

2026/0547
18/8/2026
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Office of Director School Education (Secondary) Punjab, Complex Punjab
School Education Board, Block-E, Phase-8, SAS Nagar.
(Establishment-2 Branch)

Order No. E-562579/ESTT-2 (4)

Dated: S.A.S Nagar: 10.08.2026

Speaking Order

Sh. Surinder Singh aged about 40 years, S/O Jalour Singh, Social Studies Master, Govt. Middle School, Kasal Bhatti, Dist. Faridkot R/o Dwareans Road, Near Wakilan Wali Gali, Shahid Bhagat Singh Nagar, Kotakpura and 7 others filed CWP No. 17971 of 2023 for directing the respondent department to remove the anomaly between the pay of senior/petitioners and junior Government employees which has 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 issued by the Government of Punjab, Department of Finance and step up their pay alongwith arrear of pay and consequential benefits alongwith interest @12% p.a. The Hon'ble Punjab and Haryana High Court disposed of the petition vider order dated 07.01.2025. The relevant extract of order dated 07.01.2025 is reproduced below:-

" 3. The solitary resistance offered in the written statement is based on the fact that the seniority list of Master Cadre has not yet been finalized which learned counsel for the petitioners submit has been finalized which learned counsel for the petitioners submit has since been done on May, 2024, and as such a bunch of petitions i.e. CWP-2470-2020 and connected cases titled as Mukesh Sharma and others vs State of Punjab and others, have been disposed of on 03.10.2024, relevant paras whereof read thus:-

"Learned counsel for the petitioners submits that the said seniority list has now been finalized and hence, the respondents are under an obligation to consider the claim of the petitioners for the grant of benefit of step up of their pay equivalent to their junior.

Learned counsel for the respondent-State submits that in case, any representation is filed by the petitioners giving details of the employees who, in the revised merit list though, are junior to the petitioners but are getting higher salary, the same will be decided in accordance with law and an appropriate speaking order will be passed within a period of 08 weeks from the date of receipt of such representation and in case, it is found that any junior of the petitioners is getting higher salary as compared to the petitioners and according to rules, the petitioners are also entitled for the said benefit, the said benefit will be extended to the petitioners otherwise, due reasons for not accepting the claim

of the petitioners will be mentioned in the speaking order so passed, which order will be conveyed to the petitioners for their information and necessary action.

Learned counsel for the petitioners submits that keeping in view the statement made by learned counsel for the respondent-state, present petitions may kindly be disposed of having been not pressed any further with liberty as prayed for.

Ordered accordingly."

4. To the disposal of these petitions in terms of the aforesaid, learned State counsel has no objection.

5. *Ordered accordingly."

2.0 In due compliance of the aforesaid directions of the Punjab and Haryana High Court, the claim of the petitioners as raised by them in the legal notice dated 10.04.2023 (Annexure P-9) has been examined in the light of relevant record pertaining to the claim of the petitioners. After perusal of the relevant record, it has been found that the petitioners joined the education department as Masters/Mistress on 2006-07 on regular/promotion basis. The grievance of the petitioners is that their juniors who were appointed in Master Cadre are getting more pay than the petitioners.

3.0 The petitioners have also contended that they were granted benefit under ACP scheme in the year 2010 on completion of 4 years of service and they were placed in the pay band of Rs. 10300-34800 +3800 Grade Pay. With re-revision of pay scales of Masters and Mistresses, which became effective 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 above said junior employees were also given the same pay band and Grade Pay and their 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 03.09.2012 to the said junior employees, the pay of junior employees were enhanced to Rs. 19010. Whereas the petitioners were drawing pay at the stage of Rs. 18450/- as on 03.09.2012. In view of the said anomalous situation, the petitioners have contended that they are entitled to the basic pay at the stage of Rs. 19010/- w.e.f. 03.09.2012 at par with their aforesaid junior employee namely Smt. Ravneet Kaur.

