

Immediated

No. 6/ 6 /2025-5IIR-I
**HARYANA GOVERNMENT
HUMAN RESOURCES DEPARTMENT
(Human Resources-I Branch)**

Dated: Chandigarh, the 11th August, 2026

To

1. All the Administrative Secretaries to Government of Haryana.
2. All the Heads of the Departments in the State of Haryana.
3. All the Divisional Commissioners in the State of Haryana.
4. All the Deputy Commissioners in the State of Haryana.
5. All the Registrars of the Universities in the State of Haryana.

Subject: Regarding implementation of judgment dated 16.04.2026 passed by Hon'ble Supreme Court in Civil Appeal No. 1996 of 2024 titled as Madan Singh and others vs. State of Haryana and others and another connected matters.

Sir/Madam,

I am directed to invite your kind attention to the subject note above and to say that the Hon'ble Supreme Court in Madan Singh's case (supra) has upheld policies dated 16.06.2014 and 18.06.2014 and struck down the policies dated 07.07.2014. The crux part of the said judgment is as under:-

"L. Order:

25. Accordingly, the impugned judgment of the High Court dated 31.05.2018 stands partly modified as under:

(a) It is held that Notifications dated 16.06.2014 and 18.06.2014 are valid and the judgment of the High Court to the extent it holds otherwise is set aside. The intervenors who are similarly situated and entitled to the benefit of the Notifications dated 16.06.2014 and 18.06.2014 shall also be entitled to the reliefs flowing from such declaration, subject to verification by the competent authority.

(b) It is declared that the Notifications dated 07.07.2014 issued with a view to regularize the services of Group 'B', 'C' and 'D' employees with the State of Haryana are arbitrary and illegal. They are accordingly struck down. However, in the peculiar facts of the case, the Group 'B', 'C' and 'D' ad-hoc employees, who have secured benefit of these Notifications and who continue in service shall not be disturbed. They shall, however, be placed in the lowest pay scale of the post held by them. The intervenors, who are similarly placed as those Group 'B', 'C' and 'D' ad-hoc employees, who are presently in service in view of the Notifications

dated 07.07.2014 shall also be entitled to the reliefs as referred to above, subject to verification by the competent authority.

(c) The employees, who had approached the High Court and who were granted liberty to take steps after the present batch of appeals were decided, are free to take appropriate steps in accordance with this judgment.

26. Before parting, we acknowledge the efforts of learned amicus curiae Mr. Nidhesh Gupta assisted by learned counsel Ms. Japneet Kaur, Ms. Jhanvi Dubey, Mr. Ashok Mathur, Ms. Vriti Gujral, Mr. Bikram Dwivedi, and Mr. Jimut Mohopatra in placing before us all relevant material along with his valuable suggestions that assisted us in deciding this batch of appeals. We also place on record the effective contribution of all learned counsel, who assisted the Court in disseminating the complex facts involved. Their meaningful assistance made our task easier.

27. All the Civil Appeals are accordingly disposed of in aforesaid terms with no order as to costs. Pending interlocutory applications also stand disposed of."

2. In view of the aforesaid judgment, the State Government has decided to consider continuing and extending the benefits of the following Regularization Policies to the eligible beneficiaries/intervenors who are similarly situated and entitled to the reliefs of said notifications/instructions:

- i. Instruction No. 6/7/2014-IGS I, dated 16th June, 2014 for Group-B employees engaged on contract basis through Government approved agency of the State Government who have worked for not less than 3 (three) years as on 28th May, 2014 against sanctioned vacant post and is still in service and have possessing essential qualifications.*
- ii. Notification No. 6/7/2014-IG.S.I, dated 18th June, 2014 circulated via Instructions No. 6/7/2014-IGS I, dated 20.06.2014 for Group-C & D employees/workers engaged on contract basis through Government approved agency of the State Government, who have worked for not less than 3 (three) as on 28th May, 2014 against sanctioned vacant post and is still in service and having possessing essential qualifications.*
- iii. Notification No. 6/7/2014-IG.S.I, dated 18th June, 2014 circulated via Instructions No. 6/7/2014-IGS I, dated 20.06.2014, vide which amendment in Notification No. G.S.R. 13/Const./Art.309/2007, dated 13th April, 2007 for the left over Group-C & D employees working on ad-hoc/contract/daily wages/ work-charged basis, who could not be regularized under the regularization policies dated 17th June, 1997; 5th November, 1999; 1st October, 2003 and 10th February, 2004 due to administrative reasons but were otherwise eligible.*

3. All the concerned Departments shall immediately identify all eligible contractual employees covered under the aforesaid policies, examine their cases on merit and issue appropriate orders of regularization after ensuring fulfillment of the prescribed eligibility conditions and other applicable statutory provisions subject to verification by

the competent authority in accordance with the judgment dated 16.04.2026 passed by the Hon'ble Supreme Court.

4. Consequent upon the judgment dated 16.04.2026 of the Hon'ble Supreme Court; **the following instructions are also hereby withdrawn** with immediate effect with a decision to release all consequential benefits including the benefit of promotion and all other consequential service benefits from the date of eligibility in favour of such regularized employees subject to fulfillment of the prescribed eligibility conditions and other applicable rules:

- i. No. 6/29/2019-IGS-I, dated 18th June, 2020;
- ii. No. 6/2/2024-5HR-I, dated 13th June, 2024;
- iii. No. 6/2/2024-5HR-I, dated 17th December, 2024;

5. Further, in view of the judgment dated 16.04.2026 passed by Hon'ble Supreme Court, the State Government has rescind the following instructions/notifications issued in relation to regularization of service of Group 'B', 'C' & 'D' employees/workers:

- i. Instructions No. 6/23/2014-IGS-I, dated 07.07.2014 (Group 'B');
- ii. Notification No. 6/23/2014-IGSI, dated 07.07.2014 (Group 'C' & 'D'), circulated vide instructions dated 09.07.2014.

Subject to conditions that:

- i. No case shall hereafter be considered under these policies.
- ii. However, the Group 'B', 'C' and 'D' employees/workers, who have secured benefit of these instructions/notifications and who continue in service shall not be disturbed. They shall, however, be placed in the lowest pay scale of the post held by them.
- iii. The intervenors, who are similarly placed as those Group 'B', 'C' and 'D' employees/workers, who are presently in service in view of the instructions/notifications dated 07.07.2014 shall also be entitled to the reliefs as referred to above, subject to verification by the competent authority.

6. All concerned shall ensure strict compliance with these instructions and complete the necessary exercise within a time-bound manner.

Yours faithfully,



Superintendent Human Resources-I,
for Chief Secretary to Government Haryana.

Endst No. 6/6/2025-5HR-I

Dated: Chandigarh, the 11th August, 2026

1. A copy is forwarded to the Additional Chief Secretary to Government, Haryana, Finance & Planning Department for information and necessary action.
2. A copy is forwarded to the Secretary, Haryana Public Service Commission and Haryana Staff Selection Commission, Panchkula for information and necessary action.
3. A copy is forwarded to the Haryana Bureau of Public Enterprises for information and necessary action.



Superintendent Human Resources-I,
for Chief Secretary to Government Haryana