

2025/58901
11/11/2025
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Directorate of School Education (Secondary), Punjab
PSEB Complex, Phase-8, SAS Nagar
(Establishment-4 Branch)

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Order No. E- 903472

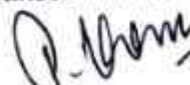
Dated: S.A.S Nagar: 06.11.2025

Speaking Order

1.0 Sh. Gurjant Singh Math Master, Government Senior Secondary School, Kularan, Block Samana 3, Distt. Patiala and 156 others, had filed Civil Writ Petition No. 14311 of 2025 in the Hon'ble Punjab and Haryana High Court with the prayer for issuance of a writ in the nature of mandamus directing the respondents to grant the statutory pay scale to the petitioners as per 2018 Rules viz. 10300-34800+ Grade Pay Rs.5000/- from entry into Service along with arrears and interest at 12% thereon. The petitioners has further prayed for issuance of writ directing the respondents to take into account the statutory pay scale of Rs. 10300-34800+Grade Pay Rs. 5000/- with further pay revisions. The petitioners had further prayed for directing the respondents to quash the instructions dated 17.07.2020 and 21.10.2020 (Annexures P-2 and P-3 respectively).

2.0 The Hon'ble Punjab and Haryana High Court disposed of the petition vide order dated 19.05.2025. The operative portion of the order is reproduced as below:-

*Prayer made in the present petition is for directing the respondents to grant the pay scale as per the statutory rules with regard to which reliance is placed on the judgment of this Court in **Saurabh Sharma and others vs. State of Punjab and another**, CWP-15896-2023, which was allowed on 13.09.2024 against which LPA-2977-2024 has also been dismissed on 10.12.2024. Regarding the claim raised in the present petition, a legal notice dated 12.03.2025, Annexure P-7, has been served to the respondents, which has yet not evoked any response. He, on instructions, prays that a direction may be given to the respondents to decide the same keeping in view the aforesaid judgment, in a time bound manner, to which learned State counsel has no objection.*

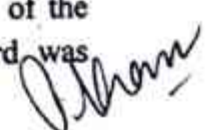


In view of the above and without commenting upon the merits of the case, this petition is hereby disposed of with a direction to the respondents to decide the legal notice dated 12.03.2025, taking note of the aforesaid judgment, within a period of 6 months, which this Court has no reason to believe the authorities would not address in a just, fair and reasonable manner. Upon doing so, after notice and hearing offered to them and if found entitled, grant the benefit forthwith. Needless to say, if the orders are adverse to their interest, the same shall contain reasons and the petitioners shall be free to seek legal redress thereupon.

In compliance with the above said direction of the Hon'ble Court, personal hearing was granted to the petitioners on 30.10.2025. I have carefully gone through the order dated 19.05.2025 and order dated 13.09.2024 passed by the Hon'ble Punjab and Haryana High Court in CWP No. 15896 of 2023 titled as Saurabh Sharma and others versus State of Punjab and another which held that all candidates appointed under the same recruitment process are entitled to equal pay as per the 2016 Rules regardless of actual appointment date in terms of which the present Petition has been disposed of. The relevant portion of the judgment in CWP No. 15896 of 2023 followed in Saurabh Sharma and Imran Hussain's case, explicitly directed that: -

"At this stage, learned counsel for the petitioners submit that though the petitioners have claimed interest but keeping in view the fact that they are only interested in the pay scale as entitled to them under 2016 Rules, they are not pressing their claim for the grant of interest."

In compliance with the Hon'ble High Court's order dated 13.09.2024, the Finance Department, being the competent authority, issued a circular dated 03.10.2025, advising all administrative departments to examine whether the factual circumstances of the petitioners under their jurisdiction are comparable to those in the case of Saurabh Sharma. In cases where such parity is established, the departments were directed to carry out due verification of the records and prepare a comparison statement in a tabulated format. Pursuant to this verification, the departments were further instructed to submit a comprehensive proposal for the grant of benefits, in conformity with the Hon'ble High Court's judgment dated 13.09.2024 in Saurabh Sharma case, with specific reference to the applicable service rules and regulations of the concerned administrative department. The information in this regard was obtained from DEO office.



Thereafter, the Finance Department has issued directions vide communication dated 03.10.2025 for the grant of benefits to all the petitioner of those writ petitions which are disposed of in terms of order dated 13.09.2024 passed in CWP No. 15896 of 2023.

