

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: 708174/ DPISE-EST20CC/46/2024-ESTABLISHMENT-2-DPISE(E-3)

Dated, S.A.S Nagar : 02-04-2026

Speaking Order

1. The petitioner Balwinder Singh s/o Malkit Singh, DPE Master Govt. Girls Sen. Sec. School, Rupana, Distt. Sri Mukhtsar Sahib along with others filed CWP No. 11338 of 2024 with a prayer to direct the respondent to grant the minimum of the pay scale granted to masters/mistresses working in the same department, from the date of their initial appointments and further to the grant of consequent arrears of difference of salary. The petitioners also prayed for quashing the order 06.02.2024 (Annexure P-15) whereby the said claim of the petitioners was rejected.
2. The Hon'ble Punjab and Haryana High Court disposed of the petition vide its order dated 21.04.2025, the relevant part of the order is reproduced here as under:-

*"2. Learned counsel submits that the solitary reason for denying the relief in the speaking order is that the judgment in the case of Harvinder Singh and Others vs. State of Punjab and Others, CWP-2031-2016 was not generalized, against even the LPA-29-2021 stands dismissed. He on instructions states that the petitioners are also ready for their arrears be restricted to 38 months as had been in the above case, which squarely covers their claim, which learned State counsel despite best efforts has been unable to controvert regards the factual*

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*[Handwritten mark]*

position and draw out any distinctive aspects in the aforementioned judgment or cite any contrary law.

3. Based on the aforesaid, CWP-12583-2020 titled as *Balinder Kumar and Others vs. State of Punjab and Another* was also disposed of on 07.02.2024. Relevant paras whereof read thus:

" .... 9. Indubitably, the petitioners, who were appointed through a regular process of selection as per statutory rules against sanctioned posts as Master/Mistresses, albeit on contractual basis and on a consolidated salary of Rs.6000/- per month, in pursuance to the terms and conditions of the advertisement dated 09.09.2012, which they had accepted and discharged their duties akin to those appointed on regular basis. Terming their appointment as contractual, was infact a misnomer. The incorporation of an exploitory condition in the appointment letter of the petitioners and the act of constraining them to knock the doors of the Court, even when the issue has been settled by Hon'ble the Supreme Court in *Jagjit Singh (supra)*, is deprecated. As a sequitur, they are held entitled to the minimum of the pay scale.

10. On a cumulative consideration of the facts and circumstances of the case, while keeping the judgments referred to above in mind, the writ petition deserves to be and is hereby allowed in terms of the judgment in *Harwinder Singh (supra)*. The necessary relief be granted within a period of six weeks from the date when a web-print of this judgement is received by the Department.

4. *In view of the above, the petition is disposed of in terms of Baljinder Kumar (supra). "*

3. In compliance of the above said order, I have thoroughly gone through the contents of the above case, representation filed and relevant record pertaining to the claim of the petitioners. According to the factual matrix of the case, the petitioners were appointed as masters/mistress in pursuance of 5178 advertisement of master cadre. They were appointed on contractual basis and were getting consolidated pay of Rs 6500/month. In the year 2016, some petitioners aggrieved by the consolidated pay of Rs 6500/month approached the Hon'ble High Court in CWP No. 2031 of 2016 titled as "*Harvinder Singh v State of Punjab*", wherein the Hon'ble Court was pleased to allow the claim of the petitioners vide its judgment dated 21.01.2020, further upheld by the Division Bench of the Hon'ble High Court in LPA 29 of 2021. In strict compliance with the order of the Hon'ble High Court, and upon the subsequent concurrence of the Finance department, the requisite benefit of "*minimum of pay scale*" was given to the petitioners and the petitioners were held entitled to the then minimum pay scale of Rs 10300 and were granted the arrears as per calculation.

