

**Office of Director School Education (Secondary) Punjab, Complex Punjab School  
Education Board, Block-E, Phase-8, SAS Nagar.  
(Establishment-2 Branch)**

Order No. Efile-1003271 Est 2(3 )

Dated, S.A.S Nagar: 04-02-2026

1. The petitioner Yudhjit Singh d/o Sh.Baljit Singh and others filed Civil Writ Petition No. 4978 of 2025 in the Hon'ble Punjab and Haryana High Court with the prayer to direct the respondents to consider the claim of the petitioners for extending them the benefit of judgment of the Hon'ble High Court in CWP no 15896 of 2023 titled as Saurabh Sharma and others vs State of Punjab and another. The Hon'ble Punjab and Haryana High court disposed of the writ petition vide order dated 21.02.2025. The operative portion of the order is reproduced as below:-

"In view of the above and without commenting upon the merits of the case, the petitions are hereby disposed of with a direction to the respondents to decide the legal notices dated 03.02.2025, 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."

2. In compliance with the above said orders of the Hon'ble Court, the petitioners were afforded opportunity of personal hearing on dated 09.01.2026 in this directorate. The petitioners who attended personal hearing have submitted their representations.

*Handwritten initials: J.K.P.*

I have examined the said representation and the claim raised by the petitioners during personal hearing and has also considered the order of Hon'ble Court in CWP No. 15896 of 2023 titled as Saurabh Sharma and others versus State of Punjab and another in which it was 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's case is as under:-

*"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..."*

3. The services of petitioners are governed by the "Punjab Educational (Teaching Cadre) Group C Service Rules, 2018." Rule 5 of the said rules provide that, "The members of the Service shall be entitled to such scales of pay as may be authorized by the Department of Finance from time to time. Accordingly, the approval is hereby accorded to fix the pay of the petitioners as per the above mentioned 2018 Rules. Further, according to the Punjab Civil Services (Revised Pay) Rules, 2021 notified by the State of Punjab vide notification No. 09/01/2021-5FP1/671 dated 05.07.2021, these pay scales are not applicable to employees recruited on or after 17.07.2020. The relevant part of the said rules is reproduced below:

"2(2) They shall not apply to the- (b) Government employees recruited in the service of the State of Punjab or the Punjab Vidhan Sabha on or after 17.07.2020, on whom pay scales on the pattern of the Government of India are applicable."

As per above provision made in the rules the pay scales as per 6th Punjab Pay Commission are not applicable to the petitioners in this case.

4. Subsequently, in compliance of the orders of the Hon'ble High Court in matters related to Saurabh Sharma's case, Department of Finance, Punjab has issued instruction dated 05.01.2026, wherein it has been decided to grant the pay scale to the petitioners/employees which are more beneficial to them. The relevant part of the instruction dated 05.01.2026 is reproduced here under:

*" 5. Decision of Government*

*5.1 After examination, the Government has decided that re-fixation of pay in cases decided on the basis of the judgment in Saurabh Sharma &Ors. vs. State of Punjab &Ors. shall be undertaken as under:*

*A. Cases where Departmental Pay Scale is Lower than 7th CPC Pay Scale*

*Where the pay fixed under the Departmental Service Rules (as applicable on the date of appointment) is lower than the pay scale notified on the pattern of the 7th CPC, the pay shall be fixed strictly as per the 7th CPC pay scale, being more beneficial to the employee.*

*Such cases are already covered under Finance Department letter dated 30.10.2025 and shall not require further re-fixation. This category includes:*

- Employees governed by departmental rules mentioning pre-5th PPC pay scales, and*
- Most employees governed by departmental rules mentioning pre-revised 5th PPC pay scales.*

*B. Cases where Departmental Pay Scale is Higher than 7th CPC Pay Scale.*

*Where the pay fixed under the Departmental Service Rules is higher than the pay scale notified on the pattern of the 7th CPC, re-fixation shall be carried out as under:*

- i) Employees not covered under instructions dated 15.01.2015*

For employees to whom Finance Department letter No. 7/204/2012-4FP1/66 dated 15.01.2015 is not applicable, and where the salary (Basic Pay + DA\*) under Departmental Rules exceeds the salary (Basic Pay+DA\*\*) under the 7th CPC:-

- The salary under the Departmental Rules shall be taken as the basis.
- The corresponding basic pay shall be fixed at the same stage, or if not available, at the next higher stage in the 7th CPC pay level notified for the post.

