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ROYAL CIVIL SERVICE COMMISSION

"Excellence in Service"

RCSC/LS-63/2026-27/1528 1st November, 2026

NOTIFICATION

Subject: Introduction of Child Care Leave for Civil Servants

In line with the Royal Civil Service Commission's commitment to promoting a family-friendly work environment and supporting the **Third Child Plus Programme**, aimed at encouraging childbirth and improving the country's birth rate, the Commission, during its 104th Commission Meeting held on 7th October 2026, approved the introduction of **Child Care Leave** for civil servants with children below ten years of age. This initiative also aims to encourage and support mothers returning to the workforce after maternity leave and enabling working parents to balance their professional and family responsibilities. It complements existing family-friendly measures, including pre-maternity leave, maternity leave, paternity leave, and flexible breastfeeding arrangements.

This initiative enables working parents to care for their children with confidence while continuing to learn, grow and contribute, strengthening both our people and the services we deliver. Accordingly, eligible civil servants will be entitled to Child Care Leave of five, seven or nine working days per annum, depending on the number of children below ten years of age, up to a maximum of nine working days per parent, so that they can care for their children with confidence while continuing to serve and grow in their careers.

The entitlement shall apply independently to each parent. Where both parents are civil servants, each parent shall be eligible for the prescribed leave entitlement, irrespective of whether the other parent has availed Child Care Leave.

This Notification shall come into immediate effect.