4. That, in furtherance of above case, some petitioners filed CWP No. 14281 of 2020 titled "*Tejwinder Singh Thiara v State of Punjab*", which was disposed of by the Hon'ble High Court on 14.09.2020. While deciding the claim of the petitioners, a speaking order dated 06.02.2024 was passed by the department wherein in pursuance with the advice tendered by the Finance Department, the claim of the petitioners was rejected on the grounds that benefits were approved by the department of Finance only for the petitioners in CWP No. 2031 of 2016.

5. That, another writ petition with the similar prayer was filed by the petitioners in CWP No. 12583 of 2020 titled as "*Baljinder Kumar v State of Punjab*", wherein the Hon'ble High Court vide its order dated 07.02.2024 allowed the claim of the petitioners in terms of the judgment in *Harwinder Singh (supra)*. Subsequent to the approval of the Finance Department, the requisite benefits were granted to the petitioners of this writ petition.

6. That, while disposing of the present civil writ petition no. 11338 of 2024, the Hon'ble High Court disposed of the same in terms of *Baljinder Kumar's* case (*supra*). In accordance thereof, the matter was examined and the proposal concerning the financial burden in case the benefit is granted to the petitioners, was sent to the Finance Department. It is noteworthy here that the Finance department vide its letter no. FD-FP-10CC(CWP)/268/2025-1FP1/1/1349201/2026 dated 19.03.2026 has accorded its approval for grant of the requisite benefits to all the petitioners of CWP No. 14281 of 2020.

It is pertinent to mention that Hon'ble High Court vide its order dated 21.01.2020 passed in CWP No. 2031 of 2016 has held the petitioners entitled to the minimum of the pay-scale and further to arrears, which will be w.e.f. 38 months prior to the date of filing of the writ petitions and claim of interest was rejected.

7. After going through the facts, circumstances and legal position of the instant case, and in compliance with the Hon'ble High Court's order dated 21.04.2025, I am of the considered opinion that the petitioners of the CWP No. 14281 of 2020 are entitled to the minimum of pay scale and are consequently entitled for the benefit of arrears after adjustment of amount already paid to them w.e.f. 38 months prior to the date of filing of CWP No. 14281 of 2020. Accordingly, their claim is hereby accepted and settled.

The concerned DDO's are hereby directed to grant the requisite benefit in a timely manner.

Keshav Goyal, PCS

Director School Education (Secondary), Punjab

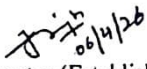
Endorsement No : -Even-102692070

Dated, SAS Nagar: 06-04-2026

A copy of the order is forwarded to the followings for necessary action and information:-

1. All concerned District Education Officer(SE) Punjab with the instruction that copy of this order to the employee concerned by ensured at his level immediately.
2. Employees concerned through concerned District Education Officer (SE) Punjab.

Attachment: Petitioners List

  
Assistant Director (Establishment-2 Branch)  
O/o Director School Education (Secondary) Punjab

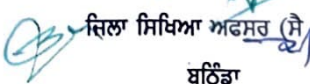


ਦਫਤਰ ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ(ਸੈ.ਸਿ) ਬਠਿੰਡਾ

ਪਿਠਅੰਕਣ ਨੰ: ਅ-1/1( )2026/ 1067

ਮਿਤੀ 10.4.2026

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।

  
ਜਿਲਾ ਸਿਖਿਆ ਅਫਸਰ (ਸੈ.ਸਿ)  
ਬਠਿੰਡਾ

10/04/26

IN THE HIGH COURT FOR THE STATES OF PUNJAB & HARYANA  
AT CHANDIGARH.

