

2026/05464
18/8/2026
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**Office of Director of Public Instruction (Secondary Education) Punjab.
(Establishment - IV Branch)**

Order No. E-1090400/2026-ESTT-4(1)

Dated: S.A.S Nagar: 14.08.2026

Mandeep Singh S/o Pritam Singh, Punjabi Master Government Senior Secondary School, Umedpur Tibba Block Dehlon-1 District Ludhiana and 53 others (Whose list in enclosed) filed Civil Writ Petition No 8419 of 2026 for directing the respondents to grant the same pay scale ie. 6th Punjab Pay Scale instead of 7th Central Pay Scale, as has been given to the similarly situated persons who had applied in response to the same advertisement (P-1) and to grant them all consequential benefits alongwith arrears and interest thereupon. The Hon'ble Punjab & Haryana High Court disposed of the petition vide order dated 19.03.2026 with the following operative directions:-

" 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 consider and decide representation dated 05.01.2026 (Annexure P-11) submitted by the petitioners expeditiously, by passing a speaking order after affording an opportunity of hearing to the petitioners, preferably within a period of 03 months from the dated of receipt of certified copy of this order, Further, the decision taken thereon shall be covered to the petitioners. Needless to say, if the petitioners are found entitled to the relief sought, the same shall be granted to them within a period of 01 month thereafter".

In compliance with the above said orders of the Hon'ble Court, I have carefully gone through the contents of order dated 19.03.2026, representation dated 05.01.2026 (p-11) submitted by the petitioners, government instructions issued time to time in this regard and official record pertaining to this matter, produced before me. The petitioners were granted personal hearing on 10.07.2026 in the interest of justice to put forth the facts/material to substantiate their claim raised through representation dated 05.01.2026. They have claimed the pay scale applicable upon them, according to the applicable rules and refix the pay accordingly.

I have examined the claim raised by the petitioners and also considered the order of Hon'ble court in CWP No. 15896 of 2023 tiled as Saurabh Sharma and others versus State of Punjab and another in which it was held that all candidate 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:-

beneficial to 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."

Accordingly, in compliance of the orders mentioned above passed by the Hon'ble High Court in CWP No. 33804 of 2024, 21334 of 2025 and 25308 of 2025 filed earlier by them & 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 all Petitioners except petitioner no. 40 has been re-fixed strictly as per instructions contained in para 5 of the said instruction dated 05.01.2026

"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..."

The Service 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 .

It has come to notice after the perusal of the official record that some of the petitioners except petitioner no. 40 had earlier filed CWP No. 33804 of 2024, 21334 of 2025 and 25308 of 2025 for similar relief, which were disposed of by the Hon'ble court vide various orders In compliance of order dated 16.12.2024 passed in CWP No. 33804 of 2024 personal hearing was given to Petitioners on 05.01.2026 & they submitted the representation dated 05.01.2026 during the personal hearing. Their representation was duly considered and order dated 02.02.2026 was passed by the respondent department. In Compliance Of order dated 29.07.2025 passed in CWP No. 21334 of 2025 department has passed well reasoned order dated 28.02.2026 and in compliance of order dated 29.08.2025 passed by the Hon'ble court in CWP No. 25308 of 2025 department has passed order dated 01.04.2026 & pay of all the petitioners of these two writ petitioners has been refixed. In view of the judgment in Saurabh Sharma, s case approval was accorded to fix the pay of the petitioners of CWP No. 33804 of 2024, who are again petitioners in the instant writ petition 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-SFP1/671 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 Employee recruited in the service of 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. .

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

& Concerned DDO of petition no. 40 is hereby directed to refix her pay strictly in similar way on that of petitioners of CWP No. 33804 of 2024 , 21334 of 2025 and 25308 of 2025.

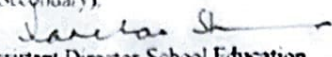
In above terms claim of the petitioners raised through representation 05.01.2026 (P-11) is hereby settled.

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

Endst. No. Even / 2026223483 dated: 18.08.2026

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-5Branch), Civil Secretariat (II, Sector-9), Chandigarh.
2. Concerned District Education Officers (secondary) to fix the pay of the petitioner 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 (Secondary).


Assistant Director School Education

o/c

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਅੰਕਣ 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।


ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)
ਬਠਿੰਡਾ