



**OFFICE OF DIRECTOR SECONDARY EDUCATION HARYANA
PANCHKULA**

Order No. 10/1-2024 Admn (4)

Dated, Panchkula the 01/12/2025

A copy of letter No. 6/69/2020-3PR(FD)/23669 dated 17.11.2025 received from Additional Chief Secretary to Government Haryana, Finance Department regarding **protection of pay of Haryana Government employees on subsequent appointment from one Department to another or in the same Department of Haryana** is forwarded to the following for information & strict compliance:-

1. Director SCERT Haryana, Gurgram.
2. Chief Accounts Officer (HQ).
3. All District Education Officer's in the State.
4. All Principal DIET's/BITE/GETTI's in the State.
5. Registrar Education (Secondary).
6. Superintendent all Establishment Branches (S).
7. Superintendent Admn. (Ele.)
8. PA/DSE.
9. PA/Additional Director Admn.
10. PA/ Joint Director Admn.
11. PA/Joint Director Admn (MSS).
12. All Assistants Admn. Branch (S).
- ✓ 13. IT Cell (HQ) for website.

**SUPERINTENDENT ADMN.
for DIRECTOR SECONDARY EDUCATION
HARYANA PANCHKULA**



Subject:- Regarding protection of pay of Haryana Government employees on subsequent appointment from one Department to another or in the same Department of Haryana.

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Finance Department observes as under:-

- That a number of cases are being received in the Finance Department for protection of pay upon subsequent appointment from one Department to another or in the same Department of Haryana without having proper documents and without proper examination.
- That initially the benefit of pay protection to the Government employees has been granted by the department at their own level or at District Level offices, while the competency of granting the same lies with the Finance Department.
- That however, at later stages, at the time of granting ACPs to such Government employees, a discrepancy came to notice that the pay had been protected without order/ concurrence of the appropriate competent authority. In some of the cases, said benefit of pay protection has been withdrawn and the pay of the government employee(s) is re-fixed and reduced consequently. The affected and aggrieved government employees have to take the shelter of the courts of law and thereafter, the cases are sent to the Finance Department at very belated stage i.e after lapse of eight to ten years.
- That the litigation in the Finance Department has been multiplying due to such cases, which could have been avoided, had the matter been referred to the Finance Department for ex-post facto approval rather than withdrawing the pay protection benefit.
- That in order to tackle this problem and in an effort to find a logical way out, two meetings i.e. on 16.09.2025 and 28.10.2025 were held with the officers/ officials of the School Education Department and the issue was deliberated at length.

Therefore, in order to mitigate the un-necessary litigation, the Administrative Department is advised that following formalities be completed at the level of Administrative Department and pay protection cases may be sent to the Finance Department in a time bound manner to avoid undue hardship to the employees as well as any adverse orders from the Hon'ble Court:-

- i) The officer/official will ensure that the documents required as per rule for pay protection are complete and attached with the case;
- ii) The Audit Cell of the Department will check the case and submit a certificate as per instructions dated 07.07.2025 of the Finance Department that the case has been checked and found in order;
- iii) A general instruction may be issued refraining the District Level Officers and Head of Offices from protecting the pay of government employees at their own level; and
- iv) The following documents must be accompanied by the proposal to avoid any delay:
 - a. Service Book of government employee
 - b. Copy of advertisement.
 - c. Copy of NOC obtained from the competent authority, if required.
 - d. Proof of submitting application through proper channel for subsequent appointment.



- e. If the powers of forwarding application form have been delegated to District Level Officers, then a copy of such orders be attached.
- v) These instructions shall be brought to the notice of the officers/officials concerned dealing with these cases and directed to submit the complete cases, failing which the same will be viewed seriously and action will be initiated.

Accounts Officer (PR)

for Additional Chief Secretary to Government Haryana,
Finance Department

To

The Additional Chief Secretary to Government Haryana,
School Education Department

U.O. No. 6/69/2020-3PR(FD)/ 23669

Dated 17.11.2025

Endst. No. 6/69/2020-3PR(FD)/ 23669

Dated 17.11.2025

A copy is forwarded to the following for information and Necessary action:-

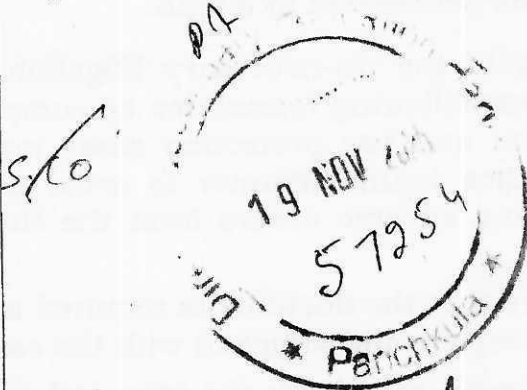
1. The Director, Secondary Education Department, Haryana.
2. The Director General, Elementary Education Department, Haryana.

Accounts Officer (PR)

for Additional Chief Secretary to Government Haryana,
Finance Department

DSO
19.11.2025

20.11.25
JD Adm



For Admin Branch

Adm
20/11/25

PA/AD

PAIDSE

20.11.2025

AD Adm (Busy)

S. Adm

20/11