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18/6/2024  
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**Directorate of School Education (Secondary), Punjab**  
**PSEB Complex, Phase-8, SAS Nagar**  
**(Establishment-1 Branch)**  
E-mail:- dpise.amlal@punjabeducation.gov.in

Order No.417616 /E-1(6) *ਸਤਿ ਸਿੰਘ ਨੰ: 004-022*  
Dated, SAS Nagar 12-06-2024 *13.06.24*

**Speaking Order**

1.0 Sh.Anrinder Singh, aged 45 years, son of Sh.Jagjit Singh, presently working as Lecturer (Punjabi) in the Govt. Senior Secondary School, Burj Gill, District-Bathinda, permanent resident of village & P.O Bhairupa, H.No. 139, Agwar Langer Da Patti Kangarh, Tehsil Rampura Phul, District Bathinda (Pb.) and 69 others had filed Civil Writ Petition No.26168 of 2022 and prayed to quash the order dated 16-09-2022 (Annexure P-11) passed by the respondent no.3 whereby the claim of the petitioners seeking the benefit of their 4,9 and 14 year ACP w.e.f. their respective due dates as mentioned in Annexure/P-1, while not treating their regular satisfactory service period as qualifying period for the purposes of grant of benefit of ACP, during which period, petitioners had discharged higher duties and responsibilities of Drawing and Disbursing officer (DDO)/ Officiating Principal/ Headmaster/ Headmistress as per the orders of the respondent no.3, has been rejected. The petitioners have further prayed to direct the respondents to consider the claim of the petitioners for grant of benefit 4,9 and 14 Years of ACP w.e.f. their respective due dates of eligibility as mentioned in Annexure R-1 alongwith all consequential benefits arisen thereof. The petitioners have further prayed to quash the letter dated 07-08-2017 (Annexure P-7) issued by the respondent no.1. The same has been disposed of by the Hon'ble Punjab and Haryana High Court vide its order dated 14.03.2024, the operative part of which reads under:-

*"During the pendency of the writs, a similarly situated employee namely Narinder Kaur, who had filed CWP-29735-2022 was granted the benefit, as claimed by the petitioners, vide office order dated 10.01.2023, thus it was disposed of as having been rendered infructuous on 13.04.2023. They, at this stage on instructions, submit that the petitioners would be satisfied, if a direction is given to the respondents to decide their claims in the light of the above, but the issue of interest may be left open*

*In view of the aforesaid and without commenting upon the merits of the case, the present petition is disposed of with a direction to respondents to consider the case of the petitioners, within a period of three months by taking*

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note of the relief granted to Narinder Kaur and if found entitled, necessary benefit be granted forthwith. However, the issue of interest shall remain open.

*A photocopy of this order be placed on the files of connected cases.*"

2.0 That, The Punjab Government vide its circular letter No. 7/14-86 5 PP-1/2269/18527, dated 1.12.1988 had decided that subject to suitability besides the regular annual increment on each occasion on completion of eight and eighteen years' service on 1.1.1986 or on appointed day as defined in the Punjab Civil Services (Revised Pay) Rules, 1988 against a post, in the form of proficiency step-up(s), shall be granted to all Punjab Govt employees. Similarly, vide Punjab Government circular letter No. 7/37/98- 5 PP-1/12831, dated 25.9.1998, it had been decided to grant the benefit of additional increment/higher pay scale under the Assured Career Progression Scheme with effect from 1.1.1996 on completion of 8,16,24 and 32 years service. In the said instructions, it has categorically been mentioned that placement in higher scale and proficiency step-up under the policy shall be granted only to those employees whose overall service record is adjudged as 'good'. Thereafter, vide Punjab Government instructions contained in letter No. 7/60/2006 - 5 PP-1/15963, dated 3.11.2006, *inter-alia*, clarified that the procedure for assessing the work and conduct for placement in the higher scale shall be same applicable to the case of promotion.

