



No.11/95/2024-1FR/4596

From

The Additional Chief Secretary to Govt. Haryana  
Finance Department

To

1. All Administrative Secretaries to Govt. Haryana
2. The Registrar General, Punjab and Haryana High Court, Chandigarh.
3. All Head of Departments
4. All the Commissioners of Divisions, Ambala, Karnal, Faridabad, Gurguram, Hisar and Rohtak
5. All Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.
6. All the Treasury Officer in the Haryana.

Dated : 13.08.2025

**Subject : Decision for applying the principal of “No Work- No Pay” to the employees of the State Government on strike.**

Reference FD's earlier instructions No. 28/14/2011-1B&C dated 27.07.2023 and even number dated 06.09.2023 on the subject noted above.

In this regard, Government has re-considered the matter and accordingly in terms of Rule 5 of HCS (Leave) Rules, 2016 and Rule 6 of HCS (General) Rules, 2016 and Para-2 of Finance Department's earlier instructions dated 06.09.2023 is substituted as under:-

*“That period of strike of Clerks be treated as “leave of the kind due” i.e. earned leave actually earned/accumulated before going on strike may be deducted at the first instance and similarly for half pay leave thereafter. After deducting earned leave and half pay leave, if strike period is still left out, then, earned leave may be sanctioned in advance which will be debited against the earned leave account which the concerned Clerks may earn subsequently. This relaxation is accorded as a one time measure and with condition of not to be treated as a precedent. Salary of the Clerks for the period of strike shall not be deducted. Further, the strike period shall not be treated as break in service. These instructions are applicable in case of some categories of employees, predominantly Clerks, who had participated in particular strike, which came to the notice of the Government w.r.t. letter No.47/1/2023-5Pol dated 27.07.2023 and No. 28/14/2011-1B&C dated 27.07.2023. These instructions are not applicable in other cases. Accordingly, the salary may be released after getting it verified from SAS Cadre working in the departments. Rest of the contents of instructions dated 06.09.2023 shall remain same”.*

Copy of this order is available on the official website of the Finance Department i.e. finhry.gov.in.

**Chief Accounts Officer (FR)**  
for Additional Chief Secretary to Govt. Haryana,  
Finance Department  
13/08/25



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Endst.No. 11/95/2024-1FR/4596

Dated : 13.08.2025

A copy is forwarded for kind information to Chief Principal Secretary to CM, Principal Secretary to CM, Additional Principal Secretary to CM/Officers on Special Duty to CM/Senior Secretaries/ Secretaries/ Private Secretaries and Ministers of Haryana.

*Ch*  
*13/8/25*  
**Chief Accounts Officer (FR)**

for Additional Chief Secretary to Govt. Haryana,  
Finance Department

To

The Chief Principal Secretary, Principal Secretary, Additional Principal Secretary/Officers on Special Duty/Senior Secretaries/Senior Secretaries/Private Secretaries for kind information of Hon'ble Chief Minister and Ministers of Haryana State.

U.O. No. 11/95/2024-1FR/4596

Dated : 13.08.2025

Endst. No. 11/95/2024-1FR/4596

Dated : 13.08.2025

A copy is forwarded to the Chief Secretary to Government Haryana, Political & Parliament Affairs Department w.r.t. their U.O. No. 47/01/2023-5POL dated 13.03.2025 for kind information and necessary action.

*Ch*  
*13/8/25*  
**Chief Accounts Officer (FR)**

for Additional Chief Secretary to Govt. Haryana,  
Finance Department