



ABSTRACT

Police Department – Medal Parade held on 23.08.2024 – Announcement made by the Hon'ble Chief Minister regarding transfer of Women Police Personnel after completion of maternity leave period – Orders – Issued.

Home (Pol.IX) Department

G.O.(Ms) No. 495

Dated : 28.08.2024

திருவள்ளூர் ஆண்டு-2055

குரோதி – ஆவணி மாதம் 12-ம் நாள்

Read :

Press Release No.1280, dated 23.08.2024.

Read also:-

From the Director General of Police Letter No.NGB-III(1)/E/171/2023, dated 24.08.2024.

Order:

In the Medal Parade for the year 2024 held on 23.08.2024, the Hon'ble Chief Minister has announced as follows among others:-

"தமிழ்நாடு காவல்துறையில் பணிபுரியும் பெண் காவலர்களுக்கு ஒரு ஆண்டு மகப்பேறு விடுமுறை அளிக்கப்படுகிறது. இந்த விடுமுறை முடிந்து, அவர்கள் பணிக்கு திரும்பும்போது அவர்கள் குழந்தைகளை பராமரிப்பதில் பல சிரமங்கள் ஏற்படுவது தொடர்பாக தொடர்ந்து அவர்கள் கோரிக்கை வைத்து வருகிறார்கள்.

அவர்கள் கோரிக்கையை ஏற்று, மகப்பேறு விடுமுறையில் இருந்து பணிக்குத் திரும்பும் பெண் காவலர்களுக்கு, அவர்கள் பணிமூப்புக்கு விலக்களித்து, அவர்களுடைய பெற்றோர்களோ அல்லது கணவர் வீட்டைச் சார்ந்தவர்களோ வசிக்கும் மாவட்டங்களுக்கு அடுத்த மூன்று ஆண்டுகளுக்கு பணிமாறுதல் வழங்க அரசு முடிவு செய்திருக்கிறது என்பதை மகிழ்ச்சியோடு தெரிவித்துக் கொள்கிறேன்.

2. In pursuance to the above announcement, the Director General of Police in his letter read above has stated that the Maternity Leave admissible to married women Government Servants with less than two surviving children has been increased from 9 months (270 days) to 12 months (365 days) with effect from 01.07.2021, with full pay, which may be spread over from the pre-confinement rest to post-confinement recuperation, at the option of the married women Government servants. He has also stated that at present there are about 25,741 women Police Personnel are serving in various districts and cities in the Tami Nadu Police. The criteria being followed for the transfer of Police Personnel, including women officers, are as follows:-

- (a) Transfer request petitions received from the Police Personnel are kept in the waiting list and maintained.
- (b) Based on the number of vacancies and the seniority of the petitions, their requests are considered by the transfer committee and the transfer is given on their turn.
- (c) Transfer request is also considered based on the Medical Grounds of the individual and family members and to the place where spouse is working on priority basis.

The Director General of Police has further stated that the Nature of work discharged by the women Police Personnel is vastly different from the other women employees. Women Police Personnel have to be on duty at any time of the day and even in places far away from their homes, for days together to attend to law & order problem, bandobust, etc. Women with new-born children face extreme hardship in taking care of their children, especially in their initial years. Women Police Personnel would get some assistance from their family or from their in-laws in taking care of the children if they are posted where their parents or in-laws reside.

3. The Director General of Police has therefore suggested that women Police Personnel upto the rank of Inspector of Police who have completed their maternity leave after child-birth may be given transfer to the districts where their parents live or to the districts where their husband/in-laws live, if requested by them, without regard to their seniority in the waiting list. They shall be allowed to serve in the new districts for a period of three years after which their request will be considered as per their original waiting list. In case, due to paucity of vacancies, if their request for a particular place could not be considered, they may be given a choice of a posting in the neighbouring district where vacancies are available.

4. The Government after detailed examination have decided to accept the above proposal of the Director General of Police. Accordingly, the Government direct the Director General of Police to issue suitable instructions to all the Commissioners of Police, Deputy Inspector Generals of

Police, Inspector Generals of Police, Superintendents of police and other unit officers to adhere the following guidelines while considering the transfer request of Women Police Personnel upto the rank of Inspector of Police after their maternity leave:-

- (a) The women Police Personnel upto the rank of Inspector of Police who have completed their maternity leave after child-birth shall be given transfer to the districts where their parents live or to the districts where their husband/in-laws live, if requested by them, without regard to their seniority in the waiting list.
- (b) They shall be allowed to serve in the new districts for a period of three years after which their request will be considered as per their original waiting list.
- (c) In case, due to paucity of vacancies, if their request for a particular place could not be considered, they may be given a choice of a posting in the neighbouring district where vacancies are available.

(BY ORDER OF THE GOVERNOR)

**DHEERAJ KUMAR
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

To

✓ The Director General of Police & Head of Police Force,
Tamil Nadu, Chennai - 600 004.

Copy To:

The Office of the Hon'ble Chief Minister, Chennai-9.
The Private Secretary to Additional Chief Secretary,
Home Department, Chennai-9.
The Home (General) Department, Chennai-9.
File Copy/Stock File/Spare Copy

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S.G. SECTION OFFICER.

