



THE KOLKATA MUNICIPAL CORPORATION
PERSONNEL DEPARTMENT
5, S.N. BANERJEE ROAD, KOLKATA-700013

Dated: 02.12.2019

Ch. Manager (P)'s Circular No. 42 /VIII/2019-2020

Sub: Grant of Paternity-cum-Child Care Leave for 30 (thirty) days to the male employees of Kolkata Municipal Corporation

Pursuant to the Memorandum vide No. 1100-F (P), dated 25.02.2016 issued by the Audit Branch of the Finance Department, Government of West Bengal on the matter of grant of Paternity-cum-Child Care Leave for 30 (thirty) days to the male State Government employees, extension of benefit of the same in case of male employees of the Kolkata Municipal Corporation was under active consideration of the authority for some time past.

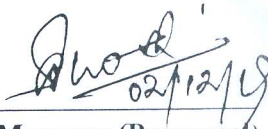
2. After due deliberation of the matter, the Corporation at its meeting held on 25.10.19 vide Agenda No. 55th, Item No. 7, on the recommendation of Mayor-in-Council, KMC vide Item No. MOA-89.22, dated 27.09.19, has been pleased to decide that all male employees of Kolkata Municipal Corporation with less than two surviving children will be allowed Paternity-cum-Child Care Leave for 30 (thirty) days in the following manner:

- Such leave may be availed of during child birth and up to the age of 18 (eighteen) years of the child,
- During such leave he will be paid leave salary equal to the pay drawn immediately before proceeding on leave,
- Such leave can be combined with leave of any other kind,
- This will not be debited against the leave account.

3. Necessary amendment to relevant leave regulations will be made in due course.

4. This circular is to take immediate effect.

This circular is issued with the approval of Municipal Commissioner, dated 27.11.2019.

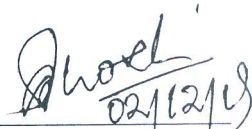

Ch. Manager (Personnel)
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Copy forwarded for information and necessary action to:

- Municipal Secretary
- C.O.(IT) with the request to upload a copy of this circular in KMC website
- All controlling officers/ Heads of Departments
- P.O./Addl. P.O./ Manager(P)/O.S.D. (Personnel-Engineering)
- P.A. to Hon'ble Chairman/Mayor/ Dy. Mayor/M.M.I.C.s
- P.A. to the Municipal Commissioner/ Special Municipal Commissioner (G/P/R&D)
- D.P.O.-II/VIII/HR Cell


Ch. Manager (Personnel)
02/12/19