Accordingly, in the light of the instructions dated 03.10.2023 (copy attached) by the competent authority, i.e., the Finance Department and based on the due verification of records by the concerned District Education Officers (Secondary Education), I, hereby accept the claim of the petitioners regarding grant of pay scale as applicable in Statutory Service Rules namely "Punjab Educational (Teaching Cadre) Group C Service Rules, 2018" as sought in the present writ petition bearing CWP No. 14311 of 2025, titled as Gurjant Singh Versus State of Punjab and Others as decided by the Hon'ble Court vide order dated 19.05.2025. It is hereby further directed and placed on record that this order is issued strictly in compliance with the binding directions of the Hon'ble High Court and the conditional concurrence granted by the Finance Department. The said concurrence is expressly limited to the peculiar facts and circumstances of the present case and is not to be cited, construed, or treated as a precedent in any other case, claim, or context, now or in future. Any attempt to invoke this order beyond its scope shall be considered legally untenable and administratively impermissible. As per above explained position concerned DDO's are directed to release benefits at the earliest.

Gurinder Singh Sodhi, P.C.S.

Director of School Education (SE), Punjab

Endst. No. Even / 2025 328651-653 Dated: 10/11/2025

A copy of the above is sent to the following for information and necessary action:-

1. Secretary to Government of Punjab, Department of School Education (Education-5 Branch), Civil Secretariat (II), Sector-9, Chandigarh.
2. Concerned District Education Officers (SE) to inform the petitioners.
3. Concerned Petitioners as per List Through D.E.O. (SE)


Assistant Director School Education

ਦਫਤਰ ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਾਅਕਟ ਨੰ: ਅ-1/1()2025/ 862

ਮਿਤੀ 11.11.2025

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੰਬਧਤ ਸਕੂਲ ਮੁਖੀਆਂ ਨੂੰ ਭੇਜ ਕੇ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਉਕਤ ਸਪੀਕਿੰਗ ਆਰਡਰ ਸੰਬਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਨੋਟ ਕਰਵਾਏ ਜਾਣ ਅਤੇ ਕਾਰਵਾਈ ਰਿਪੋਰਟ ਇਸ ਦਫਤਰ ਨੂੰ ਭੇਜਣੀ ਯਕੀਨੀ ਬਣਾਈ ਜਾਵੇ।


ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਨੰ: FD-FP-10CC(COCP)/10/2025-3FP1/1214672

ਪੰਜਾਬ ਸਰਕਾਰ
ਵਿੱਤ ਵਿਭਾਗ
(ਵਿੱਤ ਪ੍ਰਸੈਨਲ-1 ਸਾਖਾ)

ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ: 03 ਅਕਤੂਬਰ, 2025

ਸੇਵਾ ਵਿਖੇ,

ਸਮੂਹ ਵਿਸ਼ੇਸ਼ ਮੁੱਖ ਸਕੱਤਰ, ਵਪਾਰ ਮੁੱਖ ਸਕੱਤਰ, ਵਿੱਤੀ ਕਮਿਸ਼ਨਰ,
ਪ੍ਰਮੁੱਖ ਸਕੱਤਰ ਅਤੇ ਪ੍ਰਬੰਧਕੀ ਸਕੱਤਰ, ਪੰਜਾਬ ਸਰਕਾਰ,
ਪੰਜਾਬ ਰਾਜ ਦੇ ਸਮੂਹ ਵਿਭਾਗਾਂ ਦੇ ਮੁੱਖੀ,
ਰਜਿਸਟਰਾਰ, ਪੰਜਾਬ ਅਤੇ ਹਰਿਆਣਾ ਹਾਈਕੋਰਟ,
ਡਵੀਜ਼ਨਾਂ ਦੇ ਕਮਿਸ਼ਨਰ,
ਸਮੂਹ ਜਿਲ੍ਹਾ ਤੇ ਸੈਸ਼ਨਜ਼ ਜੱਜ,
ਸਮੂਹ ਡਿਪਟੀ ਕਮਿਸ਼ਨਰਜ਼,
ਸਮੂਹ ਸਬ ਡਵੀਜ਼ਨਲ ਮਜਿਸਟ੍ਰੇਟ ਅਤੇ
ਸਕੱਤਰ, ਪੰਜਾਬ ਵਿਧਾਨ ਸਭਾ ਸਕੱਤਰੇਤ।

ਵਿਸ਼ਾ:- ਸਿਵਲ ਰਿੱਟ ਪਟੀਸ਼ਨ 15896 ਆਫ 2023- ਸੇਰਤ ਸਰਮਾ ਬਨਾਮ ਪੰਜਾਬ ਸਰਕਾਰ
ਵਿੱਚ ਹੋਏ ਫੈਸਲੇ ਦੇ ਅਧਾਰ ਤੇ ਡਿਸਪੋਜ਼ ਆਫ ਹੋਏ/ਰੇ ਰਹੇ ਕੇਸਾਂ ਵਿੱਚ ਮਾਨਯੋਗ ਕੋਰਟ ਦੇ ਹੁਕਮਾਂ ਨੂੰ
ਲਾਗੂ ਕਰਨ ਸਬੰਧੀ।

