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**Government of Haryana**  
**Finance Department**

No. 1/83/2008-2PR (FD)

Dated 21<sup>st</sup> November, 2017

**Orders**

**Subject:- Setting right the anomaly between 'pre-1.1.2006' and 'post-1.1.2006' direct recruits arising out of the application of Haryana Civil Services (Revised Pay) Rules, 2008.**

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After application of the Haryana Civil Services (Revised Pay) Rules, 2008 some categories of existing employees of 'pre-1.1.2006' complained that their pay has been fixed on lower side than that of their juniors who had joined the Government service on or after 1.1.2006. The issue was considered and to address the same, instructions bearing even No., dated 18.8.2009 were issued, whereby the entry pay of 'post-1.1.2006' direct recruits was reduced and prescribed to be re-fixed from the date of joining, and difference of pay was allowed as Personal Pay to be adjusted and subsumed in future Increments.

The dispensation as prescribed as above, however, attracted host of litigation as a number of CWPs were filed in the Hon'ble High Court by employees of 'pre-1.1.2006' demanding stepping up of pay, especially the element of Personal Pay at par with that of their junior counterparts who had joined the Govt. service on or after 1.1.2006. One of these CWPs No.11254 of 2010- Neelam Rani & Others Vs. State of Haryana was allowed by the Hon'ble Punjab & Haryana High Court vide its judgment dated 15-5-2013 and thereafter, a number of similar type of pending CWPs were also allowed in the same terms. However, the State Government challenged the aforesaid judgment in LPA in the Hon'ble High Court but the same was also dismissed. Thereafter, SLP No. 15520-21 of 2016- State of Haryana Vs. Neelam Rani filed in the Hon'ble Supreme Court, which was also dismissed on dated 17.10.2016. In the meantime, the CWPs repeatedly got decided in favour of employees and some led to COCPs that were conceded to.

Keeping in view the cumulative position as such, the entire issue was considered in detail and it has now been decided to implement the judgment dated 15-5-2013 in CWP No.11254 of 2010- Neelam Rani Vs. State of Haryana, in all similarly placed cases.

Accordingly it is, hereby, decided that the pay of all existing employees of 'pre-1.1.2006' who are covered under the aforesaid judgment pay of such Government employees (Seniors)

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appointed before 1.1.2006, may be stepped up, in the shape of personal pay to be subsumed in future increments, at par with their juniors appointed after 1.1.2006 but before 18.8.2009.

It is also directed that this dispensation may be brought to the notice of all the Courts concerned where such issue is still pending for adjudication, so that those may be rendered infructuous.

P. Raghavendra Rao  
Addl. Chief Secretary to Govt. Haryana  
Finance Department

**Endst No. 1/83/2008-2PR (FD) Dated 21<sup>st</sup> November, 2017**

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

1. All Heads of the Departments
2. All Divisional Commissioners
3. All Deputy Commissioners
4. All Sub Divisional Officers (Civil)
5. The Registrar General Punjab & Haryana High Court.

Upran  
**Chief Accounts Officer (PR)**  
for Addl. Chief Secretary to Govt. Haryana  
Finance Department

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**Endst No. 1/83/2008-2PR (FD) Dated 21<sup>st</sup> November, 2017**

A copy is forwarded to the Accountant General,  
Haryana (A&E) and (Audit), Chandigarh for information.

Upran  
**Chief Accounts Officer (PR)**  
for Addl. Chief Secretary to Govt. Haryana  
Finance Department

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A copy is forwarded to:-

- 1) All the Additional Chief Secretaries/Principal Secretaries to Government Haryana for information and necessary action.
- 2) The Director, Information & Public Relation and Languages.

Upran  
**Chief Accounts Officer (PR)**  
for Addl. Chief Secretary to Govt. Haryana  
Finance Department

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**U.O. No. 1/83/2008-2PR (FD) Dated 21<sup>st</sup> November, 2017**