

MATERNITY LEAVE

113. Subject to the provisions of regulation 114 or 115, an officer who is pregnant and has been in the service for at least six continuous months shall be entitled to maternity leave.

Conditions on grant of maternity leave.

114. (1) Applications for maternity leave shall be forwarded by the officer concerned to the Head of her Department at least three months before the estimated date of confinement and should be accompanied by a medical certificate stating that the officer is pregnant, and requires maternity leave giving the estimated date of confinement.

(2) Maternity leave shall be granted for a period of thirteen weeks with full pay.

(3) An officer who has any period of vacation leave due to her on the date on which she is granted maternity leave, may on application be allowed to take such vacation leave which is due to her.

(4) Maternity leave shall not be considered as sick leave and sick leave shall not be granted as substitute for maternity leave; provided that sick leave may be granted to run consecutively with maternity leave on production of satisfactory medical evidence that the sickness did not result from the pregnancy.

(5) The period of maternity leave granted to an officer may include any period the officer is on confinement during pregnancy or after the pregnancy.

Maternity leave for teachers

115. (1) Where any teacher is granted maternity leave, and the maternity leave falls in any part of the school holidays, any part of the school holidays falling within the maternity leave shall not be considered as part of the maternity leave.

(2) A teacher who is on maternity leave shall not be granted additional leave on full pay during any school holidays falling within the period of maternity leave in lieu of leave on half pay.

Non-entitlement for maternity leave

116. A person substituting in any duty on temporary terms for an officer shall not obtain maternity leave provided that she may be re-employed on notification of her availability for work after the end of her pregnancy; provided further that any person employed for at least one year on temporary terms may be granted maternity leave in terms of regulations 113 to 115.