(DA rates shall be applied strictly in accordance with Annexure 'A' as clarified in the earlier instructions.)

Illustration: Annexure 'B'

ii) Employees covered under instructions dated 15.01.2015

- During the probation period, if the minimum pay in the pay band under Departmental Rules is lower than Cell-1 of the 7th CPC pay level, pay shall be fixed at Cell-1, being more beneficial
- If such pay is lower than applicable DC rates, DC rates shall apply.
- On successful completion of probation, pay shall be fixed strictly as per Para A or Para B(i), as applicable."

5. Accordingly, in compliance of the orders dated 21.02.2025 passed by the Hon'ble High Court and in light of the above said directions dated 05.01.2026 issued by the competent authority, i.e., the Department of Finance, Punjab, the pay of the petitioners be re-fixed strictly as per instructions contained in para 5 of the said instructions dated 05.01.2026.

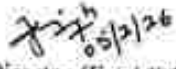
Gurinder Singh Sodhi,  
Director School Education (Secondary),  
Punjab

Endst. No. Even/20263/111

dated: 05-02-2026

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

1. All concerned District Education Officer(SE) Punjab with the instruction that copy of this order to the employee concerned be ensured at his level immediately.
2. Employees concerned through concerned District Education Officer (SE) Punjab.

  
Assistant Director (Establishment-2)

## IN THE HIGH COURT OF PUNJAB AND HARYANA AT CHANDIGARH.

C.W.P. No \_\_\_\_\_ of 2025

1. Yudhjit Singh Sra, aged 34 years, son of Sh. Baijit Singh Sra, presently working as English Master, GHS Talwandi Nipalan, Ferozepur, resident of H No. 2014, Birla Mill Road, Near Bahia Fort Hotel, Bathinda, District-Bathinda, Aadhar Card No. 6362 6781 5940, Mobile No. 80540-29290.
2. Sanjeev Garg, aged 37 years, son of Sh. Krishan Garg, presently working as English Master, Govt Sen Sec School (Boys) Chohla Sahib, Tarn Taran, resident of Ward No 4, Sardulgarh, District-Mansa, Aadhar Card No. 6248 2746 0634, Mobile No. 98883-76404.
3. Sandeep Kaur, aged 38 years, daughter of Sh. Avtar Singh, presently working as English Mistress, Govt Sen Sec Smart School Hargobindpur, Gurdaspur, resident of Akali Kaur Singh Colony, Zirakpur, District -S.A.S. Nagar (Mohali), Aadhar Card No. 7377 1733 6440, Mobile No. 94657-84842.
4. Varinder Singh, aged 33 years, son of Sh. Megh Singh, presently working as English Master, GHS Thathian Mahantan Tarn Taran, resident of Village-Mandhalli, P.O.-Tahlian, Tehsil- Budhlada, Distt.-Mansa, Aadhar Card No. 7285 1048 8174, Mobile No. 97000-53743.
5. Pritpal Singh, aged 40 years, son of Sh. Ajaib Singh, presently working as English Master, GHS Gandiwind Dhattal, Tarn Taran, resident of H. No. 23321, Street No. 12, Bhai Mati Das Nagar, Bathinda, District-Bathinda, Aadhar Card No. 5093 7762 1847, Mobile No. 94635-03977.
6. Atal Deepak, aged 26 years, son of Sh. Amarnath, presently working as English Master, GHS Ruriwala, Tarn Taran, resident of Barkandi Road Near Canal View Restaurant, Ramdas Nagar, Gali No 2, Sri Muktsar Sahib, Aadhar Card No. 3422 6545 5454, Mobile No. 98725-27481.
7. Gursewak Singh, aged 32 years, son of Sh. Pritam Singh, presently working as English Master, GSSS Dera Sahib, Tarn Taran, resident of Village-Mahanbadhar Tehsil and District Sri Muktsar Sahib, Aadhar Card No. 603183646707, mobile No. 98723-53288.

