

WEST BENGAL BOARD OF SECONDARY EDUCATION
77/2, PARK STREET, KOLKATA-700016

NO: S/214, DATE: 23-08-2010

NOTIFICATION

Representations have been received from different Educational Institutions for grant of the facility of maternity leave to the adoptive mothers who are Teaching/ Non-teaching staff of recognized non-government Institutions, both aided and unaided, to enable them to spend a few days after adoption at home getting used to the adopted child and helping the child to adjust to its new environment. Since the grant of maternity leave is solely meant for the benefit of natural mother in order to get over the effect of child-birth and to regain normal health, it cannot be considered justified in the case of adoptive mother to extend that facility. However, as in the case of natural mother, need for post-natal care of the adopted child is equally present the necessity of the adoptive mother being with the child initially also needs consideration Hence, to grant any kind of leave without production of medical certificate, except maternity leave to an adoptive mother has been under consideration of the West Bengal Board of Secondary Education for some time past. After careful consideration of the matter stated above, the Executive Committee of the Board has decided as follows:

(a) In the case of adoptive mother, who are Teaching/ Non-teaching staff of recognized non-government Institutions, both aided and unaided, the facility of leave of the kind due to her credit as admissible under normal rules not exceeding one year be allowed without production of medical certificate subject to the following conditions:-

(i) The facility will not be available to an adoptive mother, already having two living children at the time of adoption.

(ii) The maximum admissible period of one year's leave of the kind due and admissible under normal rules including commuted leave without production of medical certificate will be reduced by the age of the child, as in the following illustration:

- If the age of the adopted child is less than one month, leave up to one year be allowed.
- If the age of the child is six months, leave up to six months be allowed.
- If the age of the child is nine months or more, leave up to three months be allowed so that the child would have the mother's individual attention for at least a period of three months.

This order would take effect on and from 1st August, 2010.

Sd/- P. Roy
Secretary