MOST URGENT/DATE BOUND/TIME BOUND/COURT CASE

Subject: SLP(c) No. 19691-19708 of 2025 – State of Haryana & Ors. V/s Hari Nath & Ors. and connected cases.

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Finance Department observes that the Hon'ble Supreme Court vide orders dated 19.08.2026 has allowed the subject captioned SLPs' with following directions:-

"xxxxxxxxx

20. We are informed that there are ***more than 2,000 employees*** *who would be benefited by the directions issued by the High Court for the 'stepping up' of their pay. Many of those affected employees, had preferred writ petitions even before the impugned legislation was brought in, first by way of an ordinance and thereafter when it was made an Act. While some others had not preferred any writ petition but, had filed representations before the competent authority of the State Government.* ***The High Court had directed that 'stepping up' at par with their juniors, shall be made from the date the writ petitioners were regularized in service. However, in our considered view, once the legislation has been upheld, allowing 'stepping up' from a date prior to the date of the legislation may not be permissible because, as on the date of the legislation, all such employees who are either entitled to the benefit of the earlier Gazette Orders or have actually been granted benefit under the Gazette Orders, have to be brought at par. Therefore, the most suitable date for the 'stepping up' of the pay of the employees who are getting less pay than their juniors, would be the date when the 2014 Act was notified in the Official Gazette.***

21. Therefore, we hold that the conclusion in paragraph 96.3 of the High Court shall be modified to read as follows:

"the pay of the Writ Petitioners and all such similarly placed employees be 'stepped up' at par with their juniors from 11.03.2014, i.e., the date when the 2014 Act was notified in the Official Gazette".

22. ***The Writ Petitioners and the similarly placed employees shall be paid the arrears calculated on the above basis within a period of six months from today, in terms of the directions issued by the High Court in its impugned order.***

23. ***In respect of all other employees who were similarly situated as the respondents but were not allowed the benefit and have either retired or died prior to 11.03.2014, the benefit of 'stepping up' shall be made available to them notionally so that their pension is brought at par with all such employees who are entitled to the benefit.***

24. The appeals are disposed of with the above modification in the impugned order(s) passed by the High Court."

Therefore, AD is advised to examine the issue/matter meticulously keeping in view relevant rules/instructions in consultation with officers of SAS & Attorney cadre posted in the concerned department specially w.r.t. its implementation in case of different categories of employees and further repercussions, if any.

Thereafter, clear-cut consolidated proposal (event wise/date wise) pertaining to stepping up of pay at par with junior alongwith statement

of financial implication duly verified by SAS cadre officers may be send to FD(in Pay Revision Branch) in a time bound manner i.e. within a fortnight positively."

Failing which total onus shall be upon AD/Department as per the C.S. Haryana instructions dated 03.06.2021 and FD's letters dated 03.06.2024 & 24.02.2025.

TREAT IT AS MOST URGENT.

10/11/26

Accounts Officer (PR)
for Additional Chief Secretary to Government, Haryana
Finance Department

To

1. The Chief Secretary to Govt. Haryana, Chandigarh
2. The Additional Chief Secretary to Government Haryana, Home Department, Chandigarh.
3. The Additional Chief Secretary to Government Haryana, PW(B&R) Department, Chandigarh.
4. The Additional Chief Secretary to Government Haryana, Irrigation & Water Resources Department, Chandigarh.
5. The Additional Chief Secretary to Government Haryana, Development & Panchayats Department, Chandigarh.
6. The Principal Secretary to Government Haryana, Public Health Engineering Department, Chandigarh.
7. The Commissioner & Secretary to Government Haryana, Urban Local Bodies Department, Chandigarh.
8. The Commissioner & Secretary to Government Haryana, Transport Department, Chandigarh.
9. The Director General, Transport Department, Haryana, Chandigarh.
10. The Director General, Urban Local Bodies Department, Haryana, Chandigarh.
11. The Director, Development & Panchayats Department, Haryana, Chandigarh.
12. The Director General of Police, Haryana, Panchkula.
13. The Engineer-in-Chief, PWD(B&R) Department, Haryana Chandigarh.
14. The Engineer-in-Chief, Irrigation & W.R. Department, Panchkula.
15. The Engineer-in-Chief, Public Health Department, Panchkula.
16. The Superintendent of Police, (Telecommunication), Haryana, Panchkula.

U.O. No. 6/83/2009-3PR(FD)/23822 Dated:10.11.2026
Endst. No.6/83/2009-3PR(FD)/23822 Dated:10.11.2026

A copy of above is forwarded to the Advocate General, Haryana for information and necessary action.

-sd-

Accounts Officer (PR)
for Addl. Chief Secretary to Government Haryana,
Finance Department.

CC:-

Incharge Computer Cell (FD) for uploading the same on website.