

**DIRECTORATE OF EDUCATION
E-V BRANCH, GOVT. OF NCT OF DELHI
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No. DE.18.2 (15)/E-V/2018/508-12

Dated: 11/09/2020

CIRCULAR

Sub: Clarifications regarding the Maternity Benefits to Guest Teachers in Govt. Schools of GNCT of Delhi.

In continuation of order dated 24/07/2018 and in response to several queries received time to time from District Offices and HOS of schools, it is hereby clarified as under:

1. At the time of application for availing maternity leave, the Guest Teacher should be actually working/ engaged in a school of Directorate of Education.
2. Those who have availed maternity leave prior to summer vacations shall be allowed leave for the period applied for which may include the months of May & June (as the case may be).
3. Those Guest teachers, who want to avail maternity leave from the month of July, shall be allowed the leave provided they have worked not less than eighty days in the twelve months immediately preceding the date of her expected delivery.
4. The maximum period entitled to maternity benefit by a **woman having two or more than two surviving children** shall be twelve weeks of which not more than six weeks shall precede the date of her expected delivery.
5. The Payment of Maternity Leave shall be paid as per 'Maternity Benefit Act 1961' and Section 5(1) of 'The Maternity Benefit (Amendment) Act, 2017'.
6. In case, the post held by a Guest Teacher, who is availing Maternity Benefits, is filled up, then payment should be made in lieu of another similar vacant post with the prior approval of the Competent Authority. If no such post is vacant in the school then payment to the Guest teacher on maternity leave shall be made by the concerned DDE, District from another school of the District.

The Deputy Director of Education (Zones and Districts) and Head of Schools are also directed that all the matters related to maternity benefits shall be resolved at the District level. However, the issues involving any legal matters related to Maternity benefits of Guest teachers may be forwarded to Head Quarter.

This issues with the prior approval of the Competent Authority.



(NAVEEN KUMAR)

Section Officer, E-V Branch

Dated: 11.09.2020

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Copy to :

- (i) PS to Secretary (Education), GNCT of Delhi, Old Sectt. Delhi.
- (ii) PS to Director (Education), GNCT of Delhi, Old Sectt. Delhi.
- (iii) All RDs/DDE's of Districts/HOS, (Education), GNCT of Delhi.
- (iv) OS (IT) Branch with the request to upload the circular on the departmental website.
- (v) Guard file



(NAVEEN KUMAR)

Section Officer, E-V Branch