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Office of Director School Education (Secondary), Punjab
Complex Punjab School Education Board, Block-E, Phase-8, SAS Nagar.
(Establishment-3 Branch)

Order No. E-1000665 E-3(4)

Dated: S.A.S. Nagar: 25/1/2026

Speaking Order

Sonam, aged about 35 years, daughter of Harbans Lal, resident of Village Fatehpur Majra Jattan, Tehsil Balachaur, District SBS Nagar, along with 17 others, filed CWP No. 27406 of 2025 before the Hon'ble Punjab and Haryana High Court seeking a writ in the nature of mandamus directing the respondents to grant the statutory pay scales as per 2009 Rules (Annexure P-5), i.e., Rs. 10,300-34,800 with Grade Pay of Rs. 5,000/-, later revised vide letter dated 27.02.2012 (Annexure P-6), from the date of their entry into service along with interest at 12% thereon. The petitioners further prayed that the respondents be directed to take into account this pay scale for future pay revisions to quash the instructions dated 17.02.2012 (Annexure P-4), and to grant benefits under the judgments in CWP No. 15896 of 2023 (*Saurabh Sharma & others vs State of Punjab*) and CWP No. 17064 of 2017 (*Ajay Kumar Singla & others*) along with notification dated 15.01.2015, including payment of full salary during the probation period.

The Hon'ble Punjab and Haryana High Court disposed of the petition vide orders dated 15.09.2025. The operative portion of the orders is reproduced as below:-

"The respondent No.1 is directed to decide the representation dated 07.02.2025 (Annexure P-9) in the light of the judgments passed by this Court in CWP-15896-2023 (O&M), titled as "Dr.Saurabh Sharma and others Vs. State of Punjab and Others." and CWP-17064-2017, titled as "Ajay Kumar Singla and Others vs. State of Punjab and Others" and to take a decision by passing a well-reasoned and speaking order within a period of four months from today.

7. In case, the petitioners are found entitled to any relief, the same shall be released to them along with reasonable rate of interest, without any further

delay.

8. Disposed of".

In compliance with the orders dated 15.09.2025, the claim of the petitioners were taken into consideration in light of the Judgment in *Ajay Kumar Singla and others vs State of Punjab and others*. However, It has transpired that

SLP No. 25565 of 2015 in the said case is pending before the Hon'ble Supreme Court. Due to this, the matter has not attained finality. Therefore, the present claim of the petitioners cannot be decided on the basis of above-mentioned Judgment.

I have examined the claim raised by the petitioners through representation dated 07.02.2025 and have also considered the orders of the 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 candidates 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 followed in Saurabh Sharma's case is as under: -

"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 services of petitioners are governed by the "The Punjab Educational (Teaching Cadre) Group C Service Rules, 2018." Rule 5 of the said rules provides 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, approval is hereby accorded to fix the pay of the petitioners as per the said 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 employees recruited in the service of the 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."

In view of the above provisions, 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, the Department of Finance, Punjab issued instructions dated 05.01.2026, wherein it has been decided to grant the pay scale to the petitioners/employees which is more beneficial to them. The relevant part of the instruction dated 05.01.2026 is reproduced here as 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.*

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- 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."

In pursuance of the Finance department directions dated 05.01.2026, the present order is being passed in supersession of the previous order dated 12.11.2025.

Accordingly, in compliance of the orders dated 15.09.2025 passed by the Hon'ble High Court and in light of the above directions dated 5-1-2026 issued by the competent authority, i.e., the Department of Finance, Punjab, the pay of the petitioners is hereby re-fixed strictly as per instructions contained in para 5 of the said instructions dated 05.01.2026. These orders are issued after the approval of respondent no.1 i.e. Secretary School Education Punjab.

Sakatar Singh Bal, PCS
Director School Education (Secondary) Punjab

Endst. No. Even / 2026 272886-88 dated: 25/9/2026

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-5 Branch), Civil Secretariat (II, Sector-9), Chandigarh.
2. Concerned District Education Officers (S) to fix the pay of the petitioners after getting it verified from the Section Officer/DCFA and to send a report to this directorate.
3. Concerned Petitioners as per list through D.E.O (S).


Assistant Director S.A.

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਾਅੰਕਣ ਨੰ: ਅ-1/1()2026/ 1182

ਮਿਤੀ 9.10.2026

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


ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)
ਬਠਿੰਡਾ