8. Jagdish Kumar, aged 41 years son of Sh. Hari Chand, presently working as English Master, GHS Chamba Kalan, Tarn Taran, resident of House No. 709, Tilak Nagar, Gali No 6, Sri Muktsar Sahib, District- Sri Muktsar Sahib, Aadhar card No. 2851 0177 0197, Mobile No. 94174-49538.
9. Gurpreet Singh, aged 30 years, son of Sh. Sukhdev Singh, presently working as English Master, GMS Rasoolpur, Firozpur, resident of H. No. 23571, Harbans Nagar, Mansa Road, Bathinda, District-Bathinda, Aadhar Card No. 7621 7530 9010, Mobile No. 90417-72019.
10. Gurwinder Singh, aged 32 years, son of Sh. Baljit Singh, presently working as Math Master, GHS Boparai, Tarn Taran, resident of Village-Mansoorpur P.O & Tehsil-Khamanon, District-Fatehgarh Sahib, Aadhar card No. 9863 5654 1791, Mobile No. 82646-85847.
11. Gursewak Singh, aged 37 years, son of Sh. Labh Singh, presently working as English Master, GHS Lalpur, Tarn Taran, resident of Village-Burj Rathi, P. O.-Bhaini Bagha, Tehsil & Distt-Mansa, Aadhar Card No. 483892152499, Mobile No. 98884-85885.
12. Manpreet Kaur, aged 41 years, daughter of Sh. Major Singh, presently working as English Mistress, GHS Panjwar, Tarn Taran, resident of V.P.O- Doda, District-Shri Muktsar Sahib, Aadhar card No. 965503066964, Mobile No. 90561-96745.
13. Karanpal Singh, aged 44 years, son of Sh. Maghar Singh, presently working as English Master, GMS, Dharar, block Jandiala Guru, Amritsar resident of H. No. C-1, New Focal Point, Dabwall Road, Bathinda, District-Bathinda, Aadhar Card No. 5374 2810 9623, Mobile No. 98554-21015.
14. Kirandeep Kaur Gill, aged 34 years, daughter of Sh. Baldev Singh Gill, presently working as English Mistress, Government High School Bangi Rughu, Bhatinda, resident of H. No 1016, Model Town, Phase 3 Bathinda, District-Bathinda, Aadhar Card No 4654 1058 2957, Mobile No. 62802-57858.
15. Gagandeep Kaur, aged 37 years, daughter of Sh. Balvinder Singh, presently working as English Mistress, Govt. Co-Edu. Sen. Sec. Smart School Golewala, Faridkot, resident of V.P.O. Sukhanwala, Distt-Faridkot, Aadhar Card No. 4762 1192 8719, Mobile No. 86990-19102.

16. Kirandeep Kaur, aged 33 years, daughter of Sh. Gurmeet Singh presently working as English Mistress, GSSS Kussuwala, Ferozepur, resident of V.P.O.-Mehma Bhagwana, Teh. & Dist. Bathinda, Aadhar Card No. 8053 0996 6628, Mobile No. 76960-63708.
17. Amandeep Kaur, aged 27 years, daughter of Sh. Surinder Singh, presently working as English Mistress, GSSS Koom Kalan, Block-Mangat, Ludhiana, resident of Village-Lallon Khurd, Teh. Amlon, Distt. Fatehgarh Sahib, Aadhar card No. 6995 7456 6241, Mobile No. 88725-73541.
18. Gurbaz Singh, aged 36 years, son of Sh. Satnam Singh, presently working as English Master, Govt Girls Sen Sec School Sarhali, Tarn Taran resident of Patti Bhikhi Ki, V.P.O.-Chohla Sahib, Distt. Tarn Taran, Aadhar card No. 5226 6770 0906, Mobile No. 89681-00585.
19. Sukhdeep Singh, aged 34 years, son of Sh. Joginder Singh, presently working as English Master, GMS Seich, Kapurthala, resident of V.P.O.- Rukanpura Khui Khara, Tehsil-Abohar, Distt. Fazilka, Aadhar card No. 9163 6131 3245, Mobile No. 99889-92582.
20. Paramjeet Singh, aged 36 years, son of Sh. Ajaib Singh, presently working as English Master, GMS Gazal, Block, Valtoha, Tarn Taran, resident of V.P.O.-Megha Panj Grain Hithar, Teh.- Guruharsahai, District- Ferozepur, Aadhar card No. 405913811098, mobile No. 95015-22080.
21. Daljeet Kaur, aged 35 years, daughter of Sh. Kaur Singh, presently working as English Mistress, GMS, Behak Fattu , Firozpur, resident of Sharma Clinic, Ward No. 25, Moosa Road, Mansa, District-Mansa, Aadhar Card No. 2437 2788 2012, Mobile No. 78889-26610.
22. Vishav Bhanu Sharma, aged 37 years, son of Sh. Kulwant Rai Sharma, presently working as English Master, GHS Baupur, Jalandhar, resident of V.P.O.-Jagmalwali, Tehsil- Kalanwali, Disit Sirsa (Haryana), Aadhar Card No. 5743 8352 2086, Mobile No. 94666-70376.
23. Guminder Kaur, aged 31 years, daughter of Sh. Baljinder Singh, presently working as Science Mistress, SSD GMS Kitna, Hoshiarpur, resident of Village-Haveli, Tehsil-Garhshankar, District-Hoshiarpur, Aadhar Card No. 5263 7449 7932, Mobile No. 98721-59906.

