

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

Order No. Efile-004391 Est 2(3)  
Dated. S.A.S Nagar: 09-02-2026

1. The petitioner Lovish S/o Sh. Subhash Chander and others filed Civil Writ Petition No. 25619 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 01.09.2025. The operative portion of the order is reproduced as below:-

*"7. At this stage, it would be appropriate to direct the respondent No. 2 to decide the representation dated 09.12.2021 (Annexure P-13) in view of the law laid down by this Court in CWP 15896-2023, titled as "Saurabh Sharma and others Vs. State of Punjab and Anr." dated 13.09.2024 (Annexure P-12) and in LPA- 2977-2024 (O&M), titled as "State of Punjab and Anr. vs. Dr. Saurabh Sharma and Others" (Annexure P-13) within a period of three months of date of receipt of certified copy of this order.*

*8. Needless to observe that the respondent No.2 shall pass a speaking and well-reasoned order in the light of the above referred judgments as well as relevant rules/instructions and in case, it is found that the petitioners are entitled to relief claimed in the representation, consequently, all benefits may also be released to the petitioners within a period of one month, thereafter, along with interest"*

2. In compliance with the above said orders of the Hon'ble Court, I have examined the record of the case 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 "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 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 instructions 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*

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 01.09.2025 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.

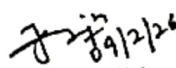
Gurinder Singh Sodhi,  
Director School Education (Secondary),  
Punjab

Endst. No. Even/202634966

dated: 09-02-2026

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)

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

ਪਿੱਠ ਅੰਕਣ ਨੰ: ਅ-1/1( )2026/1005

ਮਿਤੀ 26.02.2026

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ (Speaking Order- CWP 25619 of 2025) ਸਬੰਧਤ ਸਕੂਲ ਮੁੱਖੀਆਂ ਨੂੰ ਭੇਜਕ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਹੁਕਮਾਂ ਅਨੁਸਾਰ ਅਗਲੇਰੀ ਕਾਰਵਾਈ ਕਰਨੀ ਯਕੀਨੀ ਬਣਾਈ ਜਾਵੇ ਅਤੇ ਰਿਪੋਰਟ ਇਸ ਦਫਤਰ ਨੂੰ ਭੇਜੀ ਜਾਵੇ।

  
26/02/26  
ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)  
ਬਠਿੰਡਾ