

Directorate of School Education (Secondary), Punjab
PSEB Complex, Phase-8, SAS Nagar
(Establishment-4 Branch)
E-mail: - dpise.aml4@punjabeducation.gov.in

2026/3/646
18/2/2026
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Order No. E- 1035435/2025ESTT-4 (4)

Dated: S.A.S Nagar: 12.02.2026

Speaking Order

Smt. Amanpreet Kaur D/o Balour Singh wife of Avtar Singh resident of Ward No. 27, Khanna Khurd, Khanna Ludhiana filed Civil Writ Petition No. 31456 of 2025 in the Hon'ble Punjab and Haryana High Court for declaring instructions dated 17.07.2020 and notification dated 21.10.2020 in- operational qua petitioner and to direct the respondents to grant the statutory pay scale to the petitioner as mandate in the 2018 rules viz. 10300-34800+ Grade Pay Rs 5000/- from the date of entry in the service along with arrears and interest at 12% per annum with further pay revisions. The Hon'ble Punjab and Haryana High Court disposed of the writ petition vide order dated 27.10.2025. The operative portion of the order is reproduced as below:-

"In view of the above and without commenting upon the merits of the case, this petition is hereby disposed of with a direction to respondent No.3 to consider and decide the representation dated 22.09.2025 (Annexure P-7), submitted by the petitioner within a period of 03 months from the date of receipt of certified copy of this order in accordance with law.

Pending application (s), if any, shall also stand (s) disposed of accordingly.

In Compliance with the above said directions issued by the Hon'ble Court, I have carefully gone through the order dated 27.10.2025 the representation dated 22.09.2025 (P-7) asserted to be submitted by the petitioner and order dated 13.09.2024 passed by the Hon'ble Court in CWP No. 15896 of 2023 titled as

Saurabh Sharma and others versus State of Punjab and another and relevant record pertaining to the claim of the petitioner.

"2(2) They shall
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I have examined the representation dated 22.09.2025 and 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 candidate 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..."

The Service of petitioners are governed by the "The Punjab Educational (Teaching Cadre) Group C Service Rules, 2018 and The Punjab Educational (Teaching Cadre) Border Area 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 Service (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 Employee recruited in the service of 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. .

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.

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- *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."*

Accordingly, in compliance of the orders dated 27.10.2025 passed by the Hon'ble High Court & 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 refixed strictly as per instructions contained in para 5 of the said instruction dated 05.01.2026.

Gurinder Singh Sodhi, P.C.S
Director School Education (S.E), Punjab

Endst. No. Even / 202643679-621

dated: 16/02/2026

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-5Branch), Civil Secretariat (II, Sector-9), Chandigarh.
2. Concerned District Education Officers (secondary) to fix the pay of the petitioner after getting it verified from the Section Officer/DCFA and send the report to this directorate.
3. Concerned Petitioners as per List through D.E.O (Secondary).

Gurinder Singh Sodhi

Assistant Director School Education

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਕੋਣ ਨੰ: ਅ-1/1()2026/990

ਮਿਤੀ 19.02.2026

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੰਬੰਧਤ ਸਕੂਲ ਮੁਖੀਆਂ ਜਿਲਾ ਬਠਿੰਡਾ ਨੂੰ ਭੇਜ ਕੇ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਉਕਤ ਆਰਡਰ ਸੰਬੰਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਨੋਟ ਕਰਾਉਣੇ ਯਕੀਨੀ ਬਣਾਏ ਜਾਣ।

Gurinder Singh Sodhi
ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ ਸਿ)
ਬਠਿੰਡਾ