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OFFICE OF DIRECTORATE OF SCHOOL EDUCATION (SECONDARY) PUNJAB,
SAS NAGAR
(Establishment-3 Branch)
(Email ID-dpise.aml3@punjabeducation.gov.in)

Speaking order

Order No. DPISE-EST30CC(CWP)/64/2025-ESTABLISHMENT-3-DPISE/1013574
Dated, SAS Nagar: 23.09.2026

Sunandan Walia aged 48 years, D/o Jagjit Walia, Hindi Mistress, Govt. Girls High School Nai Abadi, Hoshiarpur, R/o House Number 284, Street Number 15, Krishna Nagar, Hoshiarpur, Punjab (Aadhar Card No. 712730005237 Mobile No. 9876723739) and 2 other filed C.W.P. 27031 of 2025 titled as "Sunandan Walia and others versus State of Punjab and others" and prayed inter-alia as under:-

"To issue the direction to respondent-department to remove the anomaly between the pay of petitioners/Seniors and junior Government Employees, in view of Notification dated 22.08.2019(ANNEXURE P-5) issued by the Government of Punjab, Department of Finance as may other similarly situated employees who approached this Hon'ble Court by filing various writ petitions and thereafter they were granted the same benefit vide various speaking orders dated 12.01.2023 and 07.05.20256 (ANNEXURE P-7 & P-8 respectively), alongwith all arrears of pay and consequential benefits along with interest @ 12% p.a; and further to issue directions to the respondent-department to decide the representation/legal notice dated 20.05.2025 (ANNEXURE P-6) served by the petitioners to grant the aforesaid benefit/relief."

2.0 And Whereas, the Ld. Single Bench vide order dated 11.09.2025 disposed of with following direction to the respondents with following manner:-

"At this stage, respondent No.2 is directed to decide the legal notice dated 20.05.2025 (Annexure P-6) submitted by the petitioner, within a period of four months from the date of receipt of certified copy of this order, by passing a speaking and well-reasoned order. It is expected that Respondent No.2 shall examine the orders dated 12.01.2023 (Annexure P-7) and 07.05.2025 (Annexure P-8) and other relevant rules/instructions in the present case, before passing a speaking order."

3.0 And in compliance with the above said order, the contents of legal notice dated 20/5/2025 (Annexure P-6), orders dated 12.01.2023 (Annexure P-7), orders dated 7/05/2025 (Annexure P-8) and the official record of the petitioners have been examined. In the said legal notice, the petitioners have contended that initially they joined in Master Cadre in the year 2006 on regular basis. It is assertion of the petitioners that one Sh. Raghwinder Bhatia, D.P.E Master, Government Senior Secondary School (Girls) Bhogpur, District Jalandhar who joined as a D.P.E Master on 10.03.2008 and is, thus junior to them, is drawing more pay than the Petitioners. 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 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 above said junior employee was also given the same pay band and Grade pay and 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 the pay of junior employee was enhanced to Rs. 19010 and further, with the grant of annual increment on 01.12.2012, his pay was fixed at Rs. 19590/- Whereas the pay of the petitioners was fixed at Rs. 19010/- as on 01.12.2012. Therefore, the petitioners have contended that they are entitled to the basic pay of Rs. 19590/- w.e.f. 01.12.2012 at par with their junior, Sh. Raghwinder Bhatia, D.P.E Master, Government Senior Secondary School (Girls) Bhogpur, District Jalandhar.

4.0 The undersigned has perused the said contentions of the petitioners. The petitioners, who were appointed in the year of 2006, are claiming pay parity with one Sh. Raghwinder Bhatia, who was appointed in the year of 2008. The Seniority list of the Master Cadre has been finalised. As per the finalised Seniority list, the petitioners, having been appointed in the year 2006, are senior to the employees appointed in the same cadre in the year 2008. Accordingly, the contention of the petitioners regarding their seniority vis-a-vis the said employees had been considered in the light of the finalised Seniority List.

5.0 It is also on the record that the Department of Finance vide circular letter No 6/46/2010-1 FPII/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 the 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, D.P.E Master, Government Senior Secondary School (Girls) Bhogpur, District Jalandhar 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 of Rs. 18450/-. The above said junior employee was also given the same pay band and Grade pay and his initial pay was also fixed as Rs. 18450/-. But due to grant of benefit under the ACP scheme on completion of 4 years of service with effect from 10.03.2012, the pay of junior employee was enhanced to Rs. 19010 and further with the grant of annual increment on 01.12.2012, his pay was fixed at the stage of Rs. 19590/- Whereas, the pay of the petitioners was fixed at the stage of Rs. 19010/- as on 01.12.2012.

6.0 In the circular letter No. 6/46/2010-1FPII/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 had 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 and DCFA posted in concerned Department.

7.0 The claim of petitioners has been examined by the Section Officer and Deputy Controller (Finance). They have vetted the 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 re-fixed to bring it at par with the junior employees. 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. 4/46/2010-1FPII/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 at par with the pay being drawn Sh. Raghwinder Bhatia, D.P.E Master, Government Senior Secondary School (Girls) Bhogpur, District Jalandhar as on 10.03.2012 at the stage of Rs. 19010 and Rs. 19590/- as on 01.12.2012 subject to the condition that senior employees i.e. petitioners shall also be granted Annual Increment on the same date, which is 01.12.2012, as was due to the said junior employee namely Sh. Raghwinder Bhatia, D.P.E Master, Government Senior Secondary School (Girls) Bhogpur, District Jalandhar in the accordance with the aforesaid instructions dated 12/08/2010. The concerned Drawing and Disbursing Officer shall re-fix pay of the petitioners in accordance with these orders.

8.0 Further, as per instructions of Department of Finance issued vide No. 6/46/2010-1FPII/322892/1 dated 13.10.2014 having granted the benefit of aforesaid step up, the resultant admissible arrears shall be payable for only 38 months from the date of such application. In the present case, the petitioners have filed present writ petition on 11.02.2019. 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.

In the aforesaid orders, L
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With the aforesaid orders, the claim of the petitioners shall stand disposed of.

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

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Dated 23.09.2026

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

1. Concerned District Education officer (S.E) Punjab.
2. Concerned petitioners.


23/9/26

Assistant Director School Education (Secondary)

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਅੰਕਣ ਨੰ: ਅ-1/1()2026/ 1175

ਮਿਤੀ 27.10.2026

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੰਬੰਧਤ ਸਕੂਲ ਪ੍ਰਿੰਸੀਪਲਾਂ ਨੂੰ ਭੇਜ ਕੇ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਉਕਤ ਸਪੀਕਿੰਗ ਆਡਰ ਸੰਬੰਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਨੋਟ ਕਰਾਉਣੇ ਯਕੀਨੀ ਬਣਾਏ ਜਾਣ ਅਤੇ ਕਾਰਵਾਈ ਰਿਪੋਰਟ ਇਸ ਦਫਤਰ ਨੂੰ ਭੇਜੀ ਜਾਵੇ।


ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)
ਬਠਿੰਡਾ