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**Directorate of School Education (Secondary), Punjab**  
**PSEB Complex, Phase-8, SAS Nagar**  
**(Establishment-1 Branch)**

Order: No. E- 948557Estt-1(6)  
Date: 01.01.2026

**Speaking Order**

Whereas, the petitioners filed CWP No. 14422 of 2025 titled as Kaur Singh & others versus State of Punjab & others for the issuance of direction to respondent department to release arrears of revised pay (between 01.01.2016 to 30.06.2021) to the petitioners occurred on account of implementation of 6<sup>th</sup> Pay Commission, as more than 4 years have already been passed after the implementation of the recommendations of the 6<sup>th</sup> Punjab Pay Commission, but till date same has not been released. And a direction may kindly be issued to the respondent department to grant the benefit of judgment dated 16.04.2024 passed by this Hon'ble Court in CWP 8364-2024 titles as Suresh Kumar Singla and others vs State of Haryana and others to the petitioners or to decide the legal notice dated 22.01.2025 (Annexure-P6) served by the petitioners.

2. Whereas, the Hon'ble court was pleased to pass the following orders on 19.05.2025: -

*"1. Learned counsel states that a legal notice dated 22.01.2025 (Annexure P6) has been served for the claim as raised in the present case to release arrears of revised pay to the petitioners on account of implementation of 6th Punjab Pay Commission. However, the same has yet not evoked any response. He thus, on instructions, prays that a direction may be given to the respondents to decide the same in a time bound manner, to which learned State counsel has no objection to the limited prayer made.*

*2. 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 22.01.2025, within a period of 4 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 continue, reasons and the petitioners shall be free to seek legal redress thereupon.*

3. Whereas, the petitioners are pensioners/family pensioners and getting pension under Punjab Civil Services Rules and retired from the various Government Departments under the Control of Government of Punjab.

4. Whereas, the Government of Punjab, on the recommendations of the 6th Punjab Pay Commission notified the Punjab Civil Services (Revised Pay), 2021 Rules vide Notification dated 05.07.2021. As per notification dated 05.07.2021, factor 2.25 or 2.59 was applicable only for pay revision. This notification is not concerned with the revision of pension of the employees who retired before 1.1.2016. According to the Notification dated 05.07.2021 issued by the Finance Personnel -1 branch, the Government employees recruited in the service before 01.01.2016, the revised pay shall be determined in the following manner:-

(a) The posts/categories, whose Pay Band and/or Grade Pay was not re-revised after the implementation of recommendations of the 5th Punjab Pay Commission in 2009: The pay in the applicable Level in the Pay Matrix, as on 1st day of January, 2016 shall be the pay obtained by multiplying the existing basic pay as on 31.12.2015 by a factor of 2.59.

(b) The posts/categories, whose Pay Band and/or Grade Pay was re-revised in 2011: Revised pay in such cases, shall be determined, as per the following two methodologies: namely:-

- i. Taking into consideration the impact of re-revisions of 2011: The pay in the applicable level in the Pay Matrix, as on the 1st day of January, 2016 shall be the pay obtained by multiplying the existing basic pay as on 31.12.2015, by a factor of 2.25.
- ii. Ignoring the impact of re-revision(s) of 2011: The second method involves calculating the notional pay of the Government employee after excluding/ignoring the re-revision(s) granted in 2011. The pay of a Government employee, as on 31.12.2015, shall be fixed notionally by excluding the benefit element of 2011 re-revision. Once the presumptive pay is worked out as on 31.12.2015, the multiplier factor of 2.59 shall be applied to arrive at the revised pay as on the first day of January, 2016.
- iii. The Government employee shall be at liberty to choose one of the above two methods, whichever is beneficial to him, to arrive at his revised pay.

6. Whereas after the Sixth Punjab Pay Commission notified the Punjab Civil Services (Revised Pay), 2021 Rules vide notification dated 05.07.2021 various Employees Unions and Pensioners Associations raised demands pleading for revised pay scales/revised pensions and thus, to deal with this issue the Government of Punjab constituted a committee to dwell upon the claims of the employees and pensioners and the following persons were the members of the above-said committee:

- a. Local Government Minister
- b. Finance Minister
- c. Health Minister
- d. Social Justice Empowerment Minister
- e. Medical Education and Research Minister.