ਸ਼੍ਰੀਮਾਨ ਜੀ,

ਮੇਨੂੰ ਉਪਰੋਕਤ ਵਿਸ਼ੇ ਸਬੰਧੀ ਇਹ ਲਿਖਣ ਦੀ ਹਦਾਇਤ ਹੋਈ ਹੈ ਕਿ ਜਿੱਥੋਂ ਤੱਕ ਮਾਨਯੋਗ
ਪੰਜਾਬ ਅਤੇ ਹਰਿਆਣਾ ਹਾਈਕੋਰਟ ਵੱਲੋਂ ਸਿਵਲ ਰਿਟ ਪਟੀਸ਼ਨ ਨੰਬਰ 15896 ਆਫ 2023 ਵਿੱਚ ਮਿਤੀ
13-9-2024 ਨੂੰ ਦਿੱਤੇ ਫੈਸਲੇ ਅਤੇ ਉਸ ਦੇ ਅਧਾਰ ਤੇ ਡਿਸਪੋਜ਼ ਆਫ ਹੋਏ/ਰੇ ਰਹੇ ਕੇਸਾਂ ਵਿੱਚ ਮਾਨਯੋਗ
ਪੰਜਾਬ ਅਤੇ ਹਰਿਆਣਾ ਹਾਈਕੋਰਟ ਦੇ ਫੈਸਲਿਆਂ ਨੂੰ ਲਾਗੂ ਕਰਨ ਦਾ ਸਬੰਧ ਹੈ, ਇਹਨਾਂ ਕੋਰਟ ਕੇਸਾਂ ਵਿੱਚ
ਸਮੂਹ ਪ੍ਰਬੰਧਕੀ ਵਿਭਾਗ ਆਪਣੇ ਵਿਭਾਗਾਂ ਵਿੱਚ ਦਾਇਰ ਸਿਵਲ ਰਿੱਟ ਪਟੀਸ਼ਨਾਂ ਦੇ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਉਹਨਾਂ ਦੀ
ਨਿਯੁਕਤੀ ਸਮੇਂ ਉਹਨਾਂ ਦੇ ਵਿਭਾਗੀ ਸੇਵਾ ਨਿਯਮਾਂ ਵਿੱਚ ਦਰਜ ਸਕੇਲਾਂ ਅਨੁਸਾਰ ਤਨਖਾਹ ਫਿਕਸ ਕਰਨ ਸਬੰਧੀ
ਅਗਲੇਰੀ ਕਾਰਵਾਈ ਕੀਤੀ ਜਾਵੇ।

2. ਸਮੂਹ ਪ੍ਰਬੰਧਕੀ ਵਿਭਾਗਾਂ ਨੂੰ ਇਹ ਵੀ ਸਪੱਸ਼ਟ ਕੀਤਾ ਜਾਂਦਾ ਹੈ ਕਿ ਜਦੋਂ ਤੱਕ ਸਰਕਾਰ ਵੱਲੋਂ
ਅਜਿਹੇ ਕਰਮਚਾਰੀਆਂ ਦੀ further ਪੇਅ ਫਿਕਸੇਸ਼ਨ/ਪੇਅ ਸਕੇਲਾਂ ਸਬੰਧੀ ਕੋਈ ਹਦਾਇਤਾਂ/ਨੋਟੀਫਿਕੇਸ਼ਨ ਜਾਰੀ
ਨਹੀਂ ਕੀਤੀ ਜਾਂਦੀਆਂ, ਉਦੋਂ ਤੱਕ ਅਜਿਹੇ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਮਾਨਯੋਗ ਅਦਾਲਤ ਦੇ ਹੁਕਮਾਂ ਦੀ ਪਾਲਣਾ ਕਰਦੇ
ਹੋਏ ਵਿਭਾਗੀ ਸੇਵਾ ਨਿਯਮਾਂ ਵਿੱਚ ਦਰਜ ਪੇਅ ਸਕੇਲਾਂ ਵਿੱਚ ਹੀ ਬਣਦੀ ਤਨਖਾਹ ਦੇਣ ਲਈ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ
ਕੀਤੀ ਜਾਵੇ।

3. ਇਹ ਹਦਾਇਤਾਂ ਸਮਰੱਥ ਅਥਾਰਟੀ ਦੀ ਪ੍ਰਵਾਨਗੀ ਉਪਰੰਤ ਜਾਰੀ ਕੀਤੀ ਜਾਂਦੀਆਂ ਹਨ।

4. ਇਹਨਾਂ ਹਦਾਇਤਾਂ ਦੀ ਇੰਨ ਬਿੰਨ ਪਾਲਣਾ ਕਰਨੀ ਪ੍ਰਬੰਧਕੀ ਵਿਭਾਗਾਂ ਵੱਲੋਂ ਯਕੀਨੀ ਬਣਾਈ
ਜਾਵੇ।

ਜਤਿੰਦਰ ਕੁਮਾਰ
(ਜਤਿੰਦਰ ਕੁਮਾਰ)
ਉਪ ਸਕੱਤਰ, ਵਿੱਤ