

**OFFICE OF DIRECTOR GENERAL HIGHER EDUCATION HARYANA,
PANCHKULA**

ORDER

No. 12/01-2019 Ad(3)

Dated, Panchkula, the 03.08.2026

A copy of the circular(s) bearing No. 6/44/2024-4PR (FD) dated 02.06.2026 received from the Finance Department, Haryana, regarding "*Clarification regarding grant of notional increment for the purpose of only calculating pension to the State Government employees, who retired/will retire on 30th June/31st December after rendering the requisite qualifying service of one year.*" respectively, is hereby forwarded to the following for information and necessary compliance:

1. All the Branch Officers/ Superintendents/ Dy. Superintendents working in the Directorate of Higher Education, Haryana, Panchkula.

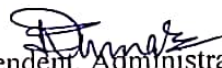
S. NARAYANAN, IFS
DIRECTOR GENERAL, HIGHER EDUCATION,
HARYANA, PANCHKULA

Endst. No. Even

Dated, Panchkula, the 07/8/26

A copy of the above is also forwarded to the following for information and necessary action, please:

1. PS/DGHE, JSS/JDA.
2. In-charge, IT Cell with a request to upload on web portal.


Superintendent, Administration
for Director General Higher Education,
Panchkula, Haryana




To

1. All the Administrative Secretaries to Government, Haryana.
2. All the Head of Departments of Haryana.
3. All the Divisional Commissioners in Haryana.
4. All the Dy. Commissioners in Haryana.
5. All the Sub Divisional Officers (Civil) in Haryana.
6. Registrar (General), the High Court of Punjab & Haryana.
7. Secretary, Haryana Bureau of Public Enterprises.

Memo No. 6/44/2024-4PR (FD)
Dated, Chandigarh the 02.06.2026

Subject:- Clarification regarding grant of notional increment for the purpose of only calculating pension to the State Government employees, who retired/will retire on 30th June/31st December after rendering the requisite qualifying service of one year.

<<<0>>>

I am directed to invite your attention towards FD's letter dated 17.09.2025 vide which one notional increment was allowed in pursuance of the direction of Hon'ble Apex Court and relevant provision in Para No. 6 & 7 is reproduced here as under:-

6. Considering the order dated 20.02.2025 of the Hon'ble Supreme Court passed in MISC. Application Diary No. 2400/2024 in Civil Appeal No. 3933 of 2023-Union of India & anr. Vs. M. Siddaraj, the Ministry of personnel, Public Grievances & Pensions, Department of Personnel & Training, Government of India vide Memorandum No. 19/116/2024-Pers. Pol (Pay) (Pt) dated 20.05.2025, has taken following decision:-

"The matter has been examined in consultation with D/o Expenditure and D/o Legal Affairs. It is advised that in pursuance of the above referred Order dated 20.02.2025 of the Hon'ble Supreme Court, action may be taken to allow the increment on 1st July/1st January to the Central Government employees who retired/are retiring a day before it became due i.e. on 30th June /31st December and have rendered the requisite qualifying service as on the date of their superannuation with satisfactory work and good conduct for calculating the pension admissible to them. As specifically mentioned in the orders of the Hon'ble Supreme Court, grant of the notional increment on 1st January/1st July shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefit".

7. Now, the matter, has been examined by the State Government in the Finance Department and in pursuance to the orders dated 20.02.2025 of the Hon'ble Supreme Court passed in Misc. Application Diary No. 2400/2024 in Civil Appeal No. 3933 of 2023- Union of India & anr. Vs. M Siddaraj and memorandum dated 20.05.2025 of Gol, it has been decided to allow one notional increment to the State Government employees, who retired/are going to retire a day before it became/became due i.e. on 30th June/31st December after rendering the requisite qualifying service of one year as on the date of their superannuation with satisfactory work and good conduct only for the purpose of calculating the pension admissible to them. As specifically mentioned in the orders of the Hon'ble Supreme Court, grant of the notional increment shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculating the other pensionary benefits.

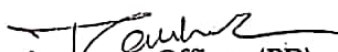
The provisions contained in Finance Department orders dated 17.09.2025 clearly stipulate that "it has been decided to allow one notional increment on 1st July/1st January to Government employees who retired/are retiring a day before it became due i.e. on 30th June/31st December, provided they have rendered the requisite qualifying service of one year as on the date of their superannuation."



However, references are being received from various departments seeking clarification as to whether one notional increment is to be allowed in cases where employees have been promoted or granted ACPs prior to retirement, with the increment due on 30th June/31st December, coinciding with the date of superannuation. To illustrate, the following examples are provided:-

Query raised by the Administrative Department	Clarification
When an employee has been promoted with pay fixation benefit from lower grade pay to higher grade pay. For example An employee had been allowed annual increment on 1 st July 2018 and promoted in the higher pay level on 27.06.2019 and then retired on 30.06.2019.	After availing the annual increment i.e. 01.07.2018 he/she was promoted next higher post on 27.06.2019/30.06.2019 with fixation benefit and retired on 30.06.2019, he/she did not render the requisite qualifying service of one year as on the date of the superannuation, as such he/she will not be entitled for one notional increment on 1 st July, 2019.
(ii) When an employee has been granted ACP with pay fixation benefit as per ACP Rules. For example An employee had been allowed annual increment on 1 st July 2013 and granted admissible ACP on 01.01.2014/04.03.2014 and then retired on 30.06.2014.	After availing the annual increment i.e. 01.07.2013 he/she was granted ACP admissible to him/her on 01.1.2014/04.03.2014 with fixation benefit and then retired on 30.06.2014, he/she did not render the requisite qualifying service of one year as on the date of the superannuation, as such he/she will not be entitled for one notional increment on 1 st July, 2014.
When an employee has been promoted with pay fixation benefit from lower grade pay to higher grade pay. For example An employee had been allowed annual increment on 1 st July 2018 and promoted in the higher pay level on 27.08.2018 and then retired on 31.12.2019.	After availing the annual increment i.e. 01.07.2018 he/she was promoted next higher post on 27.08.2018 with fixation benefit and retired on 30.06.2019, he/she did not render the requisite qualifying service of one year as on the date of the superannuation, as such he/she will not be entitled for one notional increment on 1 st July, 2019.
When an employee has been promoted with pay fixation benefit from lower grade pay to higher grade pay. For example An employee had been allowed annual increment on 1 st January 2020 and premature promoted in the higher pay level on 20.08.2020 and then retired on 31.12.2020 (before completion of prescribed experience).	After availing the annual increment i.e. 01.01.2020 he/she was promoted prematurely to higher post on 20.08.2020 and pay was fixed as per Rule 18(1)(i) of HCS (Pay) Rules, 2016 and retired on 31.12.2020, he/she did not render the requisite qualifying service of one year as on the date of the superannuation, as such he/she will not be entitled for one notional increment on 1 st January, 2021. Note:-In case, if the pay was fixed in same cell as per Rule 18(1)(ii) of HCS (Pay) Rules, 2016, then he/she shall be entitled for one notional increment.

These clarifications must be adhered to in their entirety and implemented in true spirit, ensuring strict compliance with the intended standards.


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