



CO-OPERATIVE ACADEMY OF PROFESSIONAL EDUCATION

(Established by the Government of Kerala)

CAPE/S

1455/09

10/12/09

No. 2334/E1/2009/CAPE/420 4/1

Dtd 30.11.2009

The Medical Director,
Co-Operative Medical College
HMT Colony. P.O,
Kalamassery, Kochi


Sir,

**Sub: Special maternity leave to female contract employees' unification -
Regarding**

**Ref:- 1. Circular No. 18/2009 dtd 28.09.2009 of the Director, CAPE.
2. E3-6992/2009/CMC//5678 dtd 04.08.2009, 29.09.2009**

With reference to the above, the following clarifications are issued regarding the sanction of special maternity allowance to female contract employees.

1. Whether contract employees can be granted leave for 2 months during maternity period as they are receiving special maternity allowance, they cannot be treated as absentees. **Yes**
2. Whether those whose termination date comes during maternity period will be entitled to get their term of appointment extended automatically. **No.** They shall be entitled to draw maternity allowance till the contract period is valid
3. Whether the absence of such employees over and above the period of 2 months can be regularized by granting LWA. **No.** There is no provision to sanction LWA to contract employees. However extension of contract period can be considered after the maternity period..
4. Whether the maternity leave can be granted to such employees by the Head of Institutions as is being done in the case of regular employees irrespective of special maternity leave. **They are not entitled to maternity leave. Instead they will be paid maternity allowance till the expiry of two months or till the end of the contract period whichever is earlier. Payment of maternity allowance can be granted by the Head of Institutions.**


DIRECTOR

Copy to

1. All Head of Institutions for information and strict action.
2. Stock file