

Directorate of School Education (Secondary), Punjab
PSEB Complex, Phase-8, SAS Nagar
(Establishment-3 Branch)
E-mail: - dpise.amla3@punjabeducation.gov.in

202689801
13/7/2026
m-1

Order No. E-1140355 E-3(4)

Dated: S.A.S Nagar:

Speaking Order

1.0 Sh. Prince Pal Singh, aged 31 years, son of Pooran Singh, presently working as Science Master at Govt. Middle School, Bainka, Block-Bhikhiwind, Taran Tarn 9 others, had filed Civil Writ Petition No. 18405 of 2026 in the Hon'ble Punjab and Haryana High Court with the prayer for issuance of a writ in the nature of mandamus directing the respondents to consider the claim of the petitioners for extending them the benefits of judgment of Hon'ble High Court in case of Saurabh Sharma and others Vs. State of Punjab and others, CWP 15896 of 2023 decided on 13.09.2024 (Annexure P-5) and followed in many other similar matters including CWP No. 22995 of 2024 Imran Hussain and others Vs State of Punjab and others' (Annexure P-6) decided on 14.10.2024 which principal judgment has been further affirmed by the Hon'ble Division Bench vide judgment/order dated 10.12.2024 (Annexure P-7) and further upheld by the Hon'ble Supreme Court vide order dated 20.01.2025 passed SLP (C) No. 1158/2025 (Annexure P-8), with all consequential benefits, as per their entitlement from the due dated till the date of actual benefits and release the same along with interest on its delayed payment of the rate of 12% per annum from the due date of their entitlement till the date of actual payment in their favour.

2.0 The Hon'ble Punjab and Haryana High Court disposed of the petition vide order dated 29.05.2026. The operative portion of the order is reproduced as below:-

Without going into the merits of the case at this stage, the present petition is disposed of with a direction to respondent No.2 to decide the legal notice dated 03.05.2026 (Annexure P-9) of the petitioners expeditiously, by passing a speaking order after affording an opportunity of hearing to the petitioners, preferably within a period of 04 months from the date of receipt of certified copy of this order. Further, the decision taken thereon shall be conveyed to the petitioner.

3.0 I have examined the representation dated 03.05.2026 (Annexure P-9) and in compliance of the orders 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 or 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-SEP1.671 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 VidyanSobha 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:-

"3. Decision of Government

2.1 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 30.10.2023 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."

Accordingly, in compliance of the orders dated 29.05.2026 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.

Sakatar Singh Bal, P.C.S.

Director of School Education (SE), Punjab

Endst. No. Even / 2026185178-80

dated: 09/07/2026

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 (S) 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 Through D.E.O. (SE/EE)

Drawn
22/07/26
Assistant Director (S.E.)

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੀ.ਸੀ) ਬਠਿੰਡਾ

ਪਿਲਾਅਕਟ ਨੰ: ਅ-1/1(2026)/143

ਮਿਤੀ 22.07.2026

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੰਬੰਧਤ ਜਲੂਨ ਮੁਖੀਆਂ ਨੂੰ ਭੇਜ ਕੇ ਜਿਲਿਆ ਸਦਾ ਹੈ ਕਿ ਉਕਤ ਸਪੈਸ਼ਿਲ ਆਫਿਸਰ ਸੰਬੰਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਨੋਟ ਕਰਵਾਉਣੇ ਯਕੀਨੀ ਬਣਾਏ ਜਾਣ ਅਤੇ ਬਾਕਸਾਈ ਰਿਪੋਰਟ ਇਸ ਦਫਤਰ ਨੂੰ ਭੇਜੀ ਜਾਵੇ।

