



GOVERNMENT OF SIKKIM  
DEPARTMENT OF PERSONNEL  
GANGTOK

No:08/GEN/DOP

Dated:14/02/2025

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.
- Amendment of rule 21** 2. In the Sikkim Government Service (Leave) Rules, 1982, (hereinafter referred to as "the said rules"), in rule 21, for sub-rule (1), the following shall be substituted, namely:-  
" (1) The authority competent to grant leave may grant to a female Government Servant maternity leave on full pay for a period not exceeding 180 (one hundred and eighty) days of which not more than 60 (sixty) days can be availed before the date of expected delivery."  
In the said rules, existing rule 21A shall be renumbered as rule 21B and before rule 21B, as so renumbered, the following rule 21A shall be inserted, namely:-
- Insertion of rule 21A** 3. "21A. 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 shall be combined with any other kind of leave.  
Note 3. Child Care Leave can be availed in a maximum of 3 (three) different spells till the child attains the age of 18 (eighteen) years

By order in the name of Governor.

Sd/-

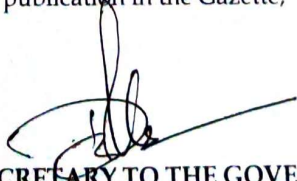
(Thinley P. Chankapa) SCS  
ADDITIONAL SECRETARY TO THE GOVERNMENT  
DEPARTMENT OF PERSONNEL  
(1(2)/GEN/DOP/PART FILE)

Dated:14/02/2025

Memo No: 22-28/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