24. Manju Devi, aged 26 years, daughter of Sh. Indraj, presently working at English Mistress, GMS Amarpur Bela, District-Rupnagar, resident of Village Kahnewala, P.O.- and Teh. Sardulgarh, Distt. Mansa, Aadhar Card No. 9326 4529 6000, Mobile No. 62838-50320.

25. Gurtej Singh Sidhu, aged 30 years, son of Sh. Sahib Singh, presently working as English Master, GMS Manihala Jai Singh, District-Tarn Taran, resident of V.P.O Tarmala, Tehsil-Malout, District-Sri Muktsar Sahib, Aadhar Card No. 9308 0538 7318, Mobile No. 94658-19140.

26. Manpreet Kaur, aged 29 years, wife of Sh. Baljeet Singh, presently working as Science Mistress, GHS Fateh Majri UPS, Block- Samana-2, Patiala, resident of House Village-Malhewal, Tehsil-Nabha, District-Patiala, Aadhar Card No. 3643 0047 1646, Mobile No. 97791-24895.

.....Petitioners

Versus

1. State of Punjab through Secretary to Govt. of Punjab, Deptt. of School Education, Punjab Civil Secretariat, Chandigarh.
2. Director Public Instructions (Secondary Education), Punjab, Punjab School Education Board Complex, Phase-8, S.A.S. Nagar (Mohali).
3. Principal Secretary, Department of Finance, Government of Punjab, Punjab Civil Sectt., Chandigarh.
4. Principal Secretary,  
Department of Personnel, (Personnel Polices-1 Branch), Punjab Civil Sectt., Chandigarh.

.....Respondents

Chandigarh

Dated :-17.02.2025

(H.S. Saini)

Advocate

Counsel for the Petitioners

Office of Director School Education (Secondary) Punjab, Complex Punjab School  
Education Board, Block-E, Phase-8, SAS Nagar.  
(Establishment-2 Branch)

Order No. Efile-1003271 Est 2(3)  
Dated, S.A.S Nagar: 04-02-2026

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1. The petitioner Yudhjit Singh d/o Sh.Baljit Singh and others filed Civil Writ Petition No. 4978 of 2025 in the Hon'ble Punjab and Haryana High Court with the prayer to direct the respondents to consider the claim of the petitioners for extending them the benefit of judgment of the Hon'ble High Court in CWP no 15896 of 2023 titled as Saurabh Sharma and others vs State of Punjab and another. The Hon'ble Punjab and Haryana High court disposed of the writ petition vide order dated 21.02.2025. The operative portion of the order is reproduced as below:-

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2. In compliance with the above said orders of the Hon'ble Court, the petitioners were afforded opportunity of personal hearing on dated 09.01.2026 in this directorate. The petitioners who attended personal hearing have submitted their representations.

