

OFFICE OF THE DIRECTOR OF SCHOOL EDUCATION (SECONDARY) PUNJAB.  
(Complex Punjab School Education Board, Phase-8, S.A.S Nagar)  
ME Branch

2026/23451

11/10/2026

m-4

Order No.1162515

Dated:- 27-09-2026

**ORDER**

Whereas, the petitioners, Arshdeep Singh and 27 others, who are working as Clerks in the Department of School Education, State of Punjab, preferred CWP No. 20928 of 2026, titled as Arshdeep Singh and others Vs. State of Punjab and others before the Hon'ble Punjab and Haryana High Court seeking a writ of mandamus to direct the respondents to consider their claim for extending the benefit of the judgment dated September 13, 2024 passed in CWP No. 15896 of 2023 (Saurabh Sharma and others Vs. State of Punjab and others). The petitioners sought the regular pay scale of 10,300-34,800 + 3,200 Grade Pay, subsequently revised to 35,600/- (under 6th Punjab Pay Commission), on the post of clerk, along with all due consequential benefits from their respective dates of appointment.

And whereas, the Hon'ble Punjab and Haryana High Court disposed of the said writ petition vide order dated 13.07.2026, with the following operative directions:

"In view of the above and considering the prayer, as made by learned counsel for the petitioners, being innocuous and bona fide, this Court, without observing anything on merits of the instant case, directs the respondents, to take a final decision on the legal notice dated 21.04.2026 (Annexure P-15), by passing a speaking order, after giving a due opportunity of hearing to the petitioners, within a period of eight weeks from the date of receipt of a certified copy of this order. If the petitioners are found entitled for the asked for monetary benefits, the same shall be released to them, forthwith."

In pursuance of directions of Hon'ble High Court, the claim of petitioner has been considered on the basis of record, facts and government policy and instructions issued from time to time by the government. The petitioners were granted an opportunity of hearing on 16.09.2026 in view of directions of Hon'ble Court whereby petitioners reiterated their claim as raised vide their legal notice dated 21.04.2026. Vide their legal notice dated 21.04.2026, the petitioners have claimed regular pay scale of 10,300-34,800 + 3,200 Grade Pay and further corresponding pay as per Sixth Pay commission, in view of the judgment passed in CWP No. 15896 of 2023 titled Dr. Saurabh Sharma and others versus State of Punjab and others.

And whereas, the case of the petitioners has been examined thoroughly in light of their respective modes of recruitment, dates of advertisement, and dates of joining. The petitioners in present writ petitioner are appointed as clerks vide Advertisement No. 17/2021, Advertisement No.15/2022 and compassionate appointment and have joined the department on various dates after 17.07.2020.

I have examined the claim raised by the petitioners and also considered the order of Hon'ble Court in CWP No. 15896 of 2023 titled 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

Hon'ble Court directed to decide the claim of petitioner in present case. The judgment in CWP No. 15896 Of 2023 followed in Saurabh Sharma's case

*"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 is governed by "The Punjab Education Department Ministerial and Non-Teaching Staff (Sub-Ordinate Offices) Group C Service Rules, 2018." The 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."*

Accordingly, the approval is hereby accorded to fix the pay of the petitioners as per the above mentioned 2018 rules. Further, according to the Punjab Civil Service (Revised Pay) Rules, 2021, notified by the State of Punjab Vide Notification No. 09/01/2021-5FP1/671 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 6<sup>th</sup> Punjab Pay Commission are not applicable to the petitioner 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 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*

**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. 7/204/2012-4FP/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.
- *Illustration: Annexure 'C'*

Accordingly, in compliance of the orders dated 13.07.2026 passed by the Hon'ble High Court & in light of the above said directions dated 05.01.2026 issued by the competent authority, Department of Finance, State of Punjab, the pay of the petitioners be re-fixed strictly as per instructions contained in para 5 of the said instruction dated 05.01.2026.

