



DAKSHIN HARYANA BIJLI VITRAN NIGAM

(A Power Distribution & Retail Supply Utility, Government of Haryana)
(AN ISO 9001:2008 Compliant Utility, CIN No. U99999HR1999SGC034165)

Registered Office: Vidyut Sadan, Vidyut Nagar, Hisar - 125 005 (Haryana)

Office of the Superintending Engineer/Administration, DHBVN, Hisar

www.dhbvn.org.in ☎ 01662 - 223439, 223108 (Fax), Email: seadmn@dhbvn.org.in & usga@dhbvn.org.in

Memo No. Ch- 135 /SE/Admn/REG-86/Vol-III

Dated: 15.07.2020

To

1. All Chief Engineers in DHBVN.
2. The Chief Financial Officer, DHBVN, Hisar.
3. The Chief Technology Officer, DHBVN, Hisar.
4. CAO/ FA(HQ)/ Chief Auditor/ FA(MM), DHBVN, Hisar.
5. The Chairman, CGRF, DHBVN, Hisar.
6. The Company Secretary, DHBVN, Hisar w.r.t. office Memo No. CS/DH/BOD/Advice-185/5381 dated 07.07.2020.
7. All Superintending Engineers in DHBVN.
8. The Controller of Stores, DHBVN, Hisar.
9. S.E./IT, DHBVN, Hisar ***for updating the same on website.***
10. The Chief Communications Officer, DHBVN, Hisar.
11. All Executive Engineers in DHBVN.
12. All Sectional Heads with Headquarters at Hisar.

Subject: Adoption of the State Govt. instructions regarding policy for engaging/outsourcing of services/ activities - Granting the benefit of maternity leave to the women employees engaged under Outsourcing Policy of Government of Haryana.


The State Government Instruction No. 16/7/2015-3GSII dated 09.12.2019 regarding policy for engaging/ outsourcing of services/ activities - Granting the benefit of maternity leave to the women employees engaged under Outsourcing Policy of Government of Haryana; is hereby adopted in DHBVN and enclosed herewith as Annexure "A" for strict compliance.

The Board of Directors of DHBVN while according approval decided for addition of the following clause, which should be read as part & parcel of ibid instruction:-

“Further, the maternity leave will be granted without substitute”.

This issues in pursuance of the decision taken by the Board of Directors of DHBVN in its meeting held on 24.06.2020.

DA: As above


**S.E./Administration,
DHBVN, Hisar**

Copy to:

1. Sr.P.S. to the Chairman-cum-Managing Director, DHBVN, Hisar.
2. Sr.P.S. to the Director/Projects, DHBVN, Hisar.
3. Sr.P.S. to the Director/Operations, DHBVN, Hisar.
4. P.A. to the Chief Engineer/HR & Admn., DHBVN, Hisar.

HARYANA GOVERNMENT
GENERAL ADMINISTRATION DEPARTMENT
(IN GENERAL SERVICES-II BRANCH)
No. 16/7/2015-3GSII

The Chief Secretary to Government Haryana

To

1. All the Administrative Secretaries to Government, Haryana.
2. All the Heads of Department, Haryana.
3. All the Commissioners, Ambala, Hisar, Rohtak, Gurugram, Karnal & Faridabad Divisions.
4. All the MDs/CAs of Boards/Corporations/Institutions in the State of Haryana.
5. The Registrar, Punjab & Haryana High Court, Chandigarh.
6. All Deputy Commissioners and Sub Divisional Officer (Civil) in Haryana.
7. All the Registrars of Universities in the State of Haryana.

Dated Chandigarh 9th December, 2019

Subject: Policy for engaging / outsourcing of services/activities - Grant the benefit of maternity leave to the women employees engaged Under Outsourcing Policy of Government of Haryana.

Sir/Madam

I am directed to invite your attention to the Haryana Government circular letter No. 16/7/2015-3GSII, dated 06.04.2015 wherein consolidated set of instructions relating to Outsourcing Policy were issued. After careful consideration of the matter, Government has decided to grant the benefit of maternity leave to the female employees engaged under Outsourcing Policy which are as under: -

OUTSOURCING POLICY PART-I

In point (ix) of the PART-I of the Outsourcing Policy No.16/7/2015-1GSII dated 06-04-2015 attention was drawn towards the guidelines issued vide No. 43/5/2001-3GSII dated 20.2.2014. It has been noticed by the Government that the Departments are not following these guidelines.

2. After careful consideration of the matter, it is directed by the Government that all service providers shall extend benefits to female employees as prescribed in The Maternity Benefit Act, 1961 of Government of India, as amended from time to time. The compliance of the said Act relating to the female workers engaged for the services will be the sole responsibility of the Service Provider / Agency. In case of any default in this regard or any other deficiency in providing the maternity benefits, the department shall terminate the agreement with the service provider by giving fifteen days' notice.

OUTSOURCING POLICY PART-II

After careful consideration of the matter, Government has decided to grant maternity leave to female employees of Haryana engaged under Outsourcing Policy Part-II. For this, instruction has already been issued by the Finance Department vide instruction No.

11/126/2007-1FR dated 22.6.2009, as amended vide instruction No. 11/8/2014-3FR/11887 dated 04-08-2014 and instruction No. 11/05/2019-3FR/29101 dated 31.05.2019.

This may brought to the notice of the concerned officials/officers for strict compliance.

3. This issues with concurrence of Finance Department conveyed vide U.O. No. U.O. 2019-3FR-1/Spl. dated 12.9.2019.

Yours faithfully,

Secretary, General Administration,
o/c For Chief Secretary to Government Haryana

Endst. No. 16/7/2015-3GS-II

Dated: 9.12.2019

A copy each is forwarded to the following for information and necessary action: -

1. The State Informatics Officer (NIC), Haryana Civil Secretariat, Chandigarh for uploading on the website of the State Government and Chief Secretary's Office as well. He is also requested to send the letter by e-mail to all the concerned.
2. The Director General, Information & Public Relations Department, Haryana for wide publicity.

Secretary, General Administration,
o/c For Chief Secretary to Government Haryana