

HIMACHAL PRADESH
PUBLIC WORKS DEPARTMENT

NO.PWE-94-82 (Misc)/29-ES-I 722938
From:-

Dated:- 12-11-2025

Engineer-in-Chief,
HP.PWD, Shimla-2.

To

The Engineer-in-Chief (Projects)HPPWD,
The Chief Architect HPPWD, Shimla,
All the Chief Engineer (s) HPPWD,
All the Superintending Engineer (s) HPPWD,
All the Executive Engineer(s) HPPWD,
LAOs Shimla/Mandi /Kangra HPPWD,

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.

I am directed to enclose herewith a photocopy of letter No. PER(AP)-C-B(2)-1/2025 dated 01-11-2025 received from the Secretary (Personnel) to the Govt. of H.P.Shimla vide which 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.

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 provision 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 paternityleave to contract appointee(s).

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.

These instructions may be brought to the notice all concerned .

Encl: As Above

Signed by

Som Bhardwaj

Date: 12-11-2025 15:38:48

Registrar,

Himachal Pradesh, PWD

Shimla-2

Copy forwarded for information and similar necessary action to:-

1. The Executive Engineer (IT Wing) HP.PWD Shimla-2 with direction to upload this letter a/w its enclosures on the official website of the Department.
2. All Heads of Branches in this office for information and further necessary action please.

-sd-

Registrar,

Himachal Pradesh PWD

Shimla-2

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

Endst.No.PER(AP)-C-B(2)-1/2025 Dated: Shimla the

1st November, 2025

Copy forwarded to the following for information and necessary action:-

1. The Secretary to the Governor, Himachal Pradesh, Shimla-2.
2. The Secretary, Himachal Pradesh Vidhan Sabha, Shimla-4.
3. The Registrar General, H.P. High Court, Shimla-171001.
4. The Secretary, H.P. Public Service Commission, Shimla.
5. The Secretary, H.P. Rajya Chayan Aayog, Hamirpur.
6. The Joint Secretary (GAD) to the Government of Himachal Pradesh, Shimla-2 w.r.t. item No.46 of CMM meeting dated 25.10.2025.


Deputy Secretary (Personnel) to the
Government of Himachal Pradesh