3.0 That, the precise grievance of the petitioners is that they are entitled for their 4, 9 and 14 years ACP benefits w.e.f. during which period, the petitioners had discharged higher responsibilities of Drawing and Disbursing Officers as Principals/ Head Master/Head Mistresses by treating their regular service for the purpose of grant of benefit of ACP on completion of 4,9 and 14 years' service. It has found that the petitioners had officiated to the post of Principal/Head Master/ Head Mistresses for which they had already granted the benefit of higher responsibility. The petitioners were given the benefit of higher pay scale meant for Principals/ Head Master/Head Mistresses as an arrear on account of working as officiating Principals/ Head Master/Head Mistresses has been paid to the petitioners. It is relevant to mention herein that the rationale behind grant of benefit under Assured Career Progression scheme is that in case an employee, who is not promoted to the next higher level on account of non-availability of a vacancy at such higher level or non-existence of a promotional level in the 'Cadre' is granted the benefit under the said scheme. Whereas in the present case, the petitioners were given benefit of higher pay scale of Principals/ Head Master/Head Mistresses, which are the next promotional posts, therefore, the benefit under Assured Career Progression Scheme on completion of 4,9 and 14 years' service in the cadre of Master/Mistress/Lecturer was required to be

postponed for the period, the petitioners had enjoyed the higher pay scale of Principals/ Head Master/Head Mistresses. The petitioners had also worked in the capacity of Drawing and Disbursing Officer and they are supposed to acquaint with the said simple principle.

4.0 That the petitioners had relied upon order passed in Civil Writ Petition No. 29735 of 2023 - Narinder Kaur V/s/ State of Punjab and others, wherein the benefit of ACP has been released by the department to the said petitioner. However, on perusal of record it has been found that the said benefit was granted inadvertently. The action regarding the withdrawal of benefits wrongly given to Mrs. Narinder Kaur is under the consideration of the department.

5.0 In the light of above said facts and legal position the claim of the petitioners is rejected accordingly.

**Parmjit Singh P.C.S**  
**Director School Education (Secondary), Punjab**

Endst. No :- Even/ <sup>ਸਮੇਂ ਸਿਰ</sup> ਨੰ: 004-022 Dated: SAS Nagar 13/06/24

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

1. Nodal (Legal Cell), O/o DSE(S) Punjab, S.A.S.Nagar.
2. District Education Officer (S.E.), Bathinda, Faridkot, Mansa, Fazilka, Shri Muktsar Sahib, Ludhiana, Ferozepur, Moga, Amritsar, Barnala, Jalandhar, S.A.S.Nagar, Gurdaspur, Patiala and Ropnagar.
3. Concerned School Head.
4. All the petitioners be served through their DEO's and compliance report be sent to this office accordingly.

<sup>13/06/24</sup>  
Assistant Director (S.E.)  
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੨੦੨੦ - ਸਿੱਖ ਸਿੱਖਿਆ ਮਹਾਂਮਾ (ਸੰ.ਸਿ.) ਘੋਸ਼ਣਾ  
ਪਿਛੇਲੇ ਨੰ. ਸ-੬/੧੭੨੦੨੪/੧੦੩੭ ਤਾਰੀਖ 18-06-24

ਜਗਤ ਪ੍ਰਿੰਸੀਪਲ/ਸਿੱਖ-ਆਧਿਕਾਰਕ ਸਕੂਲ/ਕਿੱਲਰੀ  
ਸਿੱਖ ਸਕੂਲ ਨੂੰ ਵਿੱਤੀ ਹੁਕਮ ਨੂੰ ਪਾਠ ਨਿੱਤ ਭੇਜਣ  
ਵਿੱਖਿਆ ਕਮਿਸ਼ਨ ਨੂੰ ਸਿੱਖ ਸਕੂਲ-ਘੋਸ਼ਣਾ ਹੁਕਮ ਦੀ  
ਪਾਠ ਸਮੇਂ ਸਿਰ ਭੇਜਣੀ ਚਾਹੀਦੀ ਹੈ। ਸਿੱਖ ਨੂੰ ਆਪਣੀ  
ਕੋਈ ਸਮਝਿਆ ਭੇਜਣੀ

<sup>Signature</sup>  
ਸਿੱਖ ਸਿੱਖਿਆ ਮਹਾਂਮਾ (ਸੰ.ਸਿ.)  
18/06/24