

**MINISTRY OF PUBLIC SERVICE, ADMINISTRATIVE AND INSTITUTIONAL REFORMS  
REPUBLIC OF MAURITIUS**

**23 August 2024**

**Ministry of Public Service, Administrative and Institutional Reforms**  
**Circular Letter No. 66 of 2024**  
**E/191/1/01/A**

**From : Secretary for Public Service**  
**To : Supervising Officers in charge of Ministries/Departments**  
**Island Chief Executive**

**Extension of Maternity Leave/ Paternity Leave**

Government has approved that the quantum of paid maternity leave and paternity leave be increased to provide further support to working parents to manage their work and family responsibilities.

2. The Workers' Rights Act has accordingly been amended in the Finance (Miscellaneous Provisions) Act 2024 to give effect to the above decision. Consequently, the relevant recommendations contained in the Pay Research Bureau Report 2021 pertaining to benefits relating to confinement, maternity leave, paternity leave and adoption leave are being reviewed as follows:

**(a) Maternity Leave - Paragraph 16.4.63**

- (i) any female officer should, irrespective of the number of confinements, be entitled to 16 weeks' maternity leave on full pay;
- (ii) in case an officer gives birth to a stillborn child, on production of medical certificate, the officer should be eligible to 16 weeks' leave on full pay; and
- (iii) prior to childbirth, an officer may take up to a maximum of eight weeks of maternity leave.

**(b) Paternity Leave - Paragraph 16.4.74**

Besides the normal casual leave entitlement, a male officer shall, subject to exigencies of the service, take up to four weeks from his accumulated vacation leave, which is inclusive of the normal five days accumulative leave taken at a stretch, or on and off, around the time of childbirth.

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**(c) Adoption Leave - Paragraph 16.4.76**

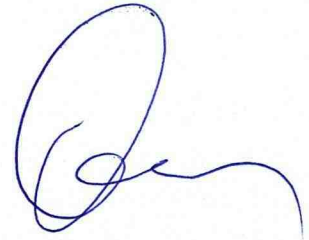
The quantum of adoption leave to be granted should be as per the table below:-

<b>Age of child adopted</b>	<b>Adoption leave granted</b>
<b>Less than 12 months</b>	<b>16 weeks</b>
12 months and up to 3 years	7 weeks
Above 3 years and up to 11 years	3 weeks
Above 11 years and up to 18 years	1 week

The other provisions remain unchanged.

3. The **effective date** for the implementation of the above measures is **07 June 2024**. Thus, all officers who proceeded on maternity leave/paternity leave/adoption leave as from 07 June 2024 will be entitled to leave on full pay as per paragraph (2) above.

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



**K. Conhye**  
**Secretary for Public Service**

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