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

Order No. E- 1157964/2026 ESTT-4 (1)

Dated: S.A.S Nagar: 24.07.2026

Speaking Order

Sh. Sanjeev Kumar Hindi Master S/o Tilak Raj, Government Middle School, Kotla Bhari, Complex Government Senior Secondary School (Girls) goslan, District Ludhiana and 5 others (Whose list is enclosed) filed civil writ petition No. 18936 of 2022 for directions to the departments to remove the anomaly between the pay of senior and junior government employees which has been occurred due to implementation of 4 years ACP in the pay scales revised in the year 2011, in view of notification dated 22.08.2019 (P-9) issued by the Government of Punjab, Department of Finance vide which all the departments were directed to remove such anomaly in pay which occurred due to grant of benefit of Assured Career Progression Scheme in the pay scales re-revised in the year 2011. The Hon'ble Punjab & Haryana High Court disposed of the petition vide order dated 03.07.2024. The operative portion of the order dated 03.07.2024 is reproduced below:-

" Learned counsel for the respondents submits that the order passed in CWP-28434-2019 is being complied with by the respondents and any benefit accruing to the petitioners upon the formation of new seniority list will be decided by passing an appropriate speaking order within a period of 08 weeks of the finalization of the seniority list.

Keeping in view the statement made by learned counsel for the respondents, no further orders are required to be passed by this Court in the present petition and the same is accordingly disposed of."

In Compliance with the above said direction of the Hon'ble Court, I have carefully gone through the order dated 03.07.2024, office record pertaining to the claim of the petitioners and government instructions issued time to time in this regard. After perusal of the relevant record, it has come to notice that petitioners were initially appointed E.T. T. teachers and thereafter have been promoted to the Master Cadre as Hindi, Math & Science Master/Mistress in the year 2006. They are comparing their claim with Raghvinder Bhatia who was recruited as D.P.E Master in the year 2008 compassionate ground and is getting more Pay than them. Service details of the petitioners & alleged Junior are as below:-

Sr. No.	Name	Date of Regular Joining of ETT Teacher	Promotion/ Appointment in Master Cadre	Seniority No. in Master Cadre	Basic Pay fixed on 10.03.2012
1.	Sanjeev Kuamr	04.01.2002	01.06.2006	58111	18660/-
2.	Rajwinder Kaur	30.04.2002	02.06.2006	58114	18660/-
3.	Karamjit Kaur	02.01.2002	01.06.2006	58056	18660/-
4.	Harpreet Kaur	27.12.2001	02.06.2006	57546	18660/-
5.	Jagjit Singh	27.12.2001	24.05.2006	57827	18660/-
6.	Rajesh Kumar	11.01.2002	24.05.2006	58016	18660/-
Junior	Raghwinder Bhatia	Direct recruitment in Master Cadre in Compassionate ground	10.03.2008	61410	19010/-

From the above detail it is clear that all the petitioners are placed above their alleged junior in the seniority list of Master Cadre dated 14.05.2024. Hence they are senior to the alleged junior Raghwinder Bhatia & are getting lesser salary than him because they have availed the benefit under ACP scheme in the year 2010 on completion of 4 years of service and they were placed in the scale of Rs. 10300-34800+3800 grade pay. With re-revision of pay scales with effect from 01.12.2011, they were placed in the pay band of Rs 10300-34800 + Grade Pay Rs 5000/- with initial pay of Rs. 18450. The alleged junior employees was also given the same pay band & Grade Pay & his initial pay was also fixed at the stage of Rs. 18450/- However, due to grant of benefit under the ACP scheme on Completion of 4 years of service with effect from 10.03.2012 his pay was enhanced to Rs. 19010 where as the petitioners were drawing their pay of Rs 18450/- as on 10.03.2012. Therefore the petitioners have contended that they are entitled to the basic pay of Rs. 19010/ w.e.f. 10.03.2012 at par with their junior Sh. Raghwinder Bhatia.

