

202646729
30/3/2025
mm 3

Directorate of School Education (Secondary), Punjab
Punjab School Education Board Complex, Phase-8, S.A.S. Nagar
(Establishment-3 Branch)

Order No. DPISE-EST10CC/26/2023-ESTABLISHMENT-1-DPISE /572658
Dated, S.A.S. Nagar:-05.03.2026

In compliance with the order dated 27.10.2016 passed by the Division Bench of the Hon'ble Punjab & Haryana High Court in a bunch of cases with main case LPA No. 589 of 2015, State of Punjab Vs. Kewal Singh and others, necessary speaking orders were issued vide No. 4/52-2013 Estt.-3 (2), dated 14-03-2017. Vide the said order, it has, inter-alia, been held by the Hon'ble Court to the following effect:-

"As regard to the benefit of adhoc service towards pay fixation, no impediment either caused under the Rules or an Executive Policy has been pointed-out. Unless there is an embargo created by way of policy or rule for denying such benefit, the adhoc service followed by regular appointment without any break can be counted towards pay-fixation on regular appointment."

2.0 The meaning of the words 'adhoc service' used in the above said judgement of Hon'ble Court is service rendered by petitioners and other similarly situated persons in context of their claim as raised in the above said litigation is service rendered by them on 89 days basis as a stop gap arrangement after having quashed their regular appointment which was made in excess of the advertised posts. Such service is to be taken for the purpose of pay-fixation in case there was no break as held by the Hon'ble Punjab and Haryana High Court which has been reproduced above.

3.0 However, matter for counting such service towards 'Qualifying Service' for the purpose of computing retiral benefits, has been considered and it has been decided that such adhoc service/service rendered on 89 days basis shall also be considered as 'Qualifying Service' for the purpose of computing retiral benefits even if there was some break between such adhoc service and regular service.

4.0 In view of the above, it is clarified that in continuous of earlier officer orders if any employee is entitled for benefits on the basis of LPA 589 of 2015, then the same shall be granted on notional basis and he/she will not be entitled for any arrears. The earlier office orders issued by this office vide no. 4/52-2013 E-3 (2) dated 14.03.2017 and dated 10.01.2018 shall be deemed to have been modified to the extend above.

Gurinder Singh Sodhi, P.C.S
Director School Education (Secondary) Punjab.
Dated, SAS Nagar. 20/03/25

Endst No. Even/202678970

A copy of the above is forwarded to the following for information and further necessary action:-

1. All District Education officer (S.E/E.E) Punjab.

DLaur
20/3/26
Assistant Director School Education (Secondary)

ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਾਅੰਕਣ ਨੰ: ਅ-1/1()2026/ 1061

ਮਿਤੀ 2.4.2026

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

 02/04/26
ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)
ਬਠਿੰਡਾ