6.1 The said committee compiled its report based on the rationality of the demands and the linkage of the same with Sixth Punjab Pay Commission recommendations. The demands of the employees/pensioners have been duly considered by the Cabinet sub-committee and have been duly approved by the council of ministers. After the approval of the council of ministers, the government amended the Punjab Civil Rules (Revised Pay) Rules, 2021 vide notification dated 20.09.2021. The relevant portion dealing with the same is as follows:

"Provided that if the increase in the revised pay fixed under this rule is less than 15% (Fifteen percent) over and above what the Government employee was getting as on 31.12.2015 i.e. existing Basic Pay + Dearness Allowance @ 113% (one hundred and thirteen percent), such Government employee shall be entitled to minimum increase of 15% (Fifteen percent) over and what the Government employee was getting as on 31.12.2015 i.e. existing Basic Pay + Dearness Allowance @ 113% (one hundred thirteen percent)".

6.2 That it is worthwhile to mention here that for the pensioners also the same methodology is applicable. The notification dated 29.10.2021 was issued after tripartite meetings between the State of Punjab, the Employees Unions and the Pensioners Associations. With the mutual consent of all, the following provision was made vide notification dated 29.10.2021:-

- i) Existing basic pension/family pension as on 31.12.2015
- ii) Dearness relief @113% of Basic Pension/Family Pension,
- iii) 15%(of existing basic pension/family pension+ Dearness Relief @113% of Basic Pension/Family Pension)

7. Whereas, the instructions issued by notification no. 3/1/2021-3FPPC/276, dated 29.10.2021 are applicable for pre-2016 pensioners and notification no. 3/1/2021-3FPPC/281 dated 29.10.2021 is applicable for the who have retired on or after 01.01.2016. That, for fixation of pension of employees retired after 01.01.2016, firstly the pay of employee is fixed as per 6th Punjab Pay Commission, and then considering the pay so fixed, pension of each individual pensioner is determined according to the provision made in Punjab Civil Service Rules, looking at his service record. While the pension of Pre 2016 pensioners is calculated on the basis of salary received at the time of retirement (according to the relevant Pay Commission applied at that point of time) and now, in view of the recommendations of the 6th Punjab Pay Commission, the pension of Pre 2016 pensioners has been revised from 1.1.2016 as per the decision taken by the government through notification no.3/1/2021-3FPPC/276,dated 29.10.2021 regarding revising the pension of Pre 2016 pensioners from 1.1.2016.

8. Whereas, the recommendations of the 5<sup>th</sup> Punjab Pay Commission were implemented w.e.f. 01.01.2006. But in the intervening period of Pay Commissions i.e. between the 5<sup>th</sup> Punjab Pay Commission and the 6th Punjab Pay Commission the pay scales of numerous categories were re-revised in the year 2011 on the recommendations of the Cabinet Sub-Committee. Thus the re-revised pay scales provided in the year 2011 were not granted by the Pay Commissions but was a decision of the government on the recommendation of the Cabinet Sub Committee. It is worthwhile to mention here that in the year 2011 categories/ cadre enjoyed a substantially higher increase in the pay i.e. midway of the Pay Commissions. This amounted to an increase in the basic pay and Grade pay (6) as being granted by the 5<sup>th</sup> Punjab pay Commission.

9. Whereas, the 6th Punjab Pay Commission considered the re-revision of pay scale in the year 2011 as *Non-Ext* and to this effect a conclusive finding in its report in its Para 5.3, which is reproduced below. In order to rationalize the unwarranted increase in the pay as granted in the year 2011, prescribed two factors i.e 2.59 and 2.25 in order to bring about parity in the pay scales of various categories. The employees who opted for the factor of 2.25 were given the benefit on the scale of year 2011 and the employees who opted for the factor of 2.59, in such case the pay scale of 5<sup>th</sup> Punjab Pay Commission was to be considered.

*"The re-revision was unprecedented in its scale and timing. Government have been cautioned not to tinker with established inter-se equivalences/parties and to undertake such changes only where it is absolutely necessary. The re-revision of pay in 2011 affected almost two-third of State employees. Thus this re-revision, in its scale, is unprecedented and virtually negates the administrative and stage structure recommended by the 5th Pay Commission and implemented by the Government.*

*It was unprecedented as it did not follow the established precedent of referring any left out matter or grievance arising out of Pay Commission recommendations to the Anomaly Committee.*

*The revision was discriminatory and lacked transparency. The revision benefitted only a select category of employees. The Minutes of the Cabinet Sub-Committee or the Cabinet Memoranda do not contain any criteria for selecting the categories of employees for re-revision of wages.*

