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PART I

Punjab Government Notifications and Orders

GOVERNMENT OF PUNJAB

DEPARTEMNT OF RURAL DEVELOPMENT AND

PANCHAYATS (RDE- 2 BRANCH)

NOTIFICATION

The 22nd January, 2026

No.20/26/2023-1RDE2/650.-The Governor of Punjab is pleased to **merge and restructure** the existing cadres of Panchayat Secretaries and Gram Sewaks (Village Development Organizers) into a newly created unified cadre titled “**Panchayat Development Secretary (PDS)**”, as approved by the **Council of Ministers** in its meeting held on **14.08.2025**.

2. **In cabinet meeting held on 14.08.2025, the Council of Ministers has approved** the constitution of the cadre of Panchayat Development Secretaries as a **State Cadre**.

3. The detail of the above decision is as under: -

(A) Total number of sanctioned posts of Existing Gram Sewak (VDOs) cadre and Panchayat Secretaries cadre :

Group	Designation	No. of Posts
C	Gram Sewaks(VDOs)	1209
C	Panchayat Secretary	2242
Total Sanctioned Posts		3451

(B) Total number of surrendered posts of Existing Gram Sewak (VDOs) cadre and Panchayat Secretaries cadre:

Group	Designation	No. of Posts
C	Panchayat Secretary and Gram Sewaks(VDOs)	124 (out of total 3451)

(C) Total number of re-designated posts in the newly formed Panchayat Development Secretaries (PDS) cadre:

Group	Current Post	Re-designated	No. of Posts
C	Panchayat Secretary	Panchayat Development Secretary (PDS)	3327
C	Gram Sewaks(VDOs)		

4. In compliance of the decision of the Council of Ministers and keeping in view the recommendations of the Committee and the applicable rules/instructions, the cadres of Panchayat Secretaries and Gram Sewaks (VDOs) are hereby **merged and restructured** into the **newly created cadre of Panchayat Development Secretary as mentioned in Para 3 (C)**, with effect from the date of issue of this notification, subject to the following terms and conditions:

- a) The existing **Panchayat Secretaries**, upon submission of a **self-declaration**, shall be placed at the **tail of the existing seniority list of Gram Sewaks (VDOs)** and a **combined seniority list** shall be prepared in accordance with the prevailing seniority guidelines, whose title will also be renamed as per the new nomenclature of the cadre.
- b) The existing Panchayat Secretaries who fail to submit the required **self-declaration** under condition (a) within one month from the date of issue of this notification shall continue to remain in the cadre of Panchayat Secretaries, which has been declared a **Dying cadre**.
- c) Since the Panchayat Secretaries and Gram Sewaks (VDOs) have been performing identical duties, hence the **Panchayat Development Secretaries** shall henceforth discharge all duties and responsibilities that were previously assigned to Panchayat Secretaries and Gram Sewaks (VDOs) prior to their merger and restructuring. These **duties shall be incorporated** into the **new Service Rules of Panchayat Development Secretary**.
- d) The **Panchayat Development Secretaries** shall be eligible for promotion to the next higher post of **Social Education and Panchayat Officer (SEPO)** in accordance with prescribed promotion guidelines and provision of service rules of the SEPOs, which will also be amended in due course of time.
- e) As the **existing pay scale** of Panchayat Secretaries and Gram Sewaks (VDOs) is **identical**, the employees shall draw pay as may be **notified by the Government** from time to time in the newly created cadre. No employee shall be entitled to claim any pay **step-up benefit** arising from the merger and restructuring. However, the existing pay of the incumbent Panchayat Secretaries and Gram Sewaks (VDO's) shall be protected.
- f) The Department of **Rural Development and Panchayats**, Punjab shall notify new **Service Rules** for the cadre of **Panchayat Development Secretaries (PDS)**, in accordance with the instructions issued by the **Department of Personnel** from time to time.
- g) Employees covered under the **National Pension Scheme (NPS)** shall continue under NPS. Those appointed on or after 01.01.2004 but not yet registered under NPS shall be registered immediately. Employees appointed before 01.01.2004 shall continue under the **CPF Scheme of**

the Department and the matter regarding their coverage under the Old Pension Scheme shall be separately decided in **consultation with the Department of Finance** and the **Accountant General, Punjab**.

- h) Consequent upon the merger and restructuring, the **Punjab Panchayati Raj Act, 1994**, the **Punjab Panchayati Raj Rules, 2012**, the Service Conditions of **Panchayat Secretaries Rules, 2013**, and the Punjab Rural Development and **Panchayat Department (Class III) Service Rules, 1988** shall be amended or repealed, as may be required, to incorporate the post of Panchayat Development Secretary (PDS) and to give effect to all consequential changes, in accordance with the **decision of the Council of Ministers**;
- i) The existing budget provision under **Major Head 3604 – Compensation and Assignment to Local Bodies and Panchayati Raj Institutions (GIA – Salary)** shall be surrendered, and an equivalent provision shall be got made under **Major Head 2515 – Other Rural Development Programmes (Service Expenditure)** in consultation with the Department of Finance;
- j) This notification shall come into force **with immediate effect**, superseding all previous orders issued on this subject.
- k) The **approval/concurrence of the Department of Finance (Personnel-2 Branch)** has been duly obtained vide No. **FD-FP-2021-33-2024-3FP2, I/1101557/2025** dated 15.05.2025 and No. **FD-FP-2021-33-2024-3FP2, I/1231320/2025** dated 29.10.2025. Further, the **approval/concurrence of the Department of Personnel** has also been obtained vide **File No. 17/05/2023-4PP1(P.P.- 1 Branch)**. vide No. **PERS-PP4/21/2025-1PP4, I/1263357/2025 (P.P.-4 Branch)** dated 10.12.2025.
- l) This notification is issued in compliance with the approval of the **Council of Ministers** in its meeting held on **14.08.2025**, conveyed by the **Cabinet Affairs Branch, Department of General Administration** vide No. **1/18/2025-1Cabinet/5133-34** dated **14.08.2025**.

Sd/-

AJIT BALAJI JOSHI, IAS

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Department of Rural Development and Panchayats

S.A.S. NAGAR