*22*  
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*"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..."*

3. The services of petitioners are governed by the "Punjab Educational (Teaching Cadre) Group C Service Rules, 2018." Rule 5 of the said rules provide that, "The members of the Service shall be entitled to such scales of pay as may be authorized by the Department of Finance from time to time. Accordingly, the approval is hereby accorded to fix the pay of the petitioners as per the above mentioned 2018 Rules. Further, according to the Punjab Civil Services (Revised Pay) Rules, 2021 notified by the State of Punjab vide notification No. 09/01/2021-SFP1/671 dated 05.07.2021, these pay scales are not applicable to employees recruited on or after 17.07.2020. The relevant part of the said rules is reproduced below:

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As per above provision made in the rules the pay scales as per 6th Punjab Pay Commission are not applicable to the petitioners in this case.

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*5.1 After examination, the Government has decided that re-fixation of pay in cases decided on the basis of the judgment in Saurabh Sharma & Ors. vs. State of Punjab & Ors. shall be undertaken as under:*

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*Where the pay fixed under the Departmental Service Rules (as applicable on the date of appointment) is lower than the pay scale notified on the pattern of the 7th CPC, the pay shall be fixed strictly as per the 7th CPC pay scale, being more beneficial to the employee.*

*Such cases are already covered under Finance Department letter dated 30.10.2025 and shall not require further re-fixation. This category includes:*

- Employees governed by departmental rules mentioning pre-5th PPC pay scales, and*
- Most employees governed by departmental rules mentioning pre-revised 5th PPC pay scales.*

*B. Cases where Departmental Pay Scale is Higher than 7th CPC Pay Scale.*

*Where the pay fixed under the Departmental Service Rules is higher than the pay scale notified on the pattern of the 7th CPC, re-fixation shall be carried out as under:*

- i) Employees not covered under instructions dated 15.01.2015*

For employees to whom Finance Department letter No. 7/204/2012-4FP1/66 dated 15.01.2015 is not applicable, and where the salary (Basic Pay + DA\*) under Departmental Rules exceeds the salary (Basic Pay+DA\*\*) under the 7th CPC:

- The salary under the Departmental Rules shall be taken as the basis.
- The corresponding basic pay shall be fixed at the same stage, or if not available, at the next higher stage in the 7th CPC pay level notified for the post.

(DA rates shall be applied strictly in accordance with Annexure 'A' as clarified in the earlier instructions.)

Illustration: Annexure 'B'

ii) Employees covered under instructions dated 15.01.2015

- During the probation period, if the minimum pay in the pay band under Departmental Rules is lower than Cell-1 of the 7th CPC pay level, pay shall be fixed at Cell-1, being more beneficial.
- If such pay is lower than applicable DC rates, DC rates shall apply.
- On successful completion of probation, pay shall be fixed strictly as per Para A or Para B(i), as applicable."

5. Accordingly, in compliance of the orders dated 21.02..2025 passed by the Hon'ble High Court and in light of the above said directions dated 05.01.2026 issued by the competent authority, i.e., the Department of Finance, Punjab, the pay of the petitioners be re-fixed strictly as per instructions contained in para 5 of the said instructions dated 05.01.2026.

Gurinder Singh Sodhi,  
Director School Education (Secondary),  
Punjab

Endst. No. Even /20263/111

dated: 05-02-2026

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

1. All concerned District Education Officer(SE) Punjab with the instruction that copy of this order to the employee concerned by ensured at his level immediately.
2. Employees concerned through District Education Officer (SE) Punjab

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੇ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਾਅਕਟ ਨੰ: ਅ-1/1( )2026/ 955

ਮਿਤੀ 09.02.2026

Assistant Director (Establishment-2)

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੰਬਧਤ ਸਕੂਲ ਮੁਖੀਆਂ ਜਿਲਾ ਬਠਿੰਡਾ ਨੂੰ ਭੇਜ ਕੇ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਉਕਤ ਆਰਡਰ ਸੰਬਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਨੋਟ ਕਰਾਏ ਜਾਣ ਅਤੇ ਕਾਰਵਾਈ ਰਿਪੋਰਟ ਇਸ ਦਫਤਰ ਨੂੰ ਭੇਜੀ ਜਾਵੇ।

ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੇ.ਸਿ)  
ਬਠਿੰਡਾ