*Accordingly the Pay Commission has recommended that there will not be further increase in those categories in which the pay scales were re-revised upon recommendations of the Cabinet Sub-committee in 2011 (Group 'A', 'B' and 'C' categories) and the Pay Commission of these employees were fixed by applying a factor of 2.25 because of enhancement already enjoyed.*

*As such, the Pay Commission has recommended 2.59 to only those categories which could not get any rise on account of re-revision and factor of 2.25 to those, whose pay scale have been re-revised in November, December 2011. This has been done primarily to rationalize the pay scales as per 5th PPC."*

10. Whereas, the pay of the government employees was revised in accordance with the recommendations of the 6<sup>th</sup> Punjab Pay Commission which was notified on 05.07.2021. It implies that the pension of employees who retired after 01.01.2016 is calculated based on the pay that has been rationalized by applying either the 2.25 or 2.59 factor, as opted by the concerned employee, in accordance with the recommendations of the 6<sup>th</sup> Punjab Pay Commission. This means that pensioners who retired after 01.01.2016 have not benefited from the re-revised pay scales with the higher multiplying factor of 2.59 for calculating the revised pay.

11. The recommendations of the 6<sup>th</sup> Punjab Pay Commission to apply a factor of 2.59 for revising the pensions of pre-01.01.2016 pensioners with effect from 01.01.2016 were not accepted by the Cabinet in its meeting held on 18.06.2021.

11.1 Whereas, it is also pertinent to mentioned here that various categories of pre-01.01.2016 pensioners also benefited from the midway re-revision of pay scales in 2011 who retired between 01.12.2011 to 31.12.2015.

11.2 Apart from the above to comply with the orders passed by the Hon'ble High Court in the CWP 25733 of 2012 titled as A.P. Sharma vs. State of Punjab and CWP 2866 of 2014 titled as Karanvir Singh vs. State of Punjab on dated 22.10.2013 and 30.09.2016 respectively, the government extended the benefit of the re-revised pay scales of 2011 to the pensioners of the State vide instructions dated 27.06.2017 and 04.07.2019 in re fixing their pension. As a result, the pre-01.01.2016 pensioners who were getting less pension i.e. minimum of 50% of initial pay of the re-revised pay scales, have also benefited from the mid-way re-revision of pay scales, leading to an increased revised pension. Therefore, if the recommendations of the 6<sup>th</sup> Punjab Pay Commission to revise the pensions of pre-01.01.2016 pensioners using the multiplying factor of 2.59 are implemented at this stage, it would defeat the purpose of rationalizing the midway re-revision of pay scales in 2011, as recommended by the 6<sup>th</sup> Punjab Pay Commission an expert body. This is because post-01.01.2016 pensioners would receive pensions calculated using the

formulated method, while pre-01.01.2016 pensioners who benefited from the mid-way revision would receive revised pensions with the multiplying factor of 2.59 with effect from 01.01.2016.

12. Whereas, the matter regarding arrear of pay/pension, leave encashment from 01.01.2016 to 30.06.2021 and arrear of DA/DR from 01.07.2021 to 31.03.2024 was discussed in the Cabinet Meeting and it was decided that this matter needs to be analyzed holistically in detail and for this purpose a Cabinet Sub-Committee has been duly constituted with the following members

1. Shri Harpal Singh Cheema- Chairman
2. Shri Amas Arora- Cabinet Minister
3. Shri Kuldeep Singh Dhaliwal- Cabinet Minister

13. That, in the meeting of the Council of Ministers held on 13.02.2025, whereby the liquidation plan regarding arrears of revised pay/pension/family pension, leave encashment from 01.01.2016 to 30.06.2021 to the State Government Employees/Pensioners/ Family Pensioners as per 6<sup>th</sup> Punjab Pay Commission as recommended by the Cabinet Sub Committee so formulated has been duly approved for the pensioners and the State Government employees.

i. That the liquidation plan as approved is thus reproduced as under, for kind perusal :

**(1) For the State Pensioners/Family pensioners**

a. **Pensioners / Family Pensioners age 85 years and above (as on 01.10.2024) and deceased family pensioners-** During the Financial Year 2024-25 payment of arrear of Revised Pension/Family Pension (including DR arrear) (as per 6<sup>th</sup> PPC) will be made in two equal monthly instalments (Feb., 2025 and March, 2025) to the pensioners/ Family Pensioners having age of 85 years and above and deceased family pensioners (to their legal heirs).

