



TRANSMISSION CORPORATION OF TELANGANA LIMITED
VIDYUT SOUDHA ;; HYDERABAD
 (Website: www.tstransco.in CIN No.U40102TS2014SGC094248)

Memo No.Jt.Secy/DS(Per.II)/AS(IR&R)/PO(Reg.)/JPO(Reg.)/32/2020, dt.05.06.2020

Sub:- TSTRANSCO – Regulations – Maternity Benefit (Amendment) Act, 2017 - Grant of Maternity Leave to the women employees of TSTRANSCO – Instructions – Issued.

- Ref: 1. T.O.O.(Addl.Secy-Per) Ms.No.65, dt.18.05.2010.
 2. T.O.O.(Addl.Secy-Per) Ms.No.402, dt.23.01.2012.
 3. The Maternity Benefit (Amendment) Act, 2017, dt.28.03.2017.
 4. Lr.No.CE/WGL-ZONE/AS/PO-II/JPO-5/F.No./D.No.542/20, dt.20.04.2020.

In the letter 4th cited, it was requested to clarify whether the Maternity Leave can be granted from a date prior to the date of delivery, if so, how many days prior to the date of delivery, request for grant of maternity Leave can be considered.

2. After careful examination and in accordance with the amendment (Maternity Benefit (Amendment) Act, 2017) issued to Section 5, Sub-Section (3) of Principal Act i.e., Maternity Benefit Act, 1961, TSTRANSCO hereby directs all the HODs of TSTRANSCO, that the women employees with less than two surviving children shall be entitled to avail Maternity Leave of maximum 180 days, that is to say, up to a maximum of eight weeks up to and including the day of her delivery and remaining period can be availed after the child birth.

3. These orders are issued with the concurrence of Joint Managing Director (Fin., Comml., & HRD) vide Regd.No.2194, dt.04.06.2020.

4. These orders are also available on TSTRANSCO website and can be accessed at the address [Http://www.tstransco.in](http://www.tstransco.in).

D.PRABHAKAR RAO
CHAIRMAN & MANAGING DIRECTOR

To		
The Executive Directors	}	
The Chief General Manager(HRD)	}	
All Chief Engineers	}	TS TRANSCO
The Joint Secretary	}	
FA&CCA / Dy. CCAs / Dy.Secretaries	}	
All Superintending Engineers	}	
All Divisional Engineers/Executive Engineers	}	

Copy to:

PS to Chairman & Managing Director/TSTRANSCO/VS /Hyderabad.
 PS to JMD(Finance, Comml., & HRD)/TSTRANSCO/VS/Hyderabad.
 PS to Director (Projects) /TSTRANSCO/VS/Hyderabad.
 PS to Director (Grid Operation) /TSTRANSCO/VS/Hyderabad.
 PS to Director(Lift Irrigation Schemes)/TSTRANSCO/VS/Hyderabad.
 PS to Director(Transmission)/TS TRANSCO/VS/Hyderabad.
 The PS to Chairman and Managing Director/TSSPDCL, Hyderabad.
 The PS to Chairman and Managing Director/TSNPDCL, Warangal
 All Chief General Managers (HRD)/TSSPDCL & TSNPDCL.
 The Pay Officer/ The Accounts Officer/CPR/TSTRANSCO/VS/Hyderabad.
 The Company Secretary/TSTRANSCO/VS/Hyderabad.
 All Asst. Secretaries /TSTRANSCO/VS/Hyderabad.
 All Sections in P&G Services/TSTRANSCO/VS/Hyderabad.
 The stock file.

// FORWARDED BY ORDER //

[Signature]
 PERSONNEL OFFICER