2026/3625
4/11/2026 RM-1

OFFICE OF DIRECTORATE OF SCHOOL EDUCATION (SECONDARY)
PUNJAB, SAS NAGAR
(Establishment-3 Branch)
(Email ID-dpise.amla3@punjabeducation.gov.in)

Speaking order

Order No. **-1183997**

Dated, SAS Nagar: 21-10-2026

Whereas Ms. Yadwinder Kaur, Master Cadre Science, has filed CWP No. 23503 of 2026 titled as Yadwinder Kaur Vs State of Punjab and Others, inter alia praying for directions to the respondents for implementation of her transfer order dated 20/7/2026 and for relieving her from the present place of posting so as to enable her to join at the transferred station.

2. The present petition has been disposed of vide common order dated **17.08.2026**, along with a bunch of other similar writ petitions, in the main case titled **Ashish Kalra Vs. State of Punjab & Others**, with, inter alia, following directions:

> ***a.*** *"Secretary, Department of School Education, Punjab, shall constitute a Committee to re-examine the policy in question in all aspects, including the issues, as demonstrated above, with a view to rectify the anomalies and ensuring complete transparency, thereby leaving no discretionary powers with the authorities concerned to be exercised arbitrarily, within a period of three months from today.*
>
> ***b.*** *The Secretary, Department of Education, Punjab shall also constitute a separate Committee, within two weeks from today, which after hearing all the stakeholders including the petitioners, shall pass a speaking order qua every petitioner addressing his/her grievance, within a period of eight weeks from today."*

3. In compliance with the aforesaid directions of the Hon'ble High Court, the grievance of the petitioner has been examined with reference to the transfer order, representation submitted by her and the official record pertaining to the concerned school.

4. The brief facts of the case are that Ms. Yadwinder Kaur was posted as Master Cadre Science at Govt. High School, Sindhar (Singhpura), District Jalandhar, Punjab, was transferred vide transfer order dated 20/7/26 to PM Shri Govt. High School, Samaon, District Mansa. The petitioner thereafter sought her relieving and implementation of the said transfer order. The petitioner relied upon Teachers Transfer Policy, 2019 relating to preference to a female teacher and has referred to the initial relieving of another teacher, namely Sh. Prince Jagga, from the same school.

5. After due consideration of the record, it has been found that the sanctioned strength of teachers in the concerned school was 10, against which 7 teachers were working.Three teachers, including Sh. Prince Jagga, had been transferred from the school. In case all 3 transfer orders were implemented, only 4 teachers would remain in the school, whereas 50% of the sanctioned strength is 5 teachers. Thus, implementation of the transfer orders would result in the strength falling below 50% of the sanctioned strength.

The transfer order dated 20/7/26 itself contains the following condition under Note No. 2:

"In case of Senior Secondary and High Schools, if on implementation of these orders the number of teachers in school becomes less than 50% of sanctioned strength of teachers then these orders will be implemented on the replacement of that teacher."

6. The departmental clarification dated 08/04/2021 also specifically provides that, in such circumstances, the transfer orders from that school shall not be implemented until replacement is available. It is further relevant that efforts were made to facilitate the petitioner's relieving by arranging replacements. Two teachers who had been promoted were allotted the station occupied by the petitioner; however, both promotees did not join at the said station. Consequently, the intended replacement arrangement did not materialise. Mere allotment of a station to a promoted teacher, in the absence of actual joining, cannot be treated as fulfilment of the replacement requirement under Note No. 2. Had the said promotees joined and the resulting staffing position satisfied the prescribed condition, the petitioner's relieving could have been considered in accordance with the transfer order and applicable instructions. Since they did not join, the 50% sanctioned-strength condition continued to apply. Accordingly, where implementation of the transfer orders would reduce the working strength below 50% of the sanctioned strength, the concerned order is to be implemented only upon availability of replacement.

7. It is further found that the record that Sh. Prince Jagga was initially relieved dated 22/7/26 due to an administrative and implementation error. Upon subsequent examination of the staffing position and the aforesaid condition, the said error was rectified by cancelling his relieving order vide order dated 11/8/26, so as to ensure compliance with the 50% staffing condition. The initial relieving, therefore, cannot

be treated as a basis for implementation of the petitioner's transfer order contrary to the condition specifically attached to the transfer orders.

8. The petitioner's reliance upon the female preference provision of the Transfer Policy, 2019 has also been considered. The said provision relates to preference in transfer allotment where the prescribed condition of equal composite score is fulfilled. It does not override the separate condition governing implementation of an already issued transfer order where implementation would cause the school to fall below the prescribed 50% teacher strength.Accordingly, after due consideration of the facts & circumstances of the case, it is found that the petitioner's transfer order dated 20/7/26 is subject to the staffing condition and its implementation cannot be ordered in the existing circumstances as it would result in the teacher strength of the school falling below 50% of the sanctioned strength.

9. In compliance with the directions of the Hon'ble Punjab & Haryana High Court, the petitioner Ms. Yadwinder Kaur was afforded an opportunity of personal hearing on 22.09.2026. The petitioner appeared before the Committee and reiterated the grievances raised by her in the writ petition.After due consideration of the facts and circumstances explained above, the claim raised by petitioner is hereby rejected and it is hereby ordered that she be informed accordingly.

Sakatar Singh Bal, P.C.S
Director School Education (Secondary), Punjab

Endst-even/ 2026311281-83 Dated 21.10.2026

A copy of above is sent to following for information and take necessary action.-

1. Concerned District Education officer (S.E)/(EE) Punjab.
2. Concerned petitioner.

21/10/26
Assistant Director School Education (Secondary)

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਅੰਕਣ ਨੰ: ਅ-1/1( )2026/ ਮਿਤੀ 05.11.2026

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੰਬਧਤ ਸਕੂਲ ਮੁਖੀਆਂ ਜਿਲਾ ਬਠਿੰਡਾ ਨੂੰ ਭੇਜ਼ ਕੇ ਲਿਖਿਆ ਜਾਦਾ ਹੈ ਕਿ ਉਕਤ ਸਪੀਕਿੰਗ ਆਰਡਰ ਸੰਬਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਨੋਟ ਕਰਾਏ ਜਾਣ ਅਤੇ ਕਾਰਵਾਈ ਰਿਪੋਰਟ ਇਸਦਫਤਰ ਨੂੰ ਭੇਜੀ ਜਾਵੇ।

05/11/26
ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ ਸਿ)
ਬਠਿੰਡਾ