b. **Pensioners/Family pensioners age 75 years but below 85 years (as on 01.10.2024) and deceased pensioners** During the Financial Year 2025-26 payment of arrear of Revised Pension/Family Pension (including DR arrear) (as per 6<sup>th</sup> PPC) will be made in 12 equal monthly instalments (April, 2025 to March, 2026) to the pensioners age 75 years but below 85 years and deceased pensioners (to the family pensioner / legal heirs).

c. **Pensioners/Family Pensioners age below 75 years-** Payment of arrear of Revised Pension/Family Pension (including DR arrear) will be made in 42 monthly instalments to the pensioners below age of 75 years as below:-

Sr. No	Year to which the arrears relates	No. of equal Monthly Instalments	Period for payment
1	For the years 2016 and 2017	15	Instalment will Start from the month of April, 2025.
2	For the years 2018 and 2019	18	Instalment will Start from the month of July, 2026.
3	For the years 2020 and 2021 (upto 30.06.2021)	09	Instalment will Start from the month of January, 2028.

d. Arrears of revised Leave Encashment- Payment of arrear of revised Leave Encashment of the Government employees retired between 01.01.2016 to 30.06.2021 will be made in 04 equal six monthly instalments (i.e. April, 2025, October, 2025, April, 2026 and October, 2026)

(2) For Government Employees

e. Arrear of revised pay- The payment of arrear of revised pay (including DA arrear) to the employees will be paid in 36 monthly instalments as below:

Sr. No	Year to which the arrears relates	No. of equal Monthly Instalments	Period for payment
1	For the year 2016	12	Instalment will Start from the month of April, 2026
2	For the years 2017, 2018, 2019, 2020 and 2021 (up to 30.06.2021)	24	Instalment will Start from the month of April, 2027

f. After liquidation of the arrears of 6<sup>th</sup> Punjab Pay Commission any arrear on account of enhanced DA/DR from 01.07.2021 to 31.03.2024 will be considered for payment in instalments. However the Government may also consider for early payment keeping in view the financial resources of the State.

14. Whereas, thus the above finalised liquidation plan has been duly approved by the competent authority. The same has been formally issued vide letter no. 03/012021-1FP1/12, dated 18.02.2025 to all the Administrative Departments, Pension disbursing authorities (Banks) and concerned institutions and organizations for requisite payments.

15. In the light of the above instructions dated 18.02.2025 issued by Government of Punjab, the benefits/arrear will be granted to petitioners time to time by the concerned bank.

Gurinder Singh Sodhi, PCS  
Director School Education (Secondary) Punjab  
Dated: 05.01.2026

Endorsement No. As above 2026-3010-16

A copy of speaking order is forwarded to the following for information and necessary action:-

1. Registrar, Punjab & Haryana High Court Chandigarh.
2. Director School Education (Elementary), Punjab
3. Legal Cell O/o DSE(SE), Punjab.
4. District Education Officer (S.E) Bathinda, Gurdaspur, Kapurthala, S.A.S. Nagar, for necessary action.
5. Concerned School Heads.
6. Concerned Petitioners. (through concerned DED)

o/c Assistant Director (Estt.1)  
Date: 05/11/26

## ਦਫਤਰ ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠ ਅੰਕਣ ਨੰ. ਅ-5/1( )2026/2845

ਮਿਤੀ 17.02.2026

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ (ਦਫ. ਡਾਇਰੈਕਟੋਰੇਟ ਆਫ ਸਕੂਲ ਐਜੂਕੇਸ਼ਨ (ਸੈਕੰਡਰੀ) ਪੰਜਾਬ ਦੇ

Order No. E-948557Estt-1(6) Date 01.01.2026, Endorsement No. As above  
20263010-16 Dated 05.01.2026) ਸਬੰਧਤ ਸਕੂਲ ਮੁੱਖੀਆ ਨੂੰ ਭੇਜ ਕੇ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ  
ਆਪਣੇ-ਆਪਣੇ ਸਕੂਲ ਨਾਲ ਸਬੰਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਸਪੀਕਿੰਗ ਆਡਰ ਅਨੁਸਾਰ ਕਾਰਵਾਈ ਅਮਲ ਵਿੱਚ  
ਲਿਆਈ ਜਾਵੇ।

  
District Education Officer (S.E.)  
BATHINDA  
17/2