

Immediated/Date Bound

No. 6/ 69 /2026-5HR-I
HARYANA GOVERNMENT
HUMAN RESOURCES DEPARTMENT
(Human Resources-I Branch)

Dated: Chandigarh, the 12th October, 2026.

To

1. All the Administrative Secretaries to Government of Haryana.
2. All the Heads of the Departments in the State of Haryana.
3. The Managing Directors/ Chief Administrators of all the Boards/ Corporations /Authorities in the State of Haryana.
4. All the Divisional Commissioners in the State of Haryana.
5. All the Deputy Commissioners in the State of Haryana.

Subject: LPA No. 1810 of 2025 titled as AAS Mohammad and others Vs. State of Haryana and others alongwith 118 LPAs- reg. clarification.

Sir/Madam,

.....

I am directed to invite your kind attention to the subject noted above and to intimate that a bunch of 151 writ petitions were filed before the Hon'ble High Court, the leading case being Sanjeev Kumar vs. State of Haryana and others, CWP No. 10071 of 2022. In these petitions, the petitioners sought regularization of their services in terms of various policies issued by the State of Haryana, beginning from 1996, 2003, and 2014. All the writ petitions came up for hearing before the Ld. Single Judge on 22.01.2025 and were disposed of by a common order in Sanjeev Kumar vs. State of Haryana and others, wherein the following directions were issued:

"Conclusion:-

41. In the wake of above discussion and findings, it is hereby held:-

- i. No petitioner would be regularized as per policy of 1996;
- ii. The respondent shall consider and decided claim of petitioners, within 6 months from today, who are claiming regularization as per policy of 2003;
- iii. if any of the petitioners is found eligible to regularization as per policy of 2003, he shall be entitled to arrears from the date of filing petition before this Court. The arrears shall not carry interest. If any petitioner has already retired, his/her pensionary benefits will also be fixed/revised apart from arrears from the date of filing petition before this Court. It is made clear that this Court has not declared that policy of 2003 is applicable to each instrumentality of the State Government. The competent authority of each organization would independently examine this aspect and employee would be granted opportunity of hearing if any adverse opinion is formed.
- iv. The respondent shall consider and decide claim of petitioners, within 6 months from today, who are claiming regularization as per policy of 2011. The respondent while deciding claim of employees as per policy of 2011 shall take care of findings recorded hereinabove.
- v. if any of the petitioner is found eligible to regularization as per policy of 2011, he shall be entitled to arrears from the date of filing petition before this Court. The arrears shall not carry interest.
- vi. Any employee who has already been made permanent by way of appointment letters issued in 2014 shall not be entitled to benefit of previous policies of regularization.

vii. The petitioners who are not eligible to benefit of policy of 2003 or 2011 shall be considered as per 2024 Act. Their claim would also be reconsidered as per policy of 2014 after final decision of Supreme Court with respect to validity of policy of 2014.....”

2. After that, aggrieved by the directions contained in the above order dated 22.01.2025, the State, its instrumentalities, and certain private litigants filed the LPAs (LPA No. 1810 of 2025 titled as **AAS Mohammad and others Vs. State of Haryana and others alongwith 118 LPAs**). The matter came up for hearing on 23.04.2026 before the Hon'ble Division Bench and disposed of all the LPAs vide one single order. The operative part of order dated 23.04.2026 in above cited LPAs is reproduced as under:

“9. In that view of the matter, all the appeals are disposed of with a direction upon the State of Haryana/its Bodies/Corporation/Nigam to accord fresh consideration to the claim of employees involved in this batch of cases by passing a speaking order in respect of their claim for regularization within a period of six months. The judgment of the learned Single Judge under appeal stands modified in the light of the principles laid down by the Hon'ble Supreme Court in the case of Madan Singh (supra). Till an appropriate order in respect of claim of each of the employees is passed, status quo as exists today would be maintained. It goes without saying that the claim of regularization based on policy of 2011 will also be accorded consideration keeping in view the principles laid down by the Hon'ble Supreme Court in case of Madan Singh (supra) and the order impugned in the present batch of appeals/writ petitions would not come in the way of fresh consideration of the claim of employees for regularization.

10. In order to facilitate a fresh consideration of claim of the individual employee, we direct each employee to submit a comprehensive representation to the department along with a copy of this order within a period of two weeks from the date of receipt of certified copy of this order.

11. All pending misc. application(s), if any, also stand disposed of.”

3. The matter has been considered by the State Government. Accordingly, it is directed to comply with the above said judgment within a period of six months and to pass appropriate speaking orders after fresh consideration of the claims of employees for regularization keeping in view the principles laid down by the Hon'ble Supreme Court in case of Madan Singh (supra) on the submitting a comprehensive representation to the concerned department by employee alongwith a copy of this order within a period of two weeks from the date of receipt of certified copy of this order.

4. You are, therefore, directed to ensure full compliance of these instructions in letter and spirit. These instructions may be brought to the notice of all concerned for strict compliance.

Yours faithfully,



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