4.0 In the circular letter No. 6/46/2010-IFP2/322892/1, 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. All the petitioners belong to 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 and DCFA posted in concerned Department.

5. I have perused the said contentions of the petitioners. According to material available on record seniority of the petitioners and alleged juniors is as below:-

Petitioner no.	Name and designation	Initial joining in Master cadre	Seniority No.
1.	Surinder Singh, S.S. Master.	29.12.2006	60083
6.	Gopi Ram, S.S Master Now Head Master.	22.12.2006	60107
7.	Meenu Bala, S.S Mistress.	09.12.2006	59960-A
8.	Shivani Goyal, S.S. Mistress Now Head Mistress.	22.12.2006	59552
Junior Employee	Ravneet Kaur S.S.Mistress, Government High School Wajidke Khurd Dist Barnala.	01.09.2008	61659-A

6. It is on record that Department of Finance vide circular letter dated 22.08.2019 issued instructions regarding removing of anomaly by stepping up pay of Senior Govt. Employees, drawing less pay than their junior due to grant of benefit of Assured Career Progression Scheme in the pay scales re-revised in the year 2011.
7. After gone through the record available it has brought to my notice that claim of the petitioners (Comparative Statement) is already vetted by the Section officer & Deputy Controller (Finance). They have vetted the claim of the petitioners no. 1,6,7 and 8 & confirmed that as per instructions issued by the Government from time to time the pay of the senior employee/petitioner needs to be refixed to bring up to par with the junior employee. Further the office has also examined the fact and verified that the claim of the said petitioners is covered under the instructions issued vide letter dated 22.08.2019 by Government of Punjab, Department of Finance. Hence, in view of the above, approval is hereby accorded for stepping of pay of these petitioner only at par with the pay being drawn by Smt. Ravneet kaur, S.S.Mistress, Government High School Wajidke Khurd Dist Barnala as on 03.09.2012 subject to the condition that senior employee i.e. petitioners shall also be granted Annual Increment on the same day as was due to the said Junior employee namely Smt Ravneet kaur, S.S.Mistress, Government High School Wajidke Khurd Dist Barnala In accordance with the aforesaid instructions dated

Handwritten signature

22.08.2019. The concerned Drawing & Disbursing Officer shall refix the pay of the petitioners in accordance with these orders.

8. It is pertinent to mention that the petitioner no. 2 has submitted his self declaration to the effect that, he does not want to claim this benefit. Regarding petitioner no. 3,4 and 5 it is submitted that they initially joined as E.T.T/J.B.T teachers and lateron promoted to Master Cadre and are comparing with those who have been appointed directly to Master Cadre. Hence their claim is not covered under the Government Instruction dated 12.08.2010. Accordingly claim of the petitioner no. 2,3,4 and 5 is hereby rejected.
9. Further as per instructions of Department of Finance issued vide letter dated 13.10.2014 having granted the benefit of aforesaid step up, the resultant admissible arrear shall be payable for only 38 months from the date of such application. In the present case, the petitioners no.1,6,7 and 8 have filed present petition on dated 16.08.2023, therefore the said date shall be construed as the date of filing of application for the purpose of calculation of payable arrears to these petitioners only in the present case. These orders are being passed in terms of letter dated 06.02.2026 issued by Government of Punjab, Department of Finance. With the aforesaid orders, the claim of the petitioners raised through present petition shall stands settled.

Sakatar Singh Bal, P.C.S.

Director of School Education (SE), Punjab

Endst. No. Even / 2026215252-55

Dated, S.A.S.Nagar: 10.08.2026

A copy of the above is sent to the following for information and necessary action:-

1. District Education Officers (SE) Bathinda, Barnala, Faridkot, Sri.Muktsar Sahib.
2. Petitioners-Employees concerned through concerned District Education Officer (SE) Punjab. (list of petitioners enclosed).

