



MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

Ministry of Civil Service and Administrative Reforms  
Circular Note No 20 of 2018  
E/191/1/01 TF1

17 August 2018

From: Secretary for Public Service

To: Supervising Officers in Charge of Ministries/Departments

Maternity Leave to Officers Reckoning less than 12 Months Service

The PRB Report 2016 provides in paragraph 18.4.63 that:

- (i) "A female officer should be eligible for 14 weeks' maternity leave in the event of a confinement. If the officer holds a substantive appointment or has completed one year's continuous service, the leave should be on full pay.
- (ii) Where the officer does not satisfy the criteria for leave on full pay, the maternity leave to be granted to her should be on no pay."

2. In line with its decision to introduce gender consideration at all levels of policy making and implementation, Government has announced in the Budget Speech 2018/2019 that the Employment Rights Act would be amended to "allow payment of a remuneration for those mothers reckoning less than 12 months service". Consequently, a woman reckoning less than 12 months service would henceforth be entitled to maternity leave on full pay on the same basis as a woman employee who reckons more than 12 months service or holding a substantive position.

3. With the passing of the Finance (Miscellaneous Provisions) Act 2018, the Employment Rights Act 2008 has accordingly been amended to give effect to the above decision of Government as gazetted. As a consequence thereof, the relevant recommendations contained in the PRB Report 2016 have also been reviewed and aligned with the decision of Government. Privileges related to confinement, maternity leave, paternity leave and adoption leave as provided for at paragraphs 18.4.63 to 18.4.74 of the PRB Report 2016 should therefore be read in conjunction with the aforesaid Government's decision.

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The effective date for the implementation of the above decision is **09 August 2018**. Thus, all officers who do not reckon 12 months service and who are already on maternity leave/paternity leave/adoption leave without pay as at 09 August 2018 will be entitled to maternity leave/paternity leave/adoption leave on full pay for the remaining period of their leave.

5. Supervising Officers are hereby requested to ensure compliance with the above decision and ascertain that the contents of this Circular are brought to the attention of all officers concerned, including Heads of Parastatal Bodies and Local Authorities falling under the aegis of their respective Ministries/Departments.



**S.K. Pather**  
Secretary for Public Service

**Copy to: Secretary to Cabinet and Head of the Civil Service**

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