

**Government of Haryana  
General Administration Department  
General Services-III Branch**

**No. 22/132/2008-3GSIII**

Dated Chandigarh, the 23rd November, 2009

To

1. All the Financial Commissioners and Administrative Secretaries.
2. All the Heads of Departments in the State of Haryana.
3. The Commissioners, Ambala, Rohtak, Gurgaon & Hisar Divisions.
4. All the CAs/MDs of Boards/Corporations/Public Sector Undertakings etc.
5. The Registrar, Punjab & Haryana High Court, Chandigarh.
6. All the Deputy Commissioners & Sub-Divisional Officers (Civil) in the State of Haryana.
7. The Registrars of all Universities in the State of Haryana.

Subject: Stepping up of pay of senior general category employees at par with their junior counterparts of reserved category employees.

Sir/Madam,

I am directed to invite your attention to the State Government letters No. 22/132/2008-3GSIII, dated 5.3.2009 and 29.5.2009 vide which it was decided to step up the pay of senior general category employees at par with their junior counterparts of reserved category employees. Some Departments are approaching the General Administration Department for seeking clarifications regarding the cut-off-date for the grant of benefit of stepping up to senior general category employees and which cadres are to be considered admissible. This matter was engaging attention of the General Administration Department for quite some time and remained under consideration.

2. The matter has been carefully examined and it is clear from all the three landmark judgments, namely R.K. Sabharwal, Ajit Singh Janjua -I and Ajit Singh Janjua -II, that all general category employees affected by R.K. Sabharwal or Ajit Singh Janjua-I judgements have a right to claim the benefit of stepping up at corresponding level vis-à-vis reserved category employees at each level. So, there cannot be the lower cut-off-date in terms of seniority as

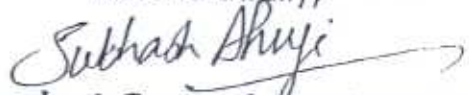
envisaged in the judgement pronounced by the Apex Court in R.K. Sabarwal's case. However, the upper cut-off-date will remain 15.3.2006 in view of implementation of 85<sup>th</sup> amendment to the Constitution of India by the Government of Haryana on 16.3.2006.

3. It is further clarified that all the three judgements referred to above are not restricted to any particular cadre and these are applicable to all cadres wherever reservation in promotion is followed. However, Administrative Departments are advised that due care must be exercised in re-fixing the seniority before 15.3.2006 by giving particular attention to R.K. Sabbarwal & Ajit Singh Janjua-I judgments so that any sort of litigation/harassment is avoided.

4. It is further clarified that although general category word is used throughout this circular, this benefit is also to be given to Backward Class or any other category employees who regained seniority due to application of either of two judgements over their junior counterparts belonging to reserved category employees.

5. The above clarifications may please be brought to the notice of all concerned for compliance.

Yours faithfully,



**Superintendent General Services-III,  
for Chief Secretary to Government, Haryana.**

C.C to

State Informatics Officer, National Informatics Centre, Haryana for hosting on the States Website.