

No. 22/56/2023-5HR-III
Government of Haryana
Human Resource Department

Dated: Chandigarh the 03.08.2026

To

1. All the Administrative Secretaries to Government of Haryana.
2. All the Heads of the Departments in the State.
3. All the CAs/MDs of all Boards/Corporations/Public Sector Undertakings.
4. All the Divisional Commissioners in Haryana State.
5. All the Deputy Commissioners & Sub Divisional Officers (Civil).
6. The Registrars of all the Universities in the State of Haryana.

Subject :- General Instructions regarding promotion to Group 'A' and Group 'B' posts of Scheduled Caste employee in State Government Services.

Sir/Madam,

I am directed to invite your attention to this Department's instructions bearing No. 22/56/2023-5HR-III, dated 19.12.2023, whereby it was stipulated that all Administrative Departments shall obtain the approval of the Hon'ble Chief Minister through the Human Resources Department before issuing promotion orders in pursuance of the Government instructions dated 07.10.2023 relating to reservation in promotion to Scheduled Castes employees in Group 'A' and Group 'B' posts.

2. It is stated that the Hon'ble Punjab and Haryana High Court, vide judgment dated 01.04.2025 passed in CWP No. 24608 of 2023, "titled as Kamaljeet Singh and others versus State of Haryana and others" upheld the Government instructions dated 07.10.2023 providing 20% reservation in promotion to Scheduled Castes employees in Group 'A' and Group 'B' posts. However, while upholding the said instructions, the Hon'ble High Court directed that the State Government shall exclude employees falling within the "creamy layer" while implementing the aforesaid instructions.

3. It is further stated that the State Government has filed LPA No. 1054 of 2026 against the order passed in CWP No. 24608 of 2023 on 01.04.2025, before the Hon'ble Punjab and Haryana High Court challenging the applicability of the creamy layer criterion in reservation in promotion to Scheduled Castes employees. The said appeal is presently pending adjudication before the Hon'ble High Court.

4. In the above backdrop, various Administrative Departments have been approaching the Human Resources Department seeking clarification regarding the manner in which promotions to Group 'A' and Group 'B' posts are to be regulated pending the final adjudication of the aforesaid appeal. The matter has been reconsidered by the Government.

5. Accordingly, the Government has decided to supersede the instructions dated 19.12.2023 and issue the following general instructions, which shall remain in force till the final decision in LPA No. 1054 of 2026 by the Hon'ble Punjab and Haryana High Court:-

- (i) Till the final decision in LPA No. 1054 of 2026, no promotion of Scheduled Caste employees shall be made by extending the benefit of reservation in pursuance of the Government instructions dated 07.10.2023.

(ii) The promotional posts earmarked for Scheduled Castes employees against the shortfall in the prescribed representation shall remain unfilled and reserved until final decision in the aforesaid LPA except those as are being filled as per (iii) & (iv) below.

(iii) A Scheduled Caste employee who is otherwise eligible for promotion on the basis of seniority-cum-merit under the applicable service rules shall not be denied promotion merely because reservation in promotion is not being extended in view of these instructions.

(iv) Every Scheduled Castes employee promoted on the basis of seniority-cum-merit shall be counted towards the 20% representation of Scheduled Castes employees envisaged under the Government instructions dated 07.10.2023.

(v) The remaining promotional vacancies shall be filled from amongst eligible officials on the basis of seniority-cum-merit, in accordance with the applicable service rules.

(vi) Where the actual representation of Scheduled Castes employees in the promotional cadre is already 20% or more, eligible employees in the feeder cadre shall be considered for promotion strictly in accordance with the applicable service rules.

(vii) No employee belonging to the Scheduled Castes category who is otherwise eligible for promotion shall be deprived of such promotion merely because the prescribed level of 20% representation has already been achieved or would exceed on account of his/her promotion on the basis of seniority-cum-merit.

(viii) The roster points prescribed by the Government vide instructions No. 22/10/2013-1GS-III, dated 15.07.2024, as amended from time to time, for the purpose of direct recruitment to Group 'A' and Group 'B' posts reserved for Scheduled Castes candidates shall continue to remain applicable and shall not be affected by these instructions. The roster maintenance guidelines issued vide instructions no. 22/57/2007-3GS-III dated 24.09.2008/24.10.2008 shall also be strictly followed.

6. These instructions shall be applicable with immediate effect and shall remain operative till the final decision in LPA No. 1054 of 2026 or until further orders issued by the Government, whichever is earlier.

7. These instructions may be brought to the notice of all concerned for strict compliance and shall be followed meticulously in letter and spirit.

Yours faithfully,


Superintendent, Human Resource-III
for Chief Secretary to Government, Haryana