It is also on the record that the Department of Finance vide circular letter No. 6/46/2010-1FP-11/327, dated 12.08.2010 issued instructions regarding removal of anomaly by stepping up pay of senior Government employees, drawing less pay than their juniors due to the operation of

Provisions of Rule 11-A of the Punjab Civil Service (Revised Pay) Rules 2009. According to material available on the record, it is apparent that all the petitioners are senior to Sh. Raghwinder Bhatia in terms of length of service in the cadre of masters and Mistresses. A scrutiny of comparative statement of pay fixation of the petitioners as well as their junior employee, has brought out that on re-revision of pay scales w.e.f 01.12.2011, all the petitioners were placed in the pay band of Rs. 10300-34800+ Grade Pay Rs. 5000 with initial pay was also fixed as Rs. 18450/- But due to grant of benefit under ACP scheme on completion of 4 years of service with effect from 10.03.2012, the pay of junior employees was enhanced to Rs. 19010 whereas the petitioners were drawing their pay Rs. 18450/- as on 10.03.2012.

In the circular letter No. 6/46/2010-1FP2/322892/1, dated 13.10.2014 issued by the Department of Finance, it has been laid down that the competent Authority to dispose of the cases relating to stepping up pay of senior employees shall be the Head of the Department in case of employees falling in Group 'C' and Group 'D' Service. On the date when the anomaly in pay of senior employee has arisen, all the petitioners were working as Masters, which fall in Group 'C' Service. The said instructions, inter-alia, stipulate that such cases shall be sent to the Competent Authority after getting the same vetted. From the section officer an DCFA, posted in concerned Department.

The claim of petitioners has been examined by the Section Officer and Deputy Controller (Finance). They have vetted claim of the petitioners and confirmed that as per instructions issued by the Government from time to time the pay of senior employees/petitioners needs to be refixed to bring it at par with the junior employee. Further the office has also examined the facts and verified that the claim of the petitioners is covered under the instructions issued vide letter no. 4/46/2010-1FPI1/327 dated 12/08/2010 by Government of Punjab, Department of Finance. Hence, in view of the above, approval is hereby accorded for stepping of pay of all petitioners except petitioners no 5 Sh. Jagjit Singh Hindi Master at par with the pay being drawn by Sh. Raghwinder Bhatia, D.P.E, Government (Girls) Senior Secondary School, Bhogpur District Jalandhar as on 10.03.2012 at the stage of Rs. 19010 subject to the condition that senior employees shall be admissible of next increment on the same date as that of their junior in respect of whom they have got their pay stepped up in the accordance with aforesaid instructions dated 12.08.2010. The concerned Drawing and Disbursing Officer shall re-fix pay of the petitioners in accordance with these order It is evident from the service record of petitioner no. 5 that he has already been granted the said benefits as reported by the concerned Principal of Government Senior Secondary Smart School, Payal, District Ludhiana where he is presently working.

Further, as per instructions of Department of Finance issued vide No. 6/46/2010-1FP2/322892/1 dated 13.10.2014 having granted the benefit of aforesaid step up, the resultant admissible arrears shall be restricted to 38 months before the date of such application. In the present case, the petitioners have filed present writ petition on 22.08.2022. Therefore, the said date shall be construed as the date of filing of application for the purpose of calculation of payable arrears to the petitioners in the present case.

With the aforesaid orders, the claim of the petitioners shall stand disposed of

Sakatar Singh Bal, P.C.S.

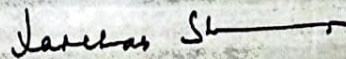
Director of School Education (SE), Punjab

Endst. No. Even / 2026205222

dated: 28-07-2026

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 Officer (SE) to inform the petitioners.
3. Concerned Petitioners as per List Through D.E.O. (SE)



Assistant Director School Education

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਾਅੰਕਣ ਨੰ: ਅ-1/1()2026/ 1147

ਮਿਤੀ 4.8.2026

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੰਬਧਤ ਸਕੂਲ ਮੁਖੀਆਂ ਨੂੰ ਭੇਜ ਕੇ ਲਿਖਿਆ ਜਾਦਾ ਹੈ ਕਿ ਉਕਤ ਸਪੀਕਿੰਗ ਆਰਡਰ ਸੰਬਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਨੋਟ ਕਰਾਉਣੇ ਯਕੀਨੀ ਬਣਾਏ ਜਾਣ ਅਤੇ ਕਾਰਵਾਈ ਰਿਪੋਰਟ ਇਸ ਦਫਤਰ ਨੂੰ ਭੇਜੀ ਜਾਵੇ।

ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)
ਬਠਿੰਡਾ