C.W.P.NO. 14281 OF 2020

1. Tejwinder Singh Thiara S/o Sh. Ravinder Singh Thiara, aged 41 years, D.P.E. Master, GHS Rouwal Bhulana, Distt. Hoshiarpur, resident of V.P.O Sikri near Bullhowal, Distt. Hoshiarpur.
2. Balwinder Singh S/o Malkit Singh, aged 39 years, D.P.E Master, Govt. Girls. Sen. Sec. School, Rupana, Distt. Sri Muktsar Sahib, R/o H.No 390, Goniana Road, Near Gurdawara Attarsar, Distt. Sri Muktsar Sahib.
3. Gouri Shanker S/o Sh. Ram Partap, aged 36 Years, D.P.E Master, GHS Ghallu, Distt. Fazilka, resident of V.P.O Ghallu, Tehsil & Distt. Fazilka.
4. Deepak Sharma S/o Sh. Anil Sharma, aged 37 Years, D.P.E Master, Govt. Sr. Sec. School, Azamwala, Distt. Fazilka, resident of V.P.O Azamwala, Teh & Distt. Fazilka.
5. Harpreet Singh S/o Sh. Harcharan Singh, aged 32 years, D.P.E Master, GSSS Pakka Kalan, Distt. Bathinda, resident of V.P.O Pakka Kalan, Tehsil Talwandi Sabo, Distt. Bathinda.
6. Harjinder Singh S/o Kashmir Singh, aged 40 years, D.P.E Master, GSSS, Bahoru, Distt. Amritsar, resident of V.P.O Kalsian Kalan, Tehsil Patti, Distt. Tarantaran.

7. Harbans Singh Sidhu S/o Sh. Geja Singh, aged 43 year, D.P.E Master, GSSS Hamirgarh, Distt. Bathinda, resident of V.P.O Dyalpura Bhaika, Teh. Phul, Distt. Bathinda.
8. Arshbir Singh S/o Sh. Iqbal Singh, Aged 43 years, D.P.E Master, GHS Naurangabad, Distt. Tarantaran, resident of Village Mall Mohri, P.O. Naurangabad, Teh. & Distt. Tarantaran.
9. Milap Singh S/o Rattan Singh, aged 40 years, D.P.E Master, GHS, Pakharpura, Distt. Amritsar, resident of Village Jhande, P.O. Waryam Nangal, Teh. & Distt. Amrisar.
10. Sandeep Singh S/o Sh. Lalji Dass, aged 34 years, D.P.E Master, GSSS Jhinger Kalan, Distt. Hoshiarpur, resident of Village Duggal Dwakhri, P.O. Berchha, Teh. Dasuya, Distt. Hoshiarpur.
11. Rohit Sharma s/o Vijay Sharma, age 36 years, D.P.E Master, GSSS Pakhowal-Bihran, Distt. Hoshiarpur, resident of V.P.O Satnaur, Tehsil Garhshankar, Distt. Hoshiarpur.
12. Gurvinder Singh S/o Jarnail Singh, aged 36 years, D.P.E Master, GHS Madhir, Distt. Sri Muktsar Sahib, resident of V.P.O Madhir, Tehsil Giddarbaha, Distt. Sri Muktsar Sahib.
13. Ekum Singh s/o Bant Singh, aged 35 years, D.P.E Master, GSSS, Matti, Distt. Mansa, resident of Village Mohar Singh Wala, P.O. Dhalewan, Teh. & Distt Mansa.

14. Baljinder Singh S/o Banta Singh, aged 35 years, D.P.E Master, GHS, Kot Karor Kalan, Distt. Ferozepur, resident of Village Kalie Wala, P.O.Sulhani, Tehsil & Distt. Ferozepur.
15. Balwinder Singh s/o Joginder Singh, aged 35 years, D.P.E Master, GSSS, Mandi Aminganj, Distt. Fazilka, resident of Village Chak Balocha, P.O. Chak Varioke, Tehsil Jalalabad, Distt.Fazilka.
16. Gurjeet Singh S/o Darshan Singh, aged 36 years, D.P.E Master, GSSS Burj Hari, Distt. Mansa, resident of V.P.O Burj Hari, Tehsil & Distt. Mansa.
17. Balwinder Singh s/o Puran Singh, aged 40 years, D.P.E Master, GHS Chak Jamalgarh, Distt. Fazilka, R/o Village Chak Boor Wala, P.O.Chak Mohanda Wala, Distt. Fazilka.
18. Harpreet Kaur d/o Sh. Narinder Singh, aged 30 years, D.P.E Mistress, GHS Warring, Sri Muktsar Sahib, resident of Ward No. 20, Near Abohar Road, Teh. & Sri Muktsar Sahib.
19. Rajdeep Kaur d/o Jaswant Singh, aged 38 years, D.P.E Mistress, GSSS, Baran, Distt. Patiala, resident of H. No. 242-A, St.No. 10, Green Park Colony, Pataila.
20. Iqbaljeet Kaur d/o Sh. Baljinder Singh, aged 33 years, S.S Mistress, GSSS Baran, Distt. Patiala, resident of H.No. 437, Harinder Nagar, Sarhind Road, Patiala.

