



REPUBLIC OF MAURITIUS

MINISTRY OF PUBLIC SERVICE, ADMINISTRATIVE AND INSTITUTIONAL REFORMS

06 May 2024

Ministry of Public Service, Administrative and Institutional Reforms

Circular Letter No. 29 of 2024

E/181/1/03

From: **Secretary for Public Service**

To: **Supervising Officers in charge of Ministries/Departments
Island Chief Executive, Rodrigues Regional Assembly**

Leave to take care of children/parents/grandparents with healthcare related issues

The Workers' Rights Act 2019 provides for a worker to be granted up to 10 days' leave with pay to take care of his sick child for every period of 12 consecutive months, to be reckoned, at his option, against any of his paid leave entitlement specified under sections 45(1) and (2), 46(1) or 47(1) of the said Act or any paid annual leave, sick leave or vacation leave entitlement under any other enactment.

2. In line with paragraphs 426 and 427 of the 2023-2024 Budget Speech, the Workers' Rights Act 2019, was amended on 20 July 2023 to provide for a worker to be granted leave with pay against his annual/ vacation / sick leave entitlement to take care of his child, including adopted child, as well as his parents/ grandparents having healthcare related issues.

3. However, as the amended provisions under section 47A of the Workers' Rights Act 2019 apply to workers in the private sector only, there have been queries as to whether the same provisions apply to employees in the public sector.

4. Public sector employees are hereby being informed that they may:-

(a) make use of **up to 10 days' leave** to be reckoned against any of their paid leave entitlement to look after their parents and grandparents with healthcare related issues; and

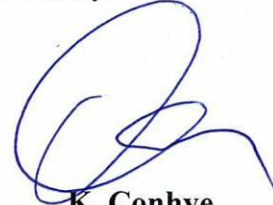
(b) make use of **unlimited leave, subject to their balance of paid leave entitlement**, to look after their sick child, including adopted child.

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5. Public officers applying for leave for the purposes as listed at paragraph 4 above should produce the following documentary evidence:-

- (i) birth certificates of officer and spouse, marriage certificate, birth certificate of child or adopted child, parent or grandparent, as the case may be;
- (ii) in case of an adopted child, documentary evidence relating to the adoption; and
- (iii) medical certificate certifying healthcare related issue.

6. You are requested to ensure that the contents of this Circular Letter are brought to the attention of all officers serving in your Ministry/Department as well as those in Parastatal Organisations/Local Authorities falling under the aegis of your Ministry.



K. Conhye
Secretary for Public Service

Copy to: **Secretary to Cabinet and Head of the Civil Service**
 Financial Secretary
 Permanent Secretary, Ministry of Labour, Human Resource Development
 and Training
 Director, Pay Research Bureau