

PSC CIRCULAR

Public Service Commission, Berkley Crescent, P. O. Box 2211
Government Buildings, Suva. Telephone 3-314-588

PSC Circular No. 01/2008

To: Permanent Secretaries and Heads of Departments

Date: 14/01/2008

Subject: Interpretation on Maternity Leave
and Maternity Allowance

File: 29/562/07

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- 1.0 Addressees are requested to take note of the interpretation pertaining to maternity leave and maternity allowance in view of recent developments since the publication of PSC Circular No: 09/2000.
 - 2.0 Appointments that are on Permanent, Temporary, Temporary Relieving and Contract basis **on civil servant positions** shall be governed by the terms and conditions of the General Orders.
 - 3.0 However, Appointments that are on Permanent, Temporary, Temporary Relieving, Contract basis **on Government Wage Employee positions** including Apprenticeship shall be governed by the terms and conditions of the JIC Agreement or Terms and Conditions of Government Wage Employees.
 - 4.0 Casual workers shall be governed by terms and conditions under the Employment Act. Casual workers category shall be strictly within the meaning specified in the Employment Act.
 - 5.0 Appointment of female employees shall not be terminated prior to maternity leave unless their term of appointment has reached expiry and/or the post is made redundant. In any case, an officer shall be granted maternity leave with full salary on the first three [3] confinements up to the expiry date of her existing appointment or eighty-four [84] consecutive days, whichever is applicable. On the fourth (4th) confinement and subsequent confinements, the officer shall be paid half of her normal salary if she had been at work in accordance with the Employment Relations Promulgation 2007.
 - 6.0 The maternity conditions in the General Orders, JIC Agreement, Employment Act and PSC Circular No. 9/2000 are consistent with the provisions under

Employment Relations Promulgation 2007. The only difference in the Employment Relations Promulgation 2007 is that the 04th confinement and subsequent confinements, female employees are entitled to **50% of their normal salary and not \$5 per day.**

- 7.0 Permanent Secretaries and Heads of Departments should ensure strict adherence to the contents of this Circular and any further clarification should be obtained from the Principal Employee Relations Advisors of PSC on telephone no: 3314588 Ext 218 or 227 or the following email addresses : emua@psc.gov.fj; or lravuso@psc.gov.fj.



[Taina Tagicakibau]

Permanent Secretary for the Public Service