Sakatar Singh Bal, PCS  
Director School Education, Punjab

Endst. No/ 2026 2746 97

Dated: 29-09-2026

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

1. Registrar, Punjab and Haryana High Court, Chandigarh.
2. Concerned District Education officer(SE/EE) are directed to sent this order immediately to the concerned petitioners.
3. Arshdeep Singh, aged 28 year, Son of Late. Sukhminder Singh, presently working as Clerk at District Education Office, Fazilka, DC. Complex, SSP Block, 3rd Floor, Room no 406, District Fazilka, resident of Village Saido Ke Hithar, Dist Fazilka. Adhar card no.771424628083, Moblie No.8437694054.
4. Rahul, Aged 34 year, Son of Sh. Satish Kumar, presently working as Clerk at GSSS Multipurpose, Ludhiana, Resident Of House No 686, Abohar Road, Street No 2, Muktsar, Punjab. Adhar no. 6667-8867-2495. Mobile no.- 9814135066.

- Kaur d/o Gurmail Singh, age-28, Presently working as Clerk at GSSS Jaurkian, Mansa, Resident: VPO Jhunir, Teh Sardulgarh, Distt mansa, Punjab, Adhar no. 8916107712, Mobile No. 90563418574. Karamjit Kaur D/o Gurmeet Singh Aged 36 years, presently working as Clerk at GHS
6. Inder Preet Singh, Age 29 year old, Son of Rajinder Singh, presently working as Clerk at GSSS Bassi Block Bholath, Distt- Kapurthala, Resident of VPO-Mari Panwan, Teh-Batala, District-Gurdaspur, Adhar no. 497844898732, Mobile No. 9872759659
7. Vaneeta Gupta aged 39 years D/o Ved Parkash, presently working as Clerk at GSS Biroke Kalan, Block Budhlada, Dist. Mansa, resident of Ward no. 8, Water Works Road, Budhlada. Aadhar card no. 986219620243 mob. No. 7986619070, 9478645340
8. Vishal Joshi, Aged 32 year old, Son of Jasvinder Kumar Joshi Presently working as Clerk at Shaheed Sepoy Mukand Singh Govt Senior Secondary School, Dharamgarh, Distt-Sangrur, Resident of Hno.9 Wno.1, Jain Street Sunam, District Sangrur. Adhar no. 285361987304, Mobile No. 9464340463
9. Tarsem Singh, Aged 34 year, Son of Hansa Singh, presently working as Clerk at PM Shri GSSS Dehlon Block Dehlon-1, Distt- Ludhiana, Resident of Harayu Kalan, PO Harayu Khurd, District Patiala, Adhar no. 434673648869, Mobile no. 9646050684
10. Ramandeep Singh Sallan, Aged 28 year, Son of Nirmal Singh, presently working as Clerk at GHS Ramgarh Block-Sehna, Distt-Barnala, Resident of Diwana, PO Diwana, District- Barnala, Adhar no. 382598839416, Mobile No. 9646678505,
11. Gurpreet, Aged 27 year, Son of Faqir Chand, presently working as Clerk at Office Block Primary Education Officer Ferozepur-3, Distt- Ferozepur, Resident Vill. Chak Rakh Amir, PO Amir Khas, District Fazilka, Adhar no. 303460369610, Mobile No. 9592394324
12. Balwant Singh aged 42 year, S/o Amir Singh, working as Clerk at PM Shri GSSS (Girls) Talwandi Bhai, Distt. Ferozepur R/o Basti Labh Singh Wall, PO Guruharsahal Dt. Ferozapur Aadhar No. 266025361646 Mobile No. 9914389659 and 7589275474
13. Paramjeet Singh, aged 26 years son of Avtar Singh presently working as Clerk In SOE Kotshamir Bathinda Resident of Village Gurthari Distt Bathinda Pin Code 151401 PO Pakka Kalan Adhar no 820280915187 Mobile 8437663404
14. Simranjeet Singh, aged 28 S/O Inderjeet Singh, Current Office BPEO Jaitu, Faridkot. Resident At Jatinder Chowk Faridkot, Punjab Adhar - 228440247648 MOBILE-9988576862
15. Amit Bansal, Age 30 Years, Son of Jagdish Bansal, Present working as Clerk at DEO(S) Ludhiana R/o Ward No 21 Khokhar Road, Mansa district mansa, Aadhar No-389198301824, Mob No-9530891700-T
16. Harmanpreet Singh, aged 32 year, son of Shri Chaman Lal, presently working as Clerk at Ghs Mangupur, Teh Sultanpur Lodhi, dist Kapurthala, Resident of Village Dandupur, PO Burewal, Teh Sultanpur Lodhi, Dist. Kapurthala Adhar no. 751291691263.
17. Ramandeep Singh, Aged 37 year, Son of Parminder Pal Singh, presently working as Clerk at GSSS Khera Dona Kapurthala, Resident of House No-09 Vijay Nagar, VPO-Jalai Bhulana Distt Kapurthala, Aadhar No 946563347731 Mobile No-7696830699
18. Sukhdeep Singh, Aged 31 Year, Son of Balwinder Singh, presently working as Clerk at GSSS Jeoll, Derabassi, Distt-SAS Nagar, Resident of Ajnouda Kalan, District Patiala, Adhar no. 471829908991, Mobile No. 9781761306.
19. Varkha Rani, Aged 32 years, daughter of Raj Kumar, presently working as Clerk at GSSS Ralldharana Shadihari (Sangrur), Resident of Lehragaga district Sangrur, Adhaar Number 514363202556, Mobile-9876848860
20. Harpreet Kaur aged 46 year, daughter of Daler Singh, presently working as Clerk at GSSS Zaffarwal Teh Distt Gurdaspur, Resident of Pasiyal PO Behrmapur Teh Distt Gurdaspur Adhar No 94960854931 & mobile no 7986509519.
21. Gaganjit Kaur, Aged 29-year-old, Daughter of Late S. Gurmeet Singh Presently working as Clerk at PM Shri GSSS Samana Girls, Samana, Distt- Patiala, Resident of Village Ajnauda Khurd Tehsil Nabha District Patiala Adhar no.707856642793, Mobile No. 9781512176