21. Kulwinder Kaur d/o Ajaib Singh, aged 34 years, Math Mistress, GSSS Baran, Patiala, resident of H.No.162/14 Sandhu Colony (Malkana Patti,Samana), Distt. Patiala.
22. Shalley Sharma D/o Amir Chand Sharma, aged 39 years, English Mistress, GHS Madanpur, Distt. Patiala, resident of H.No.2/5, Anand Nagar-B, Patiala.
23. Rekha d/o Shinderpal, aged 35 years, D.P.E Mistress, GHS Patti, Distt. Hoshiarpur, resident of V.P.O Patti, Distt. Hoshiarpur.
24. Sandeep Kaur d/o Sohan Singh, aged 45 years, D.P.E Mistress, GHS Bhankharpur, S.A.S Nagar, resident of H.No 508/1, Sector-45, Chandigarh.
25. Amandeep Kaur D/o Darshan Lal, aged 31 years, D.P.E Mistress, GSSS Dyalpura, Distt. S.A.S Nagar, resident of H.No. 864, Sector-40-A,Chandigarh.
26. Ravneet Kaur d/o Manjit Singh, aged 33 years, D.P.E Mistress, GSSS Shergarh, Distt. Hoshiarpur, resident of H.No. 138-1, St.No 21, Tulsi Nagar, Opp. Govt. College, Distt. Hoshiarpur.
27. Poonam Devi d/o Sh. Joginder Singh, aged 36 years, D.P.E Mistress, GHS Adamwal, Distt. Hoshiarpur, resident of H.No. 516, Garhi Mohala, Bahadurpur, Hoshiarpur.

28. Sumandeep Kaur d/o Sh. Jaswinder Singh, aged 34 years, D.P.E Mistress, GSSS Kandhala Sheikhon, Distt. Hoshiarpur, resident of Village Badala Pukhta, P.O.Khanpur Sahota, Distt. Hoshiarpur.
29. Ravinder Kaur d/o Sukhchand Singh, aged 34 years, D.P.E Mistress, GSSS Nihal Khera, Distt. Fazilka, resident of Seed Farm Pakka, Tehsil & Distt. Abohar.
30. Rupinder Kaur d/o Satnam Singh, aged 35 years, D.P.E Mistress, GSSS, Pasiana, Distt. Patiala, resident of Hari Nagar Kherki, P.O. Karhali, Teh. & Distt. Patiala.
31. Mandeep Kaur d/o Jeet Singh, Aged 33 years, D.P.E Mistress, GSSS Nathu Chahal, Distt. Kapurthala, resident of V.P.O Wadala Kalan, Distt. Kapurthala.
32. Vanita Dhanju d/o Khushhal Chand, Aged 34 years, D.P.E Mistress, GSSS Lalo Wali, Distt. Fazilka, resident of Kharas Wali Dhani, Village Panchan Wali, Tehsil & Distt. Fazilka.
33. Brij Mohan S/o Ram Partap Chandora, aged 39 years, D.P.E Master, GHS Jhumianwali, Distt. Fazilka, resident of V.P.O Bazidpur Kattianwali, Tehsil and District Fazilka.
34. Lakhvir Singh s/o Sh. Bahadur Singh, aged 43 years, DPE Master, Govt. High School Tehna, Distt. Faridkot, resident of New Harinder Nagar, Near Baba Farid Public School, Fardkot.

... PETITIONERS