



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
GANGTOK

No:44/GEN/DOP

Dated:11/04/2025

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Sikkim hereby makes the following rules further to amend the Sikkim Government Service (Leave) Rules, 1982, namely:-

- Short title and commencement 1. (1) These rules may be called the Sikkim Government Service (Leave) (Amendment) Rules, 2025.
(2) They shall come into force at once.

- Substitution of rule 21A 2. In the Sikkim Government Service (Leave) Rules, 1982, for existing rule 21 A, the following shall be substituted, namely:-

"21A. CHILD CARE LEAVE

A female Government servant having minor children below the age of eighteen years shall be granted Child Care Leave by the authority competent to grant leave for a period not exceeding 180 (One Hundred Eighty) days for rearing or looking after their needs like examination, sickness etc.

Note 1. During Child Care Leave, Government servant shall be paid leave salary equivalent to the pay drawn immediately before proceeding on leave.

Note 2. Child Care Leave shall not be debited against Leave Account and can be combined with any other kind of leave.

Note 3. Employees serving in non-vacation Departments can avail Child Care leave in a maximum of 3 (Three) spells in a year provided that the period of leave applied for should not be less than 10(Ten) days in one spell.

Note 4. Employees serving in vacation Departments can avail Child Care leave upto a maximum of 10 (ten) days in a calendar year.

Note 5. Those employees who have already availed Maternity Leave of 365 (Three Hundred and Sixty Five) days are not eligible for Child Care Leave.

Note 6. Those employees who are currently availing Maternity Leave of 365 (Three Hundred and Sixty Five) days shall be given an option either to continue leave for the entire period or join their duty before the expiry of the leave. For instance, if an employee who has already availed 240 (Two Hundred and Forty) days of leave out of the admissible 365 (Three Hundred and Sixty Five) days opts to join her duty, in such case, the first 180 days (One Hundred and Eighty) days shall be treated as Maternity Leave and remaining 60 (Sixty) days already availed by her shall be debited from Child Care leave entitled to her. Remaining 120 (One Hundred and Twenty) days can be availed by her in future subject to prescribed conditions. Further, those employees who have been granted 365 (Three Hundred and Sixty Five) days Maternity leave and have not completed 180 (One Hundred and Eighty) days shall also have option either to continue maternity

leave for the entire period or take 180 days of Child care Leave. In case the employee opts to avail 365 (Three Hundred and Sixty Five) days of Maternity leave, she shall not be eligible for Child Care Leave in future.

Note 7. Child care leave shall be applicable to all female government employees having children less than 18 (Eighteen) years of age except those who have already availed maternity leave of 365 (Three Hundred and Sixty Five) days.

Note 8. Child Care leave is admissible to a female Government Servant for 180 (One Hundred and Eighty) days in entire service irrespective of the number of children.

By order in the name of Governor.

Sd/-
(Rinzing Chewang Bhutia, IAS)
SECRETARY TO THE GOVERNMENT
DEPARTMENT OF PERSONNEL
(1(2)/GEN/DOP/PART FILE)

Dated: 11/04/2025

Memo No: 128-134 /GEN/DOP

Copy for information to:-

1. All Secretaries/Heads of Departments
2. Principal Secretary to HCM
3. Secretary to Hon'ble Governor
4. Controller of Accounts -cum- Secretary, Finance Department,
5. Director, Administrative Training Institute
6. Additional Secretary, Home Department -- for publication in the Gazette,
7. Staff Officer to Chief Secretary
8. File and
9. Guard file.


DEPUTY SECRETARY TO THE GOVERNMENT