23. Jyoti Kaur, age 31 years old, D/o Sukhwinder Singh present posting as a Clerk, GSSS Haibowal Distt Sangrur resident Chak Bela Singh Wala Sohlan Road Sangrur Adhar no 515100198590 Mobile no 7973919736
24. Surinder Kumar Aged 31 years son of Manga Ram presently working as Clerk at GSSS Khaira Khurd, Distt Mansa, resident of Khaira Khurd po Khaira Kalan Tehsil Sardulgarh Distt Mansa Adhar card no 439999394111
25. Gurpreet Singh, aged 27 year, son of S. Balwinder Singh, presently working as Clerk at School of Eminence Barnala, district Barnala, resident of Bhuchio Khurd, PO Bhuchio Khurd, district Bathinda, Aadhar number 723761161507, Mobile number: 82849-75426
26. Karamveer, Age 38 year, son of Vinod Kumar, presently working as Clerk at deo office (SE) in Ludhiana, Resident Of Sant Vihar Opposite Gurdev Park Haibowal Kalana Ludhiana Punjab 141001, Aadhar no. 571324844740, mobile no. 9781019693
27. Rashmi Sharma aged 33 years daughter of sh. Kamal Kumar, presently working as Clerk in O/o DEO (SE) Ludhiana, Resident of H. No 655, Barnala Road, ward no. 3, Bhikhi, district Mansa. Adhar no. 661100283046 Mobile no. 9779436467
28. Sumandeep Kaur, Aged 31 years old, daughter of Sukhdev Singh, presently working As Clerk at GSSS NATHANA BOYS SCHOOL, Block GONIANA, Resident of street no.38 Near Sukhmani Enclave, Lal Singh Nagar Bathinda Adhar no.223488294593 Mobile no.7508030395
29. Kamaldeep Singh, Aged 33-year-old, Son of Late. S. Mewa Singh, presently working as Clerk at GSSS Girls Ballanwali (Bathinda), resident of VPO Bhunder Tesh- Maur (Bathinda) Pin code 151103, Aadhar no. 5661 9995 1666, Mobile No. 8847400365
30. Bhumika Sharma, Age-24years, Daughter of Lt. Sh. Raman Sharma Presently working as Clerk at DEO OFFICE, District Amritsar R/o #485, Fatehgarh, Churian Road, Bajwa Hospital, Akash Avenue, Amritsar. Aadhaar Number: 355551235360 Mobile Number: 6283423629.

*Done 29/09/2026*  
Registrar, Education Department.

## ਦਫਤਰ ਜ਼ਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਾਅਕਣ ਨੰ: ਅ-1/1( )2026/ 1178

ਮਿਤੀ 7.10.2026

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।

*29/10/26*  
ਜ਼ਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)  
ਬਠਿੰਡਾ