

No.PER(AP)-C-B (2)-1/2025
Government of Himachal Pradesh
Department of Personnel (AP-III).

From

The Secretary (Personnel) to the
Government of Himachal Pradesh.

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh.
2. All the Divisional Commissioners in H.P.
3. All the Deputy Commissioners in H.P.
4. All the Heads of the Departments in H.P.
5. All the Chairmen/Managing Directors/Secretaries & Registrars of all the Public Sector Undertakings Corporations/Boards/Universities, etc. in H.P.

Dated: Shimla-171002, the 1st November, 2025

Subject:- Grant of paternity leave to male contract appointee (s) appointed under the then terms & conditions governing service conditions of contract appointee(s)-instructions thereof.

Sir,

I am directed to say that the Hon'ble High Court of Himachal Pradesh in CWP No.4271 of 2025-titled as Munish Patial versus State of Himachal Pradesh and others has directed the State Government to incorporate provision for paternity leave to male contractual employees in the relevant rules, so as to curtail litigation in this regard.

2. In this context, it is intimated that the State Government has enacted the Himachal Pradesh Recruitment and Conditions of Service of Government Employees Act, 2024 which is applicable w.e.f. 20.02.2025 and certain provisions of the Act have been given retrospective effect from the 12th December, 2003. Therefore, the provisions for paternity leave in the relevant rules cannot be incorporated at this stage. As there are some incumbents who are still working on contract basis recruited prior to the appointed date of the Act ibid and are entitled for this benefit as per directions of Hon'ble High Court to extend paternity leave to contract appointee(s).

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3. Therefore, after careful consideration, it has been decided that a male government contract appointee, recruited prior to the appointed date of the Himachal Pradesh Recruitment and Conditions of Service of Government Employees Act, 2024 i.e. 20.02.2025, with less than two surviving children, shall be entitled for paternity leave for a period of 15 days (fifteen days), during the confinement of his wife for childbirth, i.e., upto 15 days before, or upto six months from the date of delivery of the child.

4. These instructions may be brought to the notice of all concerned.

Yours faithfully,


(Sant Raj Puharta)
Deputy Secretary (Personnel) to the
Government of Himachal Pradesh.
Telephone No.0177-2628479

**DIRECTORATE OF SCHOOL EDUCATION
HIMACHAL PRADESH, LALPANI, SHIMLA-171001**

Endorsement No: EDN (SE)-H(1)A(7) /2025(PER), dated
Copy is forwarded for information and necessary action to:-

1. All the Joint Director (Schools), Directorate of School Education, H.P. Shimla-1.
2. The Joint Controller (F&AS), Directorate of School Education, H.P. Shimla-1.
3. The District Attorney, Directorate of School Education, H.P. Shimla-1.
4. All the Nodal/Branch Officer, Directorate of School Education, Shimla-1.
5. All the Deputy Director of Education (Elementary/Secondary/Quality) in Himachal Pradesh with the directions that these instructions also be brought to the notice of all concerned under their jurisdiction.
6. ✓ The Nodal Officer-IT Cell, Directorate of School Education, Himachal Pradesh, Shimla-1 with the remarks to upload the same on departmental website.
7. The Assistant Controller (F&AS), Directorate of School Education, H.P. Shimla-1.
8. All the Branch Superintendent/Incharge, Directorate of School Education H.P. Shimla-1.
9. The Section Officer (F&AS), Directorate of School Education, H.P. Shimla-1.
10. P.S. to Director School Education, Himachal Pradesh, Shimla-01.
11. P.A. to Additional Director (Admn), Dte. of School Education, H.P. Shimla-1
12. Guard file.


(B.R. Sharma)HPAS,
Addl. Director School Education,
Himachal Pradesh, Shimla-1,

