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11/11/2026

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OFFICE OF DIRECTOR SCHOOL EDUCATION (SECONDARY), PUNJAB  
Punjab School Education Board Complex, Phase-8, SAS Nagar  
(Email ID- [adsadpi@punjabeducation.gov.in](mailto:adsadpi@punjabeducation.gov.in))  
(Establishment-2 Branch)

Order No. E-1079479-ESTT-2(2)

Dated: S.A.S Nagar: 16.03.2026

**Speaking Order**

1. The petitioner, Gautam S/o Ravinder Kumar and others filed Civil Writ Petition No. 22063 of 2025 in the Hon'ble Punjab and Haryana High Court with the prayer to grant the statutory pay scale as mandated in the 2018 Rules viz 10300-34800 + Grade pay 5000/- from entry into service alongwith arrears and interest at 12% thereon in light of law settled in CWP no 15896 of 2023 titled as Saurabh Sharma and others vs. State of Punjab and another. The Hon'ble Punjab and Haryana High Court disposed of the writ petition vide order dated 01.08.2025. The operative portion of the order is reproduced as below:-

*"2. In view of the above and without commenting upon the merits of the case, these petitions are hereby disposed of with a direction to the respondents to decide the representation dated 07.02.2025, taking note of the aforesaid judgment, within a period of 6 months, which this Court has no reason to believe the authorities would not address in a just, fair and reasonable manner. Upon doing so. after notice and hearing offered to them and if found entitled, grant the benefit forthwith. Needless to say, if the orders are adverse to their interest, the same shall contain reasons and the petitioners shall be free to seek legal redress thereupon.*

3. Photocopy of this order be placed on the connected files."

2. In compliance with the above said orders of the Hon'ble Court, the petitioners were granted personal hearing on 06.03.2026 in the interest of justice to put forth their claim. They have claimed the pay scale applicable upon them, according to the applicable rules and refixation of 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 dated in terms of which the present Petition has been disposed of.

3. 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.* 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.

4. 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 the 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.”

5. Accordingly, in compliance of the orders dated 01.08.2025 passed by the Hon'ble High Court and 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 Petitioners be re-fixed strictly as per instructions contained in para no. 5 of the said instruction dated 05.01.2026.

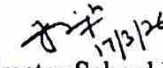
**Keshav Goyal, P.C.S**  
**Director School Education (S.E), Punjab**

Endst. No. Even / 202673405

dated: 17-03-2026

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 (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

**ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ**

ਪਿਠਾਅੰਕਣ ਨੰ: ਅ-1/1( )2026/ 1059

ਮਿਤੀ 1.4.2026

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੰਬੰਧਤ ਸਕੂਲ ਮੁਖੀਆਂ ਨੂੰ ਭੇਜ ਕੇ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਉਕਤ ਪੱਤਰ ਵਿਚ ਸੰਬੰਧਤ ਪਟੀਸ਼ਨਰਾਂ ਨੂੰ ਸਪੀਕਿੰਗ ਆਰਡਰ ਨੋਟ ਕਰਾਏ ਜਾਣ ਅਤੇ ਰਿਪੋਰਟ ਦਫਤਰ ਨੂੰ ਭੇਜੀ ਜਾਵੇ।

  
ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ. ਸਿ)  
ਬਠਿੰਡਾ

01/04/26