time Directors, HPGCL (in circulation).

-sd-
(Pawan Bains)
Dy. Secy./Genl.,
for Chief Engineer/Administration,
HPGCL, Panchkula.

Endst. No. ^{Ch-39} /HPGC/ENG-G-61/ ⁸²⁰²

Dated: 13 .10.2023

A copy of the above is forwarded to the following for information and necessary action:-

1. All Chief Engineers in HPGCL.
2. Controller of Accounts / Finance, HPGCL, Panchkula.
3. Company Secy., HPGCL, Panchkula.
4. All FA & CAOs, HPGCL.
5. L.R., HPU, HPGCL, Panchkula.
6. XEN/FTPS, HPGCL, Faridabad.
7. All Dy. Secy./Under Secy./Admn. Officer in HPGCL.
8. XEN/IT, HPGCL, Panchkula – To upload this office order on HPGCL website.

Pawan Bains
(Pawan Bains)
Dy. Secy./Genl.,
for Chief Engineer/Administration,
HPGCL, Panchkula.

CC:

1. OSD/Tech. (HQ) to Managing Director, HPGCL, Panchkula.
3. SPS to Director/Technical-I, HPGCL, Panchkula.
4. SPS to Director/Technical-II, HPGCL, Panchkula.
5. SPS to Director/Finance, HPGCL, Panchkula.
6. PA to Chief Engineer/Administration, HPGCL, Panchkula.

From

The Chief Secretary to Government, Haryana.

To

The Additional Chief Secretary to Government, Haryana
Youth Empowerment and Entrepreneurship Department.

Memo No. 16/06/2022-3HR-III

Dated: Chandigarh, the 29th September, 2023.

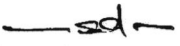
Subject: Policy for engaging /outsourcing of service/activities grant the benefit of maternity leave to the women employees engaged under Outsourcing Policy of Government of Haryana.

Sir,

I am directed to invite your kind attention on the subject noted above and to say that the Deployment of Contractual Persons Policy, 2022, dated 30.06.2022 already clarified in Clause 7.3 that female contractual persons shall be entitled to maternity leave admissible under the Maternity Benefits Act, 1961 (This covers employees with salary less than Rs. 21,000/- per month).

2. It is also informed that as per instruction of Finance Department No. 11/8/2014-3FR/11887 dated 04.08.2014, for employees with salary greater than Rs. 21,000/- per month, the indenting department will bear the costs during maternity leave to be paid to employee through HKRNL.

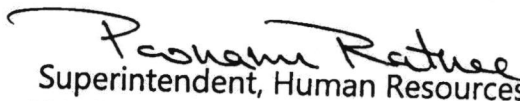
3. This may kindly be brought to the notice of all concerned for strict compliance.


Superintendent, Human Resources-III
for Chief Secretary to Government, Haryana

Endst. No. 16/06/2022-3HR-III

Dated: 29.09.2023

✓ A copy is forwarded to all Administrative Secretaries of Government, Haryana for information and necessary action.



Superintendent, Human Resources-III
for Chief Secretary to Government, Haryana

29.9.23

Endst. No. 16/06/2022-3HR-III

Dated: 29.09.2023

A copy is forwarded to the Chief Executive Officer, Haryana Kaushal Rozgar Nigam Limited, Panchkula for information and necessary action.


Superintendent, Human Resources-III
for Chief Secretary to Government, Haryana