



MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS
MAURITIUS

10 July 2019

Ministry of Civil Service and Administrative Reforms
Circular Note No 30 of 2019
E/191/1/01 V5

From: **Secretary for Public Service**
To: **Supervising Officers in Charge of Ministries/Departments**

Maternity Leave and Permission to Nurse Unweaned Child

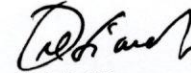
The Budget Speech 2019-2020 has made mention of:

- (i) removal of the restriction on maternity leave on full pay which is currently limited to three confinements in the Public Service; and
 - (ii) granting permission to an officer in the public service who is nursing her unweaned child on the same basis as working mothers in the private sector, that is, for a period of 6 months as from date of birth.
2. It has therefore been decided that female officers in the Civil Service, Parastatal Bodies and Local Authorities, be entitled to maternity leave on full pay irrespective of the number of confinements.
3. A female officer who is nursing her unweaned child will for that purpose, be entitled to permission as follows:
- (a) every day at a time convenient to her and having regard to the needs of the child to:-
 - (i) two (2) permissions of half-hour;
 - or**
 - (ii) one permission of one hour
 - (b) The permission specified in paragraph 3(a) above will:-
 - (i) be for a period of six (6) months from the date of confinement or such longer period as may be recommended by a medical practitioner; and
 - (ii) not be deducted from the number of hours of work of the officer.
4. The effective date for the implementation of the above decision is **01 July 2019.**

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5. It should be ensured that the grant of the permission does not affect service delivery. The duration of the permission should also be complied with, and appropriate arrangements be made to cover the work of the officer.

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



J. M. Simonet

Secretary for Public Service

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