

Himachal Pradesh  
Public Works Department

No.PBW-B020(01)/105/2025-ESTT.- III- Comp. No. 290932 Shimla-2 Dated:- 04.2026

To

All the Chief Engineers  
All the SuperIntending Engineers,  
All the Executive Engineers,  
Including Mech. & Elect. in HPPWD.

Subject:-

Regarding clarification of issues based on judgment passed by the Ho'ble Apex Court in SLP© No.23016/2023-titled as State of H.P. Vs Surajmani.

I am to refer to Govt. letter No.PWD-A-E0(I)/31/2025 dated 23.04.2026(Copy Enclosed )on the subject cited above whereby it has been conveyed that the matter was examined in Finance Department and the said department has advised as under :-

**"Examined. The Finance Department, vide letter No. Fin(c) B(15)-14/2025 dated 27.06.2025 has issued guidelines for grant of work Charge status and subsequently, vide letter dated 04.04.2026 (copy enclosed ) has issued clarification regarding the benefits admissible to persons granted such status in light of the Surajmani's case. Accordingly, the department is advised to examine and settle the issue in view of the aforesaid guidelines and clarification."**

Further the finance Department vide letter No.Fin( C)B(15)-14/2025 dated 04.04.2026(Copy Enclosed )has conveyed the advice/direction as under:-

- 1. The service rendered by an employee as work- charged, followed by regularization, shall count towards qualifying service for pensionary/ retiral benefits in accordance with the CCS (Pension) Rules, 1972.**
- 2. The Judgment In Mool Raj Upadhyaya pertains to grant of work charged status by placing the employee in the time scale of**

pay applicable to the corresponding lowest grade in the Government.

3. An employee on work- charged status shall not be entitled to any increment(s), as he is entitled only to the minimum of the time scale of pay applicable to the corresponding lowest grade.
4. A person on work- charged status shall become entitled to all service benefits admissible to a regular employee only after his regularization.
5. Daily-wage employees, whether Class-III or Class-IV, shall be entitled to conferment of work- charged status.

In view of above you are, requested to take further necessary action in the matters pertaining to your office under intimation to this office.

Signed by

Narinder Pal Singh

Date: 25-04-2026 13:47:55

**(Er. Narinder Pal Singh)**

Engineer-in-Chief,  
HPPWD Shimla-2.

Copy forwarded for information and necessary action to:-

1. The Additional Chief Secretary (PW) to the Govt. of H.P. with reference to his office letter No. PWD-A-E0(I)/31/2025 Dated Shimla-2 23.04.2026.
2. The District Attorney In this office.
3. The Joint Controller(F& A) In this office.
4. All the Superintendents In this office.
5. Dealing Assistant 4,5,6&7 In ES-III In this office.

Signed by

Som Bhardwaj

Date: 25-04-2026 13:48:37

**(Som Bhardwaj)**

Registrar,  
Himachal Pradesh, PWD.,  
Shimla-171002.

Court Matter

No. PWD-A-EO(1)/31/2025  
Government of Himachal Pradesh  
Public Works Department

From

The Additional Chief Secretary (PW) to the  
Government of Himachal Pradesh

To

The Engineer-in-Chief,  
HPPWD, Shimla-02

Dated Shimla-2

23/01/2026

Subject:-

Regarding clarification of issues based on judgment  
passed by the Hon'ble Apex Court in SLP (C) No.  
23016/2023-titled as State of HP Vs Surajmani.

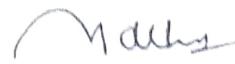
Sir.

I am directed to invite your attention to this department  
letter of even number dated 22.12.2025 on the subject cited above and to  
say that the matter was again taken up with the Finance (Regulations)  
Department, who has advised as under:-

*"Examined. The Finance Department, vide letter  
No. Fin(C)B(15)-14/2025 dated 27.06.2025 has issued guidelines  
for grant of work charge status and subsequently, vide letter dated  
04.04.2026 (copy enclosed) has issued clarification regarding the  
benefits admissible to persons granted such status in light of the  
Surajmani's case. Accordingly, the department is advised to  
examine and settle the issue in view of the aforesaid guidelines  
and clarification."*

You are, therefore, requested to take further necessary  
action in the matter, as per latest instructions of the Finance Department  
accordingly.

Yours faithfully,

  
(Surjeet Singh Dathora)

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24-4-26

No. Fin(C)B(15)-14/ 2025  
Government of Himachal Pradesh,  
Finance (Regulations) Department

The Principal Secretary (Finance) to the  
Government of Himachal Pradesh.

All the Administrative Secretaries to the  
Government of Himachal Pradesh.

Dated Shimla-2, the 4<sup>th</sup> April, 2026.

Subject:

Regarding conferment of work charge status in terms of orders passed by the Hon'ble Supreme Court of India in Civil Appeal No. 1595 of 2025 (arising out of SLP(C) No. 23016 of 2023)- The State of Himachal Pradesh & ors. Versus Surajmani & anr. alongwith connected matters on 06.02.2025.

Sir Madam,

I am directed to refer to this Department's letter of even number dated 27<sup>th</sup> June, 2025 on the subject cited above and to say that references are being received in Finance Department seeking clarification regarding benefits to be granted to the persons on work charge status. After thoughtful and careful consideration of the matter, it is clarified that:

1. The service rendered by an employee as work- charged, followed by regularization, shall count towards qualifying service for pensionary/ retiral benefits in accordance with the CCS (Pension) Rules, 1972.
2. The judgment in Mool Raj Upadhyaya pertains to grant of work charged status by placing the employee in the time scale of pay applicable to the corresponding lowest grade in the Government.
3. An employee on work- charged status shall not be entitled to any increment(s), as he is entitled only to the minimum of the time scale of pay applicable to the corresponding lowest grade.
4. A person on work- charged status shall become entitled to all service benefits admissible to a regular employee only after his regularization.
5. Daily-wage employees, whether Class-III or Class-IV, shall be entitled to conferment of work- charged status.

These instructions may be brought to the notice of the all concerned for strict compliance.

(This issues with approval of the competent authority).

Yours faithfully

(Vijay Vardhan)  
Special Secretary (Finance) to the  
Government of Himachal Pradesh

Deputy  
PERINTENDE

Additional  
A. P. vide  
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BY the  
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