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Office of Director School Education (Secondary) Punjab, Complex Punjab
School Education Board, Block-E, Phase-8, SAS Nagar.
(Establishment-3 Branch)

Order No. DPISE-EST30CC(CWP)/46/2025-ESTABLISHMENT-3-964871

Dated: S.A.S Nagar: 19-02-2026

Harjit Kaur, aged about 40 years, wife of Harpal Singh, resident of VPO Dhapai, Tehsil Batala, District Gurdaspur, Punjab-143516 having Aadhaar Card No. 3205 2385 3377 & Mobile No. 9914732564.. and 49 others filed Civil Writ Petition No. 13643 of 2025 in the Hon'ble Punjab and Haryana High Court with the prayer to grant the Statutory pay scale to the petitioners as per 2009 Rules Annexure P-4 i.e. Rs.10300-34800 Grade Pay of Rs.5000/-later on Grade Pay increased to 10300-34800+ Grade Pay vide letter dated 27.02.2012 Annexure P-5 from entry into service along with arrears at interest rate of 12% thereon (the petitioners demand 6th Pay Commission, of Punjab scale State Government) and with a further prayer that issue a writ in nature of Mandamus directing the Respondents to take into account the statutory pay scale of Rs. 10300-34800 Grade Pay of Rs.5000/-later on Grade Pay increased to 10300-34800 Grade Pay vide letter dated 27.02.2012 Annexure P-5 with Future Pay Revisions. The Hon'ble Punjab and Haryana High court disposed of the writ petition vide order dated 14.05.2025. 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 representations dated 07.01.2025 and 07.02.2025, 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..."

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In compliance with the above said orders of the Hon'ble Court, the petitioners were afforded opportunity of personal hearing on dated 17-02-2026 in this directorate. The petitioners who attended personal hearing have submitted the representation.

I have examined the representation dated 17.02.2026 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..."

The services of petitioners are governed by the "Punjab State Secondary Education (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.

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 the them. The relevant part of the instruction dated 05.01.2026 is reproduced here under:

"5. Decision of Government

In pursuance of the Finance Department directions dated 05.01.2026, the earlier issued speaking order dated 26.11.2025 is hereby being reviewed accordingly.

Accordingly, in compliance of the orders dated 14-05-2025 passed by the Hon'ble High Court and in light of the above said directions dated 5-1-2026 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, P.C.S
Director School Education (Secondary),
Punjab

Endst. No. Even/2026 48 658 - 660

dated: 19/02/2026

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-5 Branch), Civil Secretariat (II, Sector-9), Chandigarh.
2. Concerned District Education Officers (SE) to fix the pay of the petitioner's after getting it verified from the Section Officer/DCFA and send the report to this directorate.
3. Concerned Petitioners as per List mentioned in CWP.

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19/2/26
Assistant Director (Establishment-3)

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਾਅੰਕਣ ਨੰ: ਅ-1/1()2026/ 999

ਮਿਤੀ 23.02.2026

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

[Signature]
ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)

ਬਠਿੰਡਾ