



MINISTRY OF PUBLIC SERVICE, ADMINISTRATIVE AND INSTITUTIONAL REFORMS
MAURITIUS

10 November 2022

Ministry of Public Service, Administrative and Institutional Reforms
Circular Letter No. 66 of 2022
E/181/1/03

From: Secretary for Public Service

To: Supervising Officers in charge of Ministries/Departments

Grant of Leave without Pay to Female Public Officers after Confinement

In accordance with paragraph 16.4.68 of the 2021 PRB Report, female public officers may at the expiry of their maternity leave, in addition to vacation leave, opt for leave without pay up to maximum of nine months or six months' leave without pay followed by six months' leave on half pay, subject to the exigencies of service. The main purpose of these provisions is to:

- (i) allow female public officers to meet their family obligations;
- (ii) provide a longer period of leave for mothers to recover from the delivery process;
and
- (iii) provide opportunities to the nursing mothers to nurse their infant for a longer period.

This privilege has so far been granted solely to female public officers holding a substantive appointment.

2. With a view to eliminating any discrimination and ensuring equity in the grant of leave after confinement, Government has decided that the privilege of leave without pay at the expiry of maternity leave should also be extended to female public officers who have not yet completed one year's continuous service. However, the probationary period of the officers would be extended by the corresponding period of maternity leave and leave without pay taken by them, in accordance with the Regulation 21(5) of the PSC Regulations 1967, as subsequently amended.

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3. This new measure will greatly enhance the country's compliance to the International Labour Standards on Maternity Protection, which provides that expectant and nursing mothers be provided with special protection to prevent any adverse effects to them and their infants.

4. Supervising Officers are, hereby, requested to ensure compliance with the foregoing decision and inform all officers concerned accordingly. They are also requested to communicate the content of this circular to the Local Authorities, Parastatal Bodies and State-Owned Enterprises falling under the purview of their Ministry.



B. Boyramboli
Secretary for Public Service

Copy to:

- (i) Secretary to Cabinet and Head of the Civil Service ✓
- (ii) Secretary, Public Service Commission
- (iii) Secretary, Local Government Service Commission