

**Document No.:- RO2666-290819**

**Subject:** Instructions with regard to effect of maternity /paternity leave on the probation period.

From

The Registrar

LUVAS, Hisar

To

All Deans/Directors/Officers/HODs/Section Incharge

(Including outstations)

LUVAS, Hisar

Memo No. Admn./E-1/2019/1421-55

Dated: 29.08.2019

**Sub: Instructions with regard to effect of maternity /paternity leave on the probation period.**

As per provision the maternity/paternity leave is permissible to an employee of this University for a specific period. There are cases where such leave have been granted during the period of probation to an employee concerned on the post he /she has been recruited. The rules regarding grant of maternity/paternity leave during the period of probation are not clear in the Statutes of the University and in Haryana Civil Service (Leave) Rule-2016. Hence to make a parity it has been decided that an employee who seek maternity/paternity leave during her/his probationary period, the period of probation may be extended to the extent upto the leave granted after deducting the leave earned by an employee (only EL if available) upto such period of probation. However, the earned leave will remain at the credit of the employee concerned. Seniority of the concerned employee shall be deemed to have been deferred to the extent the probation period is extended in the cadre in which he/she is working.

The above instructions may be got noted from the dealing official(s) of your office/department and direct them to deal such cases in future in light of the instructions as mentioned above.

Sd/-

Registrar

CC: Secretary to Vice-Chancellor for kind information of worthy Vice-Chancellor.

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please read

Sandeep Gera