22/07/26
ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੀ.ਸੀ.)
ਬਠਿੰਡਾ

BEFORE THE HON'BLE PUNJAB AND HARYANA HIGH COURT AT CHANDIGARH

Civil Writ Petition No. 18405 of 2025

MEMO OF PARTIES

1. Pooja Pal Singh, aged 31 years, son of Pooan Singh, presently working as Science Master at Govt Middle School, Bainsa, Block-Bhukhwind, Tirantian, resident of House Number 581, Ward Number. 5, Dashmesh Nagar, Jalandhar, District-Fazilka, Adhar No. 045740831864, Mobile No. 7067892476.
2. Sarbjot Kaur, aged 34 years, daughter of Narinder Singh, now wife of Tejinder Singh, presently working as English Mistress at Govt Sen Sec School, Aulakh khurd, Block-Sarangobindpur, Gurdaspur, resident of Village Aulakh Katan, Post Office Aulakh Katan, Tehsil Batala, Aulakh, District-Gurdaspur, Adhar No. 700596105581, Mobile No. 8437446828.
3. Ranjit Kaur, aged 29 years, daughter of Gurnam Singh, now wife of Manpreet Singh, presently working as English Mistress at Govt Sen Sec School Hardowal, Block-Sri Haragobindpur, Gurdaspur, resident of Shahadpurpurhija, District-Gurdaspur, Adhar No. 576730661052, Mobile No. 8253122915.
4. Amanpreet Kaur, aged 40 years, daughter of Harbhajan Singh, presently working as Science Mistress at Govt Girls Sen Sec School, Lakhewal, Block-Muktsar 2, Sri Muktsar Sahib, resident of #7711, Mohalla Sarangpur, District-Sri Muktsar Sahib, Adhar No. 348250658175, Mobile No. 9855954663.
5. Parveen Kaur, aged 32 years, daughter of Dara Singh, presently working as Science Mistress at Govt Middle School, Majra Kishore, Block-Mandi Gobindgarh, Fatehgarh Sahib, resident of Master Colony, Ward No-2, Anand, District-Fatehgarh Sahib, Adhar No. 633732718237, Mobile No. 9781422503.
6. Gurnee Kaur Kang, aged 33 years, daughter of Gurtej Singh, now wife of Ranjit Randeep Singh Maan, presently working as English Mistress at Govt Sen Sec School, Kiri Nihal Singh Wala, Block-Goniana, Bathinda, resident of Lalba, PO-Godderbaha, District-Sri Muktsar Sahib, Adhar No. 412371481420, Mobile No. 9477025430.

7. Padma Bai, aged 40 years, daughter of Anand Kumar, presently working as English Mistress at Govt High School Godharpur, Block-Dharwad-1 District-Gudaspur, resident of Lahar, Dharwad, District-Gudaspur, Adhar No. 241074037047, Mobile No. 7508493505.
8. Jasvinder Kaur, aged 34 years, daughter of Gian Singh, presently working as English Mistress at Govt Middle School, Padisa, Block- Sri Hargobindpur, Gudaspur, resident of Dastha, Dastha, District-Gudaspur, Adhar No. 767625547005, Mobile No. 7715527523.
9. Rajni Kaur, aged 42 years, daughter of Mahant Singh, presently working at Govt ^{of Sri Hargobindpur} Sen Sec School, Haridwar, Block- Sri Hargobindpur, Gudaspur, resident of Tughlaqia, District-Gudaspur, Adhar No. 883266782279, Mobile No. 5556007470.
10. Nandani Kaur, aged 43 years, daughter of Shamsher Lal, presently working as English Mistress at Govt Sen Sec School, Kothai, Block-Gadastana-1, Sri Mukhar Sahib, resident of VPO Badal, Badal, PO-Badal, District-Sri Muktar Sahib, Adhar No. 364901943138, Mobile No. 8968102381.

6. Jasvinder Kaur, aged 34 years, daughter of Gian Singh, presently working as English Mistress at Govt. Middle School, Padla, Block- Dhr. Hargobindpur, Gurdaspur, resident of Dastha, Dastha, District-Gurdaspur, Achar No. 767E2547005, Mobile No. 7719627523.

- 757925547005, Mobile No. 7719527923.
5. Rajni Kaur, aged 42 years, daughter of Mahant Singh, presently working at Govt. Sec. Sch. School, Haridwar, Block- Sri Hargobindpur, Gurdaspur, resident of Tughlaqua, District-Gurdaspur, Adhar No. 883266782279, Mobile No. 9555007470.

10. Harsander Kaur, aged 43 years, daughter of Bhansar Lal, presently working as English Mistress at Govt Sr. Sec. School, Kothari, Block-Gabbarwaha-1, Shri Muktar Sahib, resident of VPO Badal, Badal, PO-Badal, District-Sri Muktar Sahib, Achar No. 364901543139, Mobile No. 8968102391.

Petitioners

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1. State of Punjab through Secretary to Govt. of Punjab, department of School Education, Punjab, Civil Secretariat, Chandigarh.
2. Director Public Instructions (Secondary Education) Punjab, Punjab School Education Board Complex, Phase-3, S.A.S Nagan, Mohali.
3. Principal Secretary, Department of Finance, Government of Punjab, Punjab Civil Secretariat, Chandigarh.
4. Principal Secretary, Department of Personal Police-1 Branch), Punjab Civil Secretariat, Chandigarh.

2. Director, Public Instructions (Secondary Education) Punjab, Punjab School Education Board Complex, Phase-3, S.A.S Nagar, Mohali.

3. Principal Secretary, Department of Finance, Government of Punjab, Punjab Civil Secretariat, Chandigarh.

4. Principal Secretary, Department of Personal Polices-1 Branch, Punjab Civil Secretariat, Chandigarh.

Residents

Paminder P. Sharma & L.S. Sobu

Advocates

Counsel for the Petitioners

Quadrants

DATE: 29.05.2020
FULL SCHOOL LEFT OF THE
HOUSE

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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Done