Raminder Kaur

Assistant Director School Education (S.A-2)

10/08/2026

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਾਅੰਕਣ ਨੰ: ਅ-1/1()2026/

ਮਿਤੀ 26/08/2026

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। Scanned with OKEN Scanner

ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)
ਬਠਿੰਡਾ

IN THE HIGH COURT FOR THE STATES OF PUNJAB & HARYANA AT

CHANDIGARH

CIVIL WRIT PETITION NO. 1797 OF 2023

1. Surinder Singh Aged 40 Years, S/O Jalour Singh, Social Studies Master, Govt Middle School, Kasam Bhatti, Faridkot. R/O Dwareana Road, Near Waklan Wall Gall, Shahid Bhagat Singh Nagar, Kotkapura.
Adhar Card No. 9315 5236 8465 Mobile No. 95010 261117
2. Ashok Kumar Aged 51 Years, S/O Kewal Krishan, Social Studies Master, Govt Senior Secondary School, Bilaspur, Moga. R/O VPO Bilaspur, Tehsil Nihal Singh Wala, Dist. Moga.
Adhar Card No. 6176 9122 1644 Mobile No. 94783 30663
3. Parminder Singh Aged 47 Years, S/O Chanan Singh, Social Studies Master, Govt High School, Poohli, Bathinda. R/O # 00598, St No. 1, Baba Farid Nagar, Bathinda.
Adhar Card No 9234 8436 3331 Mobile No. 81468 04500
4. Raghbir Singh Aged 51 Years, S/O Bhajan Singh, Social Studies Master, Govt Senior Secondary School, Goniana, Sri Muktsar Sahib. R/O # Abohar Road, St No. 1, H.No. 644, Sri Muktsar Sahib
Adhar Card No 6078 9612 8037 Mobile No. 98143 01986
5. Buta Singh Aged 51 Years, S/O Mohinder Singh, Social Studies Master, Govt Girls Secondary School, Bhagsar, Sri Muktsar Sahib. R/O # # 5092, Bhal Kartar Singh Street, Sri Muktsar Sahib
Adhar Card No 5885 8113 4371 Mobile No. 98762 24461

6. Gopi Ram Aged 41 Years, S/O Sadhu Ram, Social Studies Master, (Now Head Master), Govt High School, Bharu, Distt Shri Muktsar Sahib. P/O Canal Colony, Near Lion Heart Gym, Giddarbaha, District Muktsar.
Adhar Card No 4326 6361 2411 Mobile No. 84275 23388

7. Meenu Bala Aged 40 Years, D/O Ganesh Kumar, Social Studies Mistress, Govt Senior Secondary School (Boys) Kotkapura Faridkot. R/O Lajpat Nagar, Street no 4, Kotkapura, Distt Faridkot
Adhar Card No 6611 5072 8244 Mobile No. 98765 29683

8. Shilvani Goyal Aged 38 Years, D/O Satish Kumar (Social Studies Mistress) (Now Head Mistress), Govt High School, Waradaraka, District Faridkot. R/O Kundanmal Street, Lajpat Nagar, Kotkapura.
Adhar Card No 5932 9694 0702 Mobile No. 81468 00238

.... Petitioners

Versus

1. State of Punjab through its Secretary, Department of Education, Civil Secretariat-2, Sector-9, Chandigarh.
2. The Director Public Instructions (SE), Punjab, Punjab School Education Board Building, Education Complex, Fifth Floor, Phase-8, Mohali.
3. Rajesh Joti, Govt Senior Secondary School, Ramdass, Amritsar, S/O Sori Lal Through respondent no. 2, Director Public Instructions (SE), Punjab, Punjab School Education Board Building, Education Complex, Fifth Floor, Phase-8, Mohali.

... Respondents

(NITESH SINGLA)

P-1982-2013

ADVOCATE

COUNSEL FOR PETITIONERS

(#2151 Sector 38C, Chandigarh

M:9876027150

PLACE: CHANDIGARH

DATED: 16.08.2023