

# INSTITUTE OF HUMAN BEHAVIOUR & ALLIED SCIENCES (IHBAS)

NABH Accredited Hospital for Patient Safety Quality Care (No. H-2012-0123)

(Hospital based autonomous academic Institute, under

Government of National Capital Territory of Delhi dealing with)

“Brain- Mind Problems & Their Solutions”

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No.F-2/3712/2018/Estt/IHBAS/ 1279

Dated: 31/1/19

## CIRCULAR

Whereas, several requests from contractual employees and their Association for granting the benefits of paternity leave to contractual employees directly engaged by IHBAS have been received from time to time.


2 Whereas, aforesaid matter was under consideration for a long time.

3 Whereas, the benefit of Paternity Leave to all contractual employees directly engaged by GTB is being granted by GTB Hospital.

4 Now the benefit of Paternity Leave to all male contractual employees (directly engaged by IHBAS) w.e.f. 16.01.2019 is granted, subject to following:-

- i) Male contractual employees with less than two surviving children. Paternity leave is also admissible on valid adoption of a child below the age of one year.
- ii) **Duration** : Fifteen days during wife's confinement, i.e., up to 15 days before, or up to six months from the date of delivery of the child and for 15 days from the date of valid adoption of a child.
- iii) To be applied up to fifteen days before or up to six months from date of delivery or from the date of valid adoption. If the leave is not availed of within this period, it should be treated as lapsed.

5 This issues with the approval of Director, IHBAS.

  
31/1/19  
(S.K. Singh)

Offg. Joint Director (Admn)

Copy to :-

1. Office of Director, IHBAS.
2. DMS, IHBAS.
3. All HODs/OICs, IHBAS for information
4. Nursing Staff Union, IHBAS.
5. IHBAS Employees Association, IHBAS.
6. Dr. S.K.Pandey, OIC Computer, IHBAS to get it placed on IHBAS website.
7. Notice Board.
8. Guard file.

  
31/1/19  
Offg. Joint Director (Admn)