



UNIVERSITY GRANTS COMMISSION

COMMISSION CIRCULAR NO: 07/2024

No. 20, Ward Place
Colombo 07

01st March, 2024

Vice-Chancellors of Universities
Rectors of Campuses
Directors of Institutes

MATERNITY LEAVE AND NURSING INTERVALS FOR FEMALE EMPLOYEES OF THE UNIVERSITY SYSTEM

Your attention is drawn to the Paragraph No. 1 (b) of Commission Circular No. 10/2013 dated 02.09.2013 issued on the above caption, as incorporated into Chapter X of the Establishments Code of the University Grants Commission and the Higher Educational Institutions / Institutes – 2023.

2. Having considered the relevant amendment of the Shop and Office Employees (Regulation of Employment and Remuneration) (Amendment) Act, No. 14 of 2018, the Commission at its 1115th and 1118th meetings held on 14.12.2023 and 08.02.2024 respectively decided to amend sub-paragraph 5.4 of Chapter X of the E-Code as follows;

Nursing Intervals

5.4 *Female employees of the university system are entitled to two nursing intervals each one of one hour's duration for breast feeding in the morning and in the afternoon or other arrangement in agreement with the management from the date of resumption of duties after maternity leave until the child is one year old"*

3. The other provisions of the Commission Circular No. 10/2013 as incorporated into the Establishments Code of the University Grants Commission and the Higher Educational Institutions / Institutes – 2023 shall remain unchanged.

4. Please take action accordingly.



Senior Prof. Sampath Amaratunge
Chairman

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 2. Vice-Chairman/UGC
 3. Members of the UGC
 4. Secretary/UGC
 5. Registrars of Universities
 6. Deans of Faculties
 7. Accountant/UGC
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10. Deputy Registrars/ Snr. Asst. Registrars/Asst. Registrars of Campuses/Institutes
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